

INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA
KINGDOM OF CAMBODIA

**THIRTEENTH SYNTHESIS REPORT ON
WORKING CONDITIONS
IN CAMBODIA'S GARMENT SECTOR**

AUGUST 2005

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1 INTRODUCTION

1.1 Project background

Cambodia's garment industry has expanded rapidly since the late 1990s, largely due to favourable trade conditions created by the Multi-Fibre Agreement (MFA). Signed in 1995 under the General Agreement on Tariffs and Trade (GATT), the MFA enabled high-cost garment-producing countries such as the United States and the European Union countries to impose limits on imports from key low-cost manufacturing countries such as China and India.

Cambodia benefited incidentally. Due to the limits on imports, rich-country buyers began to purchase garments from countries not subject to the quota rules. Cambodia was one of these. The garment trade in Cambodia took off so quickly that by 1998, the US government began negotiations to bring Cambodia under the quota system. Through an agreement linking labour conditions to trade privileges, the US allocated bonus export entitlements to Cambodia, as long as the country made gains in improving working conditions.

Better Factories Cambodia (formerly known as the ILO Garment Sector Project), was established in 2001 to help Cambodia's garment sector achieve and maintain improvements in working conditions. The project monitors and reports on working conditions in Cambodian garment factories according to national and international standards, helps factories to improve their productivity, and works with the Government and international buyers to ensure a rigorous and transparent cycle of improvement.

The MFA expired on 31 December 2004, opening all countries to global competition. The Cambodian-US trade agreement also expired at the end of 2004. Smaller producers like Cambodia now must somehow distinguish themselves in the market if they hope to remain competitive. Cambodia has set itself apart to some extent by continuously improving working conditions, and by facilitating access to reliable information regarding factory compliance with international and national labour standards. Better Factories Cambodia will seek to build upon the progress that already has been made in both of these areas.

Better Factories Cambodia is guided by a Project Advisory Committee (PAC), which consists of 3 representatives each from the Government of Cambodia, the Garment Manufacturers Association of Cambodia (GMAC) and the Cambodian trade union movement. The PAC advises the project on all its activities including monitoring, remediation and sustainability.

1.2 The monitoring system

The monitoring system consists of three main components:

- Registration of participating factories
- Monitoring visits and reporting on these visits
- Reporting on the overall findings of the monitoring

Registration of participating factories

One reason for the project's success to date is that all exporting garment factories in the country have registered with the project. Although registration with the project is voluntary, the Cambodian Ministry of Commerce has required factories to register with the project in order to be granted an export license.

When companies register with the project, they agree to provide full access to the factory premises when ILO monitors visit, and to allow ILO monitors to interact freely with shop stewards, union representatives and factory workers, both inside and outside the factory.

Monitoring procedures

Better Factories Cambodia has a team of 12 monitors, who visit factories in pairs and arrive unannounced. The monitors' checklist, based on Cambodian labour law and core ILO standards, covers more than 500 items. To ensure accuracy, monitors interview workers and management separately and confidentially. Interviews with workers usually take place away from the factory. Monitors also talk with factory shop stewards and union leaders. Management is requested to provide relevant documents (payroll, sample contracts, leave records, etc.) as evidence of working conditions and terms of employment.

Factory managers get written reports of the findings, which include suggestions for improvement. Factories have an opportunity to file written objections concerning suggestions with which they disagree. Upon request from management, the project may provide assistance to factories in implementing the suggestions identified in the report.

Monitors also conduct follow-up visits in pairs, which usually include at least one of the monitors who previously visited the factory. During follow-up visits, monitors focus on the factory's progress in implementing the suggestions made during the preceding visit. In addition, monitors re-examine core labour standards, such as freedom of association and child labour, and look for any major changes in factory conditions.

Reporting procedures

In addition to providing individual reports to factories, the project also prepares synthesis reports, which provide an overview of working conditions across a group of factories (factories are grouped together into cohorts as they register with the project). Synthesis reports containing findings made during initial monitoring visits to factories do not identify the factories by name, in order to provide a grace period during which the factories can improve working conditions. However, synthesis reports covering follow-up visits to factories do identify the factories included in the report by name. The PAC discusses each synthesis report, and its comments are recorded. Synthesis reports are available in both English and Khmer, and are posted on the ILO website.

1.3 This synthesis report

This thirteenth synthesis report assesses the progress made by factories in improving working conditions determined during a second follow-up visit. Thus, this synthesis report

examines the progress made by 60 factories between their first and second follow-up visits in implementing suggestions made by the project. There were originally 65 factories in this group, however, 4 have closed and one has been moved to another cohort. This thirteenth synthesis report covers the same factories included in the fourth synthesis report of September 2002 (initial monitoring visits), and the eighth synthesis report of February 2004 (first follow-up visits). At the time of the second follow-up visits, these factories employed 73,060 workers, of whom 67,326 were women and 5734 were men.

While the report indicates the levels of compliance across a wide range of issues, the key findings for the 60 factories covered by this report are listed below.

Key Findings in the Thirteenth Synthesis Report
<ul style="list-style-type: none"><li data-bbox="328 734 906 768">❖ There is no evidence of forced labour.<li data-bbox="328 808 1289 882">❖ There is no evidence of discrimination, aside from anti-union discrimination (see below).<li data-bbox="328 922 1289 1072">❖ Eight factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. One factory still does not require casual workers to provide such documents.<li data-bbox="328 1113 1289 1187">❖ About twenty percent of the factories monitored do not comply with minimum wage requirements for casual workers.<li data-bbox="328 1227 1289 1377">❖ More than two thirds of the factories monitored ensure that overtime work is voluntary. However, overtime work is not exceptional in two thirds of the factories monitored, and about half of the factories do not limit overtime to two hours per day.<li data-bbox="328 1417 1289 1532">❖ Six factories failed to ensure workers' freedom to organise and/or freedom from anti-union discrimination. However, seven factories made improvements in these areas.<li data-bbox="328 1572 1289 1686">❖ Workers in two factories complied with some legal requirements prior to going on strike. All of the strikes covered by this report were peaceful.<li data-bbox="328 1727 1289 1912">❖ Progress in meeting health and safety standards was mixed. Most of the factories provide personal protective equipment to workers. However, workers in about 77% of the factories failed to use it. More than half of the factories have also failed to install safety guards on machines.

2 PROGRESS MADE IN IMPLEMENTING PROJECT SUGGESTIONS

The following provides an overview of progress made by factories in implementing the suggestions made by the project. The names of the factories are listed below. The information is provided in two ways: by subject and by factory. Sub-chapter 2.1 contains information on the implementation status of suggestions by subject, while sub-chapter 2.2 contains summary information on the implementation status by factory. It is important to note that **the information provided reflects changes in working conditions that took place between the first and second follow-up visits**. Also, where factories are listed by name, this is done in alphabetical order.

Factories covered by this report:

1. Best Honour International Garment Co., Ltd., Dangkor, Phnom Penh
2. Cambodia Apparel Industry Co., Ltd., Samrong Torng, Kampong Speu
3. Cambodia CPG Garment Co., Ltd., Tuol Kork, Phnom Penh (closed)
4. Century Rich Company Ltd., Dangkor, Phnom Penh
5. Chea Sinat Garment Co., Ltd., Kien Svay, Kandal
6. Cheer View Textile Co., Ltd., Dangkor, Phnom Penh
7. Chu Hsing Cambodia Co., Ltd., Russey Keo, Phnom Penh
8. Cinkamp Apparel Corp., Dangkor, Phnom Penh
9. Emperor Garment Industry Co., Ltd., Takhmao, Kandal
10. Evertex Garment Industry Co., Ltd., Takhmao, Kandal (closed)
11. Fame Cambodia Knitting Garment Co., Ltd., Meanchey, Phnom Penh
12. Flying Dragon Co., Ltd. (Branch 1), Meanchey, Phnom Penh
13. Flying Dragon Co., Ltd. (Branch 2), Meanchey, Phnom Penh
14. Flying Dragon Co., Ltd. (Branch 3), Meanchey, Phnom Penh
15. Fortune Garment & Woollen Knitting Factory, Saang, Kandal
16. Four Seasons Garment Co., Ltd., Tuol Kork, Phnom Penh
17. Gennon Garment Manufacturing Ltd., Russey Keo, Phnom Penh
18. Gold Kamvimex Garment Factory Ltd., Dangkor, Phnom Penh
19. Golden Jet Cambodia Ltd., Russey Keo, Phnom Penh
20. Goldfame Enterprises Knitters Ltd., Saang, Kandal
21. Grandtex International Co., Ltd., (dropped from this cohort)
22. Great Union Garment Ltd., Meanchey, Phnom Penh
23. Hytex Garment (Cambodia) Ltd., Meanchey, Phnom Penh
24. INSM Garments Co., Ltd., Dangkor, Phnom Penh
25. Jacqsintex Industries Cambodia Ltd., Dangkor, Phnom Penh
26. Jiangsu Diao Cambodia Co., Ltd., Meanchey, Phnom Penh
27. June Textiles Co., Ltd., Russey Keo, Phnom Penh
28. Jung Min Cambodia Apparel Co., Ltd., Dangkor, Phnom Penh
29. Kennetex International Co., Ltd., Meanchey, Phnom Penh
30. King First Industrial Co., Ltd., Russey Keo, Phnom Penh
31. Lien-I Textiles (Cambodia) Co., Ltd., Kampong Siem, Kampong Cham (closed)
32. Manhanttan Qing Dao Textiles & Garment Co., Ltd., Kampong Siem, Kampong Cham
33. Manhanttan Textile & Garment Corp., Kampong Siem, Kampong Cham
34. Marlyn Industrial Corp., Meanchey, Phnom Penh

35. Maurea Garment Corp. Ltd., Russey Keo, Phnom Penh
36. Medtecs (Cambodia) Corp. Ltd., Kampong Siem, Kampong Cham
37. M.G. Garment Manufacturing Co., Ltd., Dangkor, Phnom Penh
38. MSI Garment Co., Ltd., Dangkor, Phnom Penh
39. M&V International Manufacturing Ltd. (Branch 1–No. 754), Meanchey, Phnom Penh
40. M&V International Manufacturing Ltd. (Branch 3–No. 1623), Meanchey, Phnom Penh
41. New Island Clothing Ltd., Dangkor, Phnom Penh
42. New Orient Cambodia Co., Ltd., Dangkor, Phnom Penh
43. North Gaiety Apparel Co., Ltd., Meanchey, Phnom Penh
44. Potamon Cambodia Co., Ltd., Russey Keo, Phnom Penh
45. Roo Hsing Garment Co., Ltd., Russey Keo, Phnom Penh
46. Sabrina Garment Manufacturing Corp., Samrong Torng, Kampong Speu
47. Sambath Garment Co., Ltd., Russey Keo, Phnom Penh
48. Sam Han Cambodia Fabric Co., Ltd., Russey Keo, Phnom Penh (closed)
49. Sharp Casual Co., Ltd., Ang Snuol, Kandal
50. Sin Lan Ho Garment Co., Ltd., Meanchey, Phnom Penh
51. Suit Way & La Rissaca Fashion Co., Ltd., Russey Keo, Phnom Penh
52. Supreme Garment Pte., Ltd., Takhmao, Kandal
53. Tai Yar Garment Industrial Co., Ltd., Ponhear Leur, Kandal
54. Terratex Knitting & Garment International Factory Ltd., Meanchey, Phnom Penh
55. Top One Garment Manufacturing Co., Ltd., Russey Keo, Phnom Penh
56. United Art Garment Co., Ltd., Dangkor, Phnom Penh
57. United Eternity (Cambodia) Ltd., Meanchey, Phnom Penh (now known as Gold Lida Garment Co., Ltd.)
58. Vinstar Garment Industry Co., Ltd., Ponhear Leur, Kandal
59. Wearwel Cambodia Ltd., Dangkor, Phnom Penh
60. Wing Tai Apparel (Cambodia) Ltd. (Branch 1), Russey Keo, Phnom Penh
61. Wing Tai Apparel (Cambodia) Ltd. (Branch 2), Russey Keo, Phnom Penh
62. Winner Knitting Factory Ltd., Saang, Kandal
63. Ya Shin Industries Co., Ltd., Meanchey, Phnom Penh
64. YGM (Cambodia) Co., Ltd., Russey Keo, Phnom Penh
65. Zheng Yong Garment Co., Ltd., Russey Keo, Phnom Penh

The sections below show the progress in implementing suggestions made to the factories by the project. Each subject heading contains a table listing the suggestions made to factories and indicating the implementation status (implemented, partly implemented, not implemented, or new) for the relevant factories. The combined number of factory names listed for each suggestion reflects the total number of factories for which a particular suggestion was made. While the project undertakes to ensure that suggestions are standardised, this is not always possible since situations in factories differ. The overview given therefore contains some suggestions that overlap.

