

INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA
KINGDOM OF CAMBODIA

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

OCTOBER 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 fourteenth 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 46 factories between their first and second follow-up visits in implementing suggestions made by the project. There were originally 61 factories in this group, however, 14 have closed, and one has temporarily suspended work.¹ This fourteenth synthesis report covers the same factories included in the seventh synthesis report of October 2003 (initial monitoring visits), and the ninth synthesis report of January 2005 (first follow-up visits). At the time of the second follow-up visits, these factories employed 46,483 workers, of whom 42,218 were women and 4265 were men. While the report indicates the levels of compliance across a wide range of issues, the key findings for the 46 factories covered by this report are listed below.

Key Findings in the Fourteenth Synthesis Report

- ❖ **There is no evidence of forced labour.**
- ❖ **Two factories dismissed pregnant workers or forced them to resign. One of these factories also discriminated against men during recruitment, out of concern that they could lead a strike. One factory that had adversely altered the employment status of workers returning from maternity leave has discontinued this practice.**
- ❖ **Four factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. Two factories still do not require casual workers to provide such documents. No underage workers were found in any of the factories monitored.**
- ❖ **Six factories failed to ensure workers' freedom to organise and/or freedom from anti-union discrimination.**
- ❖ **All of the factories monitored pay regular workers the minimum wage for ordinary hours of work. However, approximately one quarter of the factories do not comply with minimum wage requirements for casual workers. The level of compliance with wage payments for normal overtime work was eighty-nine percent for both regular and casual workers.**
- ❖ **Eighty-five percent of the factories monitored provide 18 days of paid annual leave. Sixty-three percent pay the correct entitlement during maternity leave (non-compliant factories typically pay workers half their wages, but do not pay half of their other benefits). Only one third of the factories monitored pay sick leave in accordance with MOLVT policy.**

¹ One of the 13 factories has reopened, but it was not visited in time to be included in this report (Sametex).

- ❖ About sixty percent of the factories monitored ensure that overtime work is voluntary. However, overtime work is not exceptional in nearly three quarters of the factories monitored, and nearly sixty percent of the factories do not limit overtime to two hours per day.
- ❖ Workers in three factories complied with some legal requirements prior to going on strike. All of the strikes covered by this report were peaceful.
- ❖ Progress in meeting health and safety standards was mixed. More than half of the factories provide personal protective equipment to workers. Nearly three quarters of the factories 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. Cambodia Castle Peak Garment Export, Prek Kompis, Kandal (Closed)
2. Cherry Fashion Mfg. Co., Ltd., Russey Keo, Phnom Penh (Closed)
3. CKH Garment (Cambodia) Co., Ltd. (formerly Independence Garment), Russey Keo, Phnom Penh (Closed)
4. Concept Garment Co., Ltd., Meanchey, Phnom Penh (Closed)
5. D.A. Corporation, Ltd., Chamcamon, Phnom Penh
6. Double Win International Corp., Russey Keo, Phnom Penh
7. Enter Bright Cambodia Garment Factory Co., Ltd., Dangkor, Phnom Penh (Closed)
8. Eternity Apparel Cambodia Ltd., Meanchey, Phnom Penh
9. European Trend Fashion Cambodia, Ltd., Dangkor, Phnom Penh
10. Fu Hing Garment Factory, Russey Keo, Phnom Penh (Closed)
11. Full Value (Cambodia) Textiles, Ltd., Dangkor, Phnom Penh
12. G.T. Garment (Cambodia) Co., Ltd., Meanchey, Phnom Penh
13. Genuine Garment (Cambodia) Co., Ltd., Angsnuol, Kandal
14. Great Lancelot International Co., Ltd., Dangkor, Phnom Penh
15. Guangda Cambodia Garment Co., Ltd., Russey Keo, Phnom Penh
16. Hana Cambodia Inc., Ltd., Angsnuol, Kandal
17. Hechter (Cambodia) Garment Ltd., Angsnuol, Kandal
18. High Born Enterprise Co., Ltd., Dangkor, Phnom Penh

19. Horus Industrial, Corp., Meanchey, Phnom Penh
20. Huiying Enterprises (Cambodia) Co., Ltd., Dangkor, Phnom Penh
21. Hung Wah (Cambodia) Garment Manufacturing Co., Ltd., Dangkor, Phnom Penh
22. Infong (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
23. Jin Chan (Cambodia) Clothing Co., Ltd., Tuol Kork, Phnom Penh
24. K&A Garment Factory, Ltd., Russey Keo, Phnom Penh (temporarily suspended)
25. K&P Cambodia Garment Co., Ltd., Daun Penh, Phnom Penh (closed)
26. Kbal Koah Garment Co., Ltd., Kien Svay, Kandal
27. Kingsland Garment Co., Ltd., Meanchey, Phnom Penh
28. Kog Veng Garment Co., Ltd., Russey Keo, Phnom Penh
29. Kong Hong Garment Co., Ltd. (Branch 1), Chamcamon, Phnom Penh
30. Kong Hong Laundry Co., Ltd. (Branch 3), Russey Keo, Phnom Penh
31. Lidar Garments (Cambodia) Co., Ltd., Tuol Kork, Phnom Penh (Closed)
32. Loyal (Cambodia) Co., Ltd., Tuol Kork, Phnom Penh (Closed)
33. Lucky Sweater Co., Ltd., Angsnuol, Kandal (Closed)
34. M&A Cambodia Garment, Ltd., Tuol Kork, Phnom Penh
35. M&V International Manufacturing, Ltd. (Stung Meanchey Branch), Stung Meanchey, Phnom Penh
36. M.S. International Garment Co., Ltd. Russey Keo, Phnom Penh (Closed)
37. Min Yue (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
38. Ming Hoi Garment (Cambodia) Manufacturing Co., Ltd., Dangkor, Phnom Penh
39. New Point World Trade (Cambodia) Ltd., Russey Keo, Phnom Penh
40. PCCS Garment Ltd., Russey Keo, Phnom Penh
41. P.D.C. Garment Co., Ltd., Dangkor, Phnom Penh
42. P.P.S. Limited (Cambodia), Tuol Kork, Phnom Penh
43. Parkview (Cambodia) Garment Factory Ltd., Dangkor, Phnom Penh
44. Planet Textile (Cambodia) Co., Ltd., Tuol Kork, Phnom Penh
45. QMI Industrial Co., Ltd., Dangkor, Phnom Penh
46. Royal Crowntex International, Inc., Mittapheap, Sihanoukville
47. Sametex Cambodia Co., Ltd., Russey Keo, Phnom Penh (Closed)²
48. San Fong International, Ltd. Cambodia, Russey Keo, Phnom Penh
49. Shingtex Cambodia Co., Ltd., Dangkor, Phnom Penh
50. South Bay Enterprise Co., Ltd., Meanchey, Phnom Penh
51. Splendid Chance International Ltd., Russey Keo, Phnom Penh (Closed)
52. Su Tong Fang Group, Ying Kan Garment Co., Ltd., Russey Keo, Phnom Penh
53. Supreme Choice Garment Ltd., Meanchey, Phnom Penh
54. Tack Fat Garment Ltd., Meanchey, Phnom Penh
55. Tonga Garment Co., Ltd., Tuol Kork, Phnom Penh
56. Top World Garment Cambodia Co., Ltd., Meanchey, Phnom Penh
57. Universal Apparel (Cambodia) Co., Ltd., Dangkor, Phnom Penh
58. W&D Cambodia, Ltd., Meanchey, Phnom Penh
59. Wilson Garment (Cambodia) Co., Ltd., Dangkor, Phnom Penh
60. Wing Hang (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
61. You Cheng Garment Co., Ltd. Angsnuol, Kandal (Closed)

² This factory has reopened, but was not visited in time to be included in this report.

