

KINGDOM OF CAMBODIA
INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA

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

MARCH 2006

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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 Arrangement (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 raise their productivity through improved working conditions, and works with the Government and international buyers to ensure a rigorous and transparent cycle of improvement. *Better Factories Cambodia* has developed an extensive training and support program for the industry.

The Multi-Fibre Arrangement (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 sixteenth synthesis report assesses the progress made by factories in improving working conditions determined during a first follow-up visit. Thus, this synthesis report examines the

progress made by 44 factories between their monitoring and first follow-up visits in implementing suggestions made by the project. There were originally fifty factories in this group, however, five have closed, and one has suspended work. This Sixteenth Synthesis Report covers the same factories included in the Eleventh Synthesis Report of June 2005 (initial monitoring visits). At the time of the first follow-up visits, these factories employed 24,183 workers, of whom 21,932 were women and 2251 were men. While the report indicates the levels of compliance across a wide range of issues, the key findings for the 44 factories covered by this report are listed below.

Key Findings in the Sixteenth Synthesis Report

- ❖ There is no evidence of forced labour (see page 28).
- ❖ Five factories that previously dismissed pregnant workers or forced them to resign have completely discontinued this practice. However, one factory still terminates pregnant probationary workers at the end of their probationary period (see page 27).
- ❖ One factory no longer changes workers' seniority during maternity leave. However, one factory changed a worker's status from regular to probationary upon her return from maternity leave (see page 57).
- ❖ Four factories discriminated against men during hiring (see page 57).
- ❖ One factory was found to employ three underage casual workers. Another was found to inadvertently employ one underage worker who had used falsified documents. The factory agreed to implement the standard procedure of placing her at a vocational training centre and provide her a monthly payment equivalent to the minimum wage until she turns 15 years of age. The factory has also agreed to re-employ her when she turns 15 (see page 29).
- ❖ Two factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require them to do so. However, two factories did not require casual workers to provide reliable age-verifying documents prior to hiring (see page 57).
- ❖ Eight factories failed to ensure workers' freedom to organise and/or freedom from anti-union discrimination (see page 44).

- ❖ Workers in one factory fully complied with legal requirements prior to going on strike, and workers in two factories partially complied with those requirements. Workers in four factories did not comply with applicable rules and procedures before going on strike. All but one of the strikes covered by this report were peaceful (see page 51).
- ❖ All but one of the factories monitored pay regular workers the minimum wage for ordinary hours of work. Eighty-four percent of the factories pay regular workers (including probationary workers, and workers paid by piece rate) correct wages for normal overtime work (see page 57).
- ❖ For casual workers, about sixty-one percent of the factories comply with minimum wage requirements, and eighty-six percent are paying the correct rate for normal overtime work (see page 57).
- ❖ About eighty-two percent of the factories monitored provide 18 days of paid annual leave. Fifty-nine 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). Less than one quarter of the factories monitored pay sick leave in accordance with MOLVT policy (see page 57).
- ❖ Just over half of the factories monitored ensure that overtime work is voluntary. Moreover, overtime work is not exceptional in two thirds of the factories monitored, and more than two thirds of the factories do not limit overtime to two hours per day (see page 57).
- ❖ Progress in meeting health and safety standards was mixed. Nearly half of the factories provided some personal protective equipment to workers. However, about seventy percent of the factories failed to install safety guards on all 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 monitoring and first follow-up visits**. Also, where factories are listed by name, this is done in alphabetical order.

Factories covered by this report

1. ASD Cambodia Co., Ltd., Angsnuol, Kandal
2. Asia Dragon Garment Co., Ltd., Meanchey, Phnom Penh
3. Atax (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
4. B & N Garment (Cambodia) Co., Ltd., Russey Keo, Phnom Penh
5. Best Tan Garment Ltd., Chamcamon, Phnom Penh
6. Borey Kamkor Co., Ltd., Chba Mon, Kampong Speu
7. Cambo Fashion Co., Ltd., Dangkor, Phnom Penh (Suspended)
8. Camwell Mfg. Co., Ltd., Angsnuol, Kandal
9. Canteran Apparel (Cambodia) Co., Ltd., Dangkor, Phnom Penh
10. Chapman (Cambodia) Garment Manufacturing Ltd., Meanchey, Phnom Penh
11. Chean Ping Garment Cambodia Co., Ltd., Meanchey, Phnom Penh
12. Commence Way Fashion (Cambodia) Gmt. Mfg. Co., Ltd., Dangkor, Phnom Penh
13. Dai Young Cambodia Co., Ltd., Russey Keo, Phnom Penh
14. Finegis Cambodia Garment Co., Ltd., Dangkor, Phnom Penh
15. GDM Enterprise Co., Ltd., Meanchey, Phnom Penh
16. Guo Xing Garments & Knitting Factory Co., Ltd., Russey Keo, Phnom Penh
17. Highter International Garment, Dangkor, Phnom Penh
18. HS ENT (Cambodia) Co., Pte. Ltd., Angsnuol, Phnom Penh
19. Hwee Hong (Cambodia) Garment Industries Co., Ltd., Meanchey, Phnom Penh
20. Joyful Garment Co., Ltd., Dangkor, Phnom Penh
21. JRB Action Textiles & Clothing Ltd., Meanchey, Phnom Penh
22. Jusca Garments (Cambodia) Co., Ltd., Ta Khmao, Kandal
23. LA (Cambodia) Pte., Russey Keo, Phnom Penh
24. Lin's Textile Co., Ltd., Mittapheap, Sihanouk Ville
25. M & V International Manufacturing Ltd. (Kampong Chhnang Branch),
Kampong Chhnang
26. Makalot Garments (Cambodia) Co., Ltd., Meanchey, Phnom Penh
27. Maxpearl Garment Factory, Dangkor, Phnom Penh
28. Mekong Textiles Ltd., Tuol Kork, Phnom Penh (Closed)
29. Mercury Garments Co., Ltd., Dangkor, Phnom Penh (Closed)
30. Min Kuan Textile Co., Ltd., Dangkor, Phnom Penh
31. MJTS Apparel Co., Ltd., Kien Svay, Kandal (Closed)
32. Mondotex Knitting & Garment Fty., Ltd., Samrong Tong, Kampong Speu
33. Nan Kuang Garment (Cambodia) Co., Ltd., Meanchey, Phnom Penh
34. Newborn (formerly Lidar Garment), Tuol Kork, Phnom Penh (Closed)
35. Noble Apparel, Ltd., Meanchey, Phnom Penh
36. Pine Great (Cambodia) Garment Co., Ltd. (formerly USA Fully Field, Branch 2),
Meanchey, Phnom Penh
37. QSP Apparel Ltd., Dangkor, Phnom Penh
38. Shandong Demain Group (Cambodia) Textile Co., Ltd., Mittapheap, Sihanouk Ville
39. Sheng Heng Garment Co., Ltd., Meanchey, Phnom Penh
40. Springdale International (Cambodia), Mittapheap, Sihanouk Ville
41. Star Knitting & Garment Factory Co., Ltd., Ta Khmao, Kandal
42. Sui Quinh Garment Ltd., Dangkor, Phnom Penh
43. Sun Shine Co., Ltd., Angsnuol, Kandal
44. Sunshiny (Cambodia) Garment Mfg., Russey Keo, Phnom Penh (Closed)

45. Supertex Ltd., Meanchey, Phnom Penh
46. Violet Apparel (Cambodia) Co., Ltd., Russey Keo, Phnom Penh
47. Wall Mark Enterprise Co., Ltd., Angsnuol, Phnom Penh
48. Won Rex Cambodia Co., Ltd., Dangkor, Phnom Penh
49. Wong's's Enterprise Limited, Meanchey, Phnom Penh
50. Yung Wah Industrial (Cambodia) Co., Ltd. (Branch 2), Ta Khmao, Kandal

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 Internal Regulations	Dai Young, GDM, HS ENT, JRB, Jusca, Maxpearl, Nan Kuang, Supertex, Yung Wah		ASD, Borey Kamkor, Lin's Textiles*	
get the internal regulations approved by the labour inspector	Jusca, Violet		Lin's Textiles*	Supertex, Wall Mark, Yung Wah
ensure that the Internal Regulations are legible				JRB
establish the internal regulations on training of apprentices	M&V		Highter	GDM, Wong's
consult with shop stewards before establishing internal regulations	Hwee Hong		Jusca	
ensure that the internal regulations comply fully with the law	Jusca		Camwell, Mondotex, Shandong, Star Knitting, Sui Quinh, Wall Mark	
post the internal regulations in the workplace and at the hiring office	Commence Way, QSP, Shandong, Sheng Heng, Won Rex		Chapman	Dai Young, Guo Xing, HS ENT, Joyful, Noble

