



KINGDOM OF CAMBODIA

NATION RELIGION KING

ក្រុមប្រឹក្សាអាជ្ញាគណ្តារ

THE ARBITRATION COUNCIL

Case number and name: 100/08- Gawon Apparel

Date of Award: 25 September 2008

ARBITRAL AWARD

(Issued under Article 313 of the Labour Law)

ARBITRATION PANEL

Arbitrator chosen by the employer party: **Mar Samborana**

Arbitrator chosen by the worker party: **Song Vannsin**

Chair Arbitrator (chosen by the two Arbitrators): **Kong Phallack**

DISPUTING PARTIES

Employer party:

Name: **Gawon Apparel Co. Limited**

Address: Brek Samroung Village, Ta Khmao Commune, Ta Khmao District, Kandal Province

Telephone: 012 626 868

Fax: N/A

Representative:

1. Mr. Hom Phea

Lawyer

2. Mr. May Nimith

Information Technology

Worker party:

Name: **Khmer Youth Federation Trade Union (KYFTU) and local union of the Khmer Youth Trade Union (KYTU) at Gawon Apparel Factory**

Address: Brek Samroung Village, Ta Khmao Commune, Ta Khmao District, Kandal Province

Telephone: 092 890 148

Fax: N/A

Representative:

1. Mr. Long Sophat

Working Group leader of Khmer Youth Federation
Trade Union

2. Mr. Tith Vannak

Officer of Khmer Youth Federation Trade Union

3. Mr. Ly Kim An

Officer of Khmer Youth Federation Trade Union

- | | |
|---------------------|--|
| 4. Mr. Kao Ya | President of Khmer Youth Trade Union at Gawon Apparel Factory |
| 5. Mr. Thun Mon | Vice-President of Khmer Youth Trade Union at Gawon Apparel Factory |
| 6. Mr. Khon Khueon | Secretariat Khmer Youth Trade Union at Gawon Apparel Factory |
| 7. Ms. Roth Tha | Member of Khmer Youth Trade Union Committee at Gawon Apparel Factory |
| 8. Ms. Srey Mom | Member of Khmer Youth Trade Union Committee at Gawon Apparel Factory |
| 9. Ms. Phan Sophat | Member of Khmer Youth Trade Union Committee at Gawon Apparel Factory |
| 10. Mr. Chan Veasna | Member of Khmer Youth Trade Union Committee at Gawon Apparel Factory |

ISSUES IN DISPUTE

(In the Non-Conciliation Report)

1. The workers demand that the Company put the date (date/month/year) of commencement of their employment on their ID card.
2. The workers demand that the Company pay half wages and perquisites for women workers who take maternity leave in advance of the application for leave.
3. The union demands that the Company allow at least 3 union representatives to attend the workers' dispute resolution.
4. The workers demand that the Company make it easy to for them to ask for permission to take leave for personal commitments.
5. The workers demand that the Company prepare a meeting room for worker delegates.
6. The workers demand that the Company maintain their wages and attendance bonus when workers take sick leave with an official certificate from an official doctor.
7. The workers demand that the Company pay a 500 riel meal allowance for each hour of overtime work.
8. The workers demand that, on the occasions that workers who have been working for 8 hours are then required by the company to work overtime until the next morning, the Company should allow them to take a one hour break between 10:00 pm to 11:00 pm for them to have dinner and pay full wages on the next day.

9. The workers demand that the Company build a daycare center. If the Company is not able to build it, it can provide 3 cans of formula milk powder and US\$ 20 per month for baby sitting.
10. The workers demand that the Company pay a wage at rate 1x2+1 when it requires the workers to work on holidays.
11. The workers demand that the Company show workers their employment biography made by the Company when it changed location because there were some irregularities regarding the endorsement of thumbprints at that time.
12. If workers ask to terminate their employment contract (resign), with or without prior notification, the Company should pay their wage on the day [of resignation] as it does for other workers in the Company.
13. The workers demand that if their parents or relatives request to meet them during working hours, the Company should allow them to go out to meet them.
14. The workers demand that the Company allow longer leave permission and should not dismiss women workers who ask for extended leave after their maternity leave or workers who ask for more sick leave as they were not able to recover within the period requested for the previous leave.
15. The workers demand that the Company should stop deducting [union] contribution fees from their wages.
16. The workers demand that the Company provide a seniority bonus to workers who are entitled to the increase.
17. The workers demand that the Company implement the agreement dated December 31, 2007 which includes 14 points

