

## The 2nd National Tripartite Consultative Workshop on “Draft Amendment of the Law on Trade Union”



On 2 August 2019, HBS Law attended the Second National Tripartite Consultative Workshop with the topic of Draft Law on Amendment of the Law on Trade Union, under a honorable presence of His Excellency **Dr. ITH Samheng**, Minister of Labour and Vocational Training, led the opening of this workshop with the participation of tripartite such as, the employer, the employee and the Ministry. The purpose of this workshop was informing and obtaining feedback on the proposed amendment of 10 articles of the Trade Union Law (TUL), being the Articles 3, 17, 20, 21, 27, 28, 29, 54, 55 and 59 of the TUL.

TUL has been promulgated on 17 May 2016 to govern the conduct, formation, and representativeness of union and employer bodies. The coverage of the law is essential to bring into the discussion specific objectives and tools to ensure both a structured and representative organization of trade unions and employers' bodies, with the ultimate goal being the achievement of peaceful and constructive industrial relations.

In the meanwhile, the Government of Cambodia decided to revise and amend the above-mentioned articles in order to ensure freedom of unions and at the same time being practical towards the present situation. Therefore, the Ministry has held a series of technical consultation and meetings to ensure the

amended trade union law does not conflict with other existing laws and regulations and has the consensus of all relevant parties.

The first National Tripartite Consultative Workshop on Draft Amendment of the Law on Trade Union was held on 25 April 2019. The participants consisted of different fields and sectors, including the Federation of Trade Union, the employees association, the representatives of arbitration council foundation and the arbitration council, the representative of inter-ministry and the representative of ACILS Organization, totaling 178 people. HBS Law also participated in this first National consultation.

Although the government believes these amendments set the Labour-related regulations on more comprehensive international standards, there are still groups who raise their concerns on the fact that these proposed amendments on the draft TUL are not subject to legal restrictions. Overall, we can conclude that these national tripartite workshops are playing a positive and crucial role in giving all relevant parties the chance to raise, share, and provide inputs on the draft TUL.

HBS Law

*The information provided is for information purposes only, and is not intended to constitute legal advice.*

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