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
establish the internal regulations on training of apprentices	Tack Fat			
consult with shop stewards before establishing internal regulations			Great Lancelot, Min Yue	
ensure that the internal regulations comply fully with the law	Hung Wah, Wilson		Genuine, Great Lancelot, Kong Hong-1, Kong Hong-3	W&D
post the internal regulations in the workplace and at the hiring office	Eternity, Full Value, M&V, Planet, Su Tong Fang		Kong Hong-1, San Fong	Hana, Horus, Tack Fat

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	Hana, Jin Chan, Kog Veng, M&V	South Bay	Tonga, Kingsland, P.D.C., Su Tong Fang	Great Lancelot
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				P.D.C., Shingtex

Management should	Implemented	Partly Implemented	Not implemented	New
consider all workers who are employed for longer than two years total to be employed under an undetermined duration contract				Supreme Choice
not require workers to post a bond or a cash guarantee in order to sign or maintain an employment contract			Kingsland, Kog Veng, Min Yue	
make sure that the employment contract specifies the terms and conditions of employment			Jin Chan, Kong Hong-1, W&D (C)*	European Trend, Kong Hong-3
not arbitrarily change the employment status of workers (e.g., from regular to probationary)	Jin Chan			Kong Hong-1, Kong Hong-3
amend clauses in the employment contracts that do not comply with the law	Kog Veng (PW), PCCS		Genuine, Great Lancelot, High Born*, Huiying, Hung Wah, Infong, Kbal Koah, Kingsland, Parkview, P.D.C., Royal Crowntex, San Fong , W&D	Guangda (PW), M&A, Ming Hoi (C), Supreme Choice, Top World (C)
amend clauses in the employment contracts that do not comply with the Internal Regulations			Full Value	

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that workers understand the terms and conditions of their employment contracts	Eternity, Genuine, Infong, Kbal Koah, Kog Veng, New Point, Planet, Shingtex, South Bay	European Trend, Hana, Kong Hong-1, Kong Hong-3, Supreme Choice, Top World	D.A., Full Value, G.T., Guangda, Horus, Kingsland, P.D.C., San Fong	High Born, M&A (C), Ming Hoi
not place workers on probation for more than 3 months	D.A., Infong, Kingsland, Kog Veng, Kong Hong-3		G.T., High Born	Guangda
ensure that apprenticeship contracts comply with the law			High Born*, Min Yue	
ensure that apprenticeship contracts do not exceed 2 months			Guangda	High Born
only employ casual workers for specific work for a short period of time	European Trend, Hechter, Huiying, Kingsland, Wing Hang	Min Yue, PCCS, San Fong	G.T., Guangda, Hana, Hung Wah, Jin Chan, Kbal Koah, Kong Hong-3, Planet, P.D.C., P.P.S., South Bay, Su Tong Fang, Top World	European Trend, Ming Hoi
pay workers they dismiss the correct indemnity for dismissal	Royal Crowntex			
pay workers they terminate damages		Huiying		Supreme Choice
pay workers they terminate damages equal			Full Value	Ming Hoi

Management should	Implemented	Partly Implemented	Not implemented	New
to the wages that would have been paid through the end of the contract when the employee has not committed a serious offence				
pay workers severance pay equal to at least 5% of the total wages paid under the contract when workers' contracts terminate or expire				Great Lancelot, Jin Chan (C), QMI, W&D
pay workers for their accrued annual leave when they resign or are terminated	Full Value, Kbal Koah, Kog Veng, Parkview			Jin Chan (C), PCCS, QMI

2.1.3 Collective agreement

Management should	Implemented	Partly Implemented	Not implemented	New
register the collective agreement with MOLVT			Ming Hoi	
ensure that the collective agreement complies with the law			Ming Hoi, Tonga	
implement the collective agreement				W&D
post the collective agreement in the workplace			Tonga	

2.1.4 Wages

Management should	Implemented	Partly Implemented	Not implemented	New
post minimum wage information in the workplace	Double Win, Hana, Hechter, Kbal Koah, Shingtex, South Bay		Full Value, Genuine, G.T., High Born, Huiying, Kingsland, Kog Veng, Kong Hong-1, Kong Hong-3, M&V, Min Yue, Planet, P.D.C., San Fong, Top World	D.A., European Trend, Wilson
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		Royal Crowntex	Horus, Min Yue (P)	Eternity, Huiying, Tack Fat (P), Tonga (P)
ensure that workers understand the calculation of wages	Infong, New Point, Planet, South Bay*, Supreme Choice	Eternity, Hana, Hechter, Kbal Koah, Kog Veng, Kong Hong-1, Kong Hong-3, M&V, Shingtex, San Fong, Top World, Universal (P)	D.A. (P), G.T., High Born, Horus, Kingsland*, Ming Hoi, W&D, P.D.C., Royal Crowntex	Full Value, P.P.S., Tack Fat, Wing Hang
pay workers a day early when payday falls on a day off				Kingsland
provide clearly written payslips in Khmer to workers	Full Value, Huiying, Kbal Koah, Kong Hong-3, Tonga	Eternity, Jin Chan, Wing Hang	Kingsland*, Planet, South Bay*	

Management should	Implemented	Partly Implemented	Not implemented	New
set the production target at a level that permits a worker of average ability working normal hours to earn the minimum wage	South Bay		Guangda	
set the piece rate at a level that permits a worker of average ability working normal hours to earn minimum wage	D.A., Horus, Huiying, PCCS, P.D.C.		Eternity, Kingsland, M&V, Min Yue, Ming Hoi, New Point, P.P.S., Tack Fat, Top World	
pay terminated workers their wages and indemnities within 48 hours after they terminate work				Wilson
pay casual workers' the attendance bonus in proportion to the number of days they work during the month				Tack Fat, Wilson
pay piece-rate workers minimum wage when their piece rate pay, excluding overtime, falls below minimum wage	New Point, Supreme Choice	P.P.S.	Kingsland, Kong Hong-1, Kong Hong-3, M&V, South Bay (C)	D.A., Kbal Koah (C), Top World
pay piece-rate workers double the piece rate they earn when this is more than minimum wage for work on Sundays			Kingsland*	
pay piece-rate workers overtime based on their piece rate earned when this is more than minimum wage	Horus		Kingsland*, Kong Hong-1, M&V, Ming Hoi	PCCS

Management should	Implemented	Partly Implemented	Not implemented	New
pay workers from the date they start work, including during the pre-trial period	Kog Veng		Guangda, Kingsland, Min Yue, Su Tong Fang	High Born
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)	European Trend (C)*, Hana (C), Horus, Huiying (C)	Kbal Koah (C)	G.T. (C)*, Guangda (C)*, Infong (C)*, Kong Hong-3 (C), Min Yue (C)*, Parkview (C), P.D.C. (C), South Bay (C)*, Top World (C)	Eternity (C), Jin Chan (C)
pay workers double their normal pay for work at night (between 22:00 and 05:00)	Hana, Hung Wah, P.D.C., Supreme Choice	M&V	High Born, Kong Hong-3, QMI, Royal Crowntex, Su Tong Fang	Eternity, Kingsland, Ming Hoi
pay all workers double their normal pay for work during weekly time off (Sunday)	P.D.C., San Fong		Guangda (C)*, Kong Hong-1, Kong Hong-3*, South Bay (C)*	
pay workers who work on public holidays their wage for one day (in addition to their normal daily wage)	P.D.C.		Kong Hong-3*, South Bay (C)*	
pay workers their daily wage on public holidays when they do not work	Kbal Koah, M&V	San Fong (C)	Great Lancelot (C), Kingsland, Kong Hong-1 (P), Kong Hong-3 (P), South Bay (C)*	Full Value (C), Hana (C), Jin Chan (C), Min Yue (C)*

Management should	Implemented	Partly Implemented	Not implemented	New
pay workers 150% of their normal pay for overtime work performed on a normal workday before 22:00	New Point	Kingsland	Guangda (C)*, Kong Hong-3 (P), Min Yue (C)*, Planet, South Bay (C)*, Su Tong Fang (C)*, W&D	G.T., Jin Chan (C)
give all workers 1,000 Riels for a meal or a reasonable free meal if they work overtime	Kong Hong-1, Kong Hong-3, Infong (C)*, New Point, San Fong		Guangda (C)*, Min Yue (C)*, South Bay (C)*, Su Tong Fang (C)*	D.A., G.T., Jin Chan (C)
pay all workers who work regularly the attendance bonus of \$5 per month	European Trend (C)*, Kog Veng, San Fong	Hung Wah, Kong Hong-3 (C), P.P.S. (C)	D.A., G.T. (C)*, High Born, Horus, Min Yue (C)*, Ming Hoi, Planet, South Bay (C)*	Guangda, Top World
pay a seniority bonus to all workers	Kingsland		Planet	P.D.C. (C), Supreme Choice
not deduct more than the basic daily wage for an unauthorised absence	New Point		Kingsland, Min Yue, Planet	
not punish workers by imposing fines or deducting wages	European Trend, Genuine, Huiying, Kbal Koah, Min Yue, Ming Hoi, South Bay		Genuine, Su Tong Fang	W&D
not charge workers more than the cost of the ID card when replacing a worker's lost ID card	Kong Hong-1, Kong Hong-3, QMI	Hechter, Top World	Genuine, Guangda, P.D.C., Universal	W&D