JURISDICTION OF THE ARBITRATION COUNCIL

The Arbitration Council derives its power to make this Award from Chapter XII, Section 2B of the Labor Law (1997); the Prakas on the Arbitration Council No. 099 dated 21 April 2004; the Arbitration Council Procedural Rules which form an Annex to the same Prakas; and the Prakas on the Appointment of Arbitrators No. 076 dated 10 May 2007 (Fifth Term).

An attempt was made to conciliate the collective dispute that is the subject of this Award, as required by Chapter XII, Section 2A of the Labour Law. The conciliation hearing which took place on 29 July 2008 was unsuccessful, and the non-conciliation report No. 374/08 KB/KN was submitted to the Secretariat of the Arbitration Council on 1 August 2008.

HEARING AND SUMMARY OF PROCEDURE

Place of hearing: The Arbitration Council, Phnom Penh Center, Building A, Sothearos Blvd., Sangkat Tonle Basak, Khann Chamkarmorn, Phnom Penh.

Date of hearing:

- **12 August 2008 from 2:00 p.m. to 4:30 p.m.**
- **15 August 2008 from 2:00 p.m. to 5:00 p.m.**

Procedural issues:

On 3 July 2008 the Labour and Vocational Training Department at Kandal Province assigned two of its expert officers; Mr. Lim Sarom, Vice-President of the Labour Office and Ms. Sok Kheng, Officer of Labour Office to conciliate the collective labour dispute which consisted of 17 issues at the company; with the result that 16 issues were conciliated and one issue was not conciliated because there was insufficient supporting documentation. Both parties agreed to undertake the second negotiation on 14 July 2008.

On 14 July 2008 the Khmer Youth Federation Trade Union proposed the postponement of the arrangement to 21 July 2008 as they were busy. The employer agreed to the request.

On 21 July 2008 both parties continued to negotiate the last issue but could not reach agreement. At that time the employer also refused to sign its agreement to the 16 issues that both parties had [previously] reached agreement about on 3 July 2008. Therefore, the Department of Labour and Vocational Training of Kandal Province submitted the 17 non-conciliation issues to the Secretariat of the Arbitration Council on 1 August 2008.

After receiving the case the Secretariat of the Arbitration Council invited the employer and the workers to the hearing and tried to conciliate the 17 issues on 12 and 15 August 2008 at 2:00pm. Both parties appeared at the hearing. On the two hearing dates, the Arbitration Council continued to conciliate the 17 non-conciliation issues; however, none of the issues were conciliated. Nevertheless, at the hearing on 15 August 2008 the workers withdrew issues 2 to 17; issue 1 remained for the Arbitration Council determine.

Therefore in this case, the Arbitration Council will consider only issue 1 based on the evidence and findings of fact of the parties at the hearing as follow:

EVIDENCE

Witnesses and experts: *N/A*

Documents, Exhibits and other evidence considered by the Arbitration Council

Provided by the employer party:

1. Authorization Letter from the Company to Mr. Hom Phea dated 1 August 2008
2. Commercial Registration Certificate of Gawon Apparel Company no. 161 BN.NTK dated 20 January 2005

3. Gawon Apparel Statute no. 120/08 BN.NTK dated 27 September 2004
4. Internal Work Rule of the Gawon Apparel Company no. 034 K.K.B.V/AK/APK dated 23 March 2007
5. Non-conciliation report of the collective labour disputes of Gawon Apparel dated 21 July 2008
6. Fixed Duration Labour Contract between the Company and Chhit Kim Uon dated 02 May 2005
7. Fixed Duration Labour Contract between the Company and Heng Chanthorn dated 02 May 2005
8. Fixed Duration Labour Contract between the Company and Chea Kompheak dated 02 May 2005
9. Fixed Duration Labour Contract between the Company and Uok Sari dated 02 May 2005
10. Fixed Duration Labour Contract between the Company and Kim Ann dated 02 May 2005
11. Copy of 5 workers ID Cards

Provided by the worker party:

1. Thumb prints of the Gawon Apparel workers who commenced employment with the company when it used the the Boumin name and whose seniority was not recognised from the date of commencement of employment
2. Case Receipt dated 1 August 2008
3. Non-conciliation report of collective labour dispute at Gawon Apparel Company dated 21 July 2008
4. Letter of request to the President seeking intervention in resolving the 17 issues dated 22 May 2008

Provided by the Ministry of Labour and Vocational Training [MoLVT]:

1. Collective labour dispute settlement at Gawon Apparel Report no. 374/08 KB. /KN dated 29 July 2008
2. Collective labour dispute conciliation at Gawon Apparel Record dated 21 July 2008

Provided by the Secretariat of the Arbitration Council:

1. Invitation letter to the Company to attend the hearing no. 497 KB/AK/VK/LKA. dated 5 August 2008
2. Invitation letter to the workers to attend the hearing no. 498 KB/AK/VK/LKA. dated 5 August 2008

FACTS

- Having examined documents submitted to the Arbitration Council
- Having reviewed Collective Labour Dispute Conciliation Report
- Having listened to worker's representatives and employer representatives

The Arbitration Council finds that:

Issue 1: The Khmer Youth Federation Trade Union demand that the Company put the date (Day/Month/Year) of commencement of their employment on their ID Cards

- Gawon Apparel Factory employs approximately 800 workers.
- Gawon Apparel Factory was registered at the Council for the Development of Cambodia and the Ministry of Commerce on 18 January 2005, and its shareholders comprise Ms. Cha Kyeong Hee, Mr. Lee Yeon Woo, Mr. Koy Sabon, Ms. Chouti Bopha and Mr. Kuy Samkol.
- Gawon Apparel Company continued the garment and textile business of Boumin Cambodia Garment Company, which at that time was located at No. 1771 National road number 2 , Sankat Chak Angre Kroum, Khan Meanchey, Phnom Penh, in 2005 after the owner of Boumin Cambodia Garment Mr. Back died in a traffic accident.
- When Mr. Back was alive Boumin Cambodia Garment was operating, with Ms. Cha Kyeong Hee as the Director of the Company, Ms. Chouti Bopha as the General Manager, and Mr. Sabon and Mr. Kuy Samkol as the Senior Administration staff in Boumin Company. After Mr. Back died Ms. Cha Kyeong Hee continued managing the factory as Acting Director of the Company until the new Company was established, namely Gawon Apparel; [Gawon Apparel] shareholders had previously formed part of the management team of Boumin Cambodia Garment. The new company used the equipment and workers of Boumin Cambodia to run its business at the same location of Boumin at No. 1771 National road number 2 , Sankat Chak Angre Kroum, Khan Meanchey, Phnom Penh in 2005. Gawon Apparel Company has now changed its location to Brek Samroung Village, Ta Khmao Commune, Ta Khmao District, Kandal Province.
- From 2005 Gawon Apparel Company signed new labour contracts with workers of Boumin Cambodia Garment Company; [the workers'] wages and seniority bonus were the same, but the date of their [labour] contracts changed to 2005. Gawon Apparel Company denied recognising the seniority of the workers (whose names and the dates they commenced employment are listed in the Annexure to this Award) who

worked for Boumin Cambodia Garment from the date that they commenced employment with Boumin Cambodia Garment. The Company representative claimed that Gawon Apparel is a new Company which did not buy shares in or merge with the old company Boumin.

- Worker representatives claimed that when the workers commenced new employment contracts with the new company Gawon Apparel in 2005; there were about 600 to 700 workers who were [previously] Boumin Company workers. Now there are 157 workers who worked for Boumin and continue to work for Gawon, as listed in the attached [annexure]. Among the 157 workers who brought the claim, there are 152 workers whose employment dates are listed clearly and the Arbitration Council will take this into consideration. In the demand the workers demand that Gawon Company put the date (Day/Month/Year) that they commenced employment with Boumin on their ID Cards. However, the employer representative rejected [this claim] because the present employer is not Boumin Company it is Gawon Apparel. Therefore, in the hearing the workers demand that the Company recognise their seniority from the date they commenced employment with Boumin Cambodia Garment. However the Company representative did not agree.
- The workers claimed that in 2005 Gawon Apparel Company negotiated with them [and told them] that they [should] sign the new contracts with Gawon Company in order to get orders from the buyers; for this reason, the workers agreed to put their thumb prints on the new contracts with Gawon Apparel in 2005.
- The worker party claimed that the machines and equipment that Gawon Apparel use now are the machines and equipment of Boumin Company and some of them are new machines that Gawon Apparel Company bought. The Company representative failed to clarify this fact. The Arbitration Council asked the Company whether there was any evidence that documented the termination of the contract between Boumin and the 152 workers? Is there any agreement between Boumin and Gawon Apparel allowing Gawon Apparel to take ownership of the property of Boumin Company? However, the Company representative failed to clarify these questions and responded that he didn't know about this.

