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| H.E. Hun Sen  Prime Minister  Royal Government of the Kingdom of Cambodia  Phnom Penh  Cambodia  [cabinet1b@camnet.com.kh](mailto:cabinet1b@camnet.com.kh) | our ref Cambodia/fog/ot  date: 3 December 2015  contact: Owen Tudor  direct line: +44 (20) 7467 1325  email: otudor@tuc.org.uk |

Dear Prime Minister

Trade union law in Cambodia

Further to my letter to you of 10 August, on behalf of 6 million British trade unionists, I urge you to engage immediately in meaningful consultations with trade unions on the proposed Trade Union Law.

This critically important legislation was submitted to the Council of Ministers on 13 November 2015 and is about to be submitted to the National Assembly for urgent adoption. However, there has been a complete lack of consultation with trade unions, at least since October 2014. During that time, trade unions have had no input and little reliable information on amendments until the draft was released in late November 2015. It is our understanding however that employers, and especially garment manufacturers, have had consistent access and influence on the draft law.

The International Trade Union Confederation has recently reviewed the proposed Trade Union Law, together with its Cambodian affiliates. While some of the issues they had previously identified have been resolved, the law remains far out of compliance with the fundamental ILO Conventions 87 and 98. *Attached* is a list of the Cambodian unions’ priority amendments.

We believe that the legislation and enactment of the Trade Union Law is a good opportunity for the Cambodian government and employers to rebuild international and domestic confidence in the country’s industrial relations. To do so the law should be grounded on the core principles of freedom of association and collective bargaining.

The TUC urges the Cambodian government to consult meaningfully with trade unions and ensure that any proposed Trade Union law is consistent with ILO Conventions 87 and 98 prior to sending it to Parliament for adoption. We shall oppose any law which does not fully respect the rights to freedom of association, to organise and to bargain collectively.

Yours sincerely

**FRANCES O’GRADY**

General Secretary