Management should	Implemented	Partly Implemented	Not implemented	New
pay workers during normal working hours	G.T., New Point, Royal Crowntex, Top World		Eternity, Kog Veng, San Fong	Double Win
keep a detailed payroll ledger in Khmer that is easy to understand	Full Value, P.D.C., Wing Hang		Horus, Jin Chan, Kong Hong-1, Kong Hong-3, M&V, Planet	
include the starting dates for workers in the payroll ledger		Min Yue, Su Tong Fang		Guangda (A, C), South Bay
ensure that the payroll ledger accurately reflects the wages actually paid to workers	Kog Veng		Su Tong Fang	D.A., Guangda, High Born, Planet, Supreme Choice

2.1.5 Hours of work

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that apprentices work only 6 hours per day, 5 days per week				D.A., Horus, Supreme Choice
ensure that work on Sundays is voluntary	P.D.C. (C), Royal Crowntex*			High Born
ensure that work on Sundays is exceptional	Genuine, Kog Veng, Royal Crowntex*, Top World*		Kbal Koah, Wing Hang	High Born
give workers weekly time off (at least 24 consecutive hours off per week)	Royal Crowntex			

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that work on Public Holidays is voluntary	Royal Crowntex*			High Born
ensure that work on Public Holidays is exceptional	Royal Crowntex*, Top World*			High Born
ensure that overtime work is voluntary	Double Win*, European Trend*, Hana*, Hechter, Kog Veng*, M&A*, M&V, New Point*, Parkview, Su Tong Fang*, Top World*, Universal*, W&D	Kong Hong-1*, Ming Hoi*, San Fong*, South Bay*	D.A.* , G.T.* , Guangda* , High Born* , Horus* , Huiying* , Infong* , Kingsland* , Kong Hong-3* , P.D.C.* , P.P.S. , Shingtex* , Supreme Choice , Wilson*	Tack Fat
ensure that overtime work is exceptional	Double Win* , Eternity , Full Value , Great Lancelot* , Hechter* , Hung Wah* , Kog Veng* , M&A* , Planet* , South Bay*		D.A.* , European Trend* , Genuine* , G.T.* , Guangda* , Hana* , High Born* , Horus* , Huiying* , Jin Chan* , Kbal Koah* , Infong* , Kingsland* , Kong Hong-1* , Kong Hong-3* , Ming Hoi* , New Point* , Parkview , PCCS , P.D.C. , P.P.S. , Royal Crowntex* , San Fong* , Shingtex* , Su Tong Fang* , Supreme Choice* , Tack Fat , Top World* , Universal* , W&D , Wilson* , Wing Hang*	M&V , Tonga
ensure that overtime work does not exceed 2 hours per day	European Trend* , Great Lancelot* , Hana* , Hechter* , Hung Wah* ,		D.A.* , Double Win* , Eternity , Genuine* , G.T.* , Guangda* , High Born* ,	M&V , Tack Fat , Tonga

Management should	Implemented	Partly Implemented	Not implemented	New
	Infong*, Kog Veng*, Kong Hong-1*, M&A*, New Point*, P.P.S., Royal Crowntex*, Universal*, W&D		Horus*, Huiying*, Jin Chan*, Kbal Koah*, Kingsland*, Kong Hong-3*, Ming Hoi*, Parkview, P.D.C.*, Planet*, San Fong*, Shingtex*, South Bay*, Su Tong Fang*, Supreme Choice*, Top World*, Wing Hang*	
not punish workers who do not work overtime, Sundays or Public Holidays	Kog Veng, San Fong, South Bay, Su Tong Fang	Kong Hong-3	G.T.	P.D.C.
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	QMI		Jin Chan, Su Tong Fang, Supreme Choice, Tack Fat	Eternity, High Born
post the overtime permission in the factory			Kog Veng	European Trend, G.T., Top World
get permission from the labour inspector before suspending the weekly break	Hung Wah, Wing Hang		Guangda, Kingsland, M&V, P.D.C., Royal Crowntex	European Trend, Hana, Infong, Top World
get permission from the labour inspector before workers work overtime	Eternity, Genuine, San Fong		Min Yue, Planet, Royal Crowntex	Hana, Hechter, Kingsland, Ming Hoi, P.P.S., Su Tong Fang

2.1.6 Leave

Management should	Implemented	Partly Implemented	Not implemented	New
post the list of national public holidays in the factory			Min Yue	
give workers 18 days of paid annual leave each year	Parkview	D.A.*, Kong Hong-1 (P), Kong Hong-3 (P)	Huiying, Min Yue, Planet*	P.D.C. (C)
allow workers to take their annual leave without imposing unreasonable restrictions	Full Value, Great Lancelot, Kog Veng	Kingsland	D.A.* , Hana, Kbal Koah, M&V, Planet*, Su Tong Fang, Wilson	European Trend, High Born, Hung Wah, M&A, QMI, South Bay, Tack Fat
give workers an extra day of annual leave for every three years of service	Eternity, Guangda, Kong Hong-1, Kong Hong-3, Shingtex, South Bay	Supreme Choice	Double Win, M&V, Ming Hoi, Su Tong Fang	Hana, High Born, Kbal Koah, Min Yue, Tack Fat
consider adopting or amending the internal regulations to provide paid sick leave to workers for illnesses certified by a qualified doctor as follows: <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 		Full Value	D.A., Great Lancelot, Guangda, Huiying, Kog Veng, Min Yue, Ming Hoi*, P.D.C.* , Royal Crowntex, Universal	
provide paid sick leave as required by the factory's internal regulations	Eternity, Hung Wah, New Point, South Bay, Wing Hang	Hechter, Kong Hong-1 (P), Kong Hong-3	Genuine, G.T., Hana*, High Born*, Infong,	Double Win

Management should	Implemented	Partly Implemented	Not implemented	New
			Jin Chan, Kbal Koah, Kingsland, M&V, QMI*, Planet, San Fong, Su Tong Fang, Supreme Choice, Top World, W&D	
not deduct annual leave from workers when they take sick leave				Double Win, Royal Crowntex
not unreasonably restrict workers from taking sick leave	Shingtex		European Trend, Hana*, High Born*, Ming Hoi*, P.D.C.*, QMI*, Top World, Wilson	Tack Fat
consider giving workers up to 7 days per year of paid special leave for events affecting the worker or the worker's immediate family	Full Value, Hung Wah, Kog Veng, New Point, Royal Crowntex, San Fong, Shingtex, South Bay, Supreme Choice	Genuine, Hechter, Horus, Infong*, Kong Hong-1, Kong Hong-3	D.A., Great Lancelot, Hana*, High Born*, Kingsland, M&V, Planet (P)*, QMI*, W&D	Min Yue
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	European Trend	G.T., Guangda, Ming Hoi*, P.D.C.	Su Tong Fang*	Wing Hang

Management should	Implemented	Partly Implemented	Not implemented	New
not deduct the \$5 attendance bonus when workers take annual leave		PCCS		Genuine, QMI
not deduct the \$5 attendance bonus when workers take special leave			High Born*, Ming Hoi, QMI*, Planet*, Su Tong Fang*	
not unreasonably restrict workers from taking special leave			Hana*, High Born*, QMI*, Wilson	Full Value, Horus

2.1.7 Maternity leave

Management should	Implemented	Partly Implemented	Not implemented	New
give workers 90 days of maternity leave			High Born*, Planet*	P.D.C.
pay workers on maternity leave who have worked for one year half-pay, including other benefits	European Trend, Infong, Kog Veng, M&V, New Point, Royal Crowntex*, San Fong	Genuine, Huiying, Kingsland, Kong Hong-1, Kong Hong-3, Supreme Choice, Top World*	D.A., G.T.*, Guangda, Jin Chan, Min Yue, Ming Hoi, South Bay, Su Tong Fang	Full Value, QMI
pay workers on maternity leave their maternity benefits before or during leave	Hechter, Kong Hong-3, Royal Crowntex*	Top World*, Wing Hang	Double Win, G.T.*, Shingtex, Su Tong Fang	D.A., Guangda, Kingsland, M&V, Min Yue, New Point, San Fong, W&D

Management should	Implemented	Partly Implemented	Not implemented	New
allow new mothers to do light work during the first two months after their maternity leave	Hechter			
inform workers of their right to maternity leave			High Born*, Planet*	

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	Hung Wah, Kbal Koah	P.P.S., Tack Fat	Eternity, Kog Veng, Kong Hong-1, Kong Hong-3, Min Yue, Parkview, Royal Crowntex, South Bay	Hechter, High Born, QMI, W&D
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	Guangda, Hana, Huiying, Infong, Ming Hoi, New Point, San Fong, Top World, W&D	QMI, Supreme Choice	D.A., Full Value, G.T., Hechter, High Born, Kingsland, M&V, Planet, Royal Crowntex, Su Tong Fang	Horus