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	B&N, Borey Kamkor, Chapman, Finegis	LA, M&V, Yung Wah	Chean Ping, Guo Xing	Shandong
pay workers damages when there is no valid reason for termination by the employer	Dai Young		Mondotex, Shandong*	Commence Way, Hwee Hong, Won Rex
make sure that the employment contract specifies the terms and conditions of employment	ASD, Finegis		Canteran, Dai Young, Makalot, Nan Kuang, Shandong	Best Tan, Hwee Hong, Wong's (PW)
not use rotating short-term duration contracts as a way to avoid providing worker's entitlements to attendance bonus and/or annual leave				Best Tan
give workers the correct amount of notice before dismissing them			M&V	
consider giving workers a copy of their employment contracts	Jusca			
pay workers severance pay equal to at least 5% of the total wages paid under the contract when workers' contracts terminate or expire			B&N*	Nan Kuang, Pine Great, Springdale
not arbitrarily change the employment status of workers (e.g., from regular to probationary)	GDM, Wall Mark	Pine Great		

Management should	Implemented	Partly Implemented	Not implemented	New
amend clauses in the employment contracts that do not comply with the Internal Regulations	Hwee Hong (PW)		Canteran*	Highter
amend clauses in the employment contracts that do not comply with the law	Hwee Hong (PW), Jusca	B&N, Borey Kamkor, Wong's	Asia Dragon, Best Tan, Canteran*, Camwell, Chean Ping, Guo Xing, Highter, JRB, Lin's Textiles, Mondotex, Shandong, Wall Mark	Chapman, Dai Young, QSP, Sun Shine, Yung Wah
ensure that workers understand the terms and conditions of their employment contracts	Borey Kamkor, Chapman, Camwell (C), Finegis, GDM, Guo Xing, Jusca, Makalot, Nan Kuang, QSP, Sheng Heng, Springdale, Sun Shine, Supertex, Yung Wah	Asia Dragon, Commence Way, Dai Young, HS ENT, Highter, Hwee Hong, Wong's	ASD, Best Tan, JRB (C), Lin's Textiles, Min Kuan, Mondotex, Star Knitting, Sui Quinh, Won Rex	Atax, LA, Noble, Violet, Wall Mark
not place workers on probation for more than 3 months	Asia Dragon, Borey Kamkor, Canteran, Dai Young, GDM, Noble, QSP	Min Kuan	Chean Ping, Commence Way, Finegis	Wall Mark
ensure that disciplinary sanctions are proportional to the seriousness of the misconduct			B&N	Finegis

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that apprenticeship contracts do not exceed two months			Highter, JRB	Commence Way
ensure that apprenticeship contracts comply with the law			Commence Way, Highter	GDM, Wong's
only employ casual workers for specific work for a short period of time	B&N, Commence Way, JRB, Jusca	Joyful	ASD, Asia Dragon, Chean Ping, Finegis, GDM, QSP, Star Knitting, Sui Quinh, Wall Mark	Wong's, Won Rex
only terminate workers for valid reasons		Atax	Mondotex, Star Knitting	
pay workers they dismiss the correct indemnity for dismissal		Shandong*	Guo Xing	Commence Way, Hwee Hong, Won Rex
pay workers for their accrued annual leave when they resign or are terminated	LA	Makalot	B&N*, Finegis, GDM, JRB, M&V, Nan Kuang, Pine Great, QSP, Shandong*, Sun Shine, Wall Mark	Asia Dragon, Best Tan, Commence Way, Hwee Hong, Yung Wah, Won Rex
notify MOLVT before suspending workers' employment contracts due to economic problems	M&V			B&N, Wall Mark

2.1.3 Collective agreement

None of the factories monitored in this report had suggestions stemming from collective agreements.

2.1.4 Wages

Management should	Implemented	Partly Implemented	Not implemented	New
post minimum wage information in the workplace	ASD, Atax, Dai Young, Highter, LA, Maxpearl, Min Kuan, QSP, Springdale, Star Knitting, Supertex		Chean Ping, Commence Way, GDM, Guo Xing, JRB, Nan Kuang, Pine Great, Shandong, Sheng Heng, Sui Quinh, Sun Shine, Wong's	Chapman, HS ENT
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	Hwee Hong, LA		Star Knitting (PR)	Violet (PR)
ensure that workers understand the calculation of wages	B&N, Camwell, Makalot, Nan Kuang, Sheng Heng, Springdale, Sun Shine	Canteran, Chean Ping, Commence Way, Dai Young, Highter, JRB (C), LA, Mondotex, Shandong, Sui Quinh, Supertex, Violet	ASD, Asia Dragon, Best Tan, Borey Kamkor, GDM, Joyful, Lin's Textiles, Min Kuan, Star Knitting, Wall Mark, Wong's	Guo Xing, HS ENT, Noble, Won Rex

Management should	Implemented	Partly Implemented	Not implemented	New
provide clearly written payslips to workers	Makalot, Mondotex, QSP, Sui Quinh, Wong's	Wall Mark	Asia Dragon, Borey Kamkor, Lin's Textiles	Best Tan, JRB
set the piece rate at a level that permits a worker of average ability working normal hours to earn minimum wage		Sui Quinh	Best Tan, Hwee Hong, LA, Mondotex, Supertex	
pay terminated workers their wages and indemnities within 48 hours after they terminate work			Finegis, JRB, Makalot	Asia Dragon, Best Tan, Sun Shine, Wall Mark
pay casual workers' the attendance bonus in proportion to the number of days they work during the month			Asia Dragon	Finegis, Wall Mark
pay piece-rate workers minimum wage when their piece rate pay, excluding overtime, falls below minimum wage	LA	Sui Quinh	Mondotex	Guo Xing, M&V
explain to workers the rate of normal overtime, night work, and work on Sundays and public holidays	JRB		Guo Xing, Mondotex	
pay workers from the date they start work, including during the pre-trial period			Asia Dragon, Hwee Hong, Joyful, JRB, Min Kuan, QSP, Star Knitting	Atax, Guo Xing

Management should	Implemented	Partly Implemented	Not implemented	New
pay piece-rate workers overtime based on their piece rate earned when this is more than minimum wage			M&V, Mondotex	Violet
correct workers' wage payments when workers are paid incorrectly			Best Tan	
pay apprentices at least \$30 per month for ordinary hours of work (6 hours per day, 5 days per week, not including any overtime, work on Sundays, public holidays or at night)	Highter			Wong's
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)	Borey Kamkor, Highter, Lin's Textiles*, Min Kuan			Wong's
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)	Lin's Textiles*, Min Kuan, Sun Shine (C)	Chean Ping (C), JRB (C)	ASD (C), Asia Dragon (C), Atax (C), B&N (C), Finegis (C), GDM (C), Guo Xing, Joyful (C), QSP (C), Star Knitting (C), Wall Mark (C), Wong's (C)	Dai Young (C), Maxpearl (C), Noble (C), Sheng Heng (C)
pay workers double their normal pay for work at night (between 22:00 and 05:00)	QSP	Finegis	Guo Xing, Hwee Hong, Lin's Textiles, Shandong, Sui Quinh	Noble

Management should	Implemented	Partly Implemented	Not implemented	New
pay all workers double their normal pay for work during weekly time off (Sunday)	Won Rex*	M&V, Wall Mark (C)		Asia Dragon (C), Best Tan (C), Chean Ping (C, PW), Dai Young (C), Finegis (C), GDM (C), Min Kuan
pay workers who work on public holidays their wage for one day (in addition to their normal daily wage)	LA, Shandong, Won Rex*	M&V, Wall Mark	Joyful*	Asia Dragon (C), Chean Ping (C, PW), Dai Young (C), Finegis (C), GDM (C), Lin's Textiles
pay workers their daily wage on public holidays when they do not work		Chean Ping (C, PW), Commence Way (C), QSP (C)	Joyful (C), Star Knitting (C)	Finegis (C), Wall Mark (C)
pay workers 150% of their normal pay for overtime work performed on a normal workday before 22:00	B&N, Borey Kamkor, JRB, Sui Quinh (PR)		Asia Dragon (C), Chean Ping (C, PW), Lin's Textiles, M&V, Sheng Heng, Star Knitting (C, P), Won Rex (P)*	Best Tan (C), Dai Young (C), Nan Kuang, Wall Mark (C)
give all workers 1,000 Riels for a meal or a reasonable free meal if they work overtime	Borey Kamkor, JRB, Lin's Textiles, QSP	Asia Dragon (C), GDM, Wall Mark (C)	Chean Ping (C, PW)	Best Tan (C), Dai Young (C)
not deduct workers' wages when workers resign unless management proves the amount of damage sustained in the court			M&V, QSP	