REASONS FOR DECISION

Issue 1: The Khmer Youth Federation Trade Union demand that the company put the date (Day/Month/Year) the workers commenced employment on their ID Cards

Article 87 paragraph 1 of Labour 1997 states that "*...If a change occurs in the legal status of the employer, particularly by succession or inheritance, sale, merger or*

transference of fund to form a company, all labor contracts in effect on the day of the change remain binding between the new employer and the workers of the former enterprise...”

Based on Article 87 paragraph 1 of Labour Law, the Arbitration Council finds that Article 87 paragraph 1 provides that a change of the *legal status of the employer* [can occur for a number of reasons] “including” by *succession or inheritance, sale, merger or transference of fund to form a company*. According to the Chunnat Khmer Dictionary the word “Chea Att” means “[*including or*] so forth” (page 1729 Khmer dictionary Vol. 1 and 2 B.S. 2512, AD 1968) it means what has been described is not yet complete, there is more to describe.

The Arbitration Council finds that *“the change of employer’s legal status”* means the change of the status of the employer or change of employer or simply means a change from the present employer to the new employer. According to Article 2 of Labour Law an employer can be a natural person or a legal entity. Therefore, the present employer and new employer can be either natural persons or a legal entity. For this reason, in the case of a change of employer, the new employer can be a new natural person or a new legal entity or former legal entity with new shareholders or [there can be the] addition or subtraction of the number of shareholders which changes of number of shares through *sale, merger or transference of fund*. In this case the Arbitration Council finds that the new employer is a new legal entity which can be considered a change of legal status of the employer.

Based on Article 87 paragraph 1 of Labour Law and previous Arbitral Awards of the Arbitration Council, the Arbitration Council finds in general the change of legal status of the employer does not affect the labour contracts of the workers. (See *Arbitral Award 98/07- Sky Sino, issue 1; 83/08- Le Grand Café, issue 1 and 2*)

In this case the Arbitration Council follows the interpretation above which means that in general the change of legal status of the employer does not affect the labour contracts of the workers. However, in this case the lawyer of the employer stated that Gawon Apparel Company was registered as a new company at the Council for the Development of Cambodia and Ministry of Commerce in 2005. Therefore, it is a new company which means it is a new employer not related to the old employer because there was no sale transaction. Thus, the Arbitration Council considers whether in this case there is a change in the legal status of the employer or not.

According to the above facts, the Arbitration Council finds that Gawon Apparel Company is a new company registered at the Council for the Development of Cambodia and the Ministry of Commerce in 2005, but this company replaced Boumin Company. As the representative of the Company did not cooperate in providing evidence to prove why Gawon Apparel Company, a new established company [registered] at the Council for the Development of Cambodia and the Ministry of Commerce in 2005, took control of the

business of Boumin company; hence, the Arbitration Council is unable to determine how the change of employer occurred, whether it is through succession or other means. This issue is not a labour dispute, so the Arbitration Council will not investigate in this case. According to the facts above, the Arbitration Council finds that in this case there is a change of employer to a new employer which is Gawon Apparel Company (new legal entity); it is the new employer of the workers of Boumin. Therefore, the labour contracts of the workers of Boumin shall continue their validity with the new employer, Gawon Apparel Company, in accordance with Article 87 paragraph 1 of the Labour Law.

However, at the hearing the representative of the employer claimed that Boumin has not yet closed but is [just] inactive, so the workers should claim from Boumin Company. Furthermore, the workers had signed the labour contracts with Gawon Apparel in 2005. Therefore, their seniority started from 2005.