2.1.9 Nursing room/day care centre

Management should	Implemented	Partly Implemented	Not implemented	New
set up a functioning and accessible nursing room	Kbal Koah*, New Point*, Shingtex*, Supreme Choice*, Top World*	European Trend, PCCS	Tonga, D.A.*, Double Win, Eternity, Full Value, Genuine, G.T., Guangda, Hana*, Hechter, High Born*, Horus, Huiying*, Hung Wah, Infong*, Jin Chan*, Kingsland*, Kong Hong-1*,	Tack Fat

Management should	Implemented	Partly Implemented	Not implemented	New
			Kong Hong-3*, P.D.C., Planet, Kog Veng*, M&A, M&V, Min Yue*, Ming Hoi, P.P.S.*, Royal Crowntex, San Fong*, South Bay*, Su Tong Fang, Universal, W&D, Wilson	
set up a day care centre at or near the workplace, or pay the childcare costs of women employees	Huiying*, Hung Wah, Ming Hoi, San Fong*	Full Value, PCCS, P.D.C.	D.A.*, Double Win, Eternity, European Trend, Genuine, G.T., Great Lancelot, Guangda, Hana*, Hechter, High Born*, Horus, Infong*, Jin Chan*, Kbal Koah*, Kingsland*, Kog Veng*, Kong Hong-1*, Kong Hong-3*, M&A, M&V, Min Yue*, New Point*, Parkview, Planet, P.P.S.*, QMI, Royal Crowntex, Shingtex*, South Bay*, Su Tong Fang, Supreme Choice*, Top World*, Universal*, Wing Hang	Tack Fat, Tonga

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	Eternity, Genuine, Hechter, Huiying, Hung Wah, Kog Veng, New Point,	European Trend, Jin Chan, Kbal Koah, Kong Hong-3, Parkview,	Full Value, Guangda, High Born, Infong, Kingsland, M&V,	Great Lancelot, Min Yue, QMI, W&D

Management should	Implemented	Partly Implemented	Not implemented	New
	San Fong, Supreme Choice	Royal Crowntex, Shingtex, South Bay, Su Tong Fang	Ming Hoi, P.D.C., Top World, Universal, Wilson	

2.1.12 Discrimination

In one factory (High Born), workers said that management did not recruit any pregnant workers, only single, female workers. A notice posted on the gate of the factory confirmed this. Workers also said that pregnant workers were forced to resign without pay. Some of the pregnant workers who resigned were recruited as new workers after giving birth. This same factory did not recruit any men, other than as line leaders (16 male line leaders, out of 930 total workers). Workers said that the factory did not want to employ men because they could lead strikes.

In another factory (Planet), workers said that management suspended their contracts when they were pregnant, and then re-hired them when they were ready to return to work after giving birth, maintaining their seniority. One factory that altered the employment status and/or wages of workers when they returned from maternity leave has discontinued this practice (San Fong).

Management should	Implemented	Partly Implemented	Not implemented	New
not dismiss pregnant workers or force them to resign				High Born, Planet
not fire workers or change their employment status/seniority during maternity leave	San Fong			High Born
not discriminate against workers on the basis of sex during recruitment				High Born

2.1.13 Forced Labour

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

2.1.14 Child labour

Four factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. Two factories still do not require casual workers to provide such documents (Genuine, Min Yue). No underage workers were found in the factories monitored.

Management should	Implemented	Partly Implemented	Not implemented	New
use reliable documents to verify the age of workers prior to hiring	Hana, Kingsland, Kog Veng, Supreme Choice	Genuine (C)	Min Yue (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		W&D	Tonga, D.A., Double Win, Eternity, European Trend, Full Value, Genuine, G.T., Great Lancelot, Guangda, Hana, Hechter, High Born, Horus, Huiying, Infong, Jin Chan, Kbal Koah, Kingsland, Kog Veng, Kong Hong-1, Kong Hong-3, M&A, M&V, Min Yue, Ming Hoi, New Point, Parkview, P.D.C., Planet, P.P.S., Royal Crowntex, San Fong, Shingtex, South Bay, Su Tong Fang, Supreme Choice, Tack Fat, Top World	
post safety and health information (e.g., posters and signs) in the workplace			Kbal Koah, M&A, Royal Crowntex, Wing Hang	

2.2.2 Work-related accidents/illnesses

Management should	Implemented	Partly Implemented	Not implemented	New
keep a record of work-related accidents/illnesses	New Point, San Fong, Shingtex		Eternity, Hana, Planet	G.T.
notify the Social Security Department of work-related accidents or illnesses within 48 hours of their occurrence	Kong Hong-1	Royal Crowntex		Hechter
provide a summary report of work-related accidents/illnesses to the Social Security Department every six months	Guangda, Kbal Koah		Eternity, Genuine, Min Yue	Full Value, M&A

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	Hechter, Hung Wah, Shingtex	Guangda	D.A.*, Full Value, G.T., Horus, Huiying, M&V, Min Yue, Planet	
pay correct compensation for work-related accidents or illnesses	Eternity, European Trend, Hana, Kbal Koah, Kog Veng, South Bay, Tack Fat, Top World	P.D.C.	Kingsland*	
pay workers their wages when work-related accidents or illnesses cause them to miss work		Kong Hong-1, Kong Hong-3, Royal Crowntex (P) San Fong, Su Tong Fang, Supreme Choice	D.A.*, Kingsland*	Genuine, High Born, Huiying, QMI

2.2.4 Emergency arrangements

Management should	Implemented	Partly Implemented	Not implemented	New
clearly mark all emergency exit doors	D.A., Hechter, Horus, Royal Crowntex		Planet	
install enough/repair exit doors for workers to get out quickly if there is an emergency			Kingsland	San Fong
ensure that all exit doors are open/unlocked during working hours, including overtime	Guangda, Hechter, M&A, San Fong			Su Tong Fang, Tonga
hold regular emergency drills	Eternity, Great Lancelot, Jin Chan, Kingsland, Kog Veng, Royal Crowntex, South Bay	Parkview, San Fong, Su Tong Fang*	D.A., European Trend, Full Value, Genuine, Horus, Kbal Koah, Min Yue, Ming Hoi, Planet	Double Win, G.T., Guangda, Hana, M&A, New Point, P.D.C., Supreme Choice, Universal
ensure that fire extinguishers are regularly serviced	Full Value, Kong Hong-3, Planet, Royal Crowntex		Genuine	Supreme Choice
train an appropriate number of workers to use the fire extinguishers, including both men and women workers				Planet
ensure that fire extinguishers are within easy reach of workers	High Born, Hung Wah			Full Value, Horus, P.D.C.

Management should	Implemented	Partly Implemented	Not implemented	New
install a sufficient number of fire extinguishers	Guangda, Hana		Full Value	Horus
post safety signs/notices in the workplace	G.T., South Bay	Hana	D.A., Eternity, San Fong	European Trend, Genuine, Horus, Ming Hoi

2.2.5 First Aid

Management should	Implemented	Partly Implemented	Not implemented	New
provide a sufficient number of first aid boxes in the workplace	Double Win, G.T., Hung Wah, M&V, San Fong, Top World	European Trend, Kog Veng	D.A.* , Eternity, Full Value, Genuine, Kingsland* , Planet, Su Tong Fang	
properly stock the first aid boxes	Eternity, Great Lancelot, Kong Hong-1, M&A, Parkview, Royal Crowntex, Supreme Choice, W&D	Kong Hong-3, Min Yue	D.A.* , G.T., Hechter, Horus, Huiying, Infong, Kbal Koah, Kingsland* , P.D.C., South Bay	Full Value, Guangda, High Born, PCCS, Shingtex
ensure that the first aid boxes are easily accessible	Hung Wah, Jin Chan, QMI		P.D.C.	Double Win, PCCS
provide first aid training to workers	New Point	Guangda	Genuine, Horus, Jin Chan, P.D.C.	M&A

2.2.6 Infirmary

Management should	Implemented	Partly Implemented	Not implemented	New
set up an infirmary for workers' use			Planet	
expand the hospitalisation capacity of the infirmary	European Trend, Ming Hoi, Parkview, P.P.S., Tonga	Hung Wah, Supreme Choice, Universal	D.A., Double Win, Eternity, Full Value, Genuine*, G.T., Great Lancelot, Guangda, Hana, Hechter, High Born, Horus*, Huiying, Infong*, Jin Chan*, Kbal Koah, Kingsland, Kog Veng, Kong Hong-1*, Kong Hong-3*, M&A*, M&V, Min Yue, New Point, PCCS, P.D.C.* , Royal Crowntex*, San Fong, Shingtex, South Bay, Su Tong Fang, Top World*, Wing Hang	
install a toilet near the infirmary				Tack Fat
ensure that the infirmary is operational				South Bay
ensure that the infirmary is easily accessible to all workers	Kog Veng, M&V		Universal	Parkview
not unduly restrict workers' access to the infirmary			Royal Crowntex	Universal
recruit a doctor	Great Lancelot, Horus, Kong Hong-1, P.D.C., Royal Crowntex		Eternity, Guangda*, Hana*, Hechter, Kbal Koah, M&A*, Min Yue*, San Fong, South Bay*	Genuine, Top World, Wilson