Management should	Implemented	Partly Implemented	Not implemented	New
pay workers a day early when payday falls on a day off	Finegis, Violet , Min Kuan			
pay all workers who work regularly the attendance bonus of \$5 per month	Finegis (C), Hwee Hong (PW), JRB (C), Min Kuan, Mondotex, Sui Quinh		ASD (C), Chean Ping (C, PW), GDM (C), Guo Xing, Lin's Textiles, M&V, QSP, Star Knitting, Wall Mark (C)	Maxpearl, Sun Shine (C)
pay a seniority bonus to all workers	Hwee Hong, Lin's Textiles, QSP		Guo Xing, Mondotex	Asia Dragon, Best Tan, Star Knitting, Sui Quinh, Wong's
not deduct more than the basic daily wage for an unauthorised absence	Borey Kamkor, GDM		Guo Xing	Hwee Hong
not punish workers by imposing fines or deducting wages	Hwee Hong, Joyful, Lin's Textiles, M&V, QSP		Shandong, Star Knitting, Violet	
not charge workers more than the cost of the key when replacing a worker's lost key	Yung Wah			
not charge workers more than the cost of the ID card when replacing a worker's lost ID card	Borey Kamkor, Canteran, GDM, Highter, Joyful, Jusca, Sun Shine	Commence Way	Asia Dragon, B&N, Chean Ping, Finegis, Hwee Hong, JRB, M&V, Min Kuan, Shandong*, Wong's, Won Rex	Best Tan, LA

Management should	Implemented	Partly Implemented	Not implemented	New
not deduct wages from apprentice or probationary workers who fail to give notice when they resign	Mondotex			
pay workers during normal working hours	Commence Way, Dai Young, JRB, QSP, Shandong, Sun Shine, Wong's	Hwee Hong	B&N, Borey Kamkor, GDM, Highter, Pine Great, Sui Quinh, Wall Mark	ASD, Chean Ping, Makalot, Noble, Violet
pay workers on time			Min Kuan, Yung Wah	B&N, Finegis
use the correct exchange rate when converting worker's wages from dollars to Riels		Asia Dragon		Best Tan
keep a detailed payroll ledger in Khmer that is easy to understand	QSP, Wong's	Chean Ping, Won Rex	Borey Kamkor, Lin's Textiles, M&V, Shandong	ASD, Best Tan (C), Hwee Hong
include the starting dates for workers in the payroll ledger	Hwee Hong, Violet, Wong's		Borey Kamkor, Canteran*, Star Knitting	
ensure that the payroll ledger accurately reflects the hours worked and/or wages actually paid to workers			Canteran*, Guo Xing, Joyful, Mondotex	Chean Ping, Hwee Hong, Maxpearl, Min Kuan, Pine Great

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			Highter, JRB	GDM, Shandong, Won Rex
consider maintaining a shift pattern for at least two weeks		Shandong		
ensure that normal working hours do not exceed 8 hours per day, 6 days per week			Shandong	
give workers weekly time off (at least 24 consecutive hours off per week)			QSP	
ensure that work on Sundays is voluntary	Commence Way*, GDM, Guo Xing*, Hwee Hong, Sun Shine		Mondotex, Nan Kuang, Min Kuan, Sui Quinh	Won Rex
ensure that work on Sundays is exceptional	Guo Xing*, Hwee Hong			Mondotex, Sui Quinh, Won Rex
ensure that work on Public Holidays is voluntary	Asia Dragon, Commence Way*, Guo Xing*, Hwee Hong, Lin's Textiles, Sun Shine		Mondotex, Nan Kuang, Shandong*	
ensure that work on Public Holidays is exceptional	Guo Xing*		Asia Dragon, Mondotex, Shandong*	

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that overtime work is voluntary	Borey Kamkor, Commence Way*, Finegis*, Highter, HS ENT, LA, Lin's Textiles*, M&V, QSP*, Sheng Heng*, Sun Shine, Supertex	ASD, Asia Dragon, Dai Young, GDM, JRB, Won Rex (C)*	Atax, B&N*, Hwee Hong, Guo Xing*, Makalot, Min Kuan, Mondotex, Nan Kuang, Sui Quinh*, Yung Wah	Best Tan, Camwell, Canteran, Jusca, Maxpearl, Pine Great, Violet
ensure that overtime work is exceptional	Borey Kamkor, Chapman, Guo Xing*, JRB, LA, Lin's Textiles*, Sheng Heng*, Supertex	Yung Wah	ASD, Asia Dragon, Atax, B&N*, Canteran, Commence Way*, Dai Young, Finegis*, GDM, Hwee Hong, M&V, Makalot, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble*, QSP*, Sui Quinh*, Star Knitting, Sun Shine, Won Rex*	HS ENT, Jusca, Pine Great, Springdale, Violet, Wall Mark
ensure that overtime work does not exceed 2 hours per day	Borey Kamkor, Commence Way*, LA, Sheng Heng*, Supertex, Yung Wah		ASD, Asia Dragon, Atax, B&N*, Camwell, Chean Ping, Dai Young, Finegis*, GDM, Guo Xing*, Hwee Hong, JRB, Makalot, Mondotex, Min Kuan, Nan Kuang, Noble*, QSP*, Sui Quinh*, Star Knitting, Sun Shine, Won Rex*	Chapman, Highter, HS ENT, Joyful, Jusca, Maxpearl, Pine Great, Springdale, Wall Mark
not punish workers who do not work overtime, Sundays or Public Holidays	Commence Way, Hwee Hong, M&V, Shandong		Sui Quinh	B&N, GDM, Jusca, Maxpearl, Min Kuan, Mondotex, Won Rex

Management should	Implemented	Partly Implemented	Not implemented	New
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	Dai Young, JRB		Best Tan, Hwee Hong, Min Kuan, QSP, Shandong, Won Rex	Noble
get permission from the labour inspector before suspending the weekly break	Best Tan, Hwee Hong, JRB		Chean Ping, Guo Xing, Highter, Joyful, M&V, Min Kuan, Sui Quinh, Wall Mark, Wong's	Asia Dragon, Finegis, GDM, Jusca, Makalot, Mondotex, Pine Great, Sun Shine, Won Rex
get permission from the labour inspector before workers work overtime	Best Tan, Camwell, Chapman, Highter, JRB, Jusca, QSP		Borey Kamkor, Guo Xing, Lin's Textiles, Wall Mark, Wong's	ASD, Star Knitting, Sun Shine
post the overtime permission in the factory	Hwee Hong, M&V, Min Kuan		Won Rex	

2.1.6 Leave

Management should	Implemented	Partly Implemented	Not implemented	New
post the list of national public holidays in the factory	Atax, Chean Ping, Hwee Hong, M&V, Min Kuan, Pine Great, Wong's		JRB	
give workers 18 days of paid annual leave each year	Asia Dragon, Sheng Heng	Sui Quinh	Guo Xing, Lin's Textiles	Best Tan, Chean Ping, HS ENT (C), Noble, Star Knitting

Management should	Implemented	Partly Implemented	Not implemented	New
allow workers to take their annual leave without imposing unreasonable restrictions		Commence Way, Joyful, M&V	Mondotex, Won Rex, Yung Wah	Asia Dragon, Chapman, Dai Young, GDM, JRB, Jusca, Makalot, Min Kuan, Shandong, Supertex
ensure that the payments instead of annual leave are correct			QSP	
get workers' consent to convert annual leave to cash compensation	Chapman, QSP	Hwee Hong	Commence Way* , Shandong, Springdale	Asia Dragon, GDM, Nan Kuang, Sun Shine
give workers an extra day of annual leave for every three years of service	ASD, HS ENT, Sui Quinh, Supertex		Wall Mark	
pay workers at least their average daily wage, including bonuses, for each day of annual leave before workers go on leave	M&V, Mondotex		B&N, Shandong, Wall Mark	
consider adopting or amending the internal regulations to provide paid sick leave to workers for illnesses certified by a qualified doctor as follows: 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	Highter, JRB, Maxpearl, Mondotex, Min Kuan, Nan Kuang, Supertex	Camwell, Commence Way, HS ENT	ASD, Borey Kamkor, Dai Young, GDM, Guo Xing, Lin's Textiles, M&V, Noble, Shandong, Star Knitting	Violet

Management should	Implemented	Partly Implemented	Not implemented	New
provide paid sick leave as required by the factory's internal regulations	LA		Asia Dragon, Atax, Best Tan, B&N, Chean Ping, Finegis*, Hwee Hong, Joyful, Makalot, Springdale, Sui Quinh*, Sun Shine, Wall Mark, Won Rex, Wong's	JRB, Jusca, Maxpearl, Min Kuan, Nan Kuang
not deduct annual leave from workers when they take sick leave		Canteran	Finegis*	Asia Dragon, Makalot, Sui Quinh
not unreasonably restrict workers from taking sick leave	Finegis, LA		Atax, Best Tan, Commence Way*, Min Kuan, Mondotex, Sui Quinh*, Sun Shine, Pine Great, Violet	HS ENT, Makalot, Star Knitting, Supertex, Yung Wah
consider giving workers up to 7 days per year of paid special leave for events affecting the worker or the worker's immediate family	Commence Way, Highter, Hwee Hong, Joyful, Noble, Sun Shine, Violet, Yung Wah	Atax, Best Tan, GDM, LA, Won Rex, Wong's	Borey Kamkor, Dai Young, Finegis, Guo Xing, Lin's Textiles, M&V, Makalot, Maxpearl, Min Kuan, Nan Kuang, QSP, Sheng Heng, Springdale*, Star Knitting, Wall Mark	B&N, Camwell, Pine Great

