



SOK LOR

MANAGING DIRECTOR

CONTACT: Mobile: +855 12 212 515
E-mail: lor.sok@sxhlaw.com

ADMISSION: Bar Association of the Kingdom of Cambodia

EDUCATION: LL.M, Harvard Law School, USA; LL.M, Transnational Law and Business University, South Korea; LL.B, Royal University of Law and Economics, Cambodia

LANGUAGES: Native Khmer; fluent English; basic Chinese

Sok Lor is the Managing Director of Sok Xing & Hwang, a member of the Bar Association of the Kingdom of Cambodia. Currently, he also serves as Secretary General of the Cambodian Federation of Employers and Business Associations –the peak employer and business association in Cambodia.

Mr. Sok has over 10 years of legal and executive experience in the private and public sectors. A recognized leader in the development of labor and employment laws and industrial relations in Cambodia, he advised the national Arbitration Council on legal determinations that set standards for labor rights and obligations in workplaces across the country. Mr. Sok is also called on by government to provide counsel on policy issues at the intersection of labor market governance and national investment promotion, and by private enterprises and trade unions to mediate and help parties settle complex industrial conflicts. Prior to founding Sok Xing & Hwang, Mr. Sok was executive director of the Arbitration Council Foundation where he designed and executed multi-million dollar international development law and private-public partnership projects, including with the EU, USAID and World Bank. Whether advising government and state institutions on law and policy matters, guiding management and workers to settle their disputes or leading and managing international development law projects in Cambodia, Mr. Sok brings innovation, pragmatism, integrity and professionalism to lead matters to successful conclusion.

Mr. Sok holds a Master of Laws degree from Harvard Law School, USA; a Master of Laws degree from Transnational Law and Business University, South Korea; and a Bachelor of Laws degree from the Royal University of Law and Economics, Cambodia. He is fluent in Khmer and English and proficient in Chinese.

EXPERIENCE

Policy and legal advice and legislative assistance to regulatory and administrative agencies

- Providing policy advice and legislative drafting assistance to Council for the Development of Cambodia on drafting of Law on Management of Special Economic Zones
- Providing legal policy advice and technical assistance to Ministry of Labor and Vocational Training on the formulation of draft Law on Trade Unions
- Providing policy and technical assistance to members of Council of Jurists on drafting of Law on the Organization of Courts in Cambodia, concentrating on aspects relating to an overarching organizational structure of Labor Court

Mediation of industry-level policy dialogue and enterprise-level labor-management disputes

- Mediating dialogue between Garment Manufacturers Association in Cambodia and national trade union federations/confederations to formulate and refine Memorandum of Understanding on Promoting Industrial Relations in the Garment Industry, industry-wide policy document and agreement on principles after which labor strikes were reduced to record-low levels.

- Mediating labor dispute between SL Garment Processing and C.CAWDU trade union, ultimately overcoming weeks-long, violent strikes by several hundred workers (causing hundreds of thousands of dollars in loss and damages); mediation proceedings served as essential blueprint for dispute settlement agreement.
- Leading mediation process for labor dispute at a major export garment producer involving several hundred workers and complex bankruptcy

Policy and technical guidance to Cambodia garment-sourcing international brands

- Providing guidance and advice to major international brands on industrial relations and corporate social responsibility positioning regarding vendor relations in Cambodia

International development projects and corporate social responsibility schemes

- Negotiating original project design and subsequent financial and project restructuring of World Bank-funded Demand for Good Governance (DFGG) project; successfully secured over US\$3 million dollars in project funding
- Designing and acting as lead negotiator for Swedish International Development Cooperation Agency-funded labor market governance and employment policy project, which secured US\$1.2 million dollars for Arbitration Council
- Designing frameworks and acting as lead negotiator for various corporate social responsibility projects with international brands and their foundations, including Gap Inc., Levi Strauss Foundation, adidas Sourcing Limited, among others.

Cambodia's national labor Arbitration Council

- Overseeing administration and management of labor dispute resolution process of the Arbitration Council, with an annual caseload of over 300 cases, achieving 75% successful resolution rate
- Directing in-house legal department for legal support to arbitrators, including provision of legal research, hearing assistance and award writing support
- Managing and providing legal advice and assistance to arbitrators regarding laws and regulations necessary for their ruling on dispute cases; legal precedents established on rules governing employment contracts (fixed duration and undetermined duration), legal criteria for suspension of contracts, wage liabilities and compensation schemes, attendance bonus provisions for the textile, garment, and footwear industries, among other jurisprudence.

PUBLICATIONS, SPEAKING ENGAGEMENTS

- Panelist, 'Labor Arbitration – East and West' panel, International Labor and Employment Relations Association Conference, Melbourne, Australia, April 2013
- Invited to present paper, 'Cambodia's Arbitration Council – How It Works,' at the International Conference on International Labor Standards, organized by Fair Work Commission and ILO International Training Centre, Melbourne Business School, Australia, June 2012
- Expert panelist on arbitration system in developing countries, 'Expert Consultative Workshop on Labor Dispute System Designs,' International Training Center of the International Labour Organization, Turin, Italy, February 2012
- Panelist on 'Labor Market Challenges and Prospects,' International Business Chamber Cambodia's Investment Conference 2011 – Global Challenges and Cambodia's Response, Phnom Penh, Cambodia, 2011
- Panelist, 'Cambodia's Arbitration Council: Success, Challenges, and Future Outlook,' Boston Law School, in Boston, USA, May 2010

- Guest speaker, 'Labor Dispute Resolution in Cambodia: Challenges and Future Prospects,' annual meeting of National Academy of Arbitrators, Philadelphia, USA, May 2010
- Chief editor for Khmer translation and publication in Cambodia of international best seller, 'Getting to Yes: Negotiating Agreement Without Giving In' by Roger Fisher, William Ury, and Bruce Patton

DISTINCTIONS

- First Cambodian citizen on record to earn Master of Laws degree from Harvard Law School
- National medal awarded by the Royal Government of Cambodia for contributions to national development