

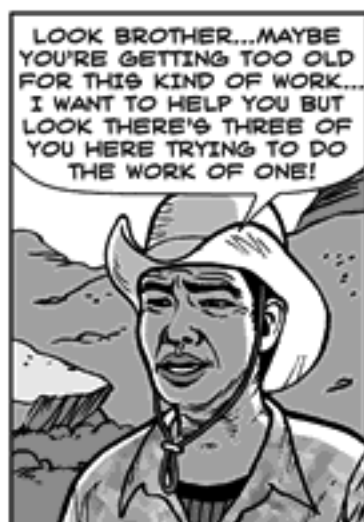
At the Factory Gates

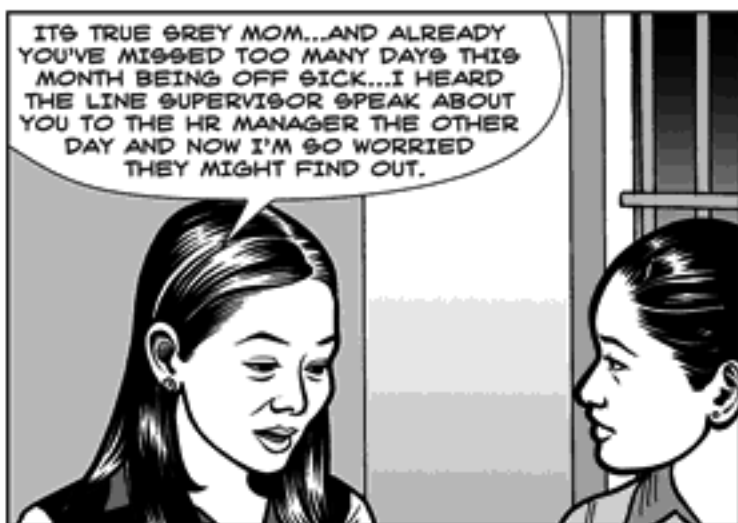
EPISODE 6/6



International
Labour
Office

 **better
factories**
Cambodia







BOPHA...CAN YOU COME TO MY OFFICE TO TALK TO ME ABOUT THIS?...THE BOSS... SHE'S ALREADY ASKED ME TO MONITOR SICK DAYS AS PART OF THE FACTORY'S DRIVE TO IMPROVE PRODUCTIVITY.



SHE WON'T MISS ANY MORE DAYS I PROMISE. SHE REALLY NEEDS THIS JOB...



BOPHA, MANY PEOPLE NEED A JOB...LOOK IF YOU WANT ME TO TELL YOU TRUTHFULLY...I AM GETTING WORRIED SOMETHING'S NOT RIGHT HERE...YOUR SISTER... SHE LOOKS VERY YOUNG...



BUT...YOU SAW HER APPLICATION AND CHECKED HER FAMILY BOOK?



YES...YES, I KNOW...HER PAPERS SEEMED CORRECT. JUST BE SURE SHE GETS WELL AND BACK TO WORK QUICKLY.





MOM...WHAT'S WRONG WITH YOU? WAKE UP, WAKE UP...YOU HAVE TO GET BETTER...!

SISTER... PLEASE... SOME WATER...



SISTER...LISTEN TO ME...I THINK THE HR MANAGER SUSPECTS SOMETHING...YOU'VE GOT TO GET BETTER THERE'S NO MORE MONEY FOR A DOCTOR!

I KNOW BOPHA... I'M TRYING I'M JUST SO TIRED... I FEEL SO WEAK.

THE NEXT DAY



AHHHH...AHH... PLEASE, QUICK ...AHHHH!



OH NO! IT'S MY SISTER SHE HURT HER HAND!



GREY MOM...YOUR NEEDLE GUARD, WHY IS IT NOT IN PLACE? LET ME SEE YOUR HAND...WHAT HAPPENED?

...I'M SORRY...I'M SO SORRY...I MUST HAVE FALLEN ASL... I MEAN... I, I JUST WASN'T PAYING ATTENTION AND...