Key

The following symbols have been used in Section 2.1 of the report to identify factories at which a particular suggestion applies to specific types of workers, and factories for which the suggestion initially included more than one component:

- * Indicates factories at which the suggestion originally made to the factory included more than one component. In this report, the suggestion has been broken up into its component parts.
- (A) Indicates factories at which the suggestion applies only to apprentices.
- (C) Indicates factories at which the suggestion applies only to casual workers.
- (P) Indicates factories at which the suggestion applies only to piece-rate workers.
- (PW) Indicates factories at which the suggestion applies only to probationary workers.

2.1 Working conditions

2.1.1 Internal regulations

Management should	Implemented	Partly Implemented	Not implemented	New
get the internal regulations approved by the labour inspector	Fortune			
establish the internal regulations on training of apprentices				June Textiles, North Gaiety
consult with shop stewards before establishing internal regulations			M&V-754	
ensure that the internal regulations on apprentices comply with the law	Maurea		Terratex	
ensure that the internal regulations comply fully with the law	Goldfame	Chu Hsing	Century Rich, Emperor, United Eternity	
post the internal regulations in the workplace and at the hiring office	Century Rich, Gennon, INSM, Manhattan Textile	Fortune	United Eternity	Cinkamp, Goldfame, Hytex, Jacqsintex, Supreme

2.1.2 Employment contract

Management should	Implemented	Partly Implemented	Not implemented	New
make sure that workers are not required to pay anyone to get a job	Manhattan Qing Dao, Manhattan Textile, North Gaiety	Fortune, Medtecs, Terratex	Goldfame, Zheng Yong	Cambodia Apparel, Emperor, Jiangsu Diao, MSI
not use rotating short-term duration contracts as a way to avoid providing workers' entitlements to maternity leave, attendance bonus, seniority bonus, and/or annual leave				Manhattan Qing Dao, Manhattan Textile, Medtecs, Ya Shin
not interfere with the ILO monitoring process by threatening to terminate workers if they provide information to ILO monitors				Medtecs
consider all workers who are employed for longer than two years total to be employed under an undetermined duration contract				Gold Kamvimex, Manhattan Qing Dao, Manhattan Textile, Medtecs
not require workers to post a bond or a cash guarantee in order to sign or maintain an employment contract		Jiangsu Diao		
make sure that the employment contract specifies the terms and conditions of employment			Sambath	
not arbitrarily change the employment status of workers (e.g., from regular to probationary)	Zheng Yong		Chu Hsing, Gold Kamvimex	

Management should	Implemented	Partly Implemented	Not implemented	New
amend clauses in the employment contracts that do not comply with the law	Potamon, Terratex, Zheng Yong	M.G., Roo Hsing	Best Honour, Flying Dragon I, Flying Dragon II, Great Union, Jacqsintex, Jiangsu Diao, Kennetex, Flying Dragon III, Maurea, New Orient, Top One, YGM	
ensure that workers understand the terms and conditions of their employment contracts	Best Honour, Chu Hsing, Flying Dragon III, Fortune, Great Union, Hytex, Jung Min, M.G., United Art, Wearwel (C), Wing Tai II, Winner	Emperor, Flying Dragon I, Flying Dragon II, Goldfame INSM, Zheng Yong	Century Rich, Gennon, Gold Kamvimex	Wing Tai I
not place workers on probation for more than 3 months	Cinkamp, Flying Dragon II, INSM, Maurea, Potamon		Sambath	
ensure that apprenticeship contracts comply with the law	North Gaiety		Emperor*, Fame, Terratex	
ensure that apprenticeship contracts do not exceed 2 months			Emperor*	
give casual workers the same rights as regular workers	Great Union, King First, Sabrina, Sharp Casual, YGM		Golden Jet, Jung Min	

Management should	Implemented	Partly Implemented	Not implemented	New
only employ casual workers for specific work for a short period of time	Chea Sinat, Golden Jet, Potamon, Sharp Casual	Flying Dragon II, Wearwel	Cheer View, INSM, Jung Min, Sambath, Supreme, Top One, Ya Shin, YGM, Zheng Yong	Cambodia Apparel, Century Rich
only terminate workers for valid reasons			Manhattan Textile, Marlyn, Medtecs, New Orient*, Suit Way*	Century Rich
pay workers they dismiss the correct indemnity for dismissal				Vinstar
pay workers they terminate damages			Cambodia Apparel*, New Orient*	Vinstar
pay workers for their accrued annual leave when they resign or are terminated	Roo Hsing, Sharp Casual, Top One, Zheng Yong	Goldfame	Cambodia Apparel*, New Orient*, Suit Way*, Ya Shin	Manhattan Qing Dao, Manhattan Textile, Medtecs
notify MOLVT before suspending workers' employment contracts due to economic problems				Flying Dragon I, INSM
continue to provide workers accommodation while work is suspended			Jiangsu Diao	

2.1.3 Collective agreement

Management should	Implemented	Partly Implemented	Not implemented	New
register the collective agreement with MOLVT				Flying Dragon I, Flying Dragon II, Flying Dragon III, Maurea
ensure that the collective agreement complies with the law			Fame, Gennon	Zheng Yong
implement the collective agreement				M.G., Top One
post the collective agreement in the workplace				Zheng Yong

2.1.4 Wages

Management should	Implemented	Partly Implemented	Not implemented	New
post minimum wage information in the workplace	Cheer View, Emperor, Four Seasons		Century Rich, Fortune, Gennon, Manhattan Textile, Sambath, Suit Way	Manhattan Qing Dao, M&V-754, United Eternity
explain to workers the items that make up their wages and the terms of payment before the workers start work, and each time the terms, items or style changes	Fortune (P)		Best Honour (P), Century Rich (P), Chu Hsing (P), Wing Tai I (P), Wing Tai II*	Gold Kamvimex (P), M&V-754
ensure that workers understand the	Cinkamp, Flying	Cheer View,	Chea Sinat*,	Best Honour,

Management should	Implemented	Partly Implemented	Not implemented	New
calculation of wages	Dragon I, King First, Potamon, Sin Lan Ho, Wing Tai II, YGM	Flying Dragon II, Flying Dragon III, Golden Jet, Goldfame*, INSM, Wing Tai I, Zheng Yong	Emperor, Fame, Gold Kamvimex, Great Union*, Kennetex, Sambath, Suit Way*	Century Rich (P), Jiangsu Diao (C), United Art (P)
not provide false documents to monitors				Hytex
not deduct the cost for replacing worn/unusable tools from workers' wages		Chu Hsing		
pay workers a day early when payday falls on a day off				Supreme
provide clearly written payslips to workers	Fortune, INSM, MSI, M&V-754	Chu Hsing, Suit Way*	Century Rich, Chea Sinat*, Goldfame*, Great Union*, M.G., Ya Shin	Fame, Hytex, Jiangsu Diao
set the production target at a level that permits a worker of average ability working normal hours to earn the minimum wage	Wearwel		Manhattan Textile	Medtecs
set the piece rate at a level that permits a worker of average ability working normal hours to earn minimum wage	Best Honour, Cheer View, Fame, Supreme	Terratex	Gold Kamvimex, Golden Jet, Goldfame, M.G., M&V-1623, Roo Hsing, Wing Tai I, Wing Tai II*, Zheng Yong	

Management should	Implemented	Partly Implemented	Not implemented	New
pay piece-rate workers minimum wage when their piece rate pay, excluding overtime, falls below minimum wage			Fame, Goldfame, Jiangsu Diao (C)*, INSM, Terratex	Century Rich
pay piece-rate workers overtime based on their piece rate earned when this is more than minimum wage			Fame	Century Rich, Golden Jet
pay workers from the date they start work, including during the pre-trial period	Manhattan Qing Dao, Terratex	Fortune, Manhattan Textile, Medtecs		Cambodia Apparel, Flying Dragon I
pay workers on probation at least \$40 per month for ordinary hours of work (8 hours for 26 days per month, not including any overtime, work on Sundays, public holidays or at night)			Sambath*	
pay workers at least \$45 per month for ordinary hours of work (8 hours for 26 days per month, not including any overtime, work on Sundays, public holidays or at night)	Flying Dragon II (C)*, Zheng Yong (C)	Hytex (C), United Eternity (C), Ya Shin (C)*	Chea Sinat (C)*, Emperor (C)*, M.G. (C), Potamon (C), Top One (C)*, Sambath*	Best Honour (C), Cambodia Apparel (C), Jacqsintex (C), Supreme (C)
pay workers minimum wage during months with less than 26 working days	June Textiles		Wing Tai II	
pay workers double their normal pay for work at night (between 22:00 and 05:00)	Best Honour, Great Union, Kennetex, Sharp Casual	Flying Dragon II, Winner (C)	Gennon, Goldfame, Jung Min, Manhattan Qing	Hytex

Management should	Implemented	Partly Implemented	Not implemented	New
			Dao, Manhattan Textile, Sambath, Suit Way	
pay all workers double their normal pay for work during weekly time off (Sunday)	Fortune*	INSM	Goldfame*, Sambath*	Supreme (C)
pay workers who work on public holidays their wage for one day (in addition to their normal daily wage)	Fortune*	INSM	Jiangsu Diao (C)*, Sambath*	Gennon (C), M&V-1623 (C), Supreme (C)
pay workers their daily wage on public holidays when they do not work		Hytex (C)	Jiangsu Diao (C)*, Zheng Yong	Top One (C)*
pay workers 150% of their normal pay for overtime work performed on a normal workday before 22:00	Cambodia Apparel, Fortune*, Suit Way	Hytex (C)	Goldfame*, Jiangsu Diao (C)*, Terratex (P), Top One*	Fame (C), Supreme (C)
give all workers 1,000 Riels for a meal or a reasonable free meal if they work overtime	Cambodia Apparel, Fortune*, Wearwel	Flying Dragon I, Flying Dragon II, Flying Dragon III, Maurea	Chea Sinat(C)*, Emperor (C)*, Jiangsu Diao (C)*, Sambath, Ya Shin	Marlyn, MSI, Top One*
pay all workers who work regularly the attendance bonus of \$5 per month	Flying Dragon I, Flying Dragon II (C)*, Gennon, Great Union, Sambath	Goldfame (C), Hytex (C), Ya Shin(C), Wearwel (C)	Chea Sinat(C)*, Emperor (C)*, Top One (C)*	Cambodia Apparel (C), Jacqsintex (C), Manhattan Qing Dao, Manhattan Textile, Medtecs, North Gaiety (C)
pay a seniority bonus to all workers	Flying Dragon I,		Jung Min	