Management should	Implemented	Partly Implemented	Not implemented	New
recruit one (more) nurse	Hung Wah*, W&D	Parkview	D.A. *, G.T., Kog Veng, New Point, Universal*	Eternity, Hechter, Kbal Koah, Su Tong Fang, Wing Hang
ensure that a nurse and/or doctor is on duty during the required number of hours (including overtime)	European Trend, Huiying, Hung Wah*, Kong Hong-1, Kong Hong-3, QMI	D.A. *, Supreme Choice, Wing Hang	Double Win, Eternity, Full Value, Genuine, Guangda*, Hana*, Hechter, High Born, Infong, Jin Chan, Kingsland, Kog Veng, M&A*, M&V, Min Yue*, Ming Hoi, Parkview, PCCS, P.D.C., P.P.S., Royal Crowntex, South Bay*, Su Tong Fang, Tonga, Top World, W&D, Universal*	Great Lancelot, Kbal Koah, San Fong
ensure that workers are not charged a fee for services or medicine provided by the infirmary				P.D.C.
ensure that the infirmary has enough medicine and medical equipment	High Born, Hung Wah, M&A, Royal Crowntex*, Supreme Choice		Eternity, Genuine, G.T., Guangda, Hechter, Horus*, Huiying, Infong*, Jin Chan*, Kbal Koah, Kingsland, Kong Hong-1*, M&V, P.P.S., San Fong, South Bay, Top World*	Full Value, Great Lancelot, Min Yue
ensure that the infirmary is clean	Eternity, Kong Hong-3*	M&A	Kong Hong-1*	Double Win, Genuine, G.T., Guangda, Horus, South Bay

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			High Born, Kong Hong-3	
properly label chemical containers in Khmer	High Born, Royal Crowntex, Supreme Choice	Ming Hoi	Full Value, Kong Hong-3, Tack Fat	Universal
post/provide chemical safety data sheets in Khmer			Ming Hoi	Royal Crowntex
install/repair exhaust ventilation in areas of the factory where chemicals are in use		Infong	Supreme Choice	
separate areas of the factory where chemicals are used from other work areas	Full Value		Ming Hoi, Supreme Choice, W&D	San Fong
train workers to use chemical substances safely		Tack Fat		
provide proper equipment to workers who work with chemical substances			Full Value	Infong, San Fong, W&D

2.2.8 Protective measures

Management should	Implemented	Partly Implemented	Not implemented	New
provide masks and gloves to workers free of charge	Double Win, Huiying, Hung Wah*, Kbal Koah, San Fong,	Guangda, Hechter, Kong Hong-3, M&A, P.D.C., P.P.S., Su Tong Fang*	D.A., Full Value, Hana*, Horus*, Infong, Kingsland, Kog Veng, Kong	Eternity, Genuine

Management should	Implemented	Partly Implemented	Not implemented	New
	South Bay, Top World, W&D	Universal	Hong-1, M&V, Min Yue*, Planet*	
train/encourage workers to use protective clothing and equipment	Hung Wah*	Double Win, Great Lancelot, Horus*, Jin Chan, Ming Hoi, PCCS, QMI, Shingtex, Su Tong Fang*, Tonga, Wilson, Wing Hang	Eternity, European Trend, Full Value, Hana*, Min Yue*, New Point, Parkview, Planet*, Royal Crowntex, South Bay, Supreme Choice, Tack Fat	G.T., Guangda, Hechter, Huiying, Kbal Koah, San Fong, Top World
provide workers suitable footwear free of charge, or allow workers to use their own footwear in the workplace	Hana, New Point, Shingtex, South Bay, Top World	G.T., Kong Hong-1	D.A., Full Value, Guangda, High Born, Huiying, M&A, Parkview, San Fong	

2.2.9 Lighting

None of the factories had problems with lighting.

2.2.10 Noise

Management should	Implemented	Partly Implemented	Not implemented	New
reduce noise levels in the factory, or provide ear protection for workers	G.T., Kong Hong-3, Supreme Choice, Tonga, Top World	Hana, Tack Fat	Full Value, Horus, Su Tong Fang, Wilson	

2.2.11 Machine safety

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the machines are well maintained	Kong Hong-3, Royal Crowntex, South Bay*		Eternity, G.T.*, PCCS*, San Fong, Shingtex, Top World	P.D.C.
ensure that the electrical wiring system is properly maintained	South Bay*		G.T.*, Horus	Royal Crowntex
equip the machines with safe/needle guards	Kingsland, QMI, Tack Fat, Tonga, Wing Hang	Eternity, Hechter, Hung Wah, Kong Hong-1	D.A., Double Win, European Trend, Full Value, Genuine, G.T., Great Lancelot, Hana, Horus, Huiying, Kbal Koah, Kog Veng, PCCS*, Royal Crowntex, San Fong, Shingtex, South Bay, Su Tong Fang, Universal	High Born, M&A, Min Yue, Ming Hoi, New Point, P.D.C., Planet, P.P.S., Supreme Choice, Top World
post warning signs/safety notices on the electrical switch boxes	Kong Hong-3		Eternity, Top World	D.A., Horus, PCCS

2.2.12 Ventilation and heat

Management should	Implemented	Partly Implemented	Not implemented	New
take steps to reduce heat in the workplace	Kbal Koah, Tonga	M&A	Eternity, G.T., Guangda, Kingsland, Kog Veng*, San Fong, Shingtex, Supreme Choice	Double Win, Hana, Hechter, Min Yue, PCCS, QMI
improve ventilation and air circulation in	Genuine,	Hechter,	D.A., European Trend,	P.P.S.,

Management should	Implemented	Partly Implemented	Not implemented	New
the workplace	Hung Wah, Parkview, QMI, South Bay, Top World	Ming Hoi, Universal	Full Value, High Born, Horus, Infong, Jin Chan, Kog Veng*, Kong Hong-1*, Kong Hong-3, Min Yue, P.D.C., Royal Crowntex, Tack Fat	Supreme Choice
introduce dust reduction measures	Royal Crowntex, W&D		Jin Chan, Kong Hong-1	
keep fans and other ventilation systems in good repair			Kong Hong-1*	Full Value, Infong, Supreme Choice

2.2.13 Housekeeping

Management should	Implemented	Partly Implemented	Not implemented	New
keep the workplace clean	Hung Wah, Jin Chan		Hechter	Ming Hoi
keep the workplace tidy	Supreme Choice		M&A*	
ensure that the roof, windows, walls and/or ceilings are clean	Full Value, Guangda, Kong Hong-1, Kong Hong-3, South Bay, Tack Fat	Supreme Choice	Eternity, European Trend, G.T., Horus, M&A*, New Point, P.D.C., San Fong, Shingtex, Top World	PCCS
ensure that access paths allow for two-way traffic	Infong, Kbal Koah, Parkview, Royal Crowntex		European Trend, Jin Chan*, Kingsland*, M&V, Shingtex	G.T., High Born
keep all access ways free of obstruction	Parkview		Eternity, Jin Chan*, Kingsland, P.D.C.	

