

H.E. Keat Chhon
Deputy Prime Minister
Royal Government of the Kingdom of Cambodia
Phnom Penh, Cambodia

14 March 2014

Dear Excellency,

Thank you on behalf of all those undersigned for hosting the meeting with a delegation of global brands and trade unions on 19 February 2014. The senior level representation from the concerned ministries was valuable and permitted a very frank and open conversation.

The meeting helped us understand the context in Cambodia at this time and also our common interest in supporting the development of the garment sector. We would like to reiterate our willingness to work towards this end.

We believe we were able to convey the concerns we have that currently affect the sector, how it is perceived internationally and how this potentially affects future planning. In summary these are:

- The continued detention of wage protesters after the demonstrations in January. We expect the government to respect the rights of the 21 detained leaders and workers, as detailed by the U.N.'s Office of the High Commissioner for Human Rights. This includes the right to be present during all court hearings for their cases, thus able to exercise their right to defend themselves.
- Passage of the Trade Union Law consistent with ILO Conventions 87 and 98 to establish effective industrial relations. We recognize that this is a priority for government and feel that it is important that this will be developed in an inclusive process with urgency.

In this context we are very concerned with recent reports that no new union registrations have been issued in 2014 and that there will be no new registrations before the advent of the new law. We find that this step is not in keeping with the process that we understood from the meeting and does not seem to us to move the process forward in a constructive manner. We would welcome any clarification that you are able to offer.

- We look forward to hearing more about the actions and timetable related to improving the minimum wage determination mechanism. We reiterate our expectation that this be an inclusive process and one that will proceed promptly.

News reports indicate that there may be legal action taken against trade unions by factory owners that suffered damage to property. We recognize the right of factory owners to seek redress from anyone proven to have committed criminal damage. However, we are concerned that this action against trade unions may escalate the current situation and make it more difficult to find constructive solutions. We would be grateful if you could advise us of your government's stance in this matter.

We look forward to our follow up meeting in May but in the meantime there will be continued contact at various levels in the spirit of supporting the positive outcomes that the sector most urgently needs.

Please accept, Excellency, the assurance of our highest consideration.

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Merchandise Director
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