Management should	Implemented	Partly Implemented	Not implemented	New
	Flying Dragon II, Flying Dragon III			
not deduct the seniority bonus from workers when they take unauthorized leave				Hytex
not deduct more than the basic daily wage for an unauthorised absence				Medtecs
not punish workers by imposing fines or deducting wages	Fortune, Winner	Sambath	Supreme, Top One	Ya Shin, Zheng Yong
not charge workers more than the cost of the ID card when replacing a worker's lost ID card	Cheer View, YGM	M.G., Terratex	Emperor, King First, Kennetex, North Gaiety	Best Honour, Chu Hsing, Flying Dragon II, Gennon, Goldfame, Jiangsu Diao, Manhattan Qing Dao, Medtecs, MSI, Sin Lan Ho, Suit Way, Top One, Ya Shin
pay workers during normal working hours	Sabrina, Zheng Yong			Emperor, Flying Dragon III, Jiangsu Diao, Medtecs, Vinstar
pay casual workers on time			Roo Hsing	

Management should	Implemented	Partly Implemented	Not implemented	New
use the correct exchange rate when converting workers' wages from Riels to dollars	Hytex			
keep a detailed payroll ledger in Khmer that is easy to understand	Fortune, Top One	M&V-754	Gennon, Gold Kamvimex, Suit Way	INSM, Wing Tai I
include the starting dates for workers in the payroll ledger			Golden Jet	
ensure that the payroll ledger accurately reflects the wages actually paid to workers				Hytex

2.1.5 Hours of work

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that normal working hours do not exceed 8 hours per day, 6 days a week	Fortune			
ensure that apprentices work only 6 hours per day, 5 days per week				Cinkamp, Emperor, Fame, June Textiles, M&V-1623, North Gaiety, Suit Way
ensure that work on Sundays is voluntary	Goldfame*, Fortune*, Potamon*			Zheng Yong

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that work on Sundays is exceptional	Fortune*, Goldfame*, INSM, June Textiles*, M&V-754	Jacqsintex, Top One		Hytex, Zheng Yong
give workers weekly time off (at least 24 consecutive hours off per week)	Goldfame, June Textiles, Manhattan Qing Dao			
ensure that work on Public Holidays is voluntary	Chu Hsing, Fortune*, Goldfame*, June Textiles*, Potamon*			New Orient, Zheng Yong
ensure that work on Public Holidays is exceptional	Fortune*, Goldfame*, INSM, June Textiles*, Manhattan Qing Dao*			New Orient, Zheng Yong
ensure that overtime work is voluntary	Chea Sinat*, Cinkamp*, Flying Dragon I*, Flying Dragon II*, Fortune*, Four Seasons*, Golden Jet, Great Union*, Hytex, INSM, June Textiles*, Jung Min*, Kennetex, Maurea*, Potamon*, Roo Hsing*, Sabrina, Sharp Casual*, Sin Lan Ho*, Supreme*, Top One*, United Eternity*, Wing Tai I*, Winner*	Manhattan Textile*, Wearwel	Best Honour*, Cambodia Apparel, Chu Hsing*, Emperor*, Flying Dragon III*, Gennon*, Gold Kamvimex*, Goldfame*, New Orient*, Sambath*, Suit Way*, Tai Yar*, Vinstar, Zheng Yong*	Marlyn, Ya Shin
ensure that overtime work is exceptional	Century Rich*, Fortune*, INSM, Jung Min*, M&V-1623*, Potamon*, Sin Lan	Manhattan Textile*	Best Honour*, Cambodia Apparel, Chea Sinat*, Chu Hsing*, Cinkamp*,	Kennetex, King First, Marlyn, YGM, Vinstar

Management should	Implemented	Partly Implemented	Not implemented	New
	Ho*, Supreme*, Top One*		Emperor*, Fame* Flying Dragon I*, Flying Dragon II*, Flying Dragon III*, Fame, Four Seasons*, Gennon*, Gold Kamvimex*, Goldfame*, Great Union*, Hytex, Jacqsintex, June Textiles*, Maurea*, Medtecs*, M&V-754*, New Orient*, Roo Hsing*, Sambath*, Sharp Casual*, Suit Way*, Tai Yar*, United Eternity*, Wearwel, Wing Tai I*, Winner*, Ya Shin*, Zheng Yong*	
ensure that overtime work does not exceed 2 hours per day	Best Honour*, Fortune*, Gennon*, Golden Jet, Great Union*, INSM, Manhattan Textile*, Medtecs*, Potamon*, Roo Hsing*, Sharp Casual*, Sin Lan Ho*, Suit Way*, Supreme*, Top One*, United Eternity*, Ya Shin*	Four Seasons*, Wing Tai I*	Cambodia Apparel, Century Rich*, Chea Sinat*, Chu Hsing*, Cinkamp*, Emperor*, Fame*, Flying Dragon I*, Flying Dragon II*, Flying Dragon III*, Gold Kamvimex*, Goldfame*, Hytex, Jiangsu Diao, June Textiles*, Jung Min*, Marilyn, Maurea*, M&V-754*, M&V-1623*, New Orient*, North Gaiety* Sambath*, Tai Yar*, Winner*, YGM, Zheng Yong*	Kennetex, Wearwel

Management should	Implemented	Partly Implemented	Not implemented	New
not punish workers who do not work overtime, Sundays or Public Holidays	Manhattan Qing Dao*		New Orient	Cambodia Apparel, Vinstar
provide transportation for workers who finish work between 22:00 and 05:00 if management has not provided a place for night workers to sleep		Manhattan Qing Dao, Manhattan Textile, Sharp Casual	Cambodia Apparel, New Orient, Roo Hsing, Terratex	Jung Min, Sambath
post the overtime permission in the factory				Gennon, New Orient, North Gaiety
get permission from the labour inspector before suspending the weekly break	Fortune, Medtecs		Chu Hsing, Jacqsintex, Top One, United Eternity, Ya Shin	Best Honour, Hytex, M&V-754, M&V-1623, Suit Way, Tai Yar
get permission from the labour inspector before workers work overtime	Fortune, Kennetex, Medtecs, Top One		Manhattan Qing Dao, Manhattan Textile, Sambath, Ya Shin	Hytex, Supreme, Terratex

2.1.6 Leave

Management should	Implemented	Partly Implemented	Not implemented	New
post the list of national public holidays in the factory			Sambath	Best Honour, Flying Dragon I, New Orient, North Gaiety

Management should	Implemented	Partly Implemented	Not implemented	New
give workers 18 days of paid annual leave each year	Fame, Flying Dragon I, Flying Dragon II, Flying Dragon III ,INSM, King First, Supreme, Ya Shin		Cambodia Apparel, Goldfame, Jung Min	
allow workers to take their annual leave without imposing unreasonable restrictions	Hytex, Jiangsu Diao, June Textiles, M.G., Top One, Wearwel, YGM	Manhattan Textile, M&V-754, Medtecs, Vinstar	Century Rich, Fortune, Gennon, M&V-1623, Sabrina, Sin Lan Ho, Suit Way	Flying Dragon I, INSM, Manhattan Qing Dao, Marlyn, MSI, New Orient, Zheng Yong
get workers' consent to convert annual leave to cash compensation	INSM			
give workers an extra day of annual leave for every three years of service	Cambodia Apparel, Manhattan Textile, Medtecs, MSI, Roo Hsing, Sin Lan Ho, United Eternity	Supreme, United Art	Gennon, Gold Kamvimex, Goldfame, INSM, Jung Min, Winner, Zheng Yong	Century Rich, Cinkamp, Emperor, Fame, Kennetex, M&V-754, M&V-1623, New Island, Vinstar, YGM
not deduct special leave from workers annual leave for the following year			Marlyn	Emperor, Fame
consider adopting or amending the internal regulations to provide paid sick leave to workers for illnesses certified by a qualified doctor as follows:			Cheer View, Fortune, Gennon, Gold Kamvimex, Jung Min, Sambath, Winner	Century Rich

Management should	Implemented	Partly Implemented	Not implemented	New
<ul style="list-style-type: none"> ◆ 100% wage for the first month ◆ 60% wage for the second month ◆ 40% wage for the third month ◆ no wage payment for months 4-6 				
provide paid sick leave as required by the factory's internal regulations	Fame, Goldfame, Kennetex, M.G., Potamon, Tai Yar, Terratex, Top One, United Art, Wing Tai I, Wing Tai II, YGM	Cinkamp, Flying Dragon II, Great Union, INSM, Jacqsintex, June Textiles, Flying Dragon III, MSI, M&V-1623	Best Honour, Cambodia Apparel, Chea Sinat, Flying Dragon I, Emperor, King First, Manhattan Textile*, Medtecs, Suit Way	Manhattan Qing Dao, Marlyn
not deduct annual leave from workers when they take sick leave				Manhattan Qing Dao, Manhattan Textile, Marlyn, Medtecs
not unreasonably restrict workers from taking sick leave	Century Rich, Hytex, INSM, Jiangsu Diao, Manhattan Qing Dao, M&V-754, Wearwel,	Golden Jet, Supreme, Vinstar	Gennon*, Manhattan Textile* Marlyn, New Orient, Sharp Casual	Cheer View, Zheng Yong
consider giving workers up to 7 days per year of paid special leave for events affecting the worker or the worker's immediate family	Cheer View, Chu Hsing, Fame, Gennon, Golden Jet, Great Union, INSM, Jacqsintex, Kennetex,		Cambodia Apparel, Chea Sinat, Fortune, Gold Kamvimex,	Century Rich, Marlyn

Management should	Implemented	Partly Implemented	Not implemented	New
	M.G., MSI, Sabrina, Sharp Casual, Top One, Wearwel, Wing Tai II, Ya Shin, YGM		Goldfame, Jung Min, Sambath, Sin Lan Ho, Winner	
allow workers to take special leave for events affecting the worker or the worker's family, including the employee's wedding, the employee's spouse giving birth, illness or death in the employee's family, and marriage of the employee's child	Roo Hsing	M&V-1623,	Best Honour*, Cinkamp, Manhattan Textile*, Suit Way*, United Eternity, Ya Shin	Manhattan Qing Dao, Medtecs
only deduct workers' attendance bonus for sick days in proportion to the number of days missed during the month			Ya Shin	
not deduct the \$5 attendance bonus when workers take annual leave				Century Rich, Manhattan Qing Dao, Medtecs, Supreme
not deduct the \$5 attendance bonus when workers take special leave			Best Honour*, Manhattan Textile*, Suit Way*	Century Rich, Manhattan Qing Dao, Marlyn, Medtecs, Supreme
not unreasonably restrict workers from taking special leave	Century Rich, Jiangsu Diao, Supreme,		Manhattan Textile*, New Orient, Zheng Yong	Manhattan Qing Dao, Marlyn, Medtecs

