

**Samdach Akak Moha Sena Padey Techo Hun Sen,
Prime Minister of the Kingdom of Cambodia,
Cabinet of the Prime Minister, Council of Ministers
Phnom Penh, Kingdom of Cambodia**

13 January 2014

Dear Samdach Akak Moha Sena Padey Techo Hun Sen, Prime Minister of Cambodia,

We, the undersigned global brands and global unions, write to communicate to you our outrage at the killing and wounding of workers on 3 January 2014. The use of deadly force against protesting workers will not result in long-term industrial peace and will not allow Cambodia to remain a stable sourcing location for international brands. We support the United Nation's request that the Royal Government of Cambodia launch a prompt and thorough investigation into the events of January 3 to ensure full accountability of any members of security forces found to have used disproportionate and excessive force and to take measures to prevent the repetition of such acts.

We also call on the Government to immediately release those trade unionists arrested and detained, for reasons related to their activities in defense of workers' interests. Such actions constitute a serious interference with civil liberties in general and trade union rights in particular.

We strongly urge the Government to immediately engage employers and unions to negotiate a resolution to this crisis and to lay the foundation for credible and regular dialogue between workers, employers and government. This process should begin with the reinstatement of the 200 workers sacked for their participation in the strikes.

We are aware that the Garment Manufacturer's Association of Cambodia (GMAC) encouraged the crackdown on demonstrating workers and publicly condoned the use of force by the security forces. The use of violence by any party is unacceptable. We will be urging the GMAC and its affiliates to withdraw the recent lawsuits for damages filed against the 6 union federations involved in the strikes; this legal action is counterproductive to re-establishing social dialogue in the garment industry and to finding a constructive way forward for the industry.

A credible path forward for the industry must address those issues that have been the root cause of current and past conflicts as follows:

1. Respect for the right to freedom of association for all parties in law and practice. This includes legitimate union activity. International law sets strict parameters for the respect of trade union rights and the government and employers must be in compliance with these.

2. Trade union law. The introduction of a legal framework that is consistent with ILO Conventions 87 and 98 as the foundation for effective industrial relations is long overdue.
3. Immediate action toward the establishment of a new wage setting process. The government needs to make good on previous commitments to institute a methodologically sound and inclusive process for determining the minimum wage. This new process should find prompt agreement on a new minimum wage and include a regular review mechanism to underpin more stable industrial relations.

The global garment industry is changing rapidly, and Cambodia's place in it is uncertain. Industrial peace is required to rebuild our confidence in the Cambodian garment industry.

Please accept our assurances that we are eager to provide support in helping you achieve the above-mentioned goals.

Sincerely,