

AT THE FACTORY GATES

Episode 2/6



International
Labour
Office

 **better
factories**
Cambodia



The next day inside the factory...

You see, management exploit us... Why do we keep quiet?

So, what should we do? Tell us Kossal... you are the Worker Representative here!



We shouldn't calm down anymore. If they take from Bopha then they will take from all of us!

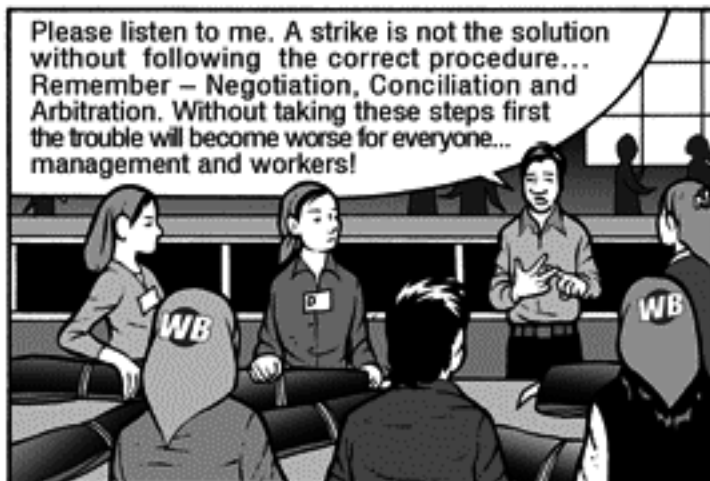
Strike? Really... is it the only way?

We all must strike!



Please listen to me. A strike is not the solution without following the correct procedure... Remember - Negotiation, Conciliation and Arbitration. Without taking these steps first the trouble will become worse for everyone... management and workers!

Don't pretend to be the good guy. You and management are the same, you never care about the workers' interest.



If that is true then tell us how can both sides be satisfied?



The law is clear. Look around you, study the ILO posters on the wall explaining the procedure... look at the booklet they gave us... it is all there... talk to your representatives...



Don't interfere, if you don't want to strike with us. If they listen to you they will get nothing!



"Get nothing"! What are you talking about? It is work time, not time to talk, go back to work and if not then your wages will be reduced.



Later on....

I ask you, are you going to stay quiet when there is someone exploiting us?



But how do we know that if we follow you we won't lose our jobs? Maybe the factory will close... who will feed our families... you?

Don't pay attention to them. I can settle this problem. Who wants to join, raise your hand now and let's see who is truly with the workers!



Kossal, you are right about one thing. The workers have the right to strike but only if they do it legally. What you are telling them is against the law.



What are you doing Sina? You have no right to speak here!



I have the same right as anybody to be heard. This is not a private meeting called by the union.

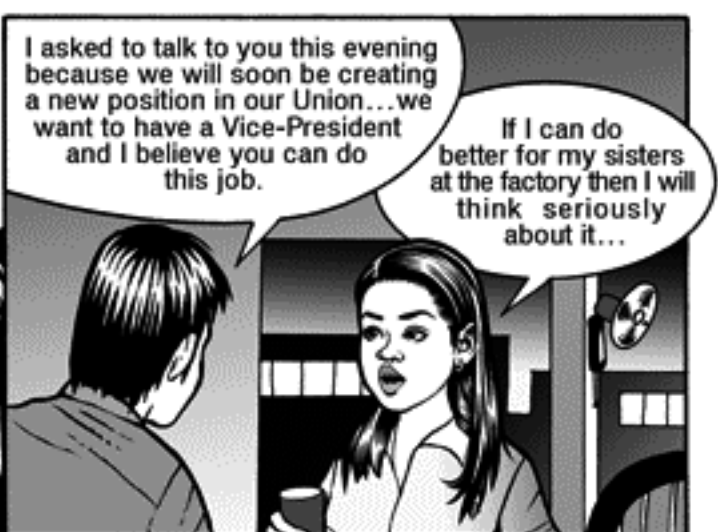
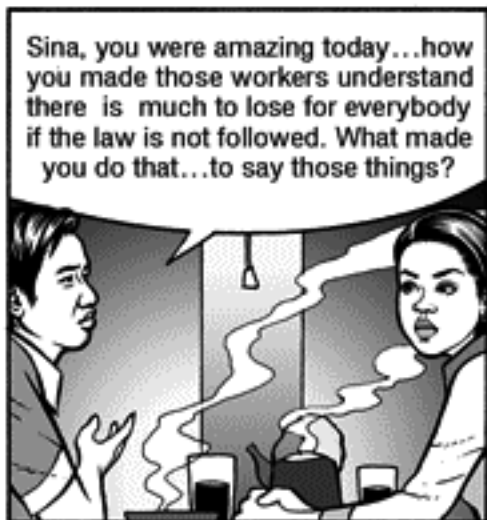
Please everybody listen for a moment.