2.1.7 Maternity leave

Management should	Implemented	Partly Implemented	Not implemented	New
give workers 90 days of maternity leave	Cambodia Apparel, Cheer View, Cinkamp, Flying Dragon II, INSM, MSI, Sharp Casual, United Art			
pay workers on maternity leave who have worked for one year half-pay, including other benefits	Flying Dragon I, Golden Jet, Jung Min, Potamon, Sabrina, Top One, Winner	Century Rich, INSM, M.G., Terratex*, United Eternity	Emperor, Fortune, Goldfame*, Sambath	Jiangsu Diao, Gold Kamvimex, Sharp Casual
pay workers on maternity leave their maternity benefits before or during leave	Four Seasons, M&V-754, M&V-1623, United Art	King First	Flying Dragon I, Flying Dragon III, Goldfame*, Terratex*, YGM	Cambodia Apparel, Cheer View, Gold Kamvimex, INSM, Jiangsu Diao, Kennetex, Sambath, Sharp Casual, Ya Shin
inform workers of their right to maternity leave	INSM			

2.1.8 Breast-feeding

Management should	Implemented	Partly Implemented	Not implemented	New
provide workers one hour of time-off per day with pay for breast-feeding during the first year after the baby is born	Jung Min, Marlyn, MSI, Supreme	Golden Jet (P), June Textiles, Zheng Yong	Century Rich*, Gold Kamvimex, Goldfame, Suit Way, Terratex, Wing Tai I	Cheer View, Cinkamp, Fortune(P), INSM, M.G., M&V-1623 (P), Roo Hsing, Winner, YGM
make sure that workers are aware of their right to one hour of time-off per day for breast-feeding during the first year after the baby is born	Cambodia Apparel, Fortune, Hytex, King First, Manhattan Qing Dao, Manhattan Textile, Medtecs, M.G., M&V-1623, North Gaiety, Potamon, Top One, United Art		Best Honour, Century Rich*, Chea Sinat, Cheer View, Emperor, Fame, Flying Dragon I, Flying Dragon II, Flying Dragon III, INSM, Sambath, Sin Lan Ho, Winner	Marlyn, Terratex

2.1.9 Nursing room/day care centre

Management should	Implemented	Partly Implemented	Not implemented	New
set up a functioning and accessible nursing room	Chu Hsing, Jung Min, Maurea, Sharp Casual, Wing Tai II*	Emperor, Golden Jet, Marlyn*, Medtecs, Top One*	Best Honour*, Cambodia Apparel, Century Rich, Chea Sinat, Cheer View, Fame*, Flying Dragon I, Flying Dragon II, Flying Dragon III, Fortune*, Four Seasons*, Gennon, Gold Kamvimex, Goldfame, Hytex, INSM, Jacqsintex*, Jiangsu Diao,	Cinkamp, Manhattan Qing Dao, Supreme

Management should	Implemented	Partly Implemented	Not implemented	New
			June Textiles, Kennetex, King First*, M.G.* , MSI*, M&V-754, M&V-1623, New Island, New Orient*, North Gaiety*, Roo Hsing*, Sambath*, Sabrina*, Sin Lan Ho*, Suit Way*, Tai Yar*, Terratex*, United Art, United Eternity*, Wearwel, Winner*, Ya Shin*, YGM*, Zheng Yong	
inform workers that they can use the day care centre	Chu Hsing	Emperor	Best Honour*	
set up a day care centre at or near the workplace, or pay the childcare costs of women employees	Golden Jet, Supreme, Roo Hsing*, Tai Yar*, United Art, Winner*, Zheng Yong	MSI*	Cambodia Apparel, Century Rich, Chea Sinat, Cheer View, Cinkamp, Fame*, Flying Dragon I, Flying Dragon II, Flying Dragon III, Fortune*, Four Seasons*, Gennon, Goldfame, Hytex, INSM, Jacqsintex*, Jiangsu Diao*, June Textiles, Jung Min, King First*, Manhattan Qing Dao, Marlyn*, Medtecs, M.G.* , M&V-754, M&V-1623, New Orient*, North Gaiety*, Potamon, Sabrina*, Sambath*, Sin Lan Ho*, Sharp Casual, Suit Way*, Terratex*, Top One*, United Eternity*, Wing Tai II*, Ya Shin*, YGM*	Gold Kamvimex, Kennetex, Wearwel

2.1.10 Sexual harassment

There were no reports of sexual harassment in the factories covered in this report.

2.1.11 Indecent behaviour

Management should	Implemented	Partly Implemented	Not implemented	New
Management, including line supervisors, should treat workers with respect	Chea Sinat, Flying Dragon I, Flying Dragon II, Great Union, Hytex, INSM, June Textiles, Jung Min, North Gaiety, Roo Hsing, Sabrina, Sambath, Sharp Casual, Suit Way, Supreme, Top One, Wearwel, Wing Tai I, YGM	Flying Dragon III, Goldfame, Manhattan Qing Dao, M.G., Potamon, United Eternity, Vinstar	Cambodia Apparel, Chu Hsing, Emperor, Fame*, Fortune, Gennon, Gold Kamvimex, Golden Jet, Manhattan Textile, New Orient, Tai Yar, Zheng Yong	Four Seasons, Jiangsu Diao, Marlyn, Medtecs, Terratex, Wing Tai II, Ya Shin

2.1.12 Discrimination

There were no indications of discrimination, aside from anti-union discrimination (see Section 2.3.2 below).

2.1.13 Forced Labour

There were no indications that forced labour was practiced in any of the factories.

2.1.14 Child labour

Eight factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. One factory still does not require casual workers to provide such documents (Zheng Yong). Monitors observed some workers who appeared to be under age. Further investigation indicated that none of these workers were under age at the time of the monitoring visit.

Management should	Implemented	Partly Implemented	Not implemented	New
use reliable documents to verify the age of workers prior to hiring	Best Honour, Chea Sinat, Fortune, Goldfame, Great Union, June Textiles, Terratex, Top One		Zheng Yong (C)	

2.2 Safety and health

2.2.1 Safety and health policy

Management should	Implemented	Partly Implemented	Not implemented	New
develop a health and safety policy	Cheer View, Flying Dragon II, Flying Dragon III, Golden Jet, Gold Kamvimex, Sin Lan Ho, Sharp Casual, Top One, Winner	Manhattan Qing Dao, Manhattan Textile, Medtecs	Cambodia Apparel, Century Rich, Chea Sinat, Chu Hsing, Cinkamp, Emperor, Fame, Flying Dragon I, Fortune, Four Seasons, Gennon, Goldfame, Great Union, INSM, Jacqsintex, Jiangsu Diao, June Textiles, Jung Min, Kennetex, King First, MSI, M&V-754, M&V-1623, North Gaiety, Potamon, Roo Hsing, Sambath, Suit Way, Supreme, Terratex, United Art, United Eternity, Wearwel, Wing Tai I, Wing Tai II, YGM, Zheng Yong	
consult with workers when developing a health and safety policy		Vinstar*		Manhattan Qing Dao, Manhattan Textile, Medtecs
post the health and safety policy in the workplace and explain it to the workers	Hytex	Ya Shin	Maurea, M.G., New Orient, Tai Yar, Vinstar*	Cheer View, Top One

Management should	Implemented	Partly Implemented	Not implemented	New
post safety and health information (e.g., posters and signs) in the workplace			Cambodia Apparel, Century Rich, Flying Dragon I	

2.2.2 Work-related accidents/illnesses

Management should	Implemented	Partly Implemented	Not implemented	New
keep a record of work-related accidents/illnesses	Supreme, Terratex, Top One		Jiangsu Diao, Manhattan Qing Dao, Manhattan Textile, Sambath*, Sharp Casual	Hytex
notify the Social Security Department of work-related accidents or illnesses within 48 hours of their occurrence	New Orient, YGM		Cheer View*, Medtecs, Sambath*	
provide a summary report of work-related accidents/illnesses to the Social Security Department every six months	Jung Min, Sin Lan Ho, Top One*, United Art	Chea Sinat	Cheer View*, Fortune, Goldfame, Jacqsintex, King First, M.G., Winner	United Eternity

2.2.3 Compensation for accidents/illnesses

Management should	Implemented	Partly Implemented	Not implemented	New
compensate workers for work-related accidents/illnesses, including accidents that happen on the way to and from work	Cheer View, Fame, Goldfame, INSM, Jung Min, Sabrina, Sharp Casual, Tai Yar, Top One*, Wearwel, YGM	Fortune, Hytex, Vinstar	Cambodia Apparel*, Sambath, Sin Lan Ho	

Management should	Implemented	Partly Implemented	Not implemented	New
pay correct compensation for work-related accidents or illnesses		M&V-1623, Winner		Suit Way*
pay workers their wages when work-related accidents or illnesses cause them to miss work	Best Honour, June Textiles, Top One*	Gennon, Manhattan Qing Dao, Manhattan Textile, Medtecs, Zheng Yong	Cambodia Apparel, Emperor, Kennetex, M.G., Suit Way*	Fortune, Terratex

2.2.4 Emergency arrangements

Management should	Implemented	Partly Implemented	Not implemented	New
clearly mark all emergency exit doors	Flying Dragon II		Manhattan Qing Dao, Sambath*	
consider widening the existing exit doors	Top One			
install enough exit doors for workers to get out quickly if there is an emergency			Flying Dragon III, June Textiles	
ensure that all exit doors are open/unlocked during working hours, including overtime	INSM, Wearwel		Emperor, June Textiles*	Marlyn
hold regular emergency drills	Goldfame, Kennetex, M&V-754, Sin Lan Ho, Terratex, Ya Shin		Century Rich, Emperor, Fame, INSM, June Textiles, Manhattan Qing Dao, Manhattan Textile, Marlyn, Medtecs, Sambath, Top One, United Eternity	Flying Dragon II, Four Seasons, Hytex, M.G., Roo Hsing, Sabrina, Suit Way

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that fire extinguishers are regularly serviced	Chea Sinat, Jacqsintex, June Textiles, M.G.			Manhattan Qing Dao
ensure that fire extinguishers are within easy reach of workers	Flying Dragon I, Gennon, Kennetex			
install a sufficient number of fire extinguishers	Chu Hsing			Jacqsintex, Manhattan Qing Dao
post safety signs/notices in the workplace	Flying Dragon II		Sambath*	

2.2.5 First Aid

Management should	Implemented	Partly Implemented	Not implemented	New
provide a sufficient number of first aid boxes in the workplace	Chu Hsing, Flying Dragon I, Flying Dragon II, INSM, Jung Min, Manhattan Textile, M&V-754, Supreme, United Eternity	New Island, Zheng Yong	Century Rich*, Fortune, Four Seasons*, Golden Jet	Jacqsintex, Suit Way, Top One
properly stock the first aid boxes	King First, New Orient, Potamon, Sabrina	Emperor, Goldfame, Marlyn	Cambodia Apparel, Century Rich*, Chea Sinat, Four Seasons*, Jiangsu Diao, M.G., Sambath, Top One, Vinstar	Golden Jet, Great Union, INSM, Jacqsintex, Medtecs, North Gaiety, Suit Way, Ya Shin, Zheng Yong

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the first aid boxes are easily accessible				Marlyn, New Orient
provide first aid training to workers			North Gaiety	Century Rich, Hytex, Suit Way