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that raw materials and finished products are organised neatly	M&A, Tack Fat			European Trend
ensure that tools and safety switches are within easy reach of workers			Eternity	
provide (enough) equipment for transporting heavy/bulky materials	Guangda		Eternity, Kingsland, Planet	

2.2.14 Drinking water

Management should	Implemented	Partly Implemented	Not implemented	New
provide cups or other sanitary means for drinking water	Hung Wah, Kbal Koah, New Point, QMI, Royal Crowntex, Shingtex, Supreme Choice	Kingsland	D.A., Eternity, European Trend, Full Value, Genuine, Guangda, Hana, Hechter, High Born, Huiying, Infong*, Kong Hong-1, Kong Hong-3, Min Yue, Ming Hoi, PCCS, P.D.C., Planet, P.P.S., San Fong, Su Tong Fang*, Tonga, Top World	G.T., Kog Veng, Universal
set up an additional drinking water station	Kbal Koah		Full Value, Infong*	
ensure that the drinking area/water containers are clean/hygienic	Eternity, South Bay		Genuine, Guangda	G.T., Huiying, Kingsland

Management should	Implemented	Partly Implemented	Not implemented	New
not place the drinking water in the sun			Su Tong Fang*	
repair broken drinking water taps	Full Value, Wilson			

2.2.15 Sanitation facilities

Management should	Implemented	Partly Implemented	Not implemented	New
provide the number of toilets required by law	Full Value, M&V, Parkview		G.T., Jin Chan	Great Lancelot
repair broken toilets	Kong Hong-1, Wilson	Royal Crowntex	D.A., Guangda, Kingsland	Hung Wah, Kbal Koah, QMI, Top World
repair broken toilet doors	New Point, South Bay, Supreme Choice		Infong*, Kog Veng, Min Yue*, Parkview, PCCS, Shingtex	Kong Hong-1, Ming Hoi
clearly mark the toilets for use by female and male workers				Su Tong Fang
provide/repair a washing facility near the toilets	Top World		D.A.*, Eternity, Hechter	Guangda
ensure that toilets are regularly cleaned	D.A., Eternity, Hechter, Hung Wah, Jin Chan, M&A, M&V,	New Point, PCCS	G.T.*, Guangda*, P.D.C., San Fong, Shingtex	Kog Veng, Min Yue

Management should	Implemented	Partly Implemented	Not implemented	New
	Supreme Choice			
ensure that the toilets have sufficient soap and water	Su Tong Fang, Wilson	Double Win, Genuine, Horus, Hung Wah, Kingsland, Royal Crowntex, San Fong, South Bay, Tonga, Top World, Universal	D.A.* , Eternity, Full Value, G.T.* , Great Lancelot, Guangda* , Hana, Hechter, High Born* , Huiying, Infong* , Kbal Koah, Kong Hong-3, M&V, Min Yue, Ming Hoi, Parkview, P.D.C., Planet, Shingtex	European Trend, Kog Veng
not place undue restrictions on toilet use	Genuine, Kog Veng, Shingtex		Full Value, G.T., Hana, Su Tong Fang, Top World, Wing Hang	
improve the lighting in the toilets				Ming Hoi, PCCS
provide suitable footwear that workers can wear when they use the toilets, or allow workers to wear their own footwear	G.T., Kbal Koah, Kong Hong-1, Kong Hong-3, Supreme Choice		Full Value	M&A, San Fong

2.2.16 Seating

Management should	Implemented	Partly Implemented	Not implemented	New
provide adjustable chairs with back rests for workers who work sitting down			D.A., Double Win, Eternity, European Trend, Full Value, Genuine, G.T., Great Lancelot, Guangda, Hana, Hechter, High Born, Horus,	

Management should	Implemented	Partly Implemented	Not implemented	New
			Huiying, Hung Wah, Infong, Jin Chan, Kbal Koah, Kingsland, Kog Veng, Kong Hong-1*, Kong Hong-3*, M&A, M&V, Min Yue, Ming Hoi, New Point, Parkview, PCCS, P.D.C., Planet, P.P.S., QMI, San Fong, Shingtex, South Bay*, Su Tong Fang, Supreme Choice, Tack Fat, Tonga, Top World, Universal, W&D, Wilson, Wing Hang	
provide chairs near the workstation for workers who work in a standing position to rest on	Hechter, New Point, QMI	Hung Wah, Kbal Koah, Royal Crowntex, Su Tong Fang, Supreme Choice, Tack Fat, Universal	D.A., Double Win, Eternity, European Trend, Full Value, Genuine, G.T., Guangda, High Born*, Huiying, Kingsland, Kog Veng, Kong Hong-1, Kong Hong-3, Ming Hoi, Parkview, PCCS, P.D.C., Planet, San Fong, Shingtex, Top World, Wing Hang	M&V, Min Yue, Tonga, W&D
not unduly restrict workers who work in a standing position from resting on chairs		South Bay	High Born*, Infong	Hung Wah, Min Yue, Supreme Choice, Universal
ensure that workers do not work sitting on the floor			Kong Hong-1*, Kong Hong-3*, P.D.C., South Bay*, Supreme Choice, Tack Fat	

2.2.17 Eating area

None of the factories had recommendations relating to eating areas.

2.2.18 Personal Belongings

Management should	Implemented	Partly Implemented	Not implemented	New
consider setting up a secure place for workers to store their personal belongings				G.T.

2.3 Labour Relations

2.3.1 Workers' freedom to organise

In two factories (Kong Hong-1, QMI), workers said that the union in the factory was controlled by management. Workers at QMI also said that workers automatically became union members when they finished working on probation, and dues were deducted from their wages. Workers at one factory (Universal) said that they had to join the union and pay dues.

In one factory that had no union, workers said that they wanted to form a union, but they feared that if they did management would terminate their contracts, because some union leaders were terminated 2-3 years earlier (High Born).

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that workers are free not to join trade unions			Universal	QMI
not deduct union dues from a worker's wages if the worker has not authorized the deduction			Universal	QMI
not interfere with the right of workers to form and join trade unions				High Born
refrain from taking measures that may be perceived as an attempt to place the union activities under management's control			Kong Hong-1	QMI

2.3.2 Anti-union discrimination

In one factory (Hana), management terminated two union leaders following a strike. The Arbitration Council decided that the factory should reinstate the union leaders (Award 70/04), but management submitted the issue to court, accusing the union leaders of breaching the law and inciting workers to go on strike. The court ordered the union leaders to pay \$300,000 to the factory. The union leaders were planning to appeal this decision.

In one factory (High Born), management did not employ men, other than as line leaders. Workers said that the factory did not want to employ men, because they could lead a strike. In one factory (Kingsland), workers said that if they do not work overtime, the line supervisors attempt to change their positions if they think that the workers belong to a union.

Management should	Implemented	Partly Implemented	Not implemented	New
avoid using the courts to bring criminal claims against individual unionists in response to strikes				Hana
comply with the law when dismissing union leaders or candidates for union leadership				Hana
not discriminate against workers during recruitment who management believes may be more likely to lead strikes				High Born
not discriminate against workers for joining a union or engaging in union activities				Kingsland

2.3.3 Shop stewards

Management should	Implemented	Partly Implemented	Not implemented	New
hold new shop steward elections	Full Value, Hechter, Kog Veng		Hana, Kbal Koah, Parkview, Top World	Eternity, G.T., Guangda, M&V, Min Yue, Tonga

Management should	Implemented	Partly Implemented	Not implemented	New
establish separate electoral bodies of shop stewards for manual workers and skilled workers			Ming Hoi*	
allow representative trade unions or workers to nominate candidates for shop steward elections			High Born*, Kingsland*, P.P.S.*, Universal*	Planet, San Fong
ensure that shop steward elections comply with applicable rules and procedures	Huiying, Kog Veng, Kong Hong-1, Shingtex, South Bay, Supreme Choice, Wing Hang	Double Win, QMI	D.A., Eternity, European Trend, G.T., Guangda, High Born*, Infong, Jin Chan, Kingsland*, Kong Hong-3, M&A, Min Yue, Ming Hoi*, New Point, Parkview, Planet, P.P.S.*, Royal Crowntex, San Fong, Su Tong Fang, Tack Fat, Universal*, W&D, Wilson	
ensure that the number of shop stewards elected complies with the law			Jin Chan	Supreme Choice
provide shop stewards an office, a meeting room, office material and two hours per week to perform their tasks	European Trend, Huiying, Infong	Hung Wah, Kog Veng, M&A, QMI, Royal Crowntex, Wing Hang	D.A., Double Win, Eternity, G.T., Guangda, Hana, Hechter, High Born, Kbal Koah, Kingsland, Kong Hong-1, Kong Hong-3, Min Yue, Ming Hoi, PCCS, P.D.C., P.P.S., San Fong, Shingtex, South Bay, Su Tong Fang,	Horus, Parkview, Planet

Management should	Implemented	Partly Implemented	Not implemented	New
			Supreme Choice, Tonga, Top World, Universal	
post the results from the shop steward election in the workplace			Eternity, High Born*	Great Lancelot

2.3.4 Liaison officer

Management should	Implemented	Partly Implemented	Not implemented	New
appoint a liaison officer	Hung Wah, Jin Chan, M&A, Min Yue, Shingtex, South Bay, Wilson		D.A., Genuine, Hana, Hechter, Kbal Koah, Kingsland, Kong Hong-1, Kong Hong-3, M&V, San Fong, Su Tong Fang	European Trend, Great Lancelot, Top World
consult with workers before appointing a liaison officer	Supreme Choice		Parkview, Royal Crowntex	
inform workers about the appointment of the liaison officer	Hung Wah, Supreme Choice		Huiying, Kog Veng	South Bay

2.3.5 Collective disputes

In one factory (Genuine), labour inspectors helped management and workers resolve a collective dispute, but two weeks later, workers went on strike. The dispute was partially resolved with help from MOLVT, and then completely resolved by the Arbitration Council. Other collective disputes that resulted in a strike are discussed below under Strikes/Lockouts.