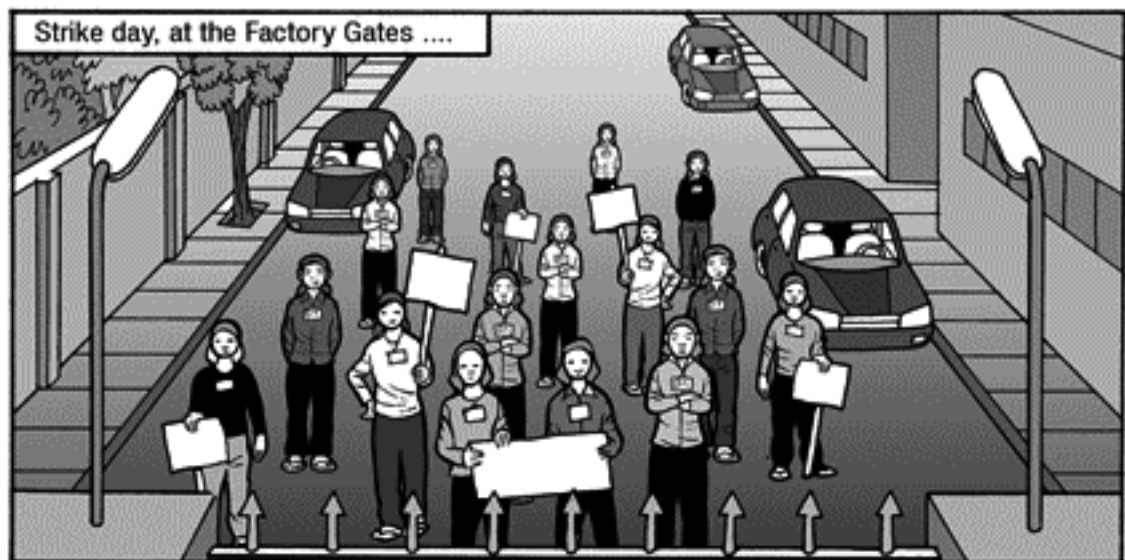


I am not your representative; I am like you... a worker. Our job may not be the best but it is our only job; it helps us to support ourselves and our families. It also gives us pride and dignity.

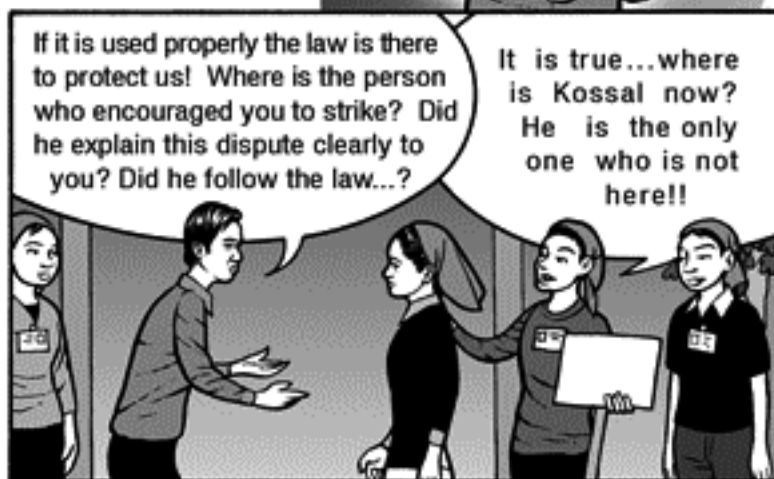
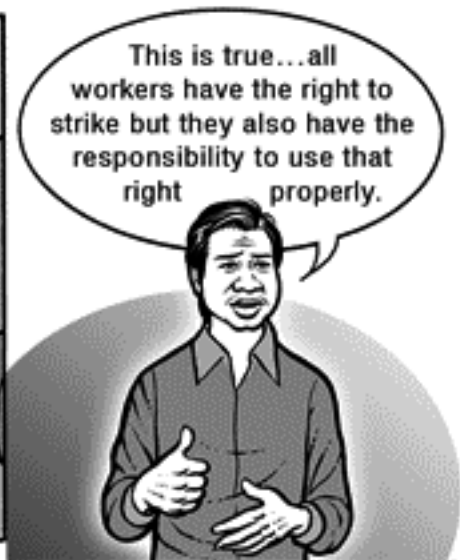