2.2.6 Infirmary

Management should	Implemented	Partly Implemented	Not implemented	New
set up an infirmary for workers' use	INSM, Jacqsintex, Sharp Casual, Top One		Sambath	
expand the hospitalisation capacity of the infirmary	Gennon, King First, MSI, Wearwel, Wing Tai II	Century Rich*, Chu Hsing, North Gaiety, Terratex	Best Honour, Cambodia Apparel, Chea Sinat, Cheer View, Emperor, Fame, Flying Dragon I, Flying Dragon II, Flying Dragon III, Fortune, Four Seasons, Golden Jet, Gold Kamvimex, Goldfame, Great Union, Hytex, Jacqsintex, Jiangsu Diao, June Textiles, Jung Min, Kennetex, Manhattan Qing Dao, Marlyn, Medtecs, M.G., M&V-754, New Island, New Orient, Potamon, Suit Way, Supreme, Tai Yar, United Art, United Eternity, Vinstar, Wing Tai I, Winner, Ya Shin, YGM, Zheng Yong	INSM, Sabrina, Sharp Casual, Top One

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the infirmary is easily accessible to all workers			Chea Sinat	Terratex
not unduly restrict workers' access to the infirmary	June Textiles, Top One, Zheng Yong		Wing Tai II	Terratex
recruit a doctor	Cinkamp, Flying Dragon I, Flying Dragon II*, Gennon*		Cambodia Apparel, Chea Sinat*, Fortune, Jiangsu Diao, June Textiles*, Manhattan Qing Dao*, Manhattan Textile*, Medtecs, M.G., Winner	Cheer View, INSM, Jacqsintex, Sharp Casual
recruit one (more) nurse	Flying Dragon II*, Gennon*, M&V-1623	Flying Dragon III*, Fortune, Jung Min	Emperor*, Hytex, Jiangsu Diao, June Textiles, Marlyn, New Orient*, North Gaiety*, Ya Shin*	Jacqsintex, Sharp Casual, Top One
ensure that a nurse and/or doctor is on duty during the required number of hours (including overtime)	Gold Kamvimex, New Island, Roo Hsing, Sin Lan Ho, Terratex, United Eternity, Wearwel	Chu Hsing, Gennon, Golden Jet, Goldfame, Hytex, King First, Potamon, Sabrina, Suit Way, Wing Tai I, Wing Tai II, Ya Shin*, Zheng Yong	Best Honour, Cambodia Apparel, Chea Sinat*, Cinkamp, Emperor*, Flying Dragon II, Flying Dragon III*, Four Seasons, Great Union, Jacqsintex, Jiangsu Diao, Jung Min, Kennetex, Manhattan Qing Dao*, Manhattan Textile*, Marlyn*, Maurea, Medtecs*, M.G.*, M&V-754, New Orient*, North Gaiety*, Top One, United Art, YGM	Century Rich, Fame, Flying Dragon I, Fortune, INSM, Supreme
ensure that workers are not charged a fee for services or medicine provided by the infirmary	Sabrina		Fortune	Gennon

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the infirmary has enough medicine and medical equipment	Flying Dragon I, Flying Dragon II, Emperor, Kennetex, United Art	Jacqsintex	Cambodia Apparel, Century Rich, Cheer View, Fortune, Goldfame, Manhattan Qing Dao, Manhattan Textile, Marlyn*, Medtecs, M.G., Tai Yar, Ya Shin	INSM, Jiangsu Diao, Roo Hsing, Sabrina, Terratex
ensure that the infirmary is clean				Cinkamp, Fortune, M.G.

2.2.7 Storage/Use of Hazardous Substances

Management should	Implemented	Partly Implemented	Not implemented	New
properly store chemicals in a separate area of the workplace	Emperor, Terratex		Century Rich, Gennon	Manhattan Qing Dao, M&V-754, Winner
properly label chemical containers in Khmer	Chu Hsing, Flying Dragon II		Fame, Gennon, Goldfame, Wing Tai I, Zheng Yong*	Century Rich, Hytex, Manhattan Qing Dao, M&V-754, Winner
post/provide chemical safety data sheets in Khmer	M&V-1623	Fortune	Goldfame, Zheng Yong	
install/repair exhaust ventilation in areas of the factory where chemicals are in use		Zheng Yong	M&V-754	Emperor, Fame,

Management should	Implemented	Partly Implemented	Not implemented	New
				Manhattan Qing Dao, Maurea, Winner
separate areas of the factory where chemicals are used from other work areas		Golden Jet, June Textiles		Fame, Four Seasons, Maurea, New Orient
train workers to use chemical substances safely			Wing Tai I	Roo Hsing, YGM
provide proper equipment to workers who work with chemical substances	Chu Hsing, Terratex, Wing Tai I			Century Rich, Emperor, Four Seasons, Hytex, Maurea, MSI, New Orient

2.2.8 Protective measures

Management should	Implemented	Partly Implemented	Not implemented	New
provide masks and gloves to workers free of charge	Chu Hsing, Cinkamp, Emperor, Jung Min, Kennetex, Sharp Casual, Winner	Gennon, Gold Kamvimex, Goldfame, Great Union, Hytex, Jiangsu Diao, June Textiles, Manhattan Qing Dao, Manhattan Textile, Medtecs, Wing Tai II	Chea Sinat, Cheer View, Fortune*, Four Seasons, INSM, Roo Hsing, Sambath, Terratex	Century Rich, Jacqsintex, King First, M.G., Suit Way
train/encourage workers to use protective		Flying Dragon I, Flying	Fortune*,	Century Rich, Chu

Management should	Implemented	Partly Implemented	Not implemented	New
clothing and equipment		Dragon II, Golden Jet, Great Union, King First, Manhattan Qing Dao, Medtecs, MSI, M&V-754, North Gaiety, Sin Lan Ho, Supreme, Top One, Vinstar, Wing Tai I, Wing Tai II, Ya Shin, YGM, Zheng Yong	Gennon*, Jiangsu Diao, Manhattan Textile, Marlyn, M.G., M&V-1623, New Orient, Potamon, Suit Way, United Art, United Eternity	Hsing, Cinkamp, Emperor, Gold Kamvimex, Goldfame, INSM, Jacqsintex, Kennetex, Maurea, Sabrina, Sharp Casual, Tai Yar, Terratex, Wearwel, Winner
provide workers suitable footwear free of charge, or allow workers to use their own footwear in the workplace	Cheer View*, Four Seasons, Hytex, Manhattan Qing Dao, Suit Way, Top One, Wearwel	Fortune	Century Rich, Four Seasons, INSM, June Textiles, Jung Min, M&V-1623, North Gaiety, Sambath, Sharp Casual, Terratex	Marlyn, M.G., Supreme

2.2.9 Lighting

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the workplace is well lit	Hytex, United Eternity	Terratex		

2.2.10 Noise

Management should	Implemented	Partly Implemented	Not implemented	New
reduce noise levels in the factory, or provide ear protection for workers	Chu Hsing, Manhattan Textile, Sabrina, Top One	Flying Dragon II, Kennetex	Best Honour, Cheer View, Fortune, M&V-1623, Terratex, Wing Tai I	Century Rich, Gennon, Jacqsintex, Jiangsu Diao, Manhattan Qing Dao, M&V-754

2.2.11 Machine safety

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the machines are well maintained	INSM, Kennetex	Zheng Yong	Cheer View*, Four Seasons, Sambath*	Chu Hsing
ensure that the electrical wiring system is properly maintained	Emperor, Flying Dragon II, Jung Min		Sambath*	
equip the machines with safe/needle guards	Golden Jet, Wing Tai II	Chu Hsing, Hytex, June Textiles, Wearwel, Zheng Yong	Cheer View*, Emperor, INSM, Jacqsintex, Jung Min, M.G., Sambath*, Top One, United Eternity, Wing Tai I, Ya Shin	Best Honour, Chea Sinat, Flying Dragon I, Flying Dragon III, Four Seasons, Gold Kamvimex, Great Union, Jiangsu Diao, Kennetex, Manhattan Textile, Marlyn, New Orient, North Gaiety, Roo Hsing, Sharp Casual, Winner, YGM
post warning signs/safety notices on the electrical switch boxes			Sambath*	

2.2.12 Ventilation and heat

Management should	Implemented	Partly Implemented	Not implemented	New
take steps to reduce heat in the	Hytex,	Four Seasons, Sin	Best Honour, Great Union,	Cambodia

Management should	Implemented	Partly Implemented	Not implemented	New
workplace	Kennetex, Wearwel	Lan Ho, Vinstar, Zheng Yong	Manhattan Textile, M.G.*, M&V-754, M&V-1623, New Orient, Sharp Casual, Suit Way*, Top One*, Wing Tai I, Winner, Ya Shin	Apparel, Century Rich, Fortune, Gold Kamvimex, INSM, Jiangsu Diao, Manhattan Qing Dao, Medtecs, Roo Hsing, Supreme, Terratex
improve ventilation and air circulation in the workplace	Cheer View, Chu Hsing, Cinkamp, Golden Jet, June Textiles, Jung Min, Marlyn, Sabrina, Tai Yar, United Art	Fame, Sambath, United Eternity	Cambodia Apparel, Century Rich, Flying Dragon II, Fortune, Goldfame, Hytex, INSM, Jacqsintex, Manhattan Qing Dao, M.G.*, New Island, North Gaiety, Potamon, Suit Way*, Terratex, Top One	
introduce dust reduction measures	Chu Hsing		Fortune, Goldfame, Manhattan Qing Dao	Flying Dragon II, Flying Dragon III, Hytex
keep fans and other ventilation systems in good repair			INSM	Jacqsintex, M&V-754, Top One

2.2.13 Housekeeping

Management should	Implemented	Partly Implemented	Not implemented	New
keep the workplace clean	Chu Hsing, Flying Dragon I*, Ya Shin		Four Seasons	Manhattan Qing Dao

Management should	Implemented	Partly Implemented	Not implemented	New
keep the workplace tidy	Flying Dragon I, United Eternity*			INSM
ensure that the roof, windows, walls and/or ceilings are clean	Century Rich, Cheer View, Chu Hsing, Fortune, M&V-754, United Art, United Eternity	Golden Jet, Hytex	Flying Dragon II*, Flying Dragon III, INSM, M.G., Potamon, Top One	Manhattan Qing Dao, Sambath
ensure that access paths allow for two-way traffic	Chu Hsing, June Textiles, North Gaiety, United Eternity*	Century Rich, Roo Hsing	Chea Sinat, Marlyn, New Orient, Ya Shin*	INSM, Jacqsintex
keep all access ways free of obstruction	Fortune, Jacqsintex, Jung Min, Kennetex	MSI, Zheng Yong	Flying Dragon II*, New Island, Terratex, Top One	Gennon, M.G., Supreme
ensure that raw materials and finished products are organised neatly	Fortune, Gold Kamvimex, Sambath		Flying Dragon II*, Sharp Casual, Ya Shin*	INSM
ensure that tools and safety switches are within easy reach of workers	Kennetex			
provide (enough) equipment for transporting heavy/bulky materials			New Island, United Eternity	Maurea

2.2.14 Drinking water

Management should	Implemented	Partly Implemented	Not implemented	New
provide safe drinking water	Wearwel	Manhattan Textile		M&V-754, S.H International,