Nevertheless, at the hearing Gawon Apparel Company did not provide any evidence or clarify [the facts] to the Arbitration Council. The Arbitration Council is not able to find out how Gawon Apparel Company acquired the Boumin Company property. Gawon Apparel Company just stated that it is a new company registered at the Council for the Development of Cambodia and Ministry of Commerce. It also signed new labour contracts with Boumin workers working for Gawon Apparel Company in 2005. However, Gawon Apparel has been operating its business at the old location of Boumin Company and uses Boumin machines.

Article 87(3) of the Labour Law states, *"The closing of an enterprise, except for acts of God, does not release the employer from his obligations as stated in this section III. Bankruptcy and judicial liquidation are not considered as acts of God."* According to this [article], although Boumin company lost business as its director died and thus it was unable to continue operations, Boumin company is not released from the obligation to pay indemnity for dismissal before the end of its activities. Boumin needed to announce its bankruptcy or closure of the company and pay indemnity for dismissal to its workers.

Moreover, according to Article 122(1), *"Wage claims of the workers, including domestics or household servants, shall take priority over the movable or imovable properties of the debtor within the last six months prior to the declaration of bankruptcy or the court-ordered liquidation of the employer."* Paragraph 3 of the same Article states, *"Priority established by this article also applies to the claims of workers for paid holidays and **compensation for notice period and to dismissal indemnity.**"* Thus, according to paragraphs 1 and 3 of this Article, remaining active assets cannot be freely transferred to another company because the property of Boumin company is subject to liquidation to pay for the debts it owes to workers and other debts.

In this case, the Arbitration Council found that Gawon Apparel Company absorbed all the active assets of Boumin company before the announcement of bankruptcy or court

ordered liquidation. Thus, Gawon Apparel company is responsible for the workers' claims for compensation for prior notice and indemnity for dismissal that should have been met by Boumin company.

Thus, in any case, as long as Gawon Apparel Company does not have any evidence to prove that the 152 workers received indemnity for dismissal from Boumin Company and/or that all current property in the possession of Gawon Apparel Company that was received from Boumin Company was already liquidated by the court or an authorized institution, the Arbitration Council considers that the demand of the 152 workers has a valid legal ground.

Therefore, the Arbitration Council decides that Gawon Apparel company should recognize the employment seniority of the 152 workers mentioned in the attached list from the date they commenced employment with the Boumin company.

Based on the above facts, legal principles, and evidence the Arbitration Council makes its decision as follows:

DECISION

Issue 1: Order Gawon Apparel Company to recognize the employment seniority of the 152 workers (listed in the attached list showing names and dates of employment annexed to this Arbitral Award) from the date they commenced employment with Boumin company, from the date this Arbitral Award enters into effect.

Type of Award: Non binding award

This Award will become binding after 8 days of the date of its notification unless one of the parties lodges a written opposition to the Minister of Labour through the Secretariat of the Arbitration Council within this time period.

SIGNATURES OF MEMBERS OF THE ARBITRATION PANEL:

Arbitrator chosen by the employer party:

Name: **Mar Samborana**

Signature:

Arbitrator chosen by the worker party:

Name: **Song Vannsin**

Signature:

Chair Arbitrator (chosen by the two Arbitrators):

Name: **Kong Phallack**

Signature:

Annex to Arbitral Award 100/08-Gawon Apparel

Thumbprints of workers in Gawon Apparel who commenced their employment since the company's name was Boumin whose seniority is not counted by the company

Cutting Group

No.	Name	Sex	ID Number	Date employment commenced	Thumbprint
1	Net Sotheavy	F	30328	10.02.03	
2	Rin Kunthea	F	30327	13.08.02	
3	Pen Reaksmeay	F	30331	02.05.02	
4	Say Sarim	F	30297	20.03.2000	
5	Sim Kim Sean	F	30329	-- .03.2000	
6	Chan Theary	F	30324	10.05.2000	
7	Hun Lyda	F	30335	20.05.1999	
8	Po Vandy	F	30330	24.11.01	

