



**សហព័ន្ធសហជីពឯករាជ្យ**  
**INDEPENDENT TRADE UNION FEDERATION**

**Statement**

**on the Dismissal of Local Trade Union Leaders at Qi Ming Xin Factory Co., Ltd.**

1 June 2022

The Independent Trade Union Federation (INTUFE) calls upon the Ministry of Labour and Vocational Training, as well as Walmart, to intervene in Qi Ming Xin Factory Co., Ltd.'s refusal to reinstate five trade union leaders and founders according to an order from the Ministry of Labour and Vocational Training.

Qi Ming Xin Factory is a footwear factory located in Tuol Krasang Village, Rokha Khpos Commune, Sa'ang District, Kandal Province and supplies to Walmart in the United States of America. On 6 February 2022, 27 workers at Qi Ming Xin Factory participated in an election to form and elect leaders of the Independent Trade Union of Qi Ming Xin Factory. However, on 15 February 2022, Qi Ming Xin Factory management announced that they were dismissing five workers from employment as below:

1. Mrs. Doung Soknang	Union President
2. Mr. Doung Tola	Union Vice-President
3. Mr. Roeurn Sophea	Union Secretary
4. Mr. Cheng Seth	Union Treasurer
5. Mrs. Long Soklin	Union Founder

On 16 March 2022, Mr. Chrun Theravong, Head of the Department of Labour Disputes, issued Letter No. 188 K.B/AK/VK to the Director of Qi Ming Xin Factory, ordering him to reinstate the five workers above and back-pay their wages and other benefits calculated from the date of their dismissal until the date of their reinstatement. Despite the Ministry of Labour and Vocational Training having issued this letter, Qi Ming Xin Factory still refuses to reinstate these five workers. According to this letter, the company had a period of two months to file a protest to the Minister in charge of Labour. However, the company has not filed any appeal for review to the Minister of Labour and Vocational Training.

**អាសយដ្ឋាន: ផ្ទះលេខ ៩៣៧ ផ្លូវលេខ ២៦៩ សង្កាត់ទឹកល្អក់៣ ខណ្ឌទួលគោក (ខាងក្រោយផ្សារហាងលី)**

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On 20 April 2022, the Independent Trade Union Federation, through Center for Alliance of Labor and Human Rights (CENTRAL) filed a complaint with Walmart in the United States of America related to this case of trade union leader dismissal. However, Walmart has not provided any response about the measures they are taking to ensure these five workers are reinstated.

The Independent Trade Union Federation would like to affirm that the formation of the union at Qi Ming Xin Factory was done for the purposes of creating professional relations between the company and employees and to promote better working conditions for workers at this company. The Independent Trade Union Federation has no aim to destroy or otherwise negatively affect the interests of Qi Ming Xin Factory. However, this case shows that Qi Ming Xin Factory is a foreign company which does not respect the laws of the Kingdom of Cambodia, nor the rights and freedoms of workers as stated in the Constitution and the Law on Trade Unions. Whilst we welcome investment from foreign companies in Cambodia, those foreign companies must respect the laws of the Kingdom of Cambodia. In the event that foreign companies do not respect the law, state bodies such as the Ministry of Labour and Vocational Training must take measures to push that company to respect the laws of the Kingdom of Cambodia.

Therefore, the Independent Trade Union Federation calls upon the Ministry of Labour and Vocational Training to take immediate measures to push Qi Ming Xin Factory to reinstate the five workers above and back-pay their wages and other benefits calculated from their date of dismissal until their reinstatement. As well as this, the Independent Trade Union Federation calls upon Walmart to take strict measures to ensure that Qi Ming Xin Factory, and all other factories in Cambodia supplying to Walmart, respect the laws of the Kingdom of Cambodia and in particular, the rights and freedoms of workers as guaranteed by the law.

Done in Phnom Penh, 1 June 2022