Management should	Implemented	Partly Implemented	Not implemented	New
provide enough drinking water	Cheer View, Chu Hsing, Sambath		Kennetex, Manhattan Qing Dao	
provide cups or other sanitary means for drinking water	Hytex, June Textiles, Jung Min, M&V-754, Supreme, United Art	Chu Hsing, Emperor, Fame, Flying Dragon II, Goldfame, Medtecs	Best Honour, Cambodia Apparel, Chea Sinat, Fortune, Four Seasons, Gold Kamvimex, Great Union, INSM, Jiangsu Diao, M.G., North Gaiety, Roo Hsing, Sambath, Top One, Wearwel, Wing Tai II, YGM	Flying Dragon I, Gennon, Jacqsintex, Manhattan Qing Dao, Manhattan Textile, Marlyn, New Orient, Suit Way, Terratex
set up an additional drinking water station	Fame, Fortune, Goldfame		Best Honour, Cambodia Apparel, Flying Dragon I, United Art	
ensure that the drinking area/water containers are clean/hygienic	Flying Dragon III, INSM, Kennetex, Sambath		Terratex	Manhattan Qing Dao, Manhattan Textile, Medtecs, Suit Way, United Eternity, Zheng Yong
not place the drinking water in the sun				Flying Dragon I, Jiangsu Diao, Supreme, Vinstar

Management should	Implemented	Partly Implemented	Not implemented	New
repair broken drinking water taps				Hytex

2.2.15 Sanitation facilities

Management should	Implemented	Partly Implemented	Not implemented	New
provide the number of toilets required by law	Sharp Casual	Top One	Fortune, Jiangsu Diao, Manhattan Qing Dao, M&V-754, United Eternity	Suit Way
repair broken toilets	Chu Hsing, INSM, North Gaiety		Flying Dragon II, Medtecs, Sambath	Sabrina, Suit Way
repair broken toilet doors	Cinkamp, Fortune, June Textiles, Wearwel		Century Rich, Supreme, United Eternity, Zheng Yong	Best Honour, Emperor, Flying Dragon I, Gennon, Jacqsintex, Jiangsu Diao, Marlyn, Maurea, New Orient, Sabrina, Suit Way, Tai Yar
cover the walkway to the toilets				New Orient
clearly mark the toilets for use by female and male workers	M.G.			Century Rich, M&V-754, Suit Way
provide a washing facility near the toilets	Potamon*, Sharp Casual		Chea Sinat, Gold Kamvimex, Sin Lan Ho, Wing Tai I	Cinkamp, Flying Dragon I, Kennetex

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that toilets are regularly cleaned	Flying Dragon III, King First, Potamon*, United Art, Wing Tai I	Flying Dragon II*, Golden Jet, Manhattan Qing Dao, North Gaiety, Winner, YGM	Emperor*, Flying Dragon I*, INSM, Kennetex, Manhattan Textile*, M.G.*, Top One, United Eternity*	Gennon, Jacqsintex, Supreme, Vinstar
ensure that the toilets have sufficient soap and water	Jung Min, M&V-754, YGM	Century Rich, Chu Hsing, Jacqsintex, Jiangsu Diao, Manhattan Qing Dao, M&V-1623, Wearwel, Zheng Yong	Cheer View, Emperor*, Flying Dragon I*, Flying Dragon II*, Fortune, Four Seasons, Gennon, Goldfame, Great Union, INSM, June Textiles, Manhattan Textile*, Marlyn, Medtecs, M.G.*, New Orient, Sambath, Top One*, United Eternity*, Wing Tai I, Ya Shin	Best Honour, North Gaiety, Roo Hsing, Terratex, Vinstar, Wing Tai II
not place undue restrictions on toilet use	Jung Min, June Textiles, Kennetex		New Orient	Marlyn, Ya Shin
improve the lighting in the toilets	Jung Min, Marlyn			Flying Dragon II
provide suitable footwear that workers can wear when they use the toilets, or allow workers to wear their own footwear		June Textiles, Terratex		Best Honour, Sharp Casual, Supreme

2.2.16 Seating

Management should	Implemented	Partly Implemented	Not implemented	New
provide adjustable chairs with back rests for workers who work sitting down			Best Honour, Century Rich, Chea Sinat, Cheer View, Chu Hsing, Cinkamp, Emperor, Fame, Flying Dragon I, Flying Dragon II, Flying Dragon III, Fortune, Four Seasons, Gennon, Golden Jet, Goldfame, Great Union, Hytex, INSM, Jacqsintex, Jiangsu Diao, June Textiles, Jung Min, King First, Manhattan Qing Dao, Manhattan Textile, Marlyn, Maurea, M.G., MSI, M&V-754, M&V-1623, New Orient, North Gaiety, Potamon, Roo Hsing, Sabrina, Sambath, Sin Lan Ho, Sharp Casual, Suit Way, Supreme, Tai Yar, Terratex, Top One, United Art, United Eternity, Vinstar, Wearwel, Wing Tai I, Wing Tai II, Winner, Ya Shin, YGM, Zheng Yong	
provide chairs near the workstation for workers who work in a standing position to rest on	Flying Dragon I, Flying Dragon II, Golden Jet, Maurea, MSI	Cheer View, Jiangsu Diao, Sabrina, Sambath, United Eternity, Vinstar, Wing Tai II	Best Honour, Century Rich, Chea Sinat, Cinkamp, Emperor, Fortune, Four Seasons, Gold Kamvimex, Goldfame, Great Union, Hytex, INSM, Jacqsintex, June Textiles, Jung Min, Manhattan Qing Dao, Manhattan Textile, Marlyn, M&V-1623, New Island, North Gaiety, Roo Hsing, Sin Lan Ho, Sharp Casual, Suit Way, Supreme, Tai Yar, Terratex, Top One, Wearwel, Wing Tai I, Winner, Ya Shin, YGM, Zheng Yong	Kennetex, New Orient, United Art
not unduly restrict workers who work in a standing position from resting on chairs		Chu Hsing, King First, M.G.	Gennon, Gold Kamvimex, Potamon	Century Rich, Flying Dragon II, Vinstar

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that workers do not work sitting on the floor	Emperor			

2.2.17 Eating area

Management should	Implemented	Partly Implemented	Not implemented	New
install fans in the eating area, and ensure that the conditions in the eating area are reasonable			June Textiles	

2.2.18 Personal Belongings

None of the factories received recommendations stemming from a failure by management to set up a secure place for workers to store their personal belongings.

2.3 Labour Relations

2.3.1 Workers' freedom to organise

In two factories (Cambodia Apparel, Medtecs), workers were afraid to join the union(s), because some workers who joined the union had their position changed, were terminated, were threatened with termination, and/or did not have their contracts renewed. The union in one factory (Cambodia Apparel) disbanded after management fired three union leaders who submitted a letter to management requesting negotiations with management regarding working conditions.

In two factories (Fortune, Goldfame), workers said that some of the unions in the factory were controlled by management. One factory had no union, and workers said that if they tried to form a union, management would terminate their contracts (Gold Kamvimex).

In two factories (Century Rich, Sin Lan Ho), the situation regarding workers' rights to form and join unions improved.

Management should	Implemented	Partly Implemented	Not implemented	New
not interfere with the right of workers to form and join trade unions	Century Rich, Sin Lan Ho	Fortune	Gold Kamvimex	Cambodia Apparel, Goldfame, Medtecs
refrain from taking measures that may be perceived as an attempt to place the union activities under management's control			Goldfame	Fortune

2.3.2 Anti-union discrimination

In one factory (Cambodia Apparel), management fired three union leaders after they requested negotiations with management regarding working conditions. After their termination, the union disbanded. The Arbitration Council found that these terminations did not comply with the Labour Law. However, management and the workers reached an agreement under which the workers resigned, and management paid each worker \$700 as compensation. (See Arbitration Council Award 30/03). In one factory, workers said that they were threatened with termination if management knew they were union members (Chu Hsing), and workers in another factory (Medtecs) said that some workers had their positions changed after they joined a union.

In one factory (Fortune), management terminated a worker who was elected as a union leader following a strike at the factory. The factory later brought criminal charges against this worker, accusing him of inciting workers to go on strike, and of falsifying documents submitted during recruitment. The court sentenced the worker to a 14-month suspended sentence, with 5 years probation for incitement and damaging property. Union leaders also accused administrative staff from the factory of coming to their union office outside the factory to disturb them and to threaten the worker described above.

In five factories (Great Union, Jacqsintex. M.G., New Orient, Potamon), the situation with regard to anti-union discrimination improved.

Management should	Implemented	Partly Implemented	Not implemented	New
avoid using the courts to bring criminal claims against individual unionists in response to strikes				Fortune
comply with the law when dismissing union leaders or candidates for union leadership	Fortune, Jacqsintex			Cambodia Apparel
not discriminate against workers for joining a union or engaging in union activities	Great Union, Jacqsintex, M.G., New Orient, Potamon		Cambodia Apparel, Chu Hsing	Fortune, Medtecs

2.3.3 Shop stewards

Management should	Implemented	Partly Implemented	Not implemented	New
hold new shop steward elections	Kennetex		Chea Sinat	Cinkamp, Fortune, Goldfame, June Textiles, Manhattan Qing Dao, Manhattan Textile, Roo Hsing, Tai Yar
establish separate electoral bodies of shop stewards for manual workers and skilled workers	Maurea		Gennon, Sambath	
allow representative trade unions or workers to nominate candidates for shop steward elections			Roo Hsing, Wearwel	

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that shop steward elections comply with applicable rules and procedures	Cheer View, Sharp Casual, Zheng Yong	Best Honour, Flying Dragon II, Flying Dragon III, Gold Kamvimex, Golden Jet, Hytex, Jiangsu Diao, King First, M&V-754, New Island, Potamon, Ya Shin	Cambodia Apparel, Century Rich, Chu Hsing, Cinkamp, Emperor, Flying Dragon I, Fortune, Great Union, INSM, Goldfame, June Textiles, Manhattan Qing Dao, Manhattan Textile, Maurea, Medtecs, M.G., MSI, New Orient, Roo Hsing, Sambath, Suit Way, Tai Yar*, Terratex, Top One, United Art, Vinstar	Kennetex, Sin Lan Ho, Wing Tai II
ensure that the number of shop stewards elected complies with the law	North Gaiety		Tai Yar*, United Eternity	Jiangsu Diao, Terratex
provide shop stewards an office, a meeting room, office material and two hours per week to perform their tasks	Best Honour, Flying Dragon II, Fortune, Golden Jet, INSM, June Textiles, Jung Min, Manhattan Qing Dao, Marlyn, Medtecs, MSI, Supreme, Tai Yar, Top One, United Art, Vinstar	Goldfame, Jiangsu Diao, Zheng Yong	Cambodia Apparel, Chea Sinat, Cheer View, Emperor, Fame, Flying Dragon I, Flying Dragon III, Four Seasons, Gennon, Gold Kamvimex, Great Union, Jacqsintex, Kennetex, King First, Manhattan Textile, New Orient, Potamon, Roo Hsing, Sambath, Sin Lan Ho, Sharp Casual, Suit Way,	Century Rich, Sabrina, Terratex, Winner

Management should	Implemented	Partly Implemented	Not implemented	New
			United Eternity, Wearwel, Wing Tai I, Ya Shin	
post the results from the shop steward election in the workplace	Winner		Fortune, Jacqsintex, North Gaiety	Cambodia Apparel, New Island

2.3.4 Liaison officer

Management should	Implemented	Partly Implemented	Not implemented	New
appoint a liaison officer	Roo Hsing	INSM	Cambodia Apparel, Chea Sinat, Emperor, Fortune, Gennon, Goldfame, King First, Jiangsu Diao, Manhattan Qing Dao, Manhattan Textile, Medtecs, Suit Way, Supreme, United Eternity, Winner, YGM	Sabrina
consult with workers before appointing a liaison officer	Golden Jet, Sharp Casual		Sambath	
inform workers about the appointment of the liaison officer	Wing Tai II		M.G., Terratex	New Island

2.3.5 Collective disputes

In one factory (Cambodia Apparel), union leaders were dismissed after they asked to negotiate with management regarding working conditions. The Arbitration Council found that these terminations did not comply with the Labour Law. However, management and the workers reached an agreement under which the workers resigned, and management paid each worker \$700 as

compensation (See Arbitration Council Award 30/03). Workers said that management failed to post and implement the Arbitration Council award.