Management should	Implemented	Partly Implemented	Not implemented	New
implement conciliation agreements	New Point	Su Tong Fang	Kingsland	Guangda, Hana, Huiying, South Bay, W&D
post conciliation agreements/Arbitration Council awards in the workplace			Genuine, M&V	Guangda, Hana, Kingsland, South Bay

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				Hana, Huiying

There were no strikes in 37 factories.

Eight factories had one strike (Genuine, Guangda, Huiying, Kingsland, M&A, New Point, South Bay, Su Tong Fang), and one factory had 2 strikes (Hana). The workers made the following demands:

- ◆ not prolong employment contracts for casual workers (Hana)
- ◆ give casual workers the same rights as regular workers (Huiying)
- ◆ not dismiss workers for 3 unauthorized absences (Hana)
- ◆ pay double for work during weekly time off (Huiying)
- ◆ pay double for night work (New Point)
- ◆ increase the meal allowance and attendance bonus (Genuine, New Point)
- ◆ pay terminated workers their wages within 48 hours after they terminate work (Huiying)
- ◆ repay workers for their medical examinations (New Point)
- ◆ pay 50% wages during a suspension of work (New Point)
- ◆ not deduct attendance bonus when workers take authorized leave (Guangda)
- ◆ ensure that overtime is voluntary (Genuine, Huiying, Kingsland, New Point, South Bay)

- ◆ provide paid annual leave (New Point)
- ◆ provide special leave (New Point)
- ◆ provide paid sick leave (Hana, New Point)
- ◆ provide time off for breastfeeding (Huiying, South Bay)
- ◆ ensure that workers are treated with respect (Genuine)
- ◆ provide a day care centre and nursing room (Hana, Huiying)
- ◆ employ a doctor (Hana)
- ◆ improve the infirmary (South Bay)
- ◆ improve ventilation in the factory (Guangda)
- ◆ provide footwear for workers (Guangda)
- ◆ provide clean drinking water for workers (Guangda)
- ◆ provide chairs for standing workers (Huiying)
- ◆ compensate workers correctly for work-related accidents or illnesses (South Bay)
- ◆ reinstate dismissed/suspended union leaders (Guangda, Huiying)
- ◆ not dismiss certain workers (Genuine, New Point, Su Tong Fang)
- ◆ dismiss certain line leaders, administrative staff (Genuine, Guangda, Huiying)
- ◆ ensure workers' freedom to join unions (Genuine)
- ◆ not change the position of union members who do not work overtime (Kingsland)
- ◆ provide shop stewards with a meeting room and 2 paid hours per week to meet (South Bay)
- ◆ provide an adequate parking area (Huiying, M&A)
- ◆ provide more toilet cards (New Point, South Bay)
- ◆ do not deduct wages and/or bonus while workers are on strike (Genuine, Huiying, M&A, New Point)

In seven instances, a full or partial agreement was reached with the assistance of MOLVT [Genuine (partial agreement), Guangda, Hana (first strike), Huiying (partial agreement), M&A, New Point, South Bay, Su Tong Fang]. In three instances, all or part of a dispute was referred to the Arbitration Council (Genuine, Hana (second strike), Huiying). In one factory, the dispute was not resolved (Kingsland).

Management fully implemented conciliation agreements in three instances (Genuine, M&A, New Point), and partially implemented agreements in two cases (Guangda, South Bay). In one instance, the status of implementation was unknown (Su Tong Fang). Management failed to implement conciliation agreements in three factories (Hana, Huiying, Kingsland).

In two factories, non-conciliated issues were referred to the Arbitration Council (Genuine, Huiying). In one of these factories, management implemented the award of the Arbitration Council (Genuine). In the other, management and workers reached agreement on major issues during arbitration (Huiying).

In one factory (Hana), workers went on strike a second time, protesting management's failure to implement the conciliation agreement reached during the first strike. Management terminated two union leaders during the second strike. The Arbitration Council decided that the factory had to reinstate the union leaders (Award 70/04), but management submitted the issue to court, accusing the union leaders of breaching the law and inciting workers to go on strike. The court ordered the union leaders to pay \$300,000 to the factory. The union leaders were planning to appeal this decision.

In one factory (Huiying), management terminated a union leader and a worker following a strike. These workers agreed with the termination and lawful payment, according to the labour inspector's report.

Workers in one factory gave 7 days prior notice to the factory before going on strike (Kingsland). Workers in three factories attempted to resolve the dispute prior to going on strike (Genuine, Hana, Kingsland). Workers in six factories did not comply with applicable rules and procedures prior to going on strike (Guangda, Huiying, M&A, New Point, South Bay, Su Tong Fang). All of the strikes were peaceful.

2.3.7 Individual disputes

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.

D.A. Corporation, Ltd.: Of 36 suggestions made, 5 had been implemented, 1 had been partly implemented, 28 had not been implemented and 2 were dropped because they were no longer relevant. Seven new suggestions were made.

Double Win International Corp.: Of 21 suggestions made, 3 had been implemented, 4 had been partly implemented, 4 had not been implemented and 3 were dropped because they were no longer relevant. Seven new suggestions were made.

Eternity Apparel Cambodia, Co., Ltd: Of 47 suggestions made, 13 had been implemented, 3 had been partly implemented, and 31 had not been implemented. Seven new suggestions were made.

European Trend Fashion Cambodia, Ltd.: Of 26 suggestions made, 8 had been implemented, 5 had been partly implemented, and 13 had not been implemented. Ten new suggestions were made.

Full Value (Cambodia) Textiles, Ltd.: Of 48 suggestions made, 12 had been implemented, 2 had been partly implemented, 31 had not been implemented and 3 were dropped because they were no longer relevant. Ten new suggestions were made.

G.T. Garment (Cambodia) Co., Ltd.: Of 42 suggestions made, 5 had been implemented, 2 had been partly implemented, 30 had not been implemented and five were dropped because they were no longer relevant. Four new suggestions were made.

Genuine Garment (Cambodia) Co., Ltd.: Of 38 suggestions made, 6 had been implemented, 4 had been partly implemented, 23 had not been implemented and 5 were dropped because they were no longer relevant. Six new suggestions were made.

Great Lancelot International Co., Ltd.: Of 20 suggestions made, 5 had been implemented, 1 had been partly implemented, 12 had not been implemented and two were dropped because they were no longer relevant. Nine new suggestions were made.

Guangda Cambodia Garment Co., Ltd.: Of 39 suggestions made, 7 had been implemented, 4 had been partly implemented, and 28 had not been implemented. Fourteen new suggestions were made.

Hana Cambodia Inc., Ltd.: Of 32 suggestions made, 9 had been implemented, 5 had been partly implemented, and 18 had not been implemented. Eleven new suggestions were made.

Hechter Garment: Of 37 suggestions made, 13 had been implemented, 7 had been partly implemented, 16 had not been implemented and one was dropped because it was no longer relevant. Six new suggestions were made.

High Born Enterprise Co., Ltd.: Of 31 suggestions made, 2 had been implemented, 1 had been partly implemented, 24 had not been implemented and 4 were dropped because they were no longer relevant. Twenty one new suggestions were made.

Horus Industrial, Corp.: Of 31 suggestions made, 6 had been implemented, 3 had been partly implemented, 20 had not been implemented and two were dropped because they were no longer relevant. Ten new suggestions were made.

Huiying Enterprises (Cambodia) Co., Ltd.: Of 33 suggestions made, 11 had been implemented, 2 had been partly implemented, 19 had not been implemented and one was dropped because it was no longer relevant. Six new suggestions were made.

Hung Wah (Cambodia) Garment Manufacturing Co., Ltd.: Of 33 suggestions made, 23 had been implemented, 6 had been partly implemented, and 4 had not been implemented. Three new suggestions were made.

Infong (Cambodia) Garment Co., Ltd.: Of 28 suggestions made, 8 had been implemented, 3 had been partly implemented, 15 had not been implemented and two were dropped because they were no longer relevant. Four new suggestions were made.

Jin Chan (Cambodia) Clothing Co., Ltd.: Of 33 suggestions made, 7 had been implemented, 3 had been partly implemented, 20 had not been implemented and three were dropped because they were no longer relevant. Six new suggestions were made.

Kbal Koah Garment Co., Ltd.: Of 39 suggestions made, 16 had been implemented, 4 had been partly implemented, and 19 had not been implemented. Six new suggestions were made.

Kingsland Garment Co., Ltd.: Of 51 suggestions made, 6 had been implemented, 5 had been partly implemented, 39 had not been implemented and 1 was dropped because it was no longer relevant. Eight new suggestions were made.