Management should	Implemented	Partly Implemented	Not implemented	New
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	Finegis, LA, Pine Great	Chean Ping, Shandong	Asia Dragon, Mondotex, Violet	
only deduct workers' attendance bonus for days missed due to an illness certified by a qualified doctor in proportion to the number of days missed during the month				Wong's
not deduct the \$5 attendance bonus when workers take annual leave		Canteran	B&N, Chapman, JRB	LA, Yung Wah
not deduct the \$5 attendance bonus when workers take special leave	Mondotex, Wong's	Atax, Canteran	B&N, Borey Kamkor, Chapman, Pine Great, Springdale*, Sui Quinh*, Wall Mark	Best Tan, Camwell, Finegis, LA, Sun Shine, Violet, Yung Wah
not unreasonably restrict workers from taking special leave		Atax	Best Tan, Min Kuan, Pine Great, Sui Quinh*	Shandong, Supertex, Yung Wah

2.1.7 Maternity leave

Management should	Implemented	Partly Implemented	Not implemented	New
pay workers on maternity leave who have worked for one year half-pay, including other benefits	Commence Way, HS ENT, Joyful, Jusca, M&V, Pine Great, Sui Quinh, Supertex	Mondotex, QSP, Sun Shine	Chapman, Guo Xing, Shandong, Sheng Heng, Wall Mark	Best Tan, B&N, Canteran, Chean Ping, Dai Young, Maxpearl, Min Kuan, Star Knitting, Wong's, Won Rex
pay workers on maternity leave their maternity benefits before or during leave	ASD, Commence Way, HS ENT, Yung Wah		M&V, Mondotex	Best Tan, Chean Ping, LA, Noble, Star Knitting, Won Rex
inform workers about their right to maternity leave	Asia Dragon, Best Tan, Hwee Hong, Jusca, Maxpearl, Min Kuan			GDM
allow new mothers to do light work during the first two months after their maternity leave			Mondotex	

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	Commence Way, Dai Young, Jusca, Noble, Violet	HS ENT, LA, M&V, Nan Kuang	Mondotex, Pine Great, Sheng Heng, Sui Quinh, Won Rex, Yung Wah	ASD, Asia Dragon, Best Tan (PR), B&N, Maxpearl, Min Kuan

Management should	Implemented	Partly Implemented	Not implemented	New
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	Best Tan, Finegis, HS ENT, Jusca	Hwee Hong (P), Joyful,	Asia Dragon, B&N, Canteran, Chean Ping, GDM, Makalot, Min Kuan, QSP, Shandong, Springdale, Star Knitting, Wall Mark	Atax, Highter, Wong's

2.1.9 Nursing room/day care centre

Management should	Implemented	Partly Implemented	Not implemented	New
set up a functioning and accessible nursing room		Camwell, Hwee Hong, LA, Supertex, Violet	ASD, Asia Dragon, Atax, Best Tan*, B&N*, Borey Kamkor, Canteran*, Chapman, Chean Ping, Commence Way*, Dai Young, Finegis*, GDM, Guo Xing, Highter, HS ENT, Joyful*, JRB, Jusca, M&V, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, QSP, Shandong, Sheng Heng, Springdale*, Star Knitting, Sui Quinh*, Sun Shine, Wall Mark, Won Rex, Wong's, Yung Wah	Makalot
set up a day care centre at or near the workplace, or pay the childcare costs of women employees	Highter	Camwell, M&V, Supertex	ASD, Asia Dragon, Atax, Best Tan*, B&N*, Borey Kamkor, Canteran*, Chean Ping, Commence Way*, Dai Young, Finegis*, GDM, Guo Xing, HS ENT, Hwee Hong, Joyful*, JRB, Jusca, Makalot, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, Shandong*,	QSP

Management should	Implemented	Partly Implemented	Not implemented	New
			Sheng Heng, Springdale*, Star Knitting, Sui Quinh*, Sun Shine, Violet, Wall Mark, Won Rex, Wong's, Yung Wah	

2.1.10 Sexual harassment

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

2.1.11 Indecent behaviour

Management should	Implemented	Partly Implemented	Not implemented	New
Management, including line supervisors, should treat workers with respect	Atax, Guo Xing, Joyful, Jusca, M&V, Shandong, Sun Shine	Asia Dragon, Commence Way, Dai Young, HS ENT, Hwee Hong, LA, Makalot, Supertex, Wall Mark, Yung Wah	Best Tan, B&N, Chean Ping, Finegis, GDM, JRB, Mondotex, Min Kuan, Noble, Pine Great, Sheng Heng, Sui Quinh, Violet	ASD, Canteran, Highter, Maxpearl, Star Knitting, Won Rex

2.1.12 Discrimination

Five factories that previously dismissed pregnant workers or forced them to resign discontinued this practice (JRB, M&V, Pine Great, QSP, Star Knitting). In one factory (LA), the factory did not dismiss pregnant regular workers, but pregnant probationary workers did not become regular workers; management terminated pregnant probationary workers at the end of the probationary period.

One factory that previously changed the seniority of workers during maternity leave discontinued this practice (Dai Young). In one factory (Min Kuan), workers said that one new mother who returned from maternity leave was given a new ID card with a new start date, and was paid \$40 per month.

In one factory (Mondotex), management and workers said that the factory does not recruit men to work in the factory. In another factory (Nan Kuang), workers said that the factory did not recruit male workers, except for six technicians, who monitors observed. Management at Nan Kuang said that the factory employed ten men in the packing section, but monitors did not see any men working in the packing section. In another factory, workers said that the factory does not hire men, because men are more likely to complain about working conditions, or to lead a strike (Min Kuan). In one factory (Atax), management said that men were only recruited as casual workers, because they can cause problems in the factory.

Management should	Implemented	Partly Implemented	Not implemented	New
not dismiss pregnant workers or force them to resign	JRB, M&V, Pine Great, QSP, Star Knitting	LA (PW)		
not change the seniority of workers during maternity leave	Dai Young			Min Kuan
not discriminate on the basis of sex when recruiting workers			Mondotex	Atax, Min Kuan, Nan Kuang

2.1.13 Forced Labour

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

2.1.14 Child labour

Following an investigation to determine the correct ages of suspected underage workers in their home villages, one factory (JRB) was found to employ three underage casual workers. When monitors visited the factory to follow up on the three child labour cases, management informed them that the workers had resigned.

Two factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require them to do so (Borey Kamkor, QSP). Two factories (JRB, Joyful) require regular workers to provide reliable documents prior to hiring, but do not require casual workers to do so.

One factory had inadvertently employed an under-age workers who had valid age verification documents. However the worker admitted to ILO monitors that she had paid officials for the falsified documents. The factory agreed to implement the standard procedure of placing her at a vocational training centre and provide her a monthly payment equivalent to the minimum wage until she turns 15 years of age. The factory has also agreed to re-employ her when she turns 15.

Management should	Implemented	Partly Implemented	Not implemented	New
use reliable documents to verify the age of workers prior to hiring	Borey Kamkor, QSP	Joyful (C)		JRB (C)
not employ underage workers				JRB (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	Jusca	Yung Wah	ASD, Asia Dragon, Atax, Best Tan, B&N, Borey Kamkor, Camwell, Canteran, Chapman, Chean Ping, Commence Way, Dai Young, Finegis, GDM, Guo Xing, Highter, HS ENT, Hwee Hong, Joyful, JRB, LA, Lin's Textiles, M&V, Makalot, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, QSP, Shandong, Sheng Heng, Springdale, Star Knitting, Sui Quinh, Sun Shine, Supertex, Wall Mark, Won Rex, Wong's	Violet
post safety and health information (e.g., posters and signs) in the workplace			Shandong	Atax

2.2.2 Work-related accidents/illnesses

Management should	Implemented	Partly Implemented	Not implemented	New
keep a record of work-related accidents/illnesses	Dai Young, Mondotex, Sheng Heng		Asia Dragon, Atax, Best Tan, GDM, Guo Xing, Hwee Hong, Lin's Textiles, Min Kuan, Star Knitting, Sui Quinh*, Sun Shine, Supertex, Wall Mark	Commence Way, QSP, Shandong, Springdale
notify the Social Security Department of work-related accidents or illnesses within 48 hours of their occurrence	B&N, Dai Young, Mondotex, Noble		ASD, Atax, Best Tan, GDM, HS ENT, Hwee Hong, JRB, Min Kuan, Sui Quinh*	Best Tan, Commence Way, Springdale
provide a summary report of work-related accidents/illnesses to the Social Security Department every six months	Camwell, M&V, Makalot		Borey Kamkor, Chapman, Jusca, Maxpearl, Shandong, Sui Quinh*, Sun Shine, Wong's	Joyful