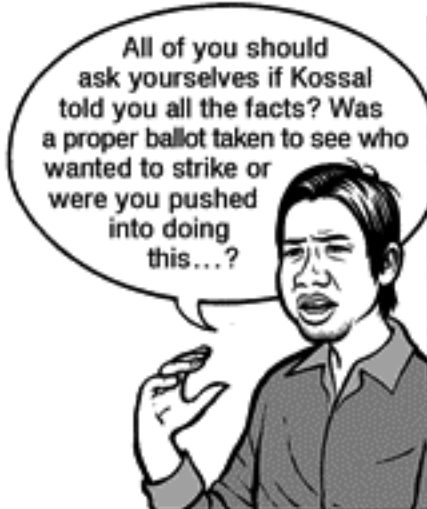
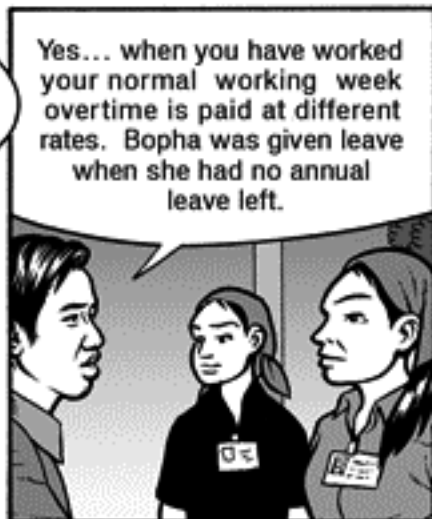
















Look! That's the Chinese big Buyer!!!

Now we'll have more work and next month I'll earn more money for my family too!



THE END

Acknowledgements

This comic was developed and produced by ILO *Better Factories Cambodia* staff Conor Boyle, Chum Phally, Nov Dara and Vuth Lyno. The funders would particularly like to express their thanks to Nick Wood (Navigator communications), Un Phallika, Nhem Sokun, Chin Sinarak, Ork Somarima, Peouv Kisan, Floryda, and Kong Sophy (the actors who the characters' likeness are drawn from) for their contributions to the production of this comic.

Illustrations & Layout by

Jose Encinas jose@tonle.net

Funding

This comic was funded through the collaborative efforts of Gap Foundation and ILO *Better Factories Cambodia*. *Better Factories Cambodia* is funded by:
Donors

Agence Francaise de Developpement (AFD)

Garment Manufacturers Association in Cambodia (GMAC)

New Zealand's International Aid and Development Agency (NZAID)

Royal Government of Cambodia (RGC)

US Agency for International Development (USAID)

Companies which provide funding to the project and have agreed to their name being used:

Sears Holdings Corporation
Gap Inc.
Levi Strauss & Co.
H & M Hennes & Mauritz
Reebok
Wal-Mart Stores, Inc.
Phillips - Van Heusen Corporation

For more information, contact:

Better Factories Cambodia
International Labour Organization
No. 9, St. 322, Boeung Keng Kang 1
Phnom Penh, Cambodia
PO Box 2642

Tel: (+855)23 212 847

(+855)23 220 362

Fax: (+855) 23 212 903

E-mail: betterfactories@ilo.org

Website: www.betterfactories.org/ilo

KEY MESSAGES FROM THE EPISODE



**DON'T LET SMALL PROBLEMS
GROW INTO BIG ONES**



**GIVE MANAGEMENT A CHANCE
TO FIX THE PROBLEM.**



**FOLLOW PROPER DISPUTE
RESOLUTION PROCEDURES**

- ✓ **NEGOTIATION**
- ✓ **CONCILIATION**
- ✓ **ARBITRATION**