

Minutes of
Workshop
On
"Rights and Teachers' Duty"
Kampot, Borey Bokou Hotel, Date: 22nd June 2008

On 22nd June 2008 The Cambodian Independent Teachers' Association conducted a workshop on "**Rights and Teachers' Duty**", was presided over by Mr. Rong Chhun, President of the CITA and funded by EU project.



-Composition of the participants:

- Mrs Muo Sokhuo, Parliamentarian Candidate from SRP party
- Mr. Ou Norn, Chairman of Takeo province
- Mr. Cheay Thon, Chairman of Kampot Province and
- 56 teachers from 8 districts in Kampot Province

At 7:30am, with arriving of all teachers and guests, the workshop participants welcomed the honorary orators. Then Mr. Leng Bunhong, the Programmer of the workshop, announced the agenda of the workshop.

At the beginning, Mr. Cheay Thon, Chairman of CITA in Kampot province, expressed her thanks and welcomed the participants, who spent an important time to join the workshop today and said about the history of creation of the CITA in this province, it was prevented by the local authority; especially the headmaster always discriminated against those who join the association. But, However, CITA was established and does its works because of teachers' supports, and so all teachers as well as the members of CITA should well pay attention to the good advices and lessons that the orators will educate soon.

After that Mr. Rong Chhun opened address and welcomed the participants, with being concentrated on the rights and teacher's duty, said that human rights was stimulated in the constitution of the Kingdom of Cambodia and the universal statement of the United Nation, did we get all these rights yet , he asked ? In such circumstance of our society which half is democracy and another is communism, rights and freedom were not place on pedestal, there is one way that we all are possible to gain is that we all should combine together and join in the association and trade union in order to demand, means that we all should correctly use our rights. Trade union's or association's rights are human rights so we should join and use our legal braveness to gain honor and dignity.

The Common Target:

- Member Recruitment: to build the power to make negotiation with the government in order to enhance the living conditions of the teachers.
- Collecting Dues: to help supporting the national office, administration, 70% of the dues was kept in the province and 30% for National level.
- Upholding the standard of education in Cambodia

Till this time, CITA gained many achievements such as demanding for increasing 20% to the basic salary, paying on time, issuing the letters and statements to the Education Ministry and Head government of Cambodia, on the other hand, CITA also demanded the government to work out the market inflation which has been increasing. In order to gain more achievements and to be able to solve those issues, he proposed the teachers should more join in the association. Presently, CITA has 10% out of 100,000 of the whole teachers across the country.



-Issues Confronted by Teachers:

- Low salary imbalanced to the cost of goods at the market
- Teachers' labor force was taken advantage by school management
- Teachers joined in the trade union or association movement was prevented and pressure by the education leaders.
- Freedom of joining the political party was discriminated by the school management
- Teachers should take school time to find for the second job
- Teachers were forced to join in the ruling party (CPP)

- Teachers loss their honor on behalf of teachers
- Nepotism in the school
- Students beat or threat the teachers

- Education Getting Worse:

- Corruption in the school
- Teachers' salary is imbalanced to the cost of goods at the market
- Foggy education programme
- No Upholding the teachers' knowledge
- Gambling around the school's compound

- Freedom of Expression and Rights to Access to Information

- Ideas Expression for common interests was not supported by the teachers in the school
- Limited rights to access to the usage of PAP-PB budget in the school
- Limited publishing the association's information in the school
- Preventing from criticizing the government's leaders
- No need to know the political party
- Thwarting the rights of holding the demonstration
- Inequality of receiving of information

Finally, he expressed his thanks to chairman of the Kg Cham province, the authority caused CITA to hold the workshop, especially to EU helped supporting the today important workshop and wish all the participants good health and success in all the works.

The workshop was ended at 3:55 pm.

Phnom Penh, 22nd June 2008

Leng Bunhong
CITA's Chief of Administration