



| Vorstand

Briefanschrift: IG Metall Vorstand, 60519 Frankfurt am Main

S.E. Dr. Widhya Chem  
Ambassador  
Embassy of the Kingdom of Cambodia  
Benjamin-Vogelsdorff-Str.2  
13187 Berlin

## Respect Workers Rights in Cambodia

Your excellency,

On behalf of IG Metall, the German Union for workers in the metal, textile, plastic and wood industry, with over 2.2 million members, I write to condemn the violence perpetrated by members of the police and armed forces against striking garment workers.

In December 2013, the government announced a new minimum wage increase, one that fell far below a living wage. The original offer of \$95 (now \$100) per month is truly insufficient to satisfy the basic needs of any Cambodian worker. It is also incompatible with Article 104 of the Cambodian Labour Code, which guarantees the payment of a wage that "must ensure every worker of a decent standard of living compatible with human dignity".

Workers decided to withhold their labour on 24 December, as is their fundamental right under international law and the Cambodian Labour Code, to campaign for a higher minimum wage. Instead of negotiating with workers, the government decided to resort to violence and intimidation. Heavily armed police and soldiers have repeatedly mobilized in early January to quash the protests, leading to violent and bloody clashes. Four workers were killed and 39 injured. 23 workers were arrested. Legal summonses have been issued for union leaders.

The IG Metall calls on the government to immediately release all arrested workers, to ensure the provision of medical treatment for the injured and to return to the bargaining table, with the

Datum:  
07.02.2014

Ihre Mitgliedsnummer:

Unser Zeichen:  
DW /ra

Telefon:  
+49 (0) 69-66 93-22 82

Fax:  
+49 (0) 69-66 93-2028

E-Mail:  
claudia.rahman@igmetall.

IG Metall Vorstand  
Wilhelm-Leuschner-Str. 7f  
60329 Frankfurt  
Telefon: (0 69) 66 93-0  
Fax: (0 69) 66 93-28 43  
E-Mail: [vorstand@igmetall](mailto:vorstand@igmetall)  
Internet:  
[www.igmetall.de](http://www.igmetall.de)

Helaba Frankfurt  
BLZ: 500 500 00 Konto-Nr.: 83 000 000  
IBAN: DE9150050000083000000

BIC: HELADEF  
Gläubiger-ID: DE71ZZZ00000053593  
Steuer-Nr.: 045 224 22021

Datenschutzhinweis: Name,  
Adresse und zur Bearbeitung  
nötige Angaben werden  
vorübergehend gespeichert

IG Metall –  
Gewerkschaft für Produktiv  
und Dienstleistung im DGE

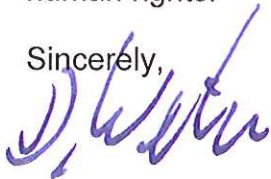
representatives of workers and employers, to reach an agreement on a just minimum wage for the textile and garment industry. This requires the following actions:

- Release the 23 workers (list attached)
- Undertake a prompt and thorough investigation into violence used against protesters;
- Respect the right to freedom of association, in line with ILO Convention 87 which Cambodia has ratified;
- Introduce of a legal framework consistent with Convention 87 and with the collective bargaining Convention 98; and,
- Institute a sound and inclusive process for determining the minimum wage.

As a member of the ILO and having ratified ILO Convention 87 in 1999, the government must also respect the right of unions and workers to exercise their right to freedom of association, including the right to strike, without threat or intimidation.

There is no question that the conduct of the authorities constitutes a flagrant violation of human rights, including freedom of association. We await your immediate action to restore industrial and social peace based on respect for fundamental human rights.

Sincerely,



Detlef Wetzel  
President of IG Metall

Arrested January 2, 2014, charged January 3, 2014 (in front of Yak Jin factory, National Road #4)

1. Vorn Pao
  - a. Gender: Male
  - b. Age: 38
  - c. Profile: President of Independent Democracy of Informal Economy Association (IDEA); Lives in Trapeang Chhouk Village, Tha Commune, Posenchey District, Phnom Penh;
2. Theng Saveurn
  - a. Gender: Male
  - b. Age: 24
  - c. Profile: Coordinator of Coalition of Cambodian Farmer Community (CCFC); Tuk Thla, Sen Sok, Phnom Penh;
3. Chan Puthisak
  - a. Gender: Male
  - b. Age: 40
  - c. Profile: Community leader from Boeung Kak Lake; Works as a glass cutter; Lives in Sras Chak Commune, Daun Penh District, Phnom Penh;
4. Sokun Sombath Piseth
  - a. Gender: Male
  - b. Age: 31
  - c. Profile: Staff at Center for Labor Rights of Cambodia (CLaRi-Cambodia); Steung Meanchey;
5. Chhim Theurn
  - a. Gender: Male
  - b. Age: 26
  - c. Profile: Garment worker at Yak Jin factory; Lives in Tasek Village, Kambol Commune, Posenchey District, Phnom Penh;
6. Yong Som An
  - a. Gender: Male
  - b. Age: 31
  - c. Profile: Garment worker (awaiting verification of which factory); Trapeang Toul Village, Kambol Commune, Posenchey District, Phnom Penh;
7. *Reth Roatha*
  - a. Gender: Male
  - b. Age: 20
  - c. Profile: Garment worker (awaiting verification of which factory)
8. *Nakry Vanda*
  - a. Gender: Male
  - b. Age: 19
  - c. Profile: Garment worker (awaiting verification of which factory)
9. *Lun San*
  - a. Gender: Male

- b. Age: 19
- c. Profile: Garment worker (awaiting verification of which factory)

10. *Teng Chany*

- a. Gender: Male
- b. Age: 21
- c. Profile: Garment worker (awaiting verification of which factory)

Arrested January 3, 2014, charged January 4, 2014 (near Canadia Industrial Park, Veng Sreng Road)

1. *Chea Sarath*

- a. Gender: Male
- b. Age: 34
- c. Profile: Moto-taxi driver

2. *Yon Chea*

- a. Gender: Male
- b. Age: 17**
- c. Profile: Garment worker at Chea Sun Garment factory

3. *Bou Sarith*

- a. Gender: Male
- b. Age: 23
- c. Profile: Garment worker (awaiting verification of which factory)

4. *Mam Piseth*

- a. Gender: Male
- b. Age: 23
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

5. *Neup Sokhourn*

- a. Gender: Male
- b. Age: 23
- c. Profile:

6. *Phang Tren*

- a. Gender: Male
- b. Age: 24
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

7. *Ry Sinoun*

- a. Gender: Male
- b. Age: 18
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

8. *Heng Ratha*

- a. Gender: Male



- b. Age: 22
- c. Profile:

9. *Pang Vanny*

- a. Gender: Male
- b. Age: 38
- c. Profile: Garment worker (awaiting verification of which factory); Choam Chao Commune, Phousenchey District, Phnom Penh;

10. *Pheurn Da*

- a. Gender: Male
- b. Age: 29
- c. Profile: Garment worker (awaiting verification of which factory); Pong Rou Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

11. *Cheurn Yong*

- a. Gender: Male
- b. Age: 23
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

12. *Ros Sophoan*

- a. Gender: Male
- b. Age: 25
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;

13. *Prong Sarath*

- a. Gender: Male
- b. Age: 26
- c. Profile: Garment worker (awaiting verification of which factory); Lives in Trapeang Thleung Village, Choam Chao Commune, Phousenchey District, Phnom Penh;