



CAMBODIAN
LABOUR
CONFEDERATION



REPORT

137th ANNIVERSARY

International Labour Day



CLC AT A GLANCE

Cambodian Labour Confederation (CLC) is an independent trade union confederation, was established on 09 April 2006 by and for workers, and register as a professional organization which recognized by the government of Cambodia. and officially issued on 31 December 2008 by the Ministry of Labour and Vocational Training (MoLVT). Under the restriction against unionization in Cambodia, renewing union's registration is required by law on trade union, while CLC was awarded the certificate of recognition for a long run to promote labour-related affair in Cambodia again since its 4th congress held in March 2019. Currently, CLC has been belonging to its statutory registration *No. 312190013* issued by MoLVT of Cambodia. CLC currently has 117, 785 members from 6 affiliate trade unions and association under CLC's umbrella as well as: Coalition of Cambodian Apparel Workers Democratic Unions (C.CAWDU), Cambodian Tourist Service-Workers Federation (CTSWF), Farmers Association of Peace and Development (FAPD), Building and Wood Workers Trade Union Federation of Cambodia (BWTUC), Cambodian Industry workers federation (CIWF), Cambodian Agriculture Workers Federation (CAWF), Cambodian Transportation Workers Federation (CTWF), Cambodian Informal Economic Workers Association (CIWA), Farmer Association for Peace and Democratic (FAPD), and Cambodian Truck Driver's Association (CTDA). The mandate of the Cambodian Labour Confederation is to unite all unions and associations from different sectors to ensure and maintain the strength of workers, trade unions, and associations with convergent voice to enhance democracy, advocacy, lobby, dialogue concerning labour affair which have been carried out directly to main policy makers as well as employers of companies and employer associations, government at all level and NGOs. CLC is also playing number of significant roles in order to provide capacity buildings to its members. CLC's vision aim at assuring democracy within Cambodian society and respect for human rights, fundamental freedoms, equal rights between men and women, and to ensure the compliance and application of the core labour standards in Cambodia. CLC's ambition is to uphold decent work and justice for all Cambodian workers and employees.

HISTORY OF INTERNATIONAL LABOR DAY (ILD)

International Workers' Day, also known as **Labour Day** in some countries and often referred to as **May Day**, is a celebration of labourers and the working classes that is promoted by the international labour movement and occurs every year on 1 May, or the first Monday in May. Traditionally, 1 May is the date of the European spring festival of May Day. In 1889, the Marxist International Socialist Congress met in Paris and established the Second International as a successor to the earlier International Workingmen's Association. They adopted a resolution for a "great international demonstration" in support of working-class demands for the eight-hour day. The 1 May date was chosen by the American Federation of Labor to commemorate a general strike in the United States, which had begun on 1 May 1886 and culminated in the Haymarket affair four days later. The demonstration subsequently became a yearly event. The 1904 Sixth Conference of the Second International, called on "all Social Democratic Party organizations and trade unions of all countries to demonstrate energetically on the First of May for the legal establishment of the eight-hour day, for the class demands of the proletariat, and for universal peace". The 1st of May, or first Monday in May, is a national public holiday in many countries, in most cases as "International Workers' Day" or a similar name. Some countries celebrate a Labour Day on other dates significant to them, such as the United States and Canada, which celebrate Labor Day on the first Monday of September. In 1955, the Catholic Church dedicated 1 May to "Saint Joseph the Worker". Saint Joseph is the patron saint of workers and craftsmen, among others.

Aim of ILD anniversary celebration 2023 under the lead of CLC

CLC always hold ILD on 1 May which is aimed at remarking unionists who have shown their greatest courage and devote their live to spirit of enhancing and upholding worker's rights and benefit in Cambodia and in the glob. In addition, this event was designed with provision of opportunities to worker representatives from affiliate trade unions and associations; and such number of workers from all economic sectors as well as garment, textile, footwear, bag, agriculture, industry, transportation, tourism, service, and informal economy workers to raise their major concerns and to inform policy makers and promote public awareness of ILD. This year 2023 ILD is held under the theme *"Together promoting worker's rights and freedom of trade unions"*.



I am ATH THORN

President of Cambodian Labour Confederation (CLC)

SPECIAL THANKS

Beloved workers, social partners, and/or development partners. Every year, trade unions with its value affiliates, workers, employees, and social partners not only in Cambodia but also in the globe enjoyed and actively participated the celebration of their important day, so called “International Labour Day-ILD” to remark heroism and sacrifices of unionists who devoted their time, energy, and lives to the spirit of promoting and protecting worker’s rights and freedom. Unfortunately, CLC with affiliates were able to convert ILD with small participants due to the impact of Covid-19 and the governmental measurement to protect the spread of the virus.