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	Best Tan, HS ENT, LA, M&V, Maxpearl, Won Rex	Commence Way*, GDM, JRB, Nan Kuang, Shandong	Hwee Hong*, QSP, Sheng Heng	
pay correct compensation for work-related accidents or illnesses		Asia Dragon, Star Knitting, Sui Quinh*	Mondotex	B&N, Dai Young, Wall Mark
pay workers their wages when work-related accidents or illnesses cause them to miss work	GDM	Dai Young, Finegis, Joyful (P), Lin's Textiles,	ASD, Best Tan, Commence Way*, Hwee Hong, Min	B&N, Canteran, JRB, M&V, Maxpearl,

Management should	Implemented	Partly Implemented	Not implemented	New
		Springdale, Sun Shine, Wall Mark	Kuan, Mondotex, Noble, Pine Great, Sui Quinh	Shandong, Won Rex

2.2.4 Emergency arrangements

Management should	Implemented	Partly Implemented	Not implemented	New
clearly mark all emergency exit doors		Shandong, Sui Quinh	Borey Kamkor, Wong's	
ensure that all exit doors are open/unlocked during working hours, including overtime	Atax, Chean Ping, Dai Young, Jusca, Min Kuan, Star Knitting	QSP	GDM	Wong's
install enough exit doors for workers to get out quickly if there is an emergency	Hwee Hong			
ensure that all exit doors are accessible	QSP			
hold regular emergency drills	Commence Way, Dai Young, Highter, HS ENT, Hwee Hong, Joyful, JRB, Jusca, M&V, Mondotex, Nan Kuang, QSP, Springdale	Sheng Heng, Sun Shine	Asia Dragon, B&N, Borey Kamkor, Chean Ping, GDM, Guo Xing, Lin's Textiles, Sui Quinh, Star Knitting, Wall Mark, Wong's	Best Tan, Finegis, Min Kuan
install a sufficient number of fire extinguishers			QSP	Guo Xing

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that fire extinguishers are within easy reach	Chean Ping		Borey Kamkor, Dai Young	ASD, Asia Dragon, Finegis, Noble
ensure that fire extinguishers are regularly serviced	Asia Dragon, Borey Kamkor, Joyful, Springdale		Sui Quinh	Guo Xing, HS ENT
train an appropriate number of workers to use the fire extinguishers, including both men and women workers	Maxpearl	Shandong	Asia Dragon	
post safety signs/notices in the workplace	Chean Ping, Commence Way		Borey Kamkor, Guo Xing, JRB, M&V, Springdale, Sui Quinh, Wong's	

2.2.5 First Aid

Management should	Implemented	Partly Implemented	Not implemented	New
provide a sufficient number of first aid boxes in the workplace	Camwell, Sheng Heng, Yung Wah		Borey Kamkor, Guo Xing, Joyful, JRB, Lin's Textiles, QSP, Min Kuan, Shandong, Star Knitting, Sui Quinh, Wall Mark	Springdale
properly stock the first aid boxes	GDM, Makalot, Mondotex, Nan Kuang	B&N, Commence Way, Hwee Hong	Asia Dragon, Atax, Chean Ping, Dai Young, HS ENT,	ASD, Best Tan, Chapman, Highter, Joyful,

Management should	Implemented	Partly Implemented	Not implemented	New
			JRB, Min Kuan, Sun Shine, Won Rex	LA, Noble, Wong's
ensure that the first aid boxes are easily accessible	Chean Ping, Commence Way, Hwee Hong, Mondotex, Pine Great, Supertex			Atax, Finegis, GDM, Highter
provide first aid training to workers	Asia Dragon, Camwell, Highter, M&V, Nan Kuang, Sun Shine		Chapman, Dai Young, GDM, Hwee Hong, Wall Mark, Wong's	B&N, Chean Ping, Guo Xing, Shandong

2.2.6 Infirmary

Management should	Implemented	Partly Implemented	Not implemented	New
expand the hospitalisation capacity of the infirmary	Camwell, M&V	Chapman, Makalot, Yung Wah	ASD, Asia Dragon, Atax, Best Tan, B&N*, Chean Ping, Commence Way, Dai Young, Finegis, GDM, Hwee Hong, Joyful, Jusca, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Pine Great, QSP, Springdale, Star Knitting, Sui Quinh, Sun Shine, Violet, Wall Mark, Won Rex, Wong's	Highter, HS ENT, LA, Sheng Heng
set up an infirmary for workers' use	HS ENT, Sheng Heng, Supertex		Borey Kamkor, Guo Xing, Shandong*	
take steps to reduce the temperature in the infirmary	Noble		M&V	JRB

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that workers are not charged a fee for services or medicine provided by the infirmary				Supertex
ensure that the infirmary is easily accessible to all workers	Violet			Shandong
install a toilet near the infirmary			Hwee Hong, LA	Chapman, GDM, HS ENT
ensure that the infirmary is operational	JRB			Springdale
not unduly restrict workers' access to the infirmary	Nan Kuang		Hwee Hong, Violet	Shandong
recruit a doctor	M&V		ASD, Asia Dragon, Atax, Finegis, GDM, Joyful, JRB, Min Kuan, Mondotex, Shandong*, Springdale, Star Knitting, Wall Mark, Wong's	Camwell, QSP, Sheng Heng, Sui Quinh
recruit one (more) nurse	LA, Star Knitting, Yung Wah	GDM, JRB	ASD, Commence Way, Dai Young, Hwee Hong, M&V, Makalot, Mondotex, Shandong*, Sun Shine, Won Rex	Pine Great, QSP, Springdale, Wall Mark
ensure that a nurse and/or doctor is on duty during the required number of hours (including overtime)	Yung Wah	B&N, Chean Ping, Camwell, Makalot, Sui Quinh, Sun Shine	ASD, Asia Dragon, Atax, Chapman, Commence Way, Dai Young, Highter, Hwee Hong, Joyful*, Jusca, LA, M&V, Maxpearl, Mondotex, Nan Kuang, Noble, Pine Great, Shandong, Star Knitting, Wong's	Finegis, HS ENT, JRB, Sheng Heng

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the infirmary has enough medicine and medical equipment	Finegis, M&V, Nan Kuang		Asia Dragon, Atax, B&N*, Cean Ping*, Commence Way, Dai Young, GDM, Highter, Min Kuan, Mondotex, Pine Great, Star Knitting, Sui Quinh, Sun Shine, Wall Mark, Wong's	ASD, Best Tan, JRB
ensure that the infirmary is clean			Commence Way, Min Kuan, QSP, Sui Quinh	Chapman
ensure that the medical staff in the infirmary treats workers with respect	M&V			

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	Asia Dragon		Guo Xing, HS ENT, Star Knitting	
properly label chemical containers in Khmer			Asia Dragon, Commence Way, Guo Xing, HS ENT, Lin's Textiles, Star Knitting	
install/repair exhaust ventilation in areas of the factory where chemicals are in use	Dai Young, Makalot		Asia Dragon, Cean Ping, Finegis	B&N, Nan Kuang

Management should	Implemented	Partly Implemented	Not implemented	New
separate areas of the factory where chemicals are used from other work areas			Star Knitting	Asia Dragon, B&N, Finegis, Joyful, Nan Kuang, Wong's
train workers to use chemical substances safely			Asia Dragon, HS ENT	Noble
provide proper equipment to workers who work with chemical substances	Makalot	Nan Kuang	Chean Ping	Asia Dragon, B&N, Finegis, Noble, Star Knitting, Wong's

2.2.8 Protective measures

Management should	Implemented	Partly Implemented	Not implemented	New
provide masks and gloves to workers free of charge	Camwell, Dai Young, Guo Xing, Highter, Shandong, Supertex, Violet, Wong's	GDM, Lin's Textiles, Maxpearl, Wall Mark	Atax, B&N, Borey Kamkor, JRB, Jusca, LA, Mondotex, Sheng Heng, Sui Quinh*, Sun Shine, Won Rex	ASD, Asia Dragon, Best Tan, Chapman, HS ENT, Noble, Star Knitting, Yung Wah
train/encourage workers to use protective clothing and equipment	Maxpearl	Canteran, Commence Way, Dai Young, Highter, Hwee Hong, Joyful, Supertex,	ASD, Asia Dragon, Best Tan, Chapman, Chean Ping, Finegis, Guo Xing, HS ENT, JRB, Jusca, M&V, Makalot, Min Kuan, Nan Kuang, Noble, Pine Great,	Shandong, Yung Wah

Management should	Implemented	Partly Implemented	Not implemented	New
		Wall Mark, Wong's	Springdale, Star Knitting, Sui Quinh*, Violet, Won Rex	
provide workers suitable footwear free of charge, or allow workers to use their own footwear in the workplace	Asia Dragon, M&V, Min Kuan, Nan Kuang, QSP, Sun Shine	JRB, Pine Great, Sui Quinh	Atax, B&N, Borey Kamkor, Canteran, Dai Young, Finegis, Guo Xing, Hwee Hong, Mondotex, Wall Mark	Maxpearl

2.2.9 Lighting

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the workplace is well lit	Shandong		Hwee Hong	Shandong

2.2.10 Noise

Management should	Implemented	Partly Implemented	Not implemented	New
reduce noise levels in the factory, or provide ear protection for workers	Dai Young, QSP		Chapman, Guo Xing, HS ENT, Lin's Textiles, Mondotex, Nan Kuang, Shandong	Camwell, JRB, Star Knitting

