



RESOLVING COLLECTIVE  
LABOUR DISPUTES

# The AC E-Newsletter

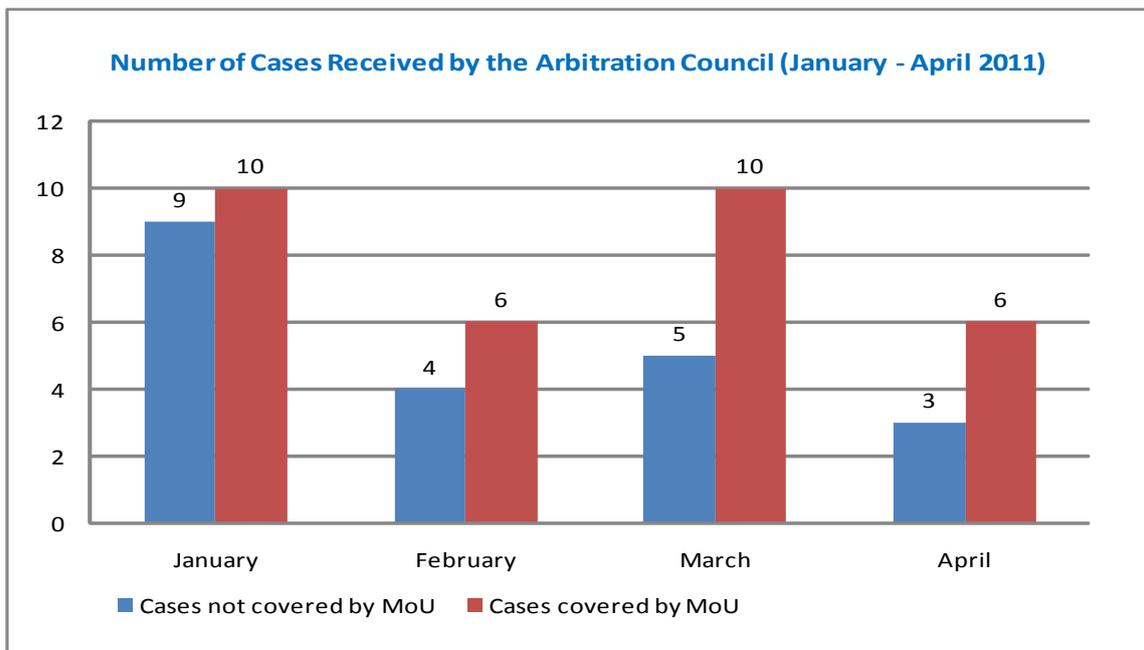
Memorandum of Understanding on Improving Industrial Relations in  
the Garment Industry and Binding Arbitration

April 2011

## Resolution of Labour Disputes Covered by the MoU

In April 2011, the Arbitration Council received 9 labour dispute cases, 6 of which were covered by the MoU.

Overall, in January – April 2011, the Arbitration Council has received 53 labour dispute cases where 32 cases were covered by MoU. The table below shows the total cases received by the Arbitration Council, classified by MoU cases and non MoU cases.



## Observations on the Implementation of the MoU and Binding Arbitration Cases

### Encouraging developments

*There were three cases registered in March and which the hearings were in April. In these three cases the parties reached agreements at the hearings.*

- In three cases, the parties had a very good understanding about the MOU. All Parties had the willingness to conciliate their disputes.

*There were two cases registered and had hearings in April whereas the other four MoU cases registered in April will have its hearing at later month. In these two cases hearing in April we observed that:*

## Observations Cont.

- In two cases, the parties understood very well about the MoU in terms of binding arbitration on rights disputes.
- In two cases, the parties agreed to sign on the separate agreement (Binding on right dispute).
- In one cases, Parties agreed to choose binding AA on right and interest dispute.
- In two cases, the workers and employer's representatives were willing to cooperate with each other to find solutions for their disputes.
- In two cases the employer's representatives could present their cases to the Arbitration Council very well in terms of providing sufficient facts.



*Arbitrators and ACF legal staff meeting prior to the hearing.*

The Arbitration Council's mission is to resolve collective labour disputes in Cambodia. Through effective and credible labour dispute resolution, the Council seeks to contribute to the stabilisation and promotion of wages and productivity of workers and employers respectively as well as to the growth of Cambodian economy more broadly. The monthly AC E-Newsletters is a special edition of the Arbitration Council Foundation that captures the binding arbitration cases covered by the Memorandum of Understanding on Promoting Industrial Relations in the Garment Industry 2010 (MoU). It intends to share with the employers, unions, workers, and general public the information regarding binding arbitration cases covered by the MoU that the Arbitration Council processes.

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No. 72, Street 592 (corner of St. 327), Sangkat Boeung Kak II, Khan Tuol Kork, Phnom Penh, CAMBODIA

Tel: +855 23 881 814

Fax: +855 23 881 918

E-mail: [info@arbitrationcouncil.org](mailto:info@arbitrationcouncil.org)

website: [www.arbitrationcouncil.org](http://www.arbitrationcouncil.org)