In one factory (Fortune), management filed suit against a worker who was active in demanding that the company improve working conditions. Workers said that management agreed to drop the lawsuit against him as part of an agreement reached during a strike, but management re-filed the case after this worker was elected to be a union leader.

Management should	Implemented	Partly Implemented	Not implemented	New
implement Arbitration Council awards				Cambodia Apparel
implement conciliation agreements	Roo Hsing			Century Rich, Fortune
post conciliation agreements/Arbitration Council awards in the workplace			M&V-1623, United Eternity	Cambodia Apparel, Jacqsintex

2.3.6 Strikes/lockouts

Management should	Implemented	Partly Implemented	Not implemented	New
refrain from imposing sanctions on workers for participating in a legitimate strike	Jacqsintex			Fortune

There were no strikes in 45 factories.

Thirteen factories had one strike (Cambodia Apparel, Century Rich, Cinkamp, Hytex, INSM, Jiangsu Diao, MSI, Terratex, Tai Yar, Top One, United Art, Wearwel, Zheng Yong), and two factories had 2 strikes (Fortune, Jacqsintex). The workers made the following demands:

- ◆ negotiate a collective agreement to improve working conditions (Top One)

- ◆ pay legally required wages (Fortune, INSM)
- ◆ pay wages on time (Wearwel)
- ◆ increase wages/piece rate pay (Century Rich, Fortune, Terratex, Zheng Yong)
- ◆ increase the incentive bonus (Jacqsintex)
- ◆ pay for workers' medical examination (United Art)
- ◆ provide workers with detailed payslips (Jiangsu Diao)
- ◆ pay 50% wages during a suspension of work (Fortune)
- ◆ do not charge workers more than the cost of the ID card when replacing it (Cambodia Apparel)
- ◆ provide special leave (Fortune, INSM, Wearwel)
- ◆ compensate workers correctly for work-related accidents or illnesses (Century Rich, Jacqsintex)
- ◆ ensure that overtime is voluntary (INSM, Tai Yar)
- ◆ provide time off for breastfeeding (Century Rich)
- ◆ provide paid annual leave (Century Rich)
- ◆ ensure that workers are treated with respect (INSM, Jiangsu Diao)
- ◆ reinstate dismissed/suspended union leaders (Cambodia Apparel, MSI, Tai Yar, Wearwel)
- ◆ withdraw a criminal complaint brought against several union leaders (Tai Yar)
- ◆ reinstate dismissed workers (INSM, Jacqsintex, Top One)
- ◆ dismiss certain administrative staff (Jiangsu Diao)
- ◆ provide an adequate parking area (INSM, Jacqsintex)
- ◆ keep the factory clean (Jacqsintex)
- ◆ eliminate production targets (Wearwel)

In eight instances, an agreement was reached with the assistance of MOLVT (Century Rich, Cinkamp, Hytex, INSM, Jacqsintex (2), Jiangsu Diao, Zheng Yong), in one instance with assistance from MOLVT and GMAC (Top One), and in one instance with assistance from MOLVT, local authorities, and local labour inspectors (Tai Yar). In six instances, the dispute was referred to the Arbitration Council (Cambodia Apparel, Fortune, MSI, Terratex, United Art, Wearwel).

Management fully implemented the agreement in nine instances (Hytex, INSM, Jacqsintex (2), Jiangsu Diao, MSI, Tai Yar, Terratex, United Art), and partially implemented the agreement in two cases (Century Rich, Fortune). In three instances, the status of implementation was unknown (Fortune, Wearwel, Zheng Yong). Management failed to implement agreements in one factory (Cambodia Apparel).

Workers in one factory gave 7 working days prior notice to the labour inspection department before going on strike (Cambodia Apparel). Workers in two factories attempted to resolve the dispute prior to going on strike (Cambodia Apparel, United Art). Workers

in four factories did not comply with applicable rules and procedures prior to going on strike (Fortune, MSI, Tai Yar, Zheng Yong), and in nine factories, the level of compliance with legal requirements was unknown (Century Rich, Cinkamp, Hytex, INSM, Jacqsintex, Jiangsu Diao, Terratex, Top One, Wearwel). All of the strikes were peaceful.

In one factory (Fortune), management filed suit against a worker who was active in demanding that the company improve working conditions. Workers said that management agreed to drop the lawsuit against him as part of an agreement reached during a strike, but management re-filed the case after this worker was elected to be a union leader.

2.3.7 Individual disputes

Management should	Implemented	Partly Implemented	Not implemented	New
only terminate workers for valid reasons	INSM			

Workers in one factory resolved a dispute regarding the termination of two workers with assistance from the Arbitration Council and a private law firm, after labour inspectors and shop stewards were unable to conciliate the dispute (Cheer View). In another factory, a union leader assisted workers who were terminated for serious misconduct to ensure that the workers received the correct indemnities (INSM). Individual disputes that resulted in strikes are addressed in Section 2.3.6 (Strikes/Lockouts) above.

3 Summary of implementation status by factory

This section provides an overview of progress made by each factory in implementing the suggestions. Factories that had closed down or suspended operations prior to the second follow-up visit are not listed here. Indications made with regard to new suggestions reflect changes in situations where previously no suggestion was made, changes to an initial suggestion based on new developments, or a situation where refinements in the interpretation of the checklist warranted offering new suggestions.

Best Honour International Garment Co., Ltd.: Of 22 suggestions made, 6 had been implemented, 1 had been partly implemented and 15 had not been implemented. Nine new suggestions were made.

Cambodia Apparel Industry Co., Ltd.: Of 32 suggestions made, 5 had been implemented, 0 had been partly implemented, 26 had not been implemented and one was dropped because it was no longer relevant. Fourteen new suggestions were made.

Cambodia CPG Garment Co., Ltd.: (Permanently closed)

Century Rich Company Ltd.: Of 33 suggestions made, 5 had been implemented, 4 had been partly implemented, 22 had not been implemented and two were dropped because they were no longer relevant. Twenty-one new suggestions were made.

Chea Sinat Garment Co., Ltd.: Of 30 suggestions made, 4 had been implemented, 2 had been partly implemented, 22 had not been implemented and two were dropped because they were no longer relevant. One new suggestion was made.

Cheer View Textile Co., Ltd.: Of 27 suggestions made, 12 had been implemented, 2 had been partly implemented and 13 had not been implemented. Five new suggestions were made.

Chu Hsing Camboida Co., Ltd.: Of 38 suggestions made, 19 had been implemented, 8 had been partly implemented, 10 had not been implemented and one was dropped because it was no longer relevant. Three new suggestions were made.

Cinkamp Apparel Corp., Ltd.: Of 18 suggestions made, 7 had been implemented, 2 had been partly implemented, 7 had not been implemented and two were dropped because they were no longer relevant. Nine new suggestions were made.

Emperor Garment Industry Co., Ltd.: Of 35 suggestions made, 6 had been implemented, 5 had been partly implemented and 24 had not been implemented. Eight new suggestions were made.

Evertex Garment Industry Co., Ltd.: (Permanently closed)

Fame Cambodia Knitting Garment Co., Ltd.: Of 23 suggestions made, 6 had been implemented, 2 had been partly implemented and 15 had not been implemented. Eight new suggestions were made.

Flying Dragon I Co., Ltd.: Of 34 suggestions made, 12 had been implemented, 4 had been partly implemented, 14 had not been implemented and four were dropped because they were no longer relevant. Eleven new suggestions were made.

Flying Dragon II Co., Ltd.: Of 39 suggestions made, 17 had been implemented, 11 had been partly implemented, 10 had not been implemented and one was dropped because it was no longer relevant. Seven new suggestions were made

Flying Dragon III Co., Ltd.: Of 26 suggestions made, 6 had been implemented, 6 had been partly implemented, 11 had not been implemented and three were dropped because they were no longer relevant. Four new suggestions were made.

Fortune Garment & Woollen Knitting Factory: Of 61 suggestions made, 23 had been implemented, 9 had been partly implemented, 25 had not been implemented and four were dropped because they were no longer relevant. Eleven new suggestions were made.

Four Seasons Garment Co., Ltd.: Of 23 suggestions made, 5 had been implemented, 2 had been partly implemented, 14 had not been implemented and two were dropped because they were no longer relevant. Five new suggestions were made

Gennon Garment Manufacturing Ltd.: Of 31 suggestions made, 6 had been implemented, 4 had been partly implemented, 20 had not been implemented and one was dropped because it was no longer relevant. Nine new suggestions were made.

Gold Kamvimex Garment Factory Ltd.: Of 26 suggestions made, 3 had been implemented, 2 had been partly implemented, 19 had not been implemented and two were dropped because they were no longer relevant. Eight new suggestions were made.

Golden Jet Cambodia Ltd.: Of 28 suggestions made, 11 had been implemented, 10 had been partly implemented and 7 had not been implemented. Two new suggestions were made.

Goldfame Enterprises Knitters Ltd.: Of 46 suggestions made, 9 had been implemented, 10 had been partly implemented, 26 had not been implemented and one was dropped because it was no longer relevant. Five new suggestions were made.

Grandex International Co., Ltd.: (dropped from this cohort)

Great Union Garment Ltd.: Of 24 suggestions made, 8 had been implemented, 4 had been partly implemented and 12 had not been implemented. Two new suggestions were made.

Hytex Garment (Cambodia) Ltd.: Of 30 suggestions made, 13 had been implemented, 7 had been partly implemented, 9 had not been implemented and one was dropped because it was no longer relevant. Sixteen new suggestions were made.

INSM Garments Co., Ltd.: Of 49 suggestions made, 19 had been implemented, 7 had been partly implemented, 20 had not been implemented and three were dropped because they were no longer relevant. Thirteen new suggestions were made.

Jacqsintex Industries Cambodia Ltd.: Of 26 suggestions made, 7 had been implemented, 4 had been partly implemented, 14 had not been implemented and one was dropped because it was no longer relevant. Seventeen new suggestions were made.

Jiangsu Diao Cambodia Co., Ltd.: Of 32 suggestions made, 3 had been implemented, 6 had been partly implemented, 18 had not been implemented and five were dropped because they were no longer relevant. Fifteen new suggestions were made.

June Textiles Co., Ltd.: Of 41 suggestions made, 15 had been implemented, 8 had been partly implemented, 13 had not been implemented and five were dropped because they were no longer relevant. Three new suggestions were made.

Jung Min Cambodia Apparel Co., Ltd.: Of 36 suggestions made, 17 had been implemented, 2 had been partly implemented, 16 had not been implemented and one was dropped because it was no longer relevant. One new suggestion was made.

