



SOLIDARITY STATEMENT

In Solidarity with Cambodian Garment Workers' and Trade Unions' Demand for \$250.66 Minimum Wage

20 September 2026

We, the undersigned workers' organizations, trade unions, and labor rights organizations from across Asia express our solidarity with Cambodian garment workers and their trade unions in their struggle for better wages and decent working conditions. We support their demand for a **minimum wage of USD 250.66 per month for 2027**.

The demand for **USD 250.66 is a trade union proposal** developed by Cambodian independent trade unions, based on unions' survey of workers' household costs, living conditions, and wage-gap evidence.

The evidence presented by the unions shows a persistent gap between workers' wages and the cost of meeting basic household needs. Workers remain under pressure from rising food prices, household expenses, debt, and the need to work overtime simply to make ends meet.

As trade unions and organizations working with garment workers across Asia, we recognize the right of Cambodian workers and their unions to **determine and advance their wage demands**. We support their call to have their evidence and demands meaningfully considered in the minimum-wage setting process.

We therefore stand with Cambodian garment workers and trade unions in calling for:

- A minimum wage for garment workers of **USD 250.66 per month for 2027**;
- Meaningful participation of independent trade unions in the wage-setting process without pressure, intimidation, or reprisals;
- Genuine, evidence-based consideration of workers' actual living costs and household needs drawing on unions' survey data;
- Effective implementation of wage increases without undermining existing benefits or increasing excessive production pressure.

We also call on international fashion brands to recognize their responsibility to workers in their supply chains and uphold their commitments to paying workers a living wage. Higher wages require responsible purchasing practices, including fair pricing and long-term sourcing commitments.

From across Asia, we stand with Cambodian garment workers and trade unions.

Their struggle for fair wages is part of the broader struggle of garment workers across Asia for **decent work, living wages, and a life with dignity.**

In solidarity,

**Asia Floor Wage Alliance (AFWA)
and AFWA partner organizations across Asia**

Signatories:

Alokito Garments Shromik Federation (AGSF), Bangladesh

Bangladesh Garment and Sweaters Workers Trade Union Center (GSWTUC),
Bangladesh

Bangladesh Garments and Industrial Workers Federation (BGSSF), Bangladesh

Bangladesh Garments Labor Congress (BGLC), Bangladesh

Bangladeshi Garments Trade Union Federation (BGTUF), Bangladesh

Bangladesh Textile & Garments Workers Federation (BTGWF), Bangladesh

Bangladesh Nari Progati Sangha (BNPS), Bangladesh

Bonded Labour Liberation Front (BLLF), Pakistan

Commercial and Industrial Workers Union (CIWU), Sri Lanka

Dabindu Collective, Sri Lanka

Digital Platforms Workers Union (DPWU), Pakistan

Federasi Serikat Buruh Garmen, Kerajinan, Tekstil, Kulit dan Sentra Industri / Federation
of Garment, Handicraft, Textile, Leather, and Industrial Center Workers' Unions (FSB
GARTEKS), Indonesia

Federasi Serikat Buruh Indonesia / Indonesian Labor Union Federation (FSBI), Indonesia

Gabungan Serikat Buruh Indonesia / Indonesian Labor Union Confederation (GSBI),
Indonesia

Garment and Allied Workers Union (GAWU), India

Garments Sramik Karmachari Federation (GSKF), Bangladesh

Garments Sramik Unity League (GSUL), Bangladesh

Green Bangla Garments Workers Federation (GBGWF), Bangladesh

Home Net Pakistan (HNP), Pakistan

Hosiery Worker's Unity Centre (HWUC), India

Karnataka Garment Workers Union (KOOGU), India

Karnataka State Garment and Textile Workers Union (KSG&TWU), India

Lembaga Informasi Perburuhan Sedane / Sedane Labor Information Institute (LIPS),
Indonesia

Mill Mazdoor Panchayat (MMP), India

Munnade, India

Muttahida Labour Federation (MLF), Pakistan

Pakistan Institute of Labour Education and Research (PILER), Pakistan

Pakistan National Textile Leather Garment General Workers Federation (PNTLGGWF),
Pakistan

Pakistan Textile Workers Federation (PTWF), Pakistan

Revolutionary Existence for Human Development (RED), Sri Lanka

Serikat Buruh Sejahtera Indonesia 1992 / Indonesian Prosperous Workers' Union 1992
(SBSI 1992), Indonesia

Serikat Pekerja Nasional / National Workers' Union (SPN), Indonesia

Sommilito Sramik Federation (SSF), Bangladesh

Textile Garment and Clothing Workers Union (TGCWU), Sri Lanka

Textile Garments Workers Federation (TGWF), Bangladesh

Textile Powerloom Garment Workers Federation (TPLGWF), Pakistan

Trade Union Rights Center (TURC), Indonesia

United Union of Garment Workers (UGW), India