Packing and Super-Linking Group

9	Chan Sopheap	F	30379	10.06.02	
10	Nuth Rida	F	30357	02.05.02	
11	Chea Ridanin	F	30366	25.10.1999	
12	Phat Sopheap	F	30341	31.01.2000	
13	Rim Rachna	M	30009	20.04.1999	
14	Phann Sopheap	F	30012	11.12.2002	
15	Chem Srey Touch	F	30349	15.03.2001	
16	Srey Mom	F	30367	01.01.1999	
17	Sam Mom	F	30316	01.01.1999	
18	Sok Tol	F	30013	07.03.2003	

Group 22

19	Sos Khim	F	30211	14.07.2003	
20	Heng Sorya	F	30020	15.05.01	
21	Meas Sarim	F	30221	24.04.02	
22	He Chamroeun	F	30089	01.01.1999	
23	So Soun	F	30322	24.04.03	
24	Rem Channy	F	30218	24.04.02	
25	Chhin Kim Arn	F	30031	26.10.1999	
26	Hun Charya	F	30129	03.06.02	
27	Men Sreymom	F	30355	18.12.02	
28	Keo Savoeurn	F	30314	---.---.1999	Date not clear

Group 20

29	Lek Sary	F	30383	01.01.2003	
30	Chan Kim	F	30144	24.10.1999	
31	Som Silen	F	30063	26.12.2000	
32	Sor Dané	F	30347	28.07.2000	
33	Chin Yeang	F	30225	24.04.02	
34	Soun Thy	F	30310	01.01.1999	
35	Chhon Kimyan	F	30343	29.02.2000	
36	Ker Chanthou	F	30139	01.03.2003	
37	Ou Chanra	F	30087	08.05.01	
38	Nim Tang	F	30255	27.03.02	
39	Rin Na	F	30176	13.07.03	
40	In Sam Orn	F	30384	21.01.2003	
41	Phok Savoeurn	F	30309	03.05.1999	
42	Keo Sopheap	F	30312	21.06.1999	

Group 19

43	Kong Vannak	F	30208	05.--.03	Date not clear
44	Chhean Nayhoy	F	30317	01.01.1999	
45	Sim Phat	F	30319	01.01.1999	
46	Voun Sokkhoeurn	F	30092	02.--.2000	Date not clear
47	Tak Channy	F	30017	23.11.02	
48	Orn Somaly	F	30082	05.11.01	
49	Cheu Rachna	F	30079	01.01.1999	
50	Poch Savuth	F	30269	01.01.1999	
51	Chhuon Sokkoeurn	F	30081	26.04.1999	
52	Pov Senglong	F	30077	12.11.1999	
53	Nop Sarorn	F	30093	01.01.1999	
54	Koeut Samet	F	30270	01.01.1999	
55	Art Pov	F	30350	08.11.1999	
56	So Phorn	F	30351	15.03.2001	

Group 48

57	Ros Kit	F	30080	01.01.1999	
58	Roeung On	F	30412	01.01.1999	
59	Dy ty	F	30365	01.01.03	
60	Ming Sokum	F	30307	01.01.03	
61	Han Da	F	30183	07.06.02	
62	Morn Davin	F	30247	01.01.1999	

Group 17

63	Houl Ol	F	30030	21.09.1999	
64	Khem Tol	F	30021	28.05.2001	
65	Kim An	F	30033	01.01.1999	
66	Soun Sokheng	F	30318	01.01.1999	

67	Chea Sopheap	F	30027	24.05.1999
68	Sry Kim An	F	30258	13.08.2002
69	Ouk Sary	F	30041	31.01.2000
70	Da Komphak	F	30045	27.11.2001

Group 16

71	Nou Chenda	F	30128	24.04.2002
72	Hang Chanthol	F	30023	29.04.2002
73	Vann Samnang	F	30174	10.03.1999
74	Chan Bo	F	30110	06.01.2000
75	Moung Srey Mao	F	30066	21.03.2002

Group 14

76	Leang Nath	F	30361	01.01.2003
77	Meas Sophany	F	30073	01.09.2003
78	Huy Sophorn	F	30338	07.07.2001
79	Meas Eth	F	20024	18.05.2000
80	Ou Chrep	F	20026	15.11.2002