Without your supports and value participations, the commencement of ILD would never come. So, We, CLC would like to extend our profoundest thanks to all participants, workers, trade unions, development partners, labor rights organizations, NGOs and/or donors for those who provided us with priceless supports. The Financial contributions from affiliates trade union federations and social partners absolutely help amplify the voice of workers, labour-related issue to be heard by decision makers and other important competent authorities, and it also created opportunity for workers exercising their fundamental rights and freedom that this year with almost 2000 participants gathering and marching along the roads, and all issue face workers, demands echoed throughout this event calling on the government to take interventions.

Special words of thanks to ILD Organizing Committee with wonderful effort resulting in a mushrooming achievement. We, CLC strongly hope that social partners will continue with constant supports and workers, brother sisters will attend ILD for the next coming year.

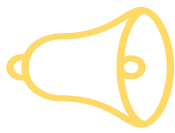
Unity always wins, division always fails. Together for labour justice and sustainable development for all workers

In Solidarity!
ATH Thorn



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| Theme | The 137 th Anniversary of International Labour Day 2023 led by Cambodian Labour Confederation under the theme <i>“Together promoting labour rights and freedom of trade union”</i> |
|  Venue of the event | The International Labour Day was held at public park, closed to Council for the Development of Cambodia (CDC), Phnom Penh, Cambodia |
| # Of Participant | There was a total of 1645 participant (male: 1027 , and female: 618) from 9 affiliates trade union federations, enterprise-based trade unions, associations, NGOs, local and international journalists. |
|  About participants | <p>Affiliated trade unions</p> <ol style="list-style-type: none"> 1. Coalition of Cambodian Apparel Workers Democratic Unions (C.CAWDU) 2. Cambodian Tourist Service-Workers Federation (CTSWF) 3. Building and Wood Workers Trade Union Federation of Cambodia (BWTUC) 4. Cambodian Industry workers federation (CIWF) 5. Cambodian Agriculture Workers Federation (CAWF) 6. Cambodian Transportation Workers Federation (CTWF) <p>Affiliate associations:</p> <ol style="list-style-type: none"> 7. Cambodian Informal Economic Workers Association (CIWA) 8. Farmers Association of Peace and Development (FAPD) 9. Cambodian Truck Driver Association (CTDA) <p>Development partners: NGOs, observers, national & international journalists, media outlets:</p> <ol style="list-style-type: none"> 10. OXFAM Cambodia 11. CHHRAC 12. APHEDA 13. Solider Center (SC) 14. CCHR 15. United Nation (UN) 16. Transparency International Cambodia (TIC) 17. SILAKA 18. CARE Cambodia, RFA, Postkhmer, Khmertime, RFI, VOA, Thmey Thmey and other social media outlets |





Workers' march surrounding archaeological park Wat Phnom Shrive and Council for the Development of Cambodia, expressed their challenges, issue, and requests to be heard by and seek interventions from the government of Cambodia, particularly the competent authorities:

All workers gathered at the public park in front of Cambodian Council for the Development of Cambodia at 7:30 am, holding national and religion flags, banners with written demand points calling on the government of Cambodia, and competent authorities to provide appropriate actions and solutions for issues, challenge, violences, labour abuses face workers from all economic sectors in Cambodia.

At 8:00 AM, Worker's march was held under the lead of Mr. Athorn, the president of Cambodian Labour Confederation (CLC) with crowded participations from workers from tourism, transportation, service, agriculture, garment, and industrial and construction sectors. Workers come along with banners with written messages of their demands related to their own specified sectors, informal workers, truck drivers with their initial core message indicating their issues and they all are calling on the government of Cambodia to provide workers with appropriate solutions and to ensure that workers are provide labour justice and dignity. Construction workers, including brickkiln workers need occupational safety and health, and fair wages because their works are very risky.



The messages of trade union leaders out of loudspeakers requesting directly to council for the Development of Cambodia to promote labour rights in the development projects especially the government of Cambodia must have close monitoring in terms of abuse, discrimination, and exploitations against workers for all companies that invest in Cambodia. Trade union and worker recalled the government to free trade union leaders as well as *Mss. Chhim Sithor*, the leaders of trade union in NAGAR WORLD which is in a prolong court procedure and unjust imprisonment and requested to drop all unjust arrested workers and other trade union to ensure that worker's rights are respected, promoted.



