

# 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

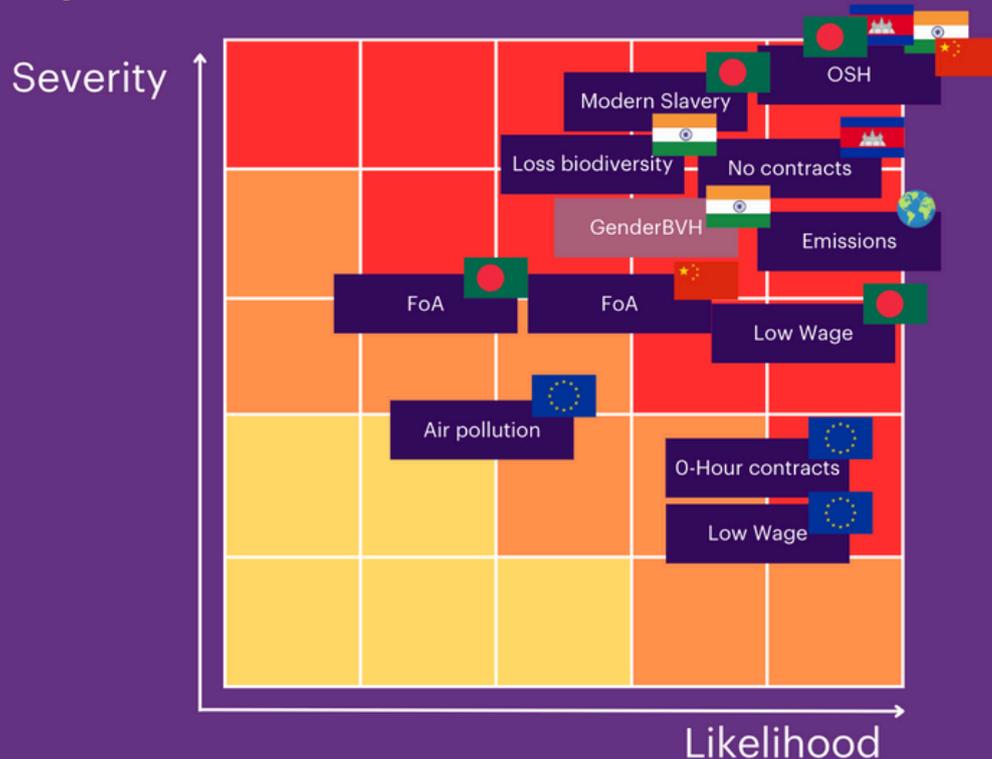


## Step 2: Risk mapping

|    |                 |  |                  |                  |                 |                   |           |               |
|----|-----------------|--|------------------|------------------|-----------------|-------------------|-----------|---------------|
| 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                                     |  |   |             |   |
|--|--|--|---|-------------|---|
| <b>Intermediate goal</b>   | <b>Collecting information on worker complaints regarding</b> |  |   |             |   |
| <b>Activity</b>  | <b>Why</b>   | <b>Who</b>                             | <b>Responsible</b>                      | <b>When</b> | <b>Monitoring/evaluation</b>  |
| 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                                   |
| <b>Intermediate goal</b>   | <b>Engagement with management regarding this risk</b>        |  |   |             |   |
| <b>Activity</b>  | <b>Why</b>   | <b>Who</b>                             | <b>Responsible</b>                      | <b>When</b> | <b>Monitoring/evaluation</b>  |
| 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                           |
|  | to have long term solution and better compliance             | employer, local union                  | national federation and local union     | tbd         | 10 SD meetings, creation of new CBA                                   |
| disseminate the outcome  | to inform the workers and employers                          | employers, workers                     | national federation and local union     | tbd         | awareness-raising meetings, sharing the document via notice board etc |
| monitor implementation   | to have good compliance                                      | national federation and local union    | national federation and local union     | tbd         | reduced heat  |
| <b>Intermediate goal</b>   | <b>Engagement with brands regarding this risk</b>            |  |   |             |   |
| <b>Activity</b>  | <b>Why</b>   | <b>Who</b>                             | <b>Responsible</b>                      | <b>When</b> | <b>Monitoring/evaluation</b>  |
| 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   |
| <b>Intermediate goal</b>   | <b>Last resort: file complaint at national level</b>         |  |   |             |   |
| <b>Activity</b>  | <b>Why</b>   | <b>Who</b>                             | <b>Responsible</b>                      | <b>When</b> | <b>Monitoring/evaluation</b>  |
| file complaint at local mechanism  | to resolve the risks   | national federation, ministry          | national federation                     | tbd         | complaint filed   |
| <b>Intermediate goal</b>   | <b>Cooperation within trade union network</b>                |  |   |             |   |
| <b>Activity</b>  | <b>Why</b>   | <b>Who</b>                             | <b>Responsible</b>                      | <b>When</b> | <b>Monitoring/evaluation</b>  |
| 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