I WANT YOU TO GO TO THE INFIRMARY NOW OK? I SAW YOU YAWNING ALL MORNING AND NOW THIS... I THINK YOU NEED TO COME WITH ME TO THE HR MANAGER'S OFFICE.



GREY MOM ARE YOU OK? DID YOU SEE THE DOCTOR? I DON'T UNDERSTAND...WHY ARE YOU MISSING SO MUCH WORK AND FALLING ASLEEP WHEN YOU DO COME?



SIR, I KNOW THIS GIRL AND HER FAMILY KNOW ME TOO...LET ME SORT THIS OUT. SHE'S PROBABLY BEEN STAYING OUT TOO LATE WITH HER BOYFRIEND.



KOSSAL, THIS IS A SERIOUS MATTER. WE'RE STRIVING TO MAKE IMPROVEMENTS AT THE FACTORY AND INCIDENTS LIKE THIS HAVE TO BE INVESTIGATED.



GREY MOM...TELL THE MANAGER HOW YOU WERE OUT LATE LAST NIGHT...IN THAT PLACE...ERR, THAT RESTAURANT WHERE I SAW YOU...



YES...YES IT'S TRUE SIR...I'M VERY SORRY BUT I DID STAY OUT LATE LAST NIGHT AND...



LOOK...I DON'T KNOW WHAT'S GOING ON HERE KOSSAL BUT, AS THE WORKER'S REP AT WBC, I'M REQUESTING THAT YOU GET TO THE BOTTOM OF THIS AND FIND OUT WHAT IS GOING ON.

YES...I WILL SIR, STRAIGHT AWAY? THANK YOU.



SIR...I'M SORRY TO SAY THIS BUT I THINK SOMEONE NEEDS TO CHECK ON GREY MOM'S APPLICATION OR HER FAMILY BOOK OR SOMETHING... SHE LOOKS TOO YOUNG...DARA AND I ARE WORRIED SHE'S GETTING SICK BECAUSE SHE'S WORKING TOO MUCH AND NOT EATING PROPERLY.



YES, I KNOW...I'M BEGINNING TO THINK THE SAME THING...I CHECKED HER PAPERS AND THEY WERE FINE BUT NOW I THINK I MAY HAVE NOT CHECKED THOROUGHLY ENOUGH...



LOOK SIR...THE ILO ARE COMING BACK TOMORROW TO PICK UP SOME DOCUMENTS. THEY'VE BEEN HERE SEVERAL TIMES NOW AND THEY'VE ALWAYS GIVEN US GOOD ADVICE... WHY DON'T WE ASK THEM WHAT WE CAN DO.

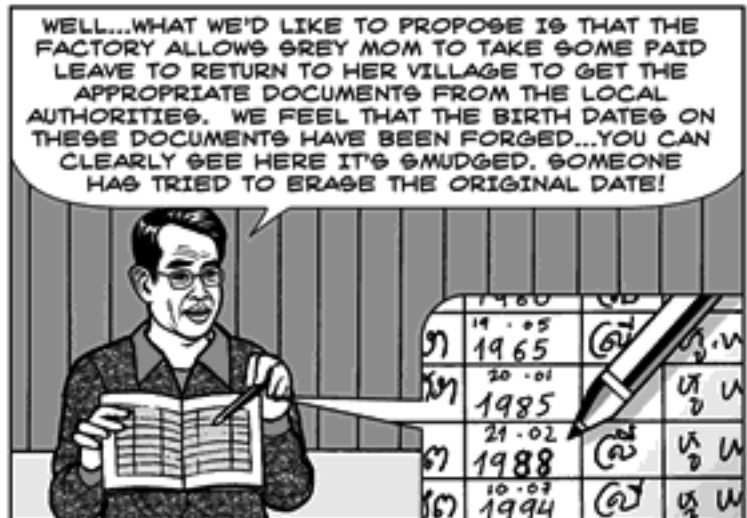
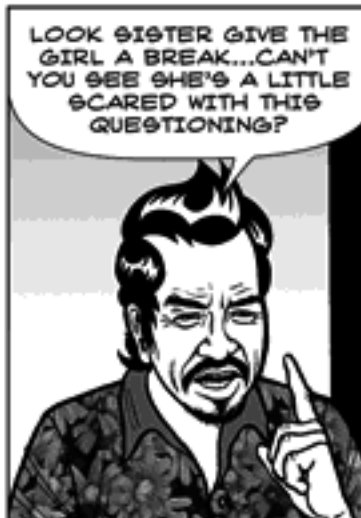