2.2.11 Machine safety

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the machines are well maintained	Sui Quinh		Asia Dragon, Sheng Heng	HS ENT

Management should	Implemented	Partly Implemented	Not implemented	New
equip the machines with safe/needle guards	Dai Young, Highter, Joyful, Lin's Textiles, Shandong	Commence Way, JRB, Maxpearl, Springdale, Supertex	ASD, Asia Dragon, B&N, Borey Kamkor, Canteran, Chean Ping, GDM, Guo Xing, Hwee Hong, Min Kuan, Nan Kuang, Noble, Pine Great, Sheng Heng, Star Knitting, Sui Quinh, Sun Shine, Wall Mark, Wong's	Atax, Chapman, Finegis, HS ENT, QSP, Violet, Yung Wah
ensure that the electrical wiring system is properly maintained			HS ENT	
post warning signs/safety notices on the electrical switch boxes	Min Kuan		Wong's	Star Knitting

2.2.12 Ventilation and heat

Management should	Implemented	Partly Implemented	Not implemented	New
take steps to reduce heat in the workplace	GDM, Hwee Hong, M&V	Guo Xing	ASD, Asia Dragon, Atax, Borey Kamkor, Commence Way, Dai Young, HS ENT, Min Kuan, Mondotex, Nan Kuang, QSP, Shandong*, Sheng Heng, Springdale, Sui Quinh*, Sun Shine, Wall Mark, Won Rex, Wong's	Finegis, Noble
improve ventilation and air circulation in the workplace	Camwell, Joyful, Sun Shine	Chean Ping, LA, Star Knitting	Borey Kamkor, Commence Way, Dai Young, Min Kuan, Nan Kuang, Shandong, Violet	Best Tan, B&N

Management should	Implemented	Partly Implemented	Not implemented	New
introduce dust reduction measures			Sui Quinh*	
ensure that the broken fans are repaired	Guo Xing			
keep fans and other ventilation systems in good repair	HS ENT, Wall Mark		Wong's	Chean Ping, Mondotex

2.2.13 Housekeeping

Management should	Implemented	Partly Implemented	Not implemented	New
keep the workplace clean	Borey Kamkor, Guo Xing			
keep the workplace tidy	Supertex			Finegis, Wall Mark
ensure that the roof, windows, walls and/or ceilings are clean	Highter, Sun Shine, Violet	Dai Young, Hwee Hong	Asia Dragon, Chapman, Chean Ping, HS ENT, Min Kuan Springdale, Sui Quinh, Wong's	ASD, Best Tan, Noble, Wall Mark
provide (enough) equipment for transporting heavy/bulky materials	Asia Dragon, Dai Young, GDM, Highter, Sun Shine, Wong's	Nan Kuang	B&N, Min Kuan	Wall Mark
repair the broken windows	Nan Kuang		Wong's	
ensure that access paths allow for two-way traffic	QSP, Star Knitting, Yung Wah	Guo Xing, Joyful	B&N, Chean Ping, Min Kuan	Mondotex, Springdale,

Management should	Implemented	Partly Implemented	Not implemented	New
				Sui Quinh, Supertex
keep all access ways free of obstruction	Shandong		ASD, Hwee Hong, Min Kuan	Atax, Best Tan, Dai Young, Finegis, Makalot, Sui Quinh, Supertex, Yung Wah
ensure that raw materials and finished products are organised neatly	ASD, Star Knitting		Asia Dragon, Guo Xing, Hwee Hong	Chean Ping, Makalot, Noble, Springdale, Yung Wah
ensure that tools and safety switches are within easy reach of workers	HS ENT		Sui Quinh	

2.2.14 Drinking water

Management should	Implemented	Partly Implemented	Not implemented	New
provide safe drinking water	M&V, Shandong			
provide enough drinking water	Hwee Hong, Min Kuan			LA
provide cups or other sanitary means for drinking water	Borey Kamkor, Camwell, Chapman, Guo Xing, JRB, M&V, Noble, Sun Shine,	Commence Way, Hwee Hong	ASD, Asia Dragon, Best Tan, B&N, Chean Ping, Dai Young, Finegis, GDM, HS ENT, Jusca,	Atax, Violet

Management should	Implemented	Partly Implemented	Not implemented	New
	Supertex, Yung Wah		Maxpearl, Min Kuan, Mondotex, Nan Kuang, Pine Great, QSP, Shandong, Sheng Heng, Sui Quinh, Wall Mark, Won Rex, Wong's	
set up an additional drinking water station	Highter, Supertex, Violet		QSP	
not place drinking water containers in the sun			JRB	Asia Dragon, Highter, Wong's
ensure that the drinking area/water containers are clean/hygienic	Dai Young, Joyful, Nan Kuang, Sui Quinh, Sun Shine	Mondotex	Asia Dragon, B&N, Chean Ping, HS ENT, Maxpearl, Min Kuan, Shandong	Atax, Commence Way, Wall Mark, Wong's
not place undue restrictions on drinking water	Asia Dragon, JRB, Min Kuan, Violet			

2.2.15 Sanitation facilities

Management should	Implemented	Partly Implemented	Not implemented	New
provide the number of toilets required by law	Borey Kamkor, Nan Kuang, Violet, Yung Wah	JRB, Springdale	B&N, Chean Ping, Dai Young, Finegis, Hwee Hong, Wong's	Wall Mark

Management should	Implemented	Partly Implemented	Not implemented	New
repair broken toilets	JRB, M&V, Shandong, Violet	Guo Xing	Asia Dragon, Chean Ping, Yung Wah	Noble, Won Rex
provide raised toilets for pregnant workers			Won Rex	
repair broken toilet doors	Dai Young, LA, M&V, QSP, Sui Quinh	Commence Way, Violet	Chean Ping*, JRB, Yung Wah	Atax, B&N, Maxpearl, Shandong, Star Knitting, Wall Mark, Won Rex, Wong's
clearly mark the toilets for use by female and male workers	Asia Dragon	Guo Xing, Wong's	Borey Kamkor	
provide a washing facility near the toilets			ASD, Commence Way, Min Kuan	Wong's
ensure that toilets are regularly cleaned	Borey Kamkor, Jusca*, M&V, Supertex, Yung Wah		Asia Dragon, B&N*, Chean Ping, Commence Way, HS ENT, Min Kuan, Nan Kuang, Sheng Heng, Star Knitting, Sui Quinh, Sun Shine	Highter, Maxpearl, Noble, Shandong, Wall Mark, Wong's
ensure that the toilets have sufficient soap and water	Jusca*, Maxpearl, Mondotex	Asia Dragon, Borey Kamkor, Dai Young, Finegis, GDM, Guo Xing, Joyful, JRB, M&V, Makalot, Nan Kuang, Supertex	Atax, Best Tan, B&N*, Chean Ping, Commence Way*, Highter, HS ENT, Hwee Hong, Min Kuan, Noble, QSP, Shandong, Sheng Heng*, Star Knitting, Sui Quinh, Sun Shine, Wall Mark, Won Rex, Wong's	ASD, Chapman, Pine Great, Violet

Management should	Implemented	Partly Implemented	Not implemented	New
not place undue restrictions on toilet use			Hwee Hong, JRB, Shandong, Violet	Atax, Mondotex, Nan Kuang
improve the lighting in the toilets	Min Kuan		QSP	HS ENT
provide suitable footwear that workers can wear when they use the toilets, or allow workers to wear their own footwear	Asia Dragon, Sui Quinh, Yung Wah			Atax, GDM, Wall Mark

2.2.16 Seating

Management should	Implemented	Partly Implemented	Not implemented	New
provide adjustable chairs with back rests for workers who work sitting down			ASD, Asia Dragon, Atax, Best Tan, B&N, Borey Kamkor, Camwell, Canteran, Chapman, Chean Ping, Commence Way, Dai Young, Finegis, GDM, Guo Xing, Highter, HS ENT, Hwee Hong, Joyful, JRB, Jusca, LA, M&V, Makalot, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, QSP, Sheng Heng, Springdale, Star Knitting, Sui Quinh, Sun Shine, Supertex, Violet, Wall Mark, Won Rex, Wong's, Yung Wah	
provide chairs near the workstation for workers who work in a standing position to rest on	Jusca	Wong's	ASD, Asia Dragon, Atax, Best Tan, B&N, Borey Kamkor, Chapman, Chean Ping, Commence Way, Dai Young, Finegis, GDM, Guo Xing, Highter, HS ENT, Hwee Hong, Joyful, JRB, LA, M&V, Makalot, Maxpearl, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, QSP, Shandong, Sheng Heng, Sui Quinh, Sun Shine, Violet, Wall Mark, Won Rex, Yung Wah	Star Knitting

Management should	Implemented	Partly Implemented	Not implemented	New
not unduly restrict workers who work in a standing position from resting on chairs	Chapman	Canteran	Star Knitting, Wall Mark	Shandong, Sui Quinh
ensure that workers do not work sitting on the floor	M&V	Min Kuan	Mondotex	Sun Shine

2.2.17 Eating area

There were no problems relating to eating areas in the factories covered by this report.