Group 13

81	Rin Nary	F	30302	01.04.2002
82	Khuon Sokha	F	30315	01.01.1999
83	Sok Vuoch Chhe	F	30346	12.07.2000

Group 11

84	Matt Dany	F	30311	12.06.1999
85	Kong Oun	F	30265	01.01.1999
86	Pov You Neang	F	30203	02.06.03
87	Chhoeurn Srey Mom	F	30352	11.12.01
88	Prak Oun	F	30132	01.01.1999
89	La Chanthen	F	30262	10.10.01
90	Phen Sophal	F	30178	12.02.02

Group 10

91	Nab Sokmeng	F	30298	02.06.2000
92	Pov Seng Leang	F	30034	04.03.1999
93	Keo Chantha	F	30085	03.06.02
94	Khon Sitha	F	30137	28.11.01
95	Soum Channy	F	30363	01.01.2002
96	Chan Tha Y	F	30035	28.08.02

Group 9

97	Suong Thavy	F	30320	01.01.1999	
98	Po Sary	F	30342	01.01.03	
99	Suon Sokha	F	30161	20.08.01	
100	Rath Tha	F	30266	01.01.1999	
101	Or Saren	F	30268	---.---.-----	Date not clear
102	Yi Leang Y	M	30353	07.11.02	
103	Khun Khoeurn	M	30372	30. 04. 99	

Group 7

104	Chan Sovanna	F	20023	01.01.1999
105	Tep Sitha	F	30078	01.01.1999
106	Kao Ya	F	30011	08.05.2001

Group 6

107	Sim Sarim	F	30305	01.01.02
108	Pom Nath	F	30067	21.03.02
109	Phy Mom	F	30090	19.04.1999
110	Sim Young	F	30213	01.01.02
111	Sim Vuoch Kim	F	30303	06.05.02
112	Morn Malis	F	30005	07.05.02
113	Phorn Srey Oun	F	303085	01.01.03

Group 5

114	Yoeurn Chenda	F	30172	08.11.1999
115	Nuon Yorm	F	30111	10.06.02
116	Bun Sokhea	F	30126	21.06.01
117	Pheng Srey Mom	F	30125	02.03.1999

118	Iep Channien	F	30260	06.05.03	
119	Chuon Samphorst	F	30205	24.09.02	
120	Phy Theary	F	30083	09.12.02	
121	Neang Rattana	F	30142	20.02.03	
122	Som Nary	F	30124	01.01.1999	
123	Horl Khon	F	30134	18.04.2000	
124	Him Srey	F	30373	14.08.03	
125	Sim Sopheap	F	20016	--.--.01	Date not clear

Group 4

126	Lim Von	F	30378	10.06.02	
127	Chin Yim	F	30157	12.05.2000	
128	Chamroeun Vuthy	F	30173	01.01.1999	
129	Si Nary	F	30133	05.07.01	
130	Dort Srey	F	30164	24.01.02	
131	Chhuon Phary	F	30202	21.04.03	
132	Oeurn Pov	F	30155	27.01.04	
133	Hean Sophea	F	30140	09.10.1999	
134	Nget Dy	F	30166	10.09.02	
135	Ker Sovannary	F	30223	23.10.01	
136	Tep Navy	F	30180	24.01.00	
137	Tom Im	F	30170	10.05.1999	
138	Ngin Key	F	30188	20.05.01	
139	Phorn Sophal	F	301184	28.07.2000	
140	Soy Im	F	30202	26.03.02	
141	Chea Naret	F	30167	25.10.02	
142	Lorn Sreyneang	F	30382	28.05.01	

Group 3

143	Heng Sokhung	F	30143	04.08.1999	
144	Lé Mom	F	30121	27.07.1999	

Group 2

145	Lach Nareth	F	30181	01.01.1999	
146	Suon Ann	F	30263	22.11.01	
147	Chea Heang	F	30204	18.12.03	

148	Ly Youheang	F	30250	10.12.04
149	Yim Channy	F	30076	30.07.1999
150	Yem Savoeurn	F	30313	01.27.1999
151	Lom Sangkhim	F	30374	31.07.2000
152	Neang Sarin	F	30251	09.09.04

Group 1

153	Chhem Dy	F	30171	04.08.1999
154	Ke Savoeurn	F	30147	19.04.03
155	Chheang Chanthorn	F	30226	16.12.01
156	Samrith Mom	F	30187	01.01.1999
157	Sot Heam	F	30274	30.03.1999