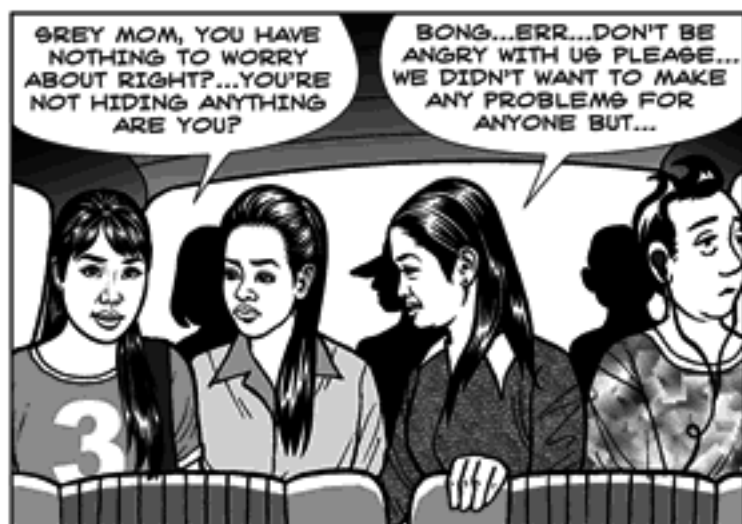
GREY MOM...DO YOU UNDERSTAND THAT TO WORK REGULARLY IN THE GARMENT INDUSTRY YOU MUST BE AT LEAST 15 YEARS OLD AND TO WORK AT NIGHT YOU MUST BE A MINIMUM OF 18 YEARS OLD?

YES OF COURSE SHE KNOWS THAT!

MR. KOSSAL...IF YOU DON'T MIND WE WOULD LIKE TO TALK TO GREY MOM. WE'RE NOT SUGGESTING ANYTHING AT THE MOMENT WE'RE JUST TRYING TO ENSURE THAT THE FACTORY IS FOLLOWING THE LABOUR LAW.







"IT ALL STARTED AFTER MY SISTER WENT TO WORK IN PHNOM PENH. MY FATHER BECAME SICK AND LOST HIS JOB...I SPOKE TO MY MOTHER AND TOLD HER THAT I WANTED TO LEAVE SCHOOL AND FIND WORK IN A GARMENT FACTORY LIKE MY OLDER SISTER..."



...MOST FACTORIES TURNED ME AWAY... THEY SAID I LOOKED TOO YOUNG. FINALLY I CAME TO MY SISTER AND AT FIRST SHE WAS TOO SCARED TO BRING ME TO HER FACTORY... BUT FINALLY SHE GAVE IN...



...I MET A WOMAN WHO SAID SHE KNEW SOMEONE IN THE FACTORY WHO COULD SPEED UP MY APPLICATION AND SHE'D FIND ME A JOB. SHE SAID THAT SHE CAN 'FIX' MY PAPERS FOR A FEE...

THE NEXT DAY I FOUND THE WOMAN AGAIN AND SHE CALLED ON HER MOBILE AND THEN KOSSAL APPEARED AND I PAID THE LAST FEW DOLLARS MY MOTHER HAD SAVED BUT AT LEAST THEN I HAD A JOB!"



A FEW DAYS LATER AT THE FACTORY MANAGER'S OFFICE...