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	Atax, Min Kuan	Highter	ASD, Hwee Hong, Wall Mark	Finegis, Guo Xing, JRB, Noble

2.3 Labour Relations

2.3.1 Workers' freedom to organise

In two factories (Shandong, Star Knitting), workers said that they were afraid to engage in union activities because management had terminated union leaders and/or workers who engaged in union activities.

Workers in one factory (Min Kuan) said that they were afraid to form a union, because they thought that management would dismiss them. Workers said that they had held an election for union leaders, and the union representatives informed the factory about the election results, but the factory refused to recognize the union.

In one factory (Hwee Hong), workers said that they were threatened by the security guards at the factory if they engaged in union activities. Workers said that they have tried twice to form a union, but both times the union leaders resigned without informing the workers.

Workers in one factory (Yung Wah) said that they were asked during recruitment whether they would join the union. Some workers who said they would join the union were not hired. Some workers who said that they would not join the union were hired, but then the factory required them to sign an agreement stating that they would be terminated if they joined the union.

In one factory (Star Knitting), workers said that the union had no members, and was controlled by management. In another factory (Won Rex), workers said that the only union in the factory was established and funded by the factory director. Workers in another factory (Best Tan) said that they felt compelled to join the union, because it was controlled by management. Workers in that factory paid the union dues, even though they said they received no benefits from the union. In another factory (GDM), workers said that one of the two unions in the factory was controlled by management, and that workers were threatened with attack by the members of the management-controlled union if they spoke out against management.

See additional information under Anti-Union Discrimination and Strikes/Lockouts sections below.

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that workers are free not to join trade unions			Best Tan	
not deduct union dues from a worker's wages if the worker has withdrawn from the union and /or revoked permission to deduct union dues from wages			Best Tan	
ensure that factory security guards do not interfere with right of workers to form and join trade unions				Hwee Hong
not interfere with the right of workers to form and join trade unions	Hwee Hong		Shandong, Star Knitting	GDM, Min Kuan, Yung Wah

Management should	Implemented	Partly Implemented	Not implemented	New
refrain from taking measures that may be perceived as an attempt to place the union activities under management's control			Best Tan, Star Knitting	GDM, Won Rex

2.3.2 Anti-union discrimination

In one factory (Shandong), a union leader said that he was fired after he took one day's leave without permission, because he engaged in union activities. The union leader said that management showed him a letter approving the termination issued by the provincial labour department.

In another factory (Finegis), workers said that they no longer lose their jobs or suffer any disadvantages if they join the union.

See additional information under Freedom to Organise.

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the dismissal of any union leaders must have permission beforehand from MOLVT and respect the order of Labour Department	Shandong			
not discriminate against workers for joining a union or engaging in union activities	Finegis		Shandong	GDM, Yung Wah

2.3.3 Shop stewards

Management should	Implemented	Partly Implemented	Not implemented	New
only dismiss shop stewards in accordance with the law	Star Knitting			

Management should	Implemented	Partly Implemented	Not implemented	New
provide the labour law to shop stewards when they ask for it	Wong's			
hold new shop steward elections	B&N, Dai Young, GDM, JRB, Supertex, Yung Wah		Borey Kamkor, Camwell, Highter, M&V, Maxpearl, Violet	Atax, Best Tan, Chean Ping, Dai Young, Hwee Hong, Joyful, Lin's Textiles, QSP
allow representative trade unions or workers to nominate candidates for shop steward elections			Asia Dragon, Guo Xing, Highter, Mondotex*, Min Kuan, Springdale, Wong's	QSP
establish separate electoral bodies of shop stewards for manual workers and skilled workers			Mondotex*, Min Kuan	
ensure that shop steward elections comply with applicable rules and procedures	Chapman	Canteran, Commence Way, Noble, Pine Great, Won Rex	Asia Dragon, Atax, Best Tan, Chean Ping, Dai Young, Finegis, Guo Xing, Highter, HS ENT, Hwee Hong, Joyful, LA, M&V, Makalot, Min Kuan, Mondotex*, Nan Kuang, QSP, Shandong, Sheng Heng, Springdale*, Star Knitting, Sui Quinh, Violet, Wong's	B&N, JRB, Supertex, Yung Wah
ensure that the number of shop stewards elected complies with the law	Chapman		LA, Mondotex*, Min Kuan	Won Rex , Wong's

Management should	Implemented	Partly Implemented	Not implemented	New
provide shop stewards an office, a meeting room, office material and two hours per week to perform their tasks	ASD, B&N, LA	Asia Dragon, Sui Quinh	Atax, Best Tan, Canteran, Chapman, Chean Ping, Commence Way, Finegis, GDM, Guo Xing, Highter, HS ENT, Joyful, Jusca, M&V, Min Kuan, Mondotex, Nan Kuang, Noble, Pine Great, QSP, Shandong, Sheng Heng, Springdale, Sun Shine, Violet, Wall Mark, Won Rex, Wong's	JRB, Yung Wah
post the results from the shop steward election in the workplace	Chean Ping, Highter		Guo Xing, M&V, Min Kuan, Violet, Wong's	

2.3.4 Liaison officer

Management should	Implemented	Partly Implemented	Not implemented	New
appoint a liaison officer	Chapman, GDM, Highter, Joyful, JRB, Sheng Heng	Shandong	ASD, B&N, Borey Kamkor, Camwell, Dai Young, Guo Xing, HS ENT, Jusca, LA, M&V, Maxpearl, Mondotex, Noble, Pine Great, QSP, Springdale, Star Knitting, Sun Shine, Supertex, Violet, Wall Mark, Wong's, Yung Wah	Best Tan, Lin's Textiles
consult with workers before appointing a liaison officer				Asia Dragon, Chapman, GDM, Highter, Shandong
inform workers about the appointment of the liaison officer	Asia Dragon, Atax		Hwee Hong, Min Kuan, Won Rex	Chapman, Highter, Joyful, JRB

2.3.5 Collective disputes

One factory (B&N) had a collective dispute involving 15 demands by workers. Nine of these demands were agreed upon by workers and management, with help from the labour inspector. The six other demands were referred to the Arbitration Council. Management rejected the Arbitration Council award, but then workers threatened to go on strike. Management then agreed to implement the award, although they only agreed to pay 50% of wages during the suspension that was not under MOLVT control, rather than 100%, as the Arbitration Council determined should be paid.

One factory had a collective dispute that was resolved by the union federation leader, management, and shop stewards (Sui Quinh). Workers' demands included adding more toilets, opening exit doors, setting up a day care centre, and upgrading workers to regular workers after three months. Management partially implemented the conciliation agreement.

Another factory (Violet) had a collective dispute that was partially resolved by management, shop stewards, and union leaders. Workers' demands included deducting wages for union dues, paying the cost of workers' pre-employment medical examinations, setting the piece rate at a level at which most workers could earn minimum wage, and paying workers' seniority bonus. Management partially implemented the conciliation agreement. Some of the workers' demands were referred to the Arbitration Council, which decided in favour of workers on some demands, and of management on others.

In one factory (HS ENT), management laid off about 130 workers. About 100 workers agreed to accept their wages and other benefits upon termination. The remaining workers requested that the factory manager pay them an additional \$500 per worker. This dispute was sent to the Arbitration Council, where this claim was rejected. The Arbitration Council also determined that the factory should re-hire three union leaders who were terminated, but they could not be located.

The collective disputes that resulted in strikes are discussed below under Strikes/Lockouts.

Management should	Implemented	Partly Implemented	Not implemented	New
implement Arbitration Council awards				HS ENT
implement conciliation agreements	Commence Way, Dai Young	Asia Dragon, Min Kuan, Won Rex	Finegis	Atax, B&N, M&V
post conciliation agreements/Arbitration Council awards in the workplace	Dai Young		Min Kuan	Atax

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the conciliation agreement complies with the law				B&N

2.3.6 Strikes/lockouts

In one factory (GDM), management had terminated some workers after they participated in a strike that took place prior to the initial monitoring visit. Those workers have not been re-hired.

