

**BEER SELLING INDUSTRY CAMBODIA (BSIC)**  
**CODE OF CONDUCT**  
**FOR**  
**BEER PROMOTERS (BPs)**

*This document reflects the agreements made by the members of the beer selling industry in Cambodia. This Beer Selling Industry Cambodia (BSIC) will emphasize the occupational health and safety issues of beer promoters to its members, outlet owners, consumers, and to represent the industry at a national and international level.*

**STATEMENT OF INTENT**

The Beer Selling Industry Cambodia (BSIC) recognizes its responsibility to improve the health and working conditions of beer promoters selling beer on the Cambodian consumer market. The industry body agrees on the below industry standards and will use its influence to ensure that other stakeholders also comply with these standards. All members of the industry body have agreed on the standards.

**Objective**

The objective is to improve the health, safety and working conditions of beer promoters by setting industry standards.

**INDUSTRY STANDARDS**

*The following seven standards are minimum standards that the BSIC members have recognized as being critical to comply to in order to improve the health, safety and working conditions of BPs.*

**1. Employment status**

The employment status of BPs will have to comply with the Cambodian Labour Law (1997). BPs must have a transparent, written contract, be they casual workers, full-time, or part time employees. The BPs will receive a copy of the contract. BPs will receive a fixed monthly base salary and will always be remunerated in accordance with the Cambodian rules and regulations. Incentive systems can be put in place on top of the basic salary but should be set up in such a way that they don't lead to unhealthy or unsafe situations. The BSIC rejects commission-only work.

**2. Organization of work**

BPs will be clearly informed on whom their supervisor is, and that a procedure is in place for them to express any grievances in relation to their work. The procedure includes the use of a database where all grievances must be registered. This shall be linked with standard 6 on harassment.

**3. Uniform**

BPs who sell BSIC member brands will receive (company) branded uniforms or a clear sash with the brand name so that BPs are clearly visible and identifiable as workers selling or promoting beer. BPs who are off-duty shall not wear the uniform. Uniforms should be decent, taking into account the input from the BPs themselves.

**4. Transport**

The employer of the BP will ensure transport from the venue to the home of the BP as soon as the BP has finished his/her work in a particular venue, the provinces included. This will minimize the risk of BPs being harassed after working hours on their way back home. The BP is offered and encouraged to make use of the company transport.

## **5. Training and Information**

All members of the BSIC will offer a standard and comprehensive training package as part of the orientation training of BPs. This training shall include; how to deal with difficult customers, alcohol and drug use, workplace harassment, relationships between men and women, gender roles and responsibilities, healthcare options, sexual and reproductive health, contraceptive methods, and HIV/AIDS and STI education and prevention.

A refresher training shall be organised at least once a year.

## **6. Harassment**

The BSIC declares a zero-tolerance approach with respect to abuse and sexual harassment of BPs. All BSIC members will develop and implement an anti-sexual harassment policy for company staff as a part of personnel contracts and code of conducts. The policies will be clearly communicated to employees and sufficient training will be provided to emphasize that sexual harassment will not be tolerated. Sanctions will be taken if rules are broken.

The BSIC will clarify its expectations vis-à-vis the outlet owners in relation to providing a safe working environment for BPs, including the zero-tolerance statement. All BSIC members will maintain an accurate and up-to-date abuse and harassment reporting system and share this within the BSIC. It is compulsory to register all reported cases. In the event of harassment, the BSIC members will firstly discuss with the outlet owners on a course of action. Unless actions are taken, the BSIC members will act together with the ultimate sanction of withdrawing all BPs (from all brands represented by BSIC members) from venues where serious or persistent physical or sexual abuse occurs, and will make a public statement to ensure that other stakeholders are also warned.

## **7. Alcohol**

The industry body acknowledges the risk that many BPs may be pressured to drink beer in order to support their sales or to please the customer. It is the policy of the BSIC that during working hours, BPs should not sit or drink with consumers. Members of BSIC will inform BPs on this rule and train BPs on how to refuse a beer offered without insulting the consumer and on what steps to take if one is forced to drink.

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## ANNEX 1

### **BSIC organisation**

The members of BSIC believe that self-regulation is currently the best way of ensuring BSIC members will comply with the Code. An NGO will be requested to evaluate the compliance on a regular basis. The BSIC members inform their distributors on the Code, supervise and monitor the compliance and take actions if the distributor does not comply with the Code. Any beer-selling party in Cambodia is welcome to join the BSIC as long as this party ensures compliance to the code of conduct. Therefore, also beer distributors themselves are welcome to sign the code of conduct and become member of the BSIC. Regular meetings amongst BSIC members will be organised.

## ANNEX 2

### **Communication with external parties**

The BSIC will function as a platform for communicating with the government (governmental taskforce includes the Ministries of Labour, Interior, Commerce and Women's Affairs) to cooperate on a joint approach to improve the situation of BPs and related matters. The BSIC will also respond to media issues and share information on its activities by issuing press releases and by informing stakeholders via the internet sites of the individual BSIC members.