



| Vorstand

Briefanschrift: IG Metall Vorstand, 60519 Frankfurt am Main

Per Email: niftuc@gmail.com

NIFTU
Mohn Nihm
President

Cambodia

Dear Mohn Nihm,

On behalf of the 2.2 million workers organized in IG Metall, the German union for the metal, textile, wood and plastic industry, we are expressing our support for your struggle to further increase the minimum wage in Cambodia so that workers will be able to lead a decent life.

The new minimum wage announced by your government in December 2013 falls far below the living wage. The offer is insufficient to satisfy the basic needs of any Cambodian worker and 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".

We also condemn the reaction of government to resort to violence and intimidation when workers decided to withhold their labour on December 24th, 2013, to campaign for a higher minimum wage. Instead of negotiating with workers heavily armed police and soldiers have repeatedly mobilized in early January to quash the protests, leading to violent and bloody clashes, leaving many injured and four workers killed. Legal summonses have been issued for union leaders to further intimidate them. This is not tolerable!

Therefore, IG Metall calls again on the Cambodian government to release the remaining arrested workers and to return to the bargaining table. The meeting in Phnom Penh hosted by Deputy Prime Minister Keat Chhon with IndustriALL Global Union, the International Trade Union Confederation (ITUC) and major apparel brands was a first step but is not enough.

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IG Metall –
Gewerkschaft für Produktivität
und Dienstleistung im DGE

It is high time for the Cambodian government to respect the right to freedom of association, in line with ILO Convention 87 which Cambodia has ratified, and to introduce a legal framework consistent with Convention 87 and with the collective bargaining Convention 98. Furthermore, the government has to institute a sound and inclusive process for determining the minimum wage.

As a member of the ILO and having ratified the 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.

We stand at your side in your continued struggle for improved working conditions and living standards. Stay united in your struggle, then you will succeed. Unions from around the world are supporting you and are monitoring your government's next steps.

As the majority of workers in the textile industry in Cambodia are women it is good opportunity to use the international women's day on March 8 for a solidarity campaign. We at IG Metall say, the year has 365 women's days and the struggle for those who are most vulnerable has to be a permanent one.

In solidarity



Wolfgang Lemb
Executive Committee Member
in charge of International Affairs

Copy:

Christiane Benner, Executive Committee Member IG Metall
IndustriALL Global Union, Geneva