If still there are violence, exploitations and abuses against workers and trade unions, the movement of independent trade union is still be carried out with joint efforts; workers in transportation sector requested authority to stop interfere internal affair of trade unions and the government must stop using judicial system to hinder, persecute workers and trade union in GIANT ABISE Transportation company and called on employers must provide workers with justice and reinstate





Unions and associations holding march surrounding Wat Phnom archaeological park, raising labour-related issue, and current livelihood challenges face workers and people.

All leaders of trade unions from all economic sectors gave remark speeches and core message emphasizing specific issue and challenge face workers in their own sectors, those are representing workers, farmers association and trade union as well as: Coalition of Cambodian Apparel Workers Democratic Unions (C.CAWDU); Cambodian Tourist Service-Workers Federation (CTSWF); Building and Wood Workers Trade Union Federation of Cambodia (BWTUC); Cambodian Industry workers federation (CIWF); Cambodian Agriculture Workers Federation (CAWF); Cambodian Transportation Workers Federation (CTWF); Cambodian Informal Economic Workers Association (CIWA), Farmers Association of Peace and Development (FAPD); Cambodian Truck Driver Association (CTDA). There were such number of issues related to workers, farmers, and freedom of association. The issue and challenges and requests raised by worker, leaders of trade union and associations under the umbrella of CLC, included: (1). Persecution and interference trade unions work from authorities in term of having tendency to employers, and authority always use force to crackdown when trade union do peaceful strikes (2). Unjust sentence of trade union leaders and violence against activists and trade union leaders (3). Inflation issue face workers: Skyrocket price of gasoline and necessary foods (4). The government develop labour-related laws to harm trade union; (5). Workers, especially for those working in garment, footwear, textile sector are not provided with benefits when the companies close their operation; and (6). Wage gap still exists between women workers and man; having equal value work but women receive a lower wage (7). Provision of a prolong Labour dispute resolution procedure due to Lack of willingness from authority to provide workers with solutions (8). Limit of social protection coverage, workers are not entitled to social security and social assistance especially informal workers (9). Workers called on the government to unconditionally release trade union leaders from the prisons and reinstate workers and trade union at GIANT ABIS transportation companies (1). All investments to develop Cambodia, workers request the government to include labour (11). Increase of non-compliance practices of employers due to Lack of genuine inspection from government.



Calling on the government of Cambodia to push employers to respect for labour rights, labour law, and trade union law. Government must take appropriate actions to ensure that employers provide workers with 5 demand points of legitimate benefits when the company are close and provide financial support for all laid-off workers and for those workers who are living in dilemma and when they face any forms of emergency cases.



Mr. Ath Thorn, president of Cambodian Labour Confederation (CLC), delivered his rich speech remarking the heroism of trade union leaders who devoted his/her life in the spirit of enhancing and protecting the worker's rights and benefits for workers and employees and expressed his appreciation on the active union movement around the world that contribute to better respect promotion of labour rights for 137 years so far especially work condition have been improved. The interaction between the skyrocket price of gasoline and the price of necessary foods are the issue face workers/employees in all economic sectors in Cambodia. "The government must take any possible interventions that can provide workers with appropriate or possible solutions to make sure that workers are able to survive in this difficult situation due to factory closed, work suspended and the increase of inflation index in Cambodia." said Athorn



Mr. Sok Kin, the president of Building, Wood Worker Trade Union of Cambodia (BWTUC) raised issue that workers in construction workers have been faced. He requested the government of Cambodia to revisit all previous demand points and take action to push private companies in construction sector to ensure that they respect for labour law of Cambodia and promote compliance with applicable laws of Cambodia to ensure that rights of workers and working condition in construction sector is enhanced.



The president of Cambodian Tourism and Service Workers Federation (CTSWF) provided his remarking speech indicating workers always submit all issue and requests to the government. He recalled the government must review labour-related laws and make amendment. "Minimum wage for workers in tourism and service sector is not commenced yet, so the government of Cambodia should consider and determine it to ensure workers in this sector are able receive fair wage" said Mom Rithy



There are a lot of factories have been shut down and laid-off. Depend on our observations, we all have defined that if the factory is closed, workers always drop their tears, and they must sleep in front of the factories because there are no any solutions from the employers and the lack of intervention from government. "The lives of workers in garment are in dilemma due to factories closed, suspended and dismissal and employers always seek pretexts to terminate trade union leaders and in this regard, I would like to recall on the government to allocate budget for supporting workers whose factories are shut down and laid-off and push employer to respect for worker's rights" said Atith, president of C.CAWDU

