

ANNEX 4 - Cambodian Case Example

In Cambodia during a training, we developed a case example. We combined all of the group work. This is not the perfect case nor an exhaustive list of all possible risks, or actions. But it will give an idea of possible maps of value chains, actions plans, prioritization etc.

Step 2: Garment value chain mapping

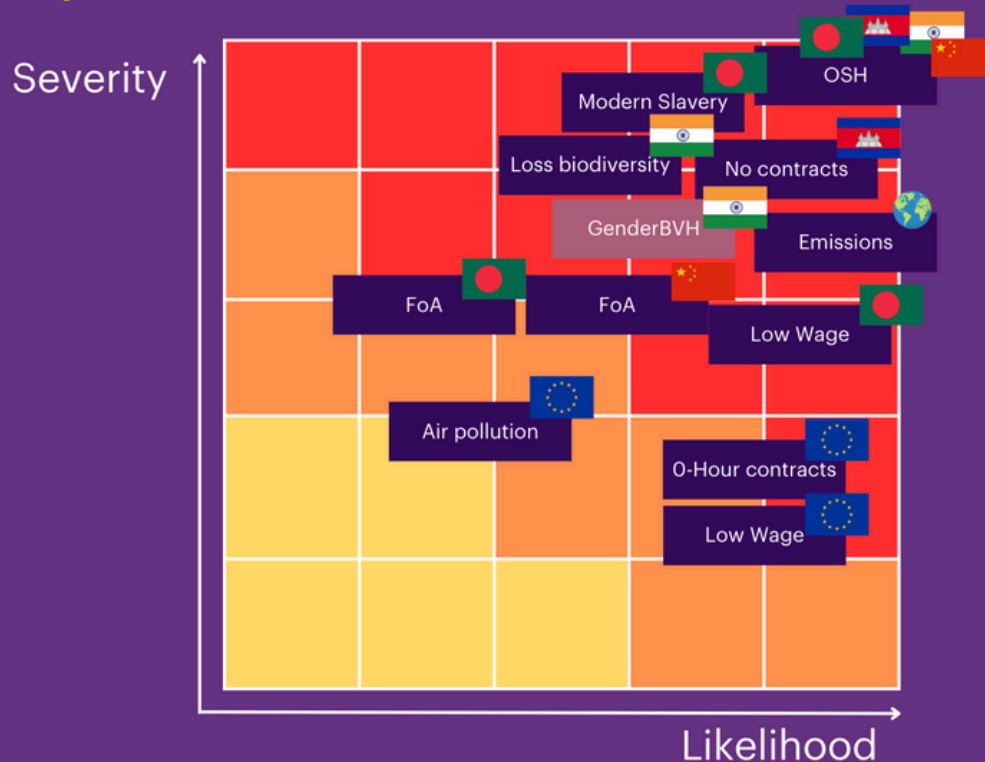


Step 2: Risk mapping

1	Cotton Farm		Low wage	Child Labor	Pesticides/OHS	Loss biodiversity	FoA	
2	Spinning Mill		Modern Slavery	Child Labor	Dust community	Low wage	OSH	
3	Dyeing Factory		OSH	Water Pollution	Low wage			
4	Garment Factory		Low Wage	FoA	GenderBVH	No contracts	OSH	Air pollution
5	Brand Warehouse		Low Wage	0-Hour contracts	OSH			
6	Store		Low Wage	0-Hour contracts				
7	Consumer		Chemical residue					
8	Recycler		Air pollution					
9	Transportation		OSH	Low wage	Water Pollution	Emissions	FoA	Long workday
10	Subcontracting		No contracts	Low Wage	FoA	OSH	GenderBVH	Air pollution



Step 2: Prioritization



Step 3 and 4: Action plan and monitoring

GOAL					
REDUCE HEAT IN FACTORIES					
Intermediate goal		Collecting information on worker complaints regarding			
Activity	Why	Who	Responsible	When	Monitoring/evaluation
meeting workers/interviews	to understand their concerns and find possible solutions	workers and local unions	national federation	tbd	100-200 workers in meetings
prepare report based on information gathered	to have evidence on the risks	workers and local unions	national federation	tbd	finished report
disseminate the report	to encourage the parties concerned to understand the risks	employer, workers, unions, brands	national federation	tbd	e-mails or texts sending the report
Intermediate goal		Engagement with management regarding this risk			
Activity	Why	Who	Responsible	When	Monitoring/evaluation
letter to the employers for dialogue	to have a dialogue with employers	employer, local union	national federation	tbd	letter sent to employer
negotiation meeting between employers and union or CBA negotiation	to resolve the risks	employer, local union	national federation and local union	tbd	notes of the meeting, creation of agreement
disseminate the outcome	to have long term solution and better compliance	employer, local union	national federation and local union	tbd	10 SD meetings, creation of new CBA
monitor implementation	to inform the workers and employers	employers, workers	national federation and local union	tbd	awareness-raising meetings, sharing the document via notice board etc
	to have good compliance	national federation and local union	national federation and local union	tbd	reduced heat
Intermediate goal		Engagement with brands regarding this risk			
Activity	Why	Who	Responsible	When	Monitoring/evaluation
letter to the brand	to inform them	brands, national federation	national federation	tbd	letter sent to the brand
or if goal 2 fails: file complaint to the brand/MSI	to mobilize support	brands, national federation, MSI	national federation	tbd	complaint filed
Intermediate goal		Last resort: file complaint at national level			
Activity	Why	Who	Responsible	When	Monitoring/evaluation
file complaint at local mechanism	to resolve the risks	national federation, ministry	national federation	tbd	complaint filed
Intermediate goal		Cooperation within trade union network			
Activity	Why	Who	Responsible	When	Monitoring/evaluation
reach out to other unions in the factory	to build a coalition within the factory	local unions	local union and national federation	tbd	joint action plan, meetings
investigate at national level if risk happens in other factories as well	to build a coalition with other factories	local unions, national federations	national federation	tbd	# of factories with same risk, joint action plan
connect to international trade union(s)	to strengthen your position vis-a-vis the brand	national federation and confederations	national federations and confederations	tbd	meetings, lobby points added to agenda of ITUC/IndustriALL

Step 6: Remedy

EVIDENCE NEEDED TO FILE A COMPLAINT RELATED TO HEAT:

- Collect evidence & testimonials from workers on:
 - Whether they have ever become unconscious due to heat
 - Whether they have ever developed skin allergies or other sickness related to heat
- Photo evidence of thermometers showing high temperature
- Reference to relevant legislations

