

THEMATIC “LABOUR RIGHTS” IN CAMBODIA

Trade union coalitions, associations, and trade union support group organizations involved in report on labor rights in Cambodia.

- Independent Democracy of Informal Economy Association (IDEA)
- Transparency International Cambodia (TI)
- Cambodian Youth Network (CYN)
- Cambodian Food and Service Workers Federation (CFSWF)
- The Cambodian Confederation Unions (CCU)
- Cambodian Labor Confederation (CLC)
- Center for Alliance of Labor and Human Rights (CENTRAL)
- Coalition of Cambodian Farmer Community Association (CCFC)
- Legal Support for Children and Women (LSCW)

KEY RECOMMENDATIONS FROM SECOND CYCLES

- **Take all necessary measures to ensure that the trade union rights of workers in Cambodia are fully respected and that trade unionists are able to exercise their activities in a climate free of intimidation and risk to their personal security and their lives. (United States)**
- **Take actions to ensure that Cambodian legislation enables all political parties, labour unions and other civil society groups to exercise their rights to freedom of expression, association and peaceful assembly, and that peaceful demonstrations can occur safely and without fear of intimidation or excessive use of force on the part of the Cambodian authorities. (Canada)**
- **Strengthen its policies to improve labour standards for all workers and continue its efforts in reducing child labour. (Spain)**
- **Establish labour courts in an effort to guarantee respect for worker rights and to provide legal and efficient solutions to labour disputes, and revise the law on trade unions. (United States)**
- **Publicly speak out on reported cases of intimidation and violence - including murder - of trade unionists, the staff of non-governmental organizations and journalists and to ensure effective investigations and accountability for perpetrators. (Austria)**

Situation in Country



- Trade Union Law TUL, adopted in May (2016)
- Law on the political party adopted in 2017
- Law on Association and Non-Government Organizations (LANGO) adopted in 2015
- The Minimum Wage Law, adopted in June (2018)

Situation in Country

- ❑ Draft law on dispute resolution procedure (dropped in 2017).
- ❑ The Minimum Wage Law, adopted in June (2018).
- ❑ National policy framework on extending national social protection coverage for formal and informal workers, particularly for female workers.
- ❑ Tripartite MW Negotiation held annually for Ready Made Garment RMG since (2013).

Recommendations

- Revoke trade union registration and reporting requirements that result in the restriction of the freedom of association, assembly, and expression, including prior authorization requirements from TUL and Prakas N 249
- Ensure the judicial system to effectively address workers' rights by allowing workers to take cases directly to the Arbitration Council.
- Ensure TU leaders and TU members from all forms of discrimination, violence and threats, including defamation and incitement charges.
- Guarantee to repeal the offenses in the criminal code that allow for criminalization of union leaders and labor rights activists.
- Protect of Cambodian migrant workers in bilateral agreements with third states by increasing labor inspections and making available complaints mechanisms.
- Ensure that all restrictions or prohibitions on assemblies comply with international standards and the Law on Peaceful Assembly.