



**សហព័ន្ធសហជីពកម្មករចំណីអាហារ និងសេវាកម្មកម្ពុជា**

**CAMBODIAN FOOD AND SERVICE WORKERS' FEDERATION**

ផ្ទះលេខ ១២៦ABC ផ្លូវលំ២៧១BIS ភូមិត្រពាំងឈូក សង្កាត់ទឹកថ្លា ខណ្ឌសែនសុខ រាជធានីភ្នំពេញ

ទំនាក់ទំនង៖ 016 525 781/011 984 883 អ៊ីម៉ែល៖ contact@cfswf.org

## **Cambrew/Carlsberg continues to abuse workers' rights in Cambodia**

*Angkor beer promotion women are on strike after Cambrew/Carlsberg introduced new policies that violate Cambodian Labour Law. Cambrew/Carlsberg has responded by firing the striking unionists. This is yet another attempt from the side of Cambrew/Carlsberg to undermine union rights in Cambodia. CFSWF and our international allies will continue to stand for our rights, Carlsberg has to stop union busting in Cambodia!*

The beer promotion women are employed by Cambrew to market and serve **Angkor beer** at restaurants selling their products, in competition with promoters from other breweries working in the same restaurants. Carlsberg is the dominant shareholder of Cambrew. For years Cambrew/Carlsberg has been trying to undermine the union of the Beer promotion women. This is a blatant attempt by Cambrew/Carlsberg to provoke a conflict in order to single out and dismiss active unionists.

- On 9<sup>th</sup> January, 2016 the Cambrew management told beer promoters to thumbprint ***new, short-duration employment contracts, instead of unfix-duration contracts***. The Labour law (article 67) guarantees the workers a permanent contract as they have all been employed for more than two years and Cambrew/Carlsbergs actions runs against a 2014 ruling by the Labour Arbitration council.  
The workers can of course not accept losing their right to fixed duration contracts or accept losing the mandatory right to paid maternity leave and other benefits that come with fixed duration employment.
- Cambrew/Carlsberg refuses to have dialogue with CFSWF. Instead, on the 15th of January, the Cambrew management further escalated the conflict by ***enforcing new, late working hours***, requiring all beer promotion women to work from 3:30pm to 11:00pm, instead of the current working hours, from 2:00pm to 9:00pm. This is despite the serious implications late hours have on the safety of the beer promotion women and despite previous concerns raised about those risks.
- As Cambrew/Carlsberg refused to enter dialogue with the union, the beer promotion women decided to go on strike on January 16. Cambrew/Carlsberg responded to this, on January 18, by ***claiming that the contracts of all the striking workers had expired and they had to accept the new contract***.
- The Labour Arbitration council instructed workers and Cambrew/Carlsberg to resume work while awaiting a dispute resolution process. However, when the workers tried to return to work on January 21, ***eleven workers were not allowed back***.

- ***Cambrew/Carlsberg clearly has the ambition to target active unionists***, as the eleven terminated workers were the union members first walking out in strike. They were later joined by other workers. By dismissing the striking workers Cambrew/Carlsberg violates the Labour Law (article 333) as well as article 20 and 34 of the sub-decree on the Operation of the Labour Arbitration Council. It is also in breach with the Labour Arbitration Council ruling (336/14). It also shows that ***Carlsberg's stated commitment to social dialogue is only empty words***.

Moreover, the company is required by law to provide transport for promoters working late hours. However, as the company does not supply enough trucks, many workers have to wait a long time at the closed beer outlets, sometimes for hours, until there are trucks free to transport them home.

As has been widely documented in media and in independent research over the years, sexual harassment, violence and rape and committed by customers are dangers frequently facing the beer promotion women. There is a clear connection between working/opening hours and risks.

Rather than addressing the problems together with the unions and improving the safety of the workers, Cambrew/Carlsberg has now chosen to delay the working/opening hours further and to dismiss unionists trying to address the problems. Therefore, we can only conclude that ***Cambrew/Carlsberg deliberately tries to exploit the vulnerability of beer promoters when marketing their products***.

CFSWF demands that:

1. All the striking workers should be immediately reinstated and compensate for the lose wage.
2. Cambrew/Carlsberg should stop union busting which is contrary to its commitment to respect union rights as a member of the UN Global Compact. [http://www.carlsberggroup.com/csr/approach/our\\_strategy/UNGC/Pages/default.aspx](http://www.carlsberggroup.com/csr/approach/our_strategy/UNGC/Pages/default.aspx)
3. Cambrew/Carlsberg should stop abusing short-duration contracts and should respect the right to fixed duration contract, in line with the Cambodian Labour Law and the Labour Arbitration Council ruling.
4. Cambrew/Carlsberg should ensure a safe and healthy working environment. Cambrew/Carlsberg should take serious steps to create an environment that does not expose beer promoters to sexual harassment and worse. It is evident that forcing beer promotion women to work even later working/opening hours will not serve this purpose.
5. Cambrew/Carlsberg must comply its BSIC code of conduct with the following obligation
  - a. Employment contracts according to Cambodian labor law
  - b. Fixed basic salary
  - c. Clear supervision structures and grievance procedures

- d. Decent, branded uniforms
- e. Transportation and driver policies
- f. "Selling Beer Safely" and life skill training
- g. Zero tolerance harassment approach and policies 8. No alcohol during working hours include training in why and how to avoid this
- h. Annual monitoring of compliance and impact by independent party

For questions please contact:

**Mr. Sar Mora**, President of Cambodian Food and Service Workers' Federation (CFSWF)

Mobile: +855(0)16525781

E-mail: [contact@cfswf.org](mailto:contact@cfswf.org)

Website: [www.cfswf.org](http://www.cfswf.org)