Leaders of affiliates trade unions and associations and the head of gender Committee, delivered their rich remark speeches concerning labour issue, challenges face workers and people



Mr. Chhun Rinda, president of CIWF: Constant discriminations against trade unions always take place any time that employers and authority always intimidate, persecute, and commit violence, seek pretext to dismiss union leaders and workers for those who participate the union movement and there are lot of cases that employers alleged union leaders involved any movement and also filed complain to court to prevent workers from participation with any movements to protect and promote benefits, worker's rights and work condition at workplace. Employers or business do that to paralyze movement or momentum of independent trade unions.



Mr. Heng Chouern, president of CAWF representing workers in agriculture sector indicated that workers who are employed under day-based wage, and project-based wage, and seasonal workers are never provided with benefits as well as, annual leave, overtime benefit, and workers are not able to exercise their rights at their workplaces, particularly participation with unionizations. Women are never entitled to employment as well as no maternity leave, delivery benefit, they are not covered by National Social Security Fund (NSSF) especially receive no social security benefit.



Mr. Eang Thy: President of Farmer Associations for Peace and Democratic (FAPD) and on behalf of farmers and self-employed workers recall Cambodian government to take any interventions to help solve current challenge that have harmed their livelihood especially income generation activities. He come up with serious issue as well as (1). Price of gasoline goes high (2). price of agriculture product such as rice and other products, currently are with a lower price, while the production cost goes high.

Under the impact of and post Covid-19, economic downturn, banks, and microfinance institutions remain high interest rate for loans they provided workers and Cambodian people, and they never define any possible solutions. Cambodian workers and citizen struggle with dept as microfinance and banks profit in pandemic. He recalled the government and private microfinance and banks in Cambodia to reconsiders to decrease of the interest or seek possible ways to ensure that they can survive. Authority always hinders income generation activities of informal workers when they do at public places, so the government and competent authority should set up zones for informal workers can perform their daily activities to generate income to support their families.



Leaders of affiliates trade unions and associations and the head of gender Committee, delivered their rich remark speeches concerning labour issue, challenges face workers and people



Mr. Kim Hun, Secretary General of Cambodian Transportation Workers Federation (CTWF), at the event he represented workers/employees who are employed as drivers, workers/employees at airport and such number of transportation companies in Cambodia. Workers in transportation sector recalled the government to amend the labour-related laws to ensure workers are able to freely play their key roles to promote rights of workers and freedom of association at their workplaces. The government must stop any intimidation, violence, persecution against trade union leaders and must unconditionally release and drop all cases to ensure compliance with national and internal labour standards.



Mr. Kan So Khea, Secretary General of Cambodian Truck Driver Association (CTDA), share current challenges face truck drivers that competent authority poses inappropriate fine that negatively effects the income generations of drivers. Authority seized their trucks and did not provide them back, so they are living with difficulties without income to support their family members. He, on behave truck drivers in Cambodia appeal the government must take any possible actions that can help tackle this issue to ensure that those drivers can do their income generation activities as normal and he also recall the government to make any revision on existing laws that harm livelihood of truck drivers

There are a lot of challenges face women workers, the name of women leaders of trade union are listed in blacklists by previous employers due to her involvement with unionizations and shared the identities of hers to other factories. Therefore, those woman workers are always rejected when they apply for a job at other factories. A lot of woman workers unemployed and their lives are in dilemma; earning insufficient money to pay for their interest of loan, being not able to support her dependents, including elderlies, children and their educations; and they also force themselves to work very hard without taking care of her health and nutrition. I appeal the government to immediately take any action to push employers not to discriminate against woman leaders, activists of trade unions

Mrs. Heng Chenda
Head of gender committee



18 demand points submitted to the Royal Government of Cambodia

All government delegates, they accepted petition and those pledged to take all concern stated within the joint petition to inform the government, national assembly during their coming plenary sessions. To inform the competent authority, the Ministry of Labour and Vocational Training and government to be aware of labour issue face workers, CLC red all 18 demands points within the joint petition. There were two delegates from the government of Cambodia, from Ministry of Labour and Vocational delegate representing minister of labour and from RGC representing Prime Minister of Cambodia. On the occasion of this 137th ILD anniversary, union and association representatives from garment, textile, industry, tourism, service, transport, agriculture, construction, and informal economy submitted the following 18 specific demand points for interventions and solutions from the **Royal government and the parliament**:



1. Request the Royal Government to increase the minimum wage to \$ 250 per month for garment workers and set the minimum wage for workers in the tourism, construction, agriculture and transportation sectors.
2. Request the Royal Government to reduce the price of fuel, bank interest rate and fertilizer price to a reasonable level.
3. Request the Royal Government to put back paid national holidays, especially the Paris Peace Agreement Anniversary (October 23) and International Human Rights Day (December 10).
4. Requests the Royal Government to Intervene to drop the charges against union member Mam Srey Leak unfairly accused by the Jinpei Casino Company in Sihanoukville and the authorities, and to revoke arrest warrants for, and free, Tang Sakbouy and Dul Nareth, as well as union representatives at NagaWorld, and get them reinstated, including full payment accounted from the time of dismissal to the time of reinstatement.
5. Request the Ministry of Labor to intervene to get reinstated the union representatives of Capitol Transport, Sorya Passenger, Giant Ibis, Elite, Junsu, ASEAN, Wellfare Lottery, Holiday Design, Weissing Products, Khmer Electrical Power (KEP) and Longmet, who were unfairly dismissed from work as well as a full compensation according to law.
6. Request the Royal Government and the National Assembly to amend the Law on Trade Unions to ensure that workers have full rights to join unions, the right to be represented by unions and the right to strike.
7. Request the Royal Government and the National Assembly to ratify ILO Convention No. 183 on "Rights to Maternity Leave for Women Workers ", ILO Convention No. 189 on

18 demand points submitted to the Royal Government of Cambodia

"Protection of the Rights of Domestic Workers", ILO Convention No. 144 on "Tripartite Consultation (International Labor Standards), and ILO Convention No. 190 on "Violence and Harassment" to eliminate all forms of gender-based violence and harassment in the world of work.

8. Request the Royal Government to implement the social security scheme for unemployment as soon as possible and to strengthen the quality of treatment and care services without discrimination and to expand the registration of NSSF members for everyone, especially vulnerable workers in construction, steel handicrafts, brick kilns, agriculture, industry, service, transport and informal economy workers.
9. Request the Royal Government to formulate policies and proclamations (Prakas) on occupational health and safety at work place to protect vulnerable workers in the fields of construction, steel handicrafts, brick kilns, agriculture, industry, transportation and services.
10. Request the Royal Government to create a law to include delivery workers or workers registered through the App system for the companies to be responsible, so that those workers will receive labor right and NSSF Like other workers.
11. Request the Royal Government to withdraw point 3 of the Notification No. 142/20 of the Ministry of Labor and Vocational Training on the Procedure for Registration of Informal Workers in the National Social Security Fund (NSSF) in order to receive the Health Equity Fund Card.
12. Request the Royal Government and the National Assembly to establish an independent, neutral and fair labor court by 2024 to resolve labor disputes for workers quickly and free of charge, and to have workers' representatives in the panel of judges in the court.
13. Request the Royal Government to urge employers to properly follow the law and pay five-point legal compensation when the company closes, and provide benefits to workers in other sectors when suspended, such as garment workers.
14. Request the Ministry of Labor to inspect rubber plantations, oil palm plantations, banana plantations, sugarcane plantations and other plantation companies that are using workers on a daily wage or as temporary workers illegally, while not being granted employment rights, seniority and NSSF properly.
15. Request the Royal Government to allocate suitable places for informal economy workers to do business safely and provide capital support for them to do business.
16. Request the Royal Government to grant social land concessions, training in agricultural technical skills and find markets for agricultural produces at reasonable prices to farmers.
17. Request the Royal Government to establish effective mechanisms to protect migrant workers, both inside and outside the country, and to ensure the safety of migrant workers from trafficking, sexual exploitation and violation of their rights and freedoms.
18. Request the Royal Government to take strict measures for the company to organize the environment, safety and security of the workplace to provide happiness and comfort to workers and stop the release of liquid and solid toxic waste that affects human health, animals and the environment.



Workers and trade unions believe that flying and free balloons is the symbol of freedom, and they wish to see workers and trade union freely exercise their rights to protect and promote work condition and freedom of expression.



Speaking at the press conference, Ath Thorn said CLC wanted a stronger labour law, trade union law and rights to strike and demonstrate to make sure that workers are able to exercise their rights to promote labour standard and trade union can represent workers at all level of debate, dialogue and negotiation at all levels, including policy level and dispute resolutions