THERE'S NO DOUBT THAT A SCAM HAS BEEN IN OPERATION FOR QUITE SOME TIME NOW. IT'S JUST NOT POSSIBLE THAT KOSSAL COULD KNOW AND INTRODUCE SO MANY PEOPLE. HIS NAME IS EVERYWHERE!

IT'S NOT THE FIRST TIME WE'VE HEARD OF THIS KIND OF OPERATION...

BUT THIS IS TOTALLY ILLEGAL. THE LABOUR LAW IS QUITE CLEAR ABOUT THIS. NO ONE HAS THE RIGHT TO DEMAND PAYMENT FOR A JOB!







THAT'S IT...LOOKS PERFECT! YOU WERE BORN IN 1988. YOU'RE NOW 18 YEARS OLD... AND NO ONE WILL EVER KNOW THE DIFFERENCE!

WOW...IT LOOKS GREAT! YOU MUST HAVE DONE THIS MANY TIMES TO MAKE IT LOOK SO GOOD...!



AH!...EASY...I'VE BEEN DOING THIS FOR YEARS...

THANK YOU SO MUCH...WHEN CAN I START WORK? WHAT WILL BE MY PAY?

SOON SISTER...SLOW DOWN! GIVE ME A DAY OR TWO TO WORK OUT YOUR 'NEW' STORY AND PASS THESE DOCUMENTS THROUGH THE ADMINISTRATION OK...



YOUR LITTLE GAME IS OVER KOSGAL! THIS IS MY DAUGHTER AND HOW DARE YOU BE CHEATING POOR WORKERS OUT OF THEIR SALARIES?

I DON'T EVEN KNOW THIS GIRL...SHE JUST CAME TO ME AND ASKED ME TO PASS HER APPLICATION ON TO THE ADMINISTRATION...WHAT ARE YOU TRYING TO DO TO ME?

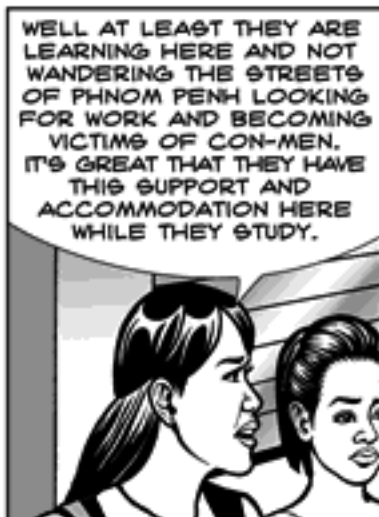






A FEW WEEKS LATER AT THE VOCATIONAL TRAINING SCHOOL







Acknowledgements

This comic was produced by ILO *Better Factories Cambodia* staff Conor Boyle, Chum Phally, Nou Pheary, Leang Chanthy, Yun Sokha and Vuth Lyno. The ILO would particularly like to express their thanks to Nick Wood (Navigator communications), Un Phalika, Nhem Sokun, Chin Sinarak, Sveng Socheata, Peouv Kisan, Floryda, Kong Sophy, and Keo Pich Pisey (the actors whose likenesses 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 USAID and ILO *Better Factories Cambodia*. *Better Factories Cambodia* is funded by:

Donors

Royal Government of Cambodia (RGC)
Agence Francaise de Developpement (AFD)
Garment Manufacturers Association in Cambodia (GMAC)
US Agency for International Development (USAID)
Cambodian Confederation of Trade Unions (CCTU)
Cambodian Labour Confederation (CLC)
The World Bank
International Buyer's organisations

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

- THE MINIMUM ALLOWABLE AGE FOR REGULAR EMPLOYMENT IS 15.
- MINORS (PEOPLE LESS THAN 18 YEARS OLD) CAN NOT BE EMPLOYED TO PERFORM NIGHT WORK.
- AN EMPLOYER CAN NOT EMPLOY MINORS TO DO DANGEROUS WORK.
- THE EMPLOYER MUST KEEP PROOF OF AGE FOR ALL EMPLOYEES.