Kog Veng Garment Co., Ltd.: Of 48 suggestions made, 23 had been implemented, 3 had been partly implemented, 19 had not been implemented and 3 were dropped because they were no longer relevant. Three new suggestions were made.

Kong Hong Garment Co., Ltd. (Branch 1): Of 45 suggestions made, 11 had been implemented, 10 had been partly implemented, 22 had not been implemented and two were dropped because they were no longer relevant. Two new suggestions were made.

Kong Hong Laundry Co., Ltd. (Branch 3): Of 50 suggestions made, 13 had been implemented, 13 had been partly implemented, and 24 had not been implemented. Two new suggestions were made.

M&A Cambodia Garment Ltd.: Of 20 suggestions made, 6 had been implemented, 5 had been partly implemented, and 9 had not been implemented. Eight new suggestions were made.

M&V International Manufacturing Ltd. (Branch 2, Stung Meanchey): Of 39 suggestions made, 9 had been implemented, 2 had been partly implemented, 25 had not been implemented and three were dropped because they were no longer relevant. Five new suggestions were made.

Min Yue (Cambodia) Garment Co., Ltd.: Of 35 suggestions made, 2 had been implemented, 3 had been partly implemented, and 30 had not been implemented. Twelve new suggestions were made.

Ming Hoi Garment (Cambodia) Manufacturing Co., Ltd.: Of 32 suggestions made, 4 had been implemented, 5 had been partly implemented, 22 had not been implemented and one was dropped because it was no longer relevant. Eleven new suggestions were made.

New Point World Trade (Cambodia) Ltd.: Of 35 suggestions made, 21 had been implemented, 2 had been partly implemented, 8 had not been implemented and four were dropped because they were no longer relevant. Three new suggestions were made.

PCCS Garment Ltd.: Of 16 suggestions made, 2 had been implemented, 5 had been partly implemented, and 9 had not been implemented. Eight new suggestions were made.

P.D.C. Garment Co., Ltd.: Of 38 suggestions made, 4 had been implemented, 5 had been partly implemented, 27 had not been implemented and two were dropped because they were no longer relevant. Eleven new suggestions were made.

P.P.S. Limited: Of 19 suggestions made, 2 had been implemented, 4 had been partly implemented, 12 had not been implemented and two were dropped because they were no longer relevant. Four new suggestions were made.

Parkview (Cambodia) Garment Factory Ltd.: Of 29 suggestions made, 9 had been implemented, 3 had been partly implemented, and 17 had not been implemented. Two new suggestions were made.

Planet Textile (Cambodia) Co., Ltd.: Of 38 suggestions made, 5 had been implemented, 1 had been partly implemented, 30 had not been implemented and two were dropped because they were no longer relevant. Six new suggestions were made.

QMI Industrial Co., Ltd.: Of 17 suggestions made, 8 had been implemented, 4 had been partly implemented, and 5 had not been implemented. Fourteen new suggestions were made.

Royal Crowntex International, Inc.: Of 48 suggestions made, 16 had been implemented, 10 had been partly implemented, 19 had not been implemented and three were dropped because they were no longer relevant. Three new suggestions were made.

San Fong International, Ltd. Cambodia: Of 45 suggestions made, 15 had been implemented, 7 had been partly implemented, and 23 had not been implemented. Eight new suggestions were made.

Shingtex Cambodia Co., Ltd.: Of 32 suggestions made, 12 had been implemented, 3 had been partly implemented, 16 had not been implemented, and one was dropped because it was no longer relevant. Two new suggestions were made.

South Bay Enterprise Co., Ltd.: Of 42 suggestions made, 22 had been implemented, 5 had been partly implemented, and 15 had not been implemented. Eight new suggestions were made.

Su Tong Fang Group, Ying Kan Garment Co., Ltd.: Of 40 suggestions made, 5 had been implemented, 7 had been partly implemented, and 28 had not been implemented. Five new suggestions were made.

Supreme Choice Garment Ltd.: Of 42 suggestions made, 20 had been implemented, 9 had been partly implemented, 11 had not been implemented and two were dropped because they were no longer relevant. Twelve new suggestions were made.

Tack Fat Garment Ltd.: Of 20 suggestions made, 5 had been implemented, 4 had been partly implemented, 10 had not been implemented and one was dropped because it was no longer relevant. Twelve new suggestions were made.

Tonga Garment Co., Ltd.: Of 19 suggestions made, 5 had been implemented, 2 had been partly implemented, 9 had not been implemented and 3 were dropped because they were no longer relevant. Seven new suggestions were made.

Top World Garment Cambodia Co., Ltd.: Of 36 suggestions made, 11 had been implemented, 6 had been partly implemented, and 19 had not been implemented. Ten new suggestions were made.

Universal Apparel (Cambodia) Co., Ltd.: Of 20 suggestions made, 1 had been implemented, 6 had been partly implemented, and 13 had not been implemented. Five new suggestions were made.

W&D Cambodia, Ltd.: Of 19 suggestions made, 4 had been implemented, 2 had been partly implemented, 10 had not been implemented and three were dropped because they were no longer relevant. Ten new suggestions were made.

Wilson Garment (Cambodia) Co., Ltd.: Of 16 suggestions made, 6 had been implemented, 1 had been partly implemented, and 9 had not been implemented. Four new suggestions were made.

Wing Hang (Cambodia) Garment Co., Ltd.: Of 20 suggestions made, 6 had been implemented, 5 had been partly implemented, 8 had not been implemented, and one was dropped because it was no longer relevant. Three new suggestions were made.

CONCLUDING REMARKS

This report is the ninth in a series with factory names. There is no evidence of forced labour. Two factories dismissed pregnant workers or forced them to resign. One of these factories also discriminated against men during recruitment, out of concern that they could lead a strike. One factory that had adversely altered the employment status of workers returning from maternity leave has discontinued this practice.

Four factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require workers to do so. Two factories still do not require casual workers to provide such documents. No underage workers were found in any of the factories monitored.

Six factories failed to ensure workers' right to organise and/or freedom from anti-union discrimination.

There is good compliance in many key areas:

- All of the factories monitored pay regular workers the minimum wage for ordinary hours of work. However, approximately one quarter of the factories do not comply with minimum wage requirements for casual workers. The level of compliance with wage payments for normal overtime work was eighty-nine percent for both regular and casual workers.
- Eighty-five percent of the factories monitored provide 18 days of paid annual leave. Sixty-three percent pay the correct entitlement during maternity leave (non-compliant factories typically pay workers half their wages, but do not pay half of their other benefits). Only one third of the factories monitored pay sick leave in accordance with MOLVT policy.
- About sixty percent of the factories monitored ensure that overtime work is voluntary. However, overtime work is not exceptional in nearly three quarters of the factories monitored, and nearly sixty percent of the factories do not limit overtime to two hours per day.

In most of the factories, significant progress has been made in improving working conditions, but obstacles still persist. A substantial number of factories continue to implement suggestions while a small number of factories made little effort to improve.

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

1. On 28 September 2005, the Project Advisory Committee (PAC) of the ILO *Better Factories Cambodia*³ project, met in Phnom Penh to review and endorse the Fourteenth 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. We note with satisfaction that this report confirms that there is no evidence of forced labour. However, we note with regret that two factories dismissed pregnant workers or forced them to resign, and one of these factories also discriminated against men during recruitment. We are pleased to note that one factory that had adversely altered the employment status of workers returning from maternity leave has discontinued this practice. The PAC notes that the garment industry is a female dominated industry. We urge employers to employ more men and redress this imbalance.
5. We are also pleased to note that four 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 two factories still do not require casual workers to provide such documents. We are pleased to note that no underage workers were found in any of the factories monitored.
6. We note with regret that six factories failed to ensure workers' rights to organise and/or freedom from anti-union discrimination.
7. We are pleased to note that all of the factories monitored pay regular workers the minimum wage for ordinary hours of work. However, we note with regret that approximately one quarter of the factories do not comply with minimum wage requirements for casual workers. We are pleased to note that the level of compliance with wage payments for normal overtime work was eighty-nine percent for both regular and casual workers.
8. We note that eighty-five percent of the factories monitored provide 18 days of paid annual leave. Sixty-three percent pay the correct entitlement during maternity leave (non-compliant factories typically pay workers half their wages, but do not pay half of

³ Formerly known as the ILO Garment Sector Working Conditions Improvement Project

their other benefits). We note with regret that only one third of the factories monitored pay sick leave in accordance with MOLVT policy.

9. We also note that about sixty percent of the factories monitored ensure that overtime work is voluntary. However, we note with regret that the frequency and duration of overtime remain an issue in most factories. We call upon all identified employers to fulfil their legal obligations in these respects.
10. 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.
11. 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, 28 September 2005