Kennetex International Co., Ltd.: Of 31 suggestions made, 16 had been implemented, 3 had been partly implemented, 9 had not been implemented and three were dropped because they were no longer relevant. Ten new suggestions were made.

King First Industrial Co., Ltd.: Of 22 suggestions made, 8 had been implemented, 5 had been partly implemented and 9 had not been implemented. Two new suggestions were made.

Lien-I Textiles (Cambodia) Co., Ltd.: (closed)

Manhanttan Qing Dao Textiles & Garment Co., Ltd.: Of 39 suggestions made, 9 had been implemented, 8 had been partly implemented, 18 had not been implemented and four were dropped because they were no longer relevant. Twenty-seven new suggestions were made.

Manhanttan Textile & Garment Corp.: Of 44 suggestions made, 6 had been implemented, 8 had been partly implemented, 20 had not been implemented and 10 were dropped because they were no longer relevant. Ten new suggestions were made.

Marlyn Industrial Corp.: Of 19 suggestions made, 4 had been implemented, 2 had been partly implemented and 13 had not been implemented. Eighteen new suggestions were made.

Maurea Garment Corp. Ltd.: Of 13 suggestions made, 5 had been implemented, 2 had been partly implemented, 5 had not been implemented and one was dropped because it was no longer relevant. Seven new suggestions were made.

Medtecs (Cambodia) Ltd.: Of 33 suggestions made, 5 had been implemented, 10 had been partly implemented, 14 had not been implemented and four were dropped because they were no longer relevant. Twenty one new suggestions were made.

M.G. Garment Manufacturing Co., Ltd.: Of 36 suggestions made, 9 had been implemented, 5 had been partly implemented, 20 had not been implemented and two were dropped because they were no longer relevant. Seven new suggestions were made.

MSI Garment Co., Ltd.: Of 15 suggestions made, 8 had been implemented, 4 had been partly implemented and 3 had not been implemented. Five new suggestions were made.

M&V International Manufacturing Ltd, (Branch 1-Nr. 754): Of 26 suggestions made, 9 had been implemented, 4 had been partly implemented, 12 had not been implemented and one was dropped because it was no longer relevant. Ten new suggestions were made.

M&V International Manufacturing Ltd, (Branch 3-Nr.1623): Of 23 suggestions made, 4 had been implemented, 5 had been partly implemented, 13 had not been implemented and one was dropped because it was no longer relevant. Five new suggestions were made.

New Island Clothing Ltd.: Of 9 suggestions made, 1 had been implemented, 2 had been partly implemented and 6 had not been implemented. Three new suggestions were made.

New Orient Cambodia Co., Ltd.: Of 27 suggestions made, 2 had been implemented, 2 had been partly implemented, 19 had not been implemented and four were dropped because they were no longer relevant. Thirteen new suggestions were made.

North Gaiety Apparel Co., Ltd.: Of 22 suggestions made, 7 had been implemented, 3 had been partly implemented and 12 had not been implemented. Eight new suggestions were made.

Potamon Cambodia Co., Ltd.: Of 26 suggestions made, 13 had been implemented, 1 had been partly implemented and 12 had not been implemented. One new suggestion was made.

Roo Hsing Garment Co., Ltd.: Of 25 suggestions made, 9 had been implemented, 3 had been partly implemented, 11 had not been implemented and two were dropped because they were no longer relevant. Eight new suggestions were made.

Sabrina Garment Manufacturing Corp.: Of 16 suggestions made, 11 had been implemented, 2 had been partly implemented and 3 had not been implemented. Eight new suggestions were made.

Sambath Garment Co., Ltd.: Of 46 suggestions made, 6 had been implemented, 2 had been partly implemented and 38 had not been implemented. Three new suggestions were made.

Sam Han Cambodia Fabric Co., Ltd.: (closed)

Sharp Casual Co., Ltd.: Of 28 suggestions made, 16 had been implemented, 2 had been partly implemented, 9 had not been implemented and one was dropped because it was no longer relevant. Seven new suggestions were made.

Sin Lan Ho Garment Co., Ltd.: Of 22 suggestions made, 9 had been implemented, 2 had been partly implemented, 9 had not been implemented and two were dropped because they were no longer relevant. Two new suggestions were made.

Suit Way & La Rissaca Fashion Co., Ltd.: Of 25 suggestions made, 3 had been implemented, 2 had been partly implemented and 20 had not been implemented. Fifteen new suggestions were made.

Supreme Garment Pte., Ltd.: Of 23 suggestions made, 11 had been implemented, 3 had been partly implemented, 8 had not been implemented and one was dropped because it was no longer relevant. Seventeen new suggestions were made.

Tai Yar Garment Industrial Co., Ltd.: Of 13 suggestions made, 4 had been implemented, 1 had been partly implemented, and 8 had not been implemented. Four new suggestions were made.

Terratex Knitting & Garment International Factory Ltd.: Of 36 suggestions made, 9 had been implemented, 7 had been partly implemented, 19 had not been implemented and one was dropped because it was no longer relevant. Fourteen new suggestions were made.

Top-One Garment Manufacturing Co., Ltd.: Of 41 suggestions made, 19 had been implemented, 4 had been partly implemented, 17 had not been implemented and one was dropped because it was no longer relevant. Nine new suggestions were made.

United Art garment Co., Ltd.: Of 22 suggestions made, 13 had been implemented, 1 had been partly implemented and 8 had not been implemented. Two new suggestions were made.

United Eternity (Cambodia) Ltd.: Of 32 suggestions made, 7 had been implemented, 6 had been partly implemented, and 19 had not been implemented. Three new suggestions were made.

Vinstar Garment Industry Co., Ltd.: Of 14 suggestions made, 1 had been implemented, 8 had been partly implemented and 5 had not been implemented. Ten new suggestions were made.

Wearwel Cambodia Ltd.: Of 30 suggestions made, 15 had been implemented, 5 had been partly implemented, 8 had not been implemented and two were dropped because they were no longer relevant. Three new suggestions were made.

Wing Tai Apparel (Cambodia) Ltd., (Branch 1): Of 23 suggestions made, 4 had been implemented, 4 had been partly implemented and 15 had not been implemented. Two new suggestions were made.

Wing Tai Apparel (Cambodia) Ltd., (Branch 2): Of 23 suggestions made, 11 had been implemented, 2 had been partly implemented, 6 had not been implemented and four were dropped because they were no longer relevant. Five new suggestions were made.

Winner Knitting Factory Ltd.: Of 23 suggestions made, 7 had been implemented, 3 had been partly implemented, 12 had not been implemented and one was dropped because it was no longer relevant. Seven new suggestions were made.

Ya Shin Industries Co., Ltd.: Of 27 suggestions made, 3 had been implemented, 7 had been partly implemented and 17 had not been implemented. Eight new suggestions were made.

YGM (Cambodia) Co., Ltd.: Of 25 suggestions made, 10 had been implemented, 2 had been partly implemented, 12 had not been implemented and one was dropped because it was no longer relevant. Five new suggestions were made.

Zheng Yong Garment Co., Ltd.: Of 41 suggestions made, 8 had been implemented, 15 had been partly implemented, 15 had not been implemented and three were dropped because they were no longer relevant. Eleven new suggestions were made.

CONCLUDING REMARKS

This report is the eighth in a series with factory names. There is no evidence of forced labour or discrimination, aside from anti-union discrimination, in any of the factories covered in this report.

Eight factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. One factory still does not require casual workers to provide such documents. Monitors observed some workers who appeared to be under age. Further investigation indicated that none of these workers were under age at the time of the monitoring visit.

While problems remain in about twenty percent of the factories, there has been some improvement in the correct payment of wages for casual workers. Sixty percent of the factories that previously failed to ensure that overtime work was undertaken voluntarily have addressed this issue. However, about half of the factories monitored still exceed legal limits on overtime hours, and in two thirds of the factories, overtime is not exceptional.

Six factories failed to ensure workers' right to organise and/or freedom from anti-union discrimination. However, seven factories made improvements in these areas.

In most of the factories, significant progress has been made in improving working conditions, but obstacles still persist. In general, a significant percentage of the suggestions made by the project for this group of factories were implemented or partly implemented since the last visit. A substantial number of factories continue to implement suggestions while a small number of factories made little effort to improve.

Specifically:

- 1698 suggestions were made for the group. This represents an average of 28 suggestions per factory.
- 794, or 47.5% were either fully or partly implemented.
- 813, or 47.9%, were not implemented.

The ILO will continue working with all parties involved to bring about further improvements. The project is shifting its focus to making the monitoring system sustainable and establishing mechanisms to address systematically the problems identified. It will extend the remediation training services to more factories in 2005 to assist in improving working conditions and productivity, as well as develop tools that can be used sector-wide to ensure compliance with the law and internationally recognized labour standards.

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**STATEMENT
OF THE PROJECT ADVISORY COMMITTEE
ON THE RELEASE OF THE THIRTEENTH ILO SYNTHESIS REPORT
ON WORKING CONDITIONS IN CAMBODIA'S GARMENT SECTOR**

1. On 14 July 2005, the Project Advisory Committee (PAC) of the ILO *Better Factories Cambodia*¹ project, met in Phnom Penh to review and endorse the Thirteenth ILO Synthesis Report on working conditions in Cambodia's garment industry. The PAC comprises three representatives each from the Government of Cambodia, the Garment Manufacturers Association in Cambodia and the Cambodian trade union movement.
2. The members of the PAC welcome the release of the report and once again express their appreciation to the ILO project team, which continues to demonstrate a fair and thorough approach in making its assessments.
3. We believe that the decision of the PAC to support the ILO project has brought positive benefits to the project, and has led to better working conditions, and a greater respect for the rights of workers. We hope that it will also lead to higher productivity in the future.
4. It is encouraging that factories made progress on implementation of nearly half of the suggestions made by the ILO monitors since the last visit. Whilst we would like to see all suggestions implemented, this is still solid progress. We note that the factories in this report had a slightly higher level of compliance than the factories covered by the 12th synthesis report, despite the fact that the factories in this report have had one fewer visit than those covered in the 12th report.
5. We note with satisfaction that this report confirms that there is no evidence of forced labour or discrimination, aside from some cases of anti-union discrimination, in the factories surveyed.
6. We are also pleased to note that eight factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. However, we note with concern that one factory still does not require casual workers to provide such documents.
7. We note with regret that six factories failed to ensure workers' right to organise and/or freedom from anti-union discrimination. However, we are pleased to note that seven factories made improvements in these areas.
8. We note that problems remain in about twenty percent of the factories covered in this report regarding the correct payment of wages for casual workers, despite some improvement in this area. We also note significant improvement in ensuring that overtime is voluntary. However, we note with regret that the frequency and duration of overtime remains an issue in most factories. We call upon all identified employers to fulfil their legal obligations in these respects.

¹ Formerly known as the ILO Garment Sector Working Conditions Improvement Project

9. While most factories covered by this report have made solid progress in improving working conditions, the PAC regrets that a few factories appear to have made limited efforts, especially in areas of safety and health. Due to the accession of Cambodia to the WTO, the abolition of import quotas and the expiry of the US-Cambodia Trade Agreement we believe high standards of working conditions and labour relations throughout the sector are now, more than ever, of the utmost importance.
10. The PAC again calls upon stakeholders, especially buyers, to demonstrate their support for the efforts underway in Cambodia by expanding commitments to sourcing from and contributions to our garment industry, thereby further contributing to improved working conditions in Cambodia's garment sector.

Phnom Penh, 14 July 2005