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

Six factories had one strike (Atax, Chapman, Finegis, Jusca, LA, Pine Great), and one factory had two strikes (M&V). Workers made the following demands:

- ◆ follow the factory's internal regulations regarding termination (LA)
- ◆ provide warnings to workers for minor mistakes, before terminating them (Atax)
- ◆ pay workers correctly upon termination (Pine Great)
- ◆ maintain workers' seniority and pay seniority bonus (Pine Great)
- ◆ upgrade workers to regular workers after 3 months (Atax, Pine Great)
- ◆ increase the wages for line leaders (M&V)
- ◆ increase the wages for workers in the ironing section (Jusca)
- ◆ pay workers the meal allowance (Atax)
- ◆ lower the production target (Atax)
- ◆ pay correct maternity leave benefits (Pine Great)
- ◆ pay workers on time (Finegis, LA, M&V)
- ◆ pay wages during working hours (LA, M&V)
- ◆ pay wages a day early if payday falls on a day off (Sunday or public holiday) (M&V)
- ◆ pay workers correctly for work on Sundays and public holidays (LA)
- ◆ inform workers of the piece rate pay when they start a new style (M&V)
- ◆ pay workers 50% of their wages during suspensions of work (Atax)

- ◆ provide detailed payslips in Khmer (M&V)
- ◆ ensure that overtime is voluntary (Atax, Pine Great)
- ◆ limit the working hours on Saturdays (Atax)
- ◆ provide paid sick leave (M&V)
- ◆ allow workers to take leave (Pine Great)
- ◆ do not fire pregnant workers when they are sick (M&V)
- ◆ allow pregnant workers to do light work (M&V)
- ◆ terminate the factory nurse (M&V)
- ◆ pay workers correctly when they have work-related accidents or illnesses (Atax)
- ◆ reinstate dismissed workers (Chapman, LA, M&V)
- ◆ provide enough toilets (Atax)
- ◆ advise supervisors to treat workers with respect (LA)
- ◆ hold new shop steward election (Atax, LA, M&V)
- ◆ allow shop stewards or union representatives to discuss problems with management (LA)
- ◆ not discriminate against workers who engage in union activities (LA)
- ◆ implement conciliation agreements (M&V)
- ◆ pay workers the attendance bonus during the strike (LA, M&V, Pine Great)
- ◆ pay workers wages during the strike (LA)

In three instances, management and workers reached full agreement with assistance from MOLVT (Atax, LA, Pine Great), and in two instances they reached partial agreement with assistance from MOLVT (M&V (2)). In two instances, management and workers reached agreement without any assistance (Chapman, Finegis). In one instance, the dispute was conciliated during Arbitration Council proceedings, after conciliation efforts between management, workers and provincial labour inspectors failed (Jusca).

Management fully implemented conciliation agreements arising from these strikes in four instances (Chapman, Finegis, Jusca, LA), and partially implemented conciliation agreements in four instances (Atax, M&V (2), Pine Great).

Workers in one factory complied with all legal requirements before going on strike (LA). Workers in two factories gave 7 working days prior notice to the factory before going on strike (Jusca, M&V). Workers in four factories did not comply with applicable rules and procedures prior to going on strike (Atax, Chapman, Finegis, Pine Great). All of the strikes were peaceful, but one (M&V), in which there was violence between striking workers and police.

2.3.7 Individual disputes

One factory (Makalot) had an individual dispute that involved two employees fighting in the factory. The dispute was conciliated with assistance from MOLVT. The worker agreed to resign, and was paid the correct wages and indemnities. One factory (Camwell) dismissed a worker who took a payment from a newly recruited worker, and resolved the dispute with assistance from the provincial labour inspectorate. Another factory (Yung Wah), had one individual dispute that was resolved in the factory. 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.

ASD Cambodia Co., Ltd.: Of 34 suggestions made, 6 had been implemented, 1 had been partly implemented, and 27 had not been implemented. Eleven new suggestions were made.

Asia Dragon Garment Co., Ltd.: Of 68 suggestions made, 14 had been implemented, 9 had been partly implemented, 43 had not been implemented, and two were dropped because they were no longer relevant. Sixteen new suggestions were made.

Atax (Cambodia) Garment Co., Ltd.: Of 34 suggestions made, 6 had been implemented, 4 had been partly implemented, and 24 had not been implemented. Sixteen new suggestions were made.

B & N Garment (Cambodia) Co., Ltd.: Of 45 suggestions made, 9 had been implemented, 2 had been partly implemented, 29 had not been implemented, and five were dropped because they were no longer relevant. Seventeen new suggestions were made.

Best Tan Garment Ltd.: Of 33 suggestions made, 5 had been implemented, 1 had been partly implemented, 26 had not been implemented, and one was dropped because it was no longer relevant. Twenty-seven new suggestions were made.

Borey Kamkor Co., Ltd.: Of 52 suggestions made, 16 had been implemented, 2 had been partly implemented, 30 had not been implemented, and four were dropped because they were no longer relevant.

Camwell Mfg. Co., Ltd.: Of 22 suggestions made, 10 had been implemented, 4 had been partly implemented, 7 had not been implemented, and one was dropped because it was no longer relevant. Six new suggestions were made.

Canteran Apparel (Cambodia) Co., Ltd.: Of 21 suggestions made, 2 had been implemented, 7 had been partly implemented, 11 had not been implemented, and one was dropped because it was no longer relevant. Four new suggestions were made.

Chapman (Cambodia) Garment Manufacturing Ltd.: Of 27 suggestions made, 10 had been implemented, 1 had been partly implemented, 15 had not been implemented, and one was dropped because it was no longer relevant. Twelve new suggestions were made.

Chean Ping Garment Cambodia Co., Ltd.: Of 55 suggestions made, 9 had been implemented, 6 had been partly implemented, 39 had not been implemented, and one was dropped because it was no longer relevant. Eleven new suggestions were made.

Commence Way Fashion (Cambodia) Garment Mfg. Co., Ltd.: Of 47 suggestions made, 14 had been implemented, 15 had been partly implemented and 18 had not been implemented. Seven new suggestions were made.

Dai Young Cambodia Co., Ltd.: Of 54 suggestions made, 22 had been implemented, 8 had been partly implemented and 24 had not been implemented. Twelve new suggestions were made.

Finegis Cambodia Garment Co., Ltd.: Of 40 suggestions made, 10 had been implemented, 4 had been partly implemented, 23 had not been implemented, and three were dropped because they were no longer relevant. Nineteen new suggestions were made.

GDM Enterprise Co., Ltd.: Of 52 suggestions made, 13 had been implemented, 7 had been partly implemented, 29 had not been implemented, and three were dropped because they were no longer relevant. Seventeen new suggestions were made.

Guo Xing Garments & Knitting Factory Co., Ltd.: Of 59 suggestions made, 8 had been implemented, 6 had been partly implemented, 39 had not been implemented, and six were dropped because they were no longer relevant. Seven new suggestions were made.

Highter International Garment: Of 40 suggestions made, 18 had been implemented, 4 had been partly implemented and 18 had not been implemented. Eleven new suggestions were made.

HS ENT (Cambodia) Co., Pte. Ltd. : Of 37 suggestions made, 11 had been implemented, 4 had been partly implemented and 22 had not been implemented. Seventeen new suggestions were made.

Hwee Hong (Cambodia) Garment Industries Co., Ltd.: Of 70 suggestions made, 23 had been implemented, 10 had been partly implemented, 33 had not been implemented, and four were dropped because they were no longer relevant. Nine new suggestions were made.

Joyful Garment Co., Ltd.: Of 35 suggestions made, 11 had been implemented, 8 had been partly implemented and 16 had not been implemented. Seven new suggestions were made.

JRB Action Textiles & Clothing Ltd.: Of 59 suggestions made, 22 had been implemented, 9 had been partly implemented and 28 had not been implemented. Thirteen new suggestions were made.

Jusca Garments (Cambodia) Co., Ltd.: Of 31 suggestions made, 19 had been implemented, 0 had been partly implemented and 12 had not been implemented. Seven new suggestions were made.

LA (Cambodia) Pte.: Of 33 suggestions made, 16 had been implemented, 7 had been partly implemented and 10 had not been implemented. Nine new suggestions were made.

Lin's Textile Co., Ltd.: Of 33 suggestions made, 7 had been implemented, 2 had been partly implemented, 19 had not been implemented, and five were dropped because they were no longer relevant. Three new suggestions were made.

M & V International Manufacturing Ltd. (Kampong Chhnang Branch): Of 66 suggestions made, 28 had been implemented, 6 had been partly implemented, 24 had not been implemented, and eight were dropped because they were no longer relevant. Four new suggestions were made.

Makalot Garments (Cambodia) Co., Ltd.: Of 28 suggestions made, 7 had been implemented, 5 had been partly implemented, 15 had not been implemented, and one was dropped because it was no longer relevant. Eight new suggestions were made.

Maxpearl Garment Factory: Of 26 suggestions made, 8 had been implemented, 2 had been partly implemented, 15 had not been implemented, and one was dropped because it was no longer relevant. Thirteen new suggestions were made.

Min Kuan Textile Co., Ltd.: Of 74 suggestions made, 17 had been implemented, 2 had been partly implemented, 51 had not been implemented, and four were dropped because they were no longer relevant. Eleven new suggestions were made.

Mondotex Knitting & Garment Fty., Ltd.: Of 61 suggestions made, 12 had been implemented, 3 had been partly implemented and 46 had not been implemented. Six new suggestions were made.

Nan Kuang Garment (Cambodia) Co., Ltd.: Of 45 suggestions made, 13 had been implemented, 5 had been partly implemented, 25 had not been implemented, and two were dropped because they were no longer relevant. Eight new suggestions were made.

Noble Apparel, Ltd.: Of 22 suggestions made, 6 had been implemented, 1 had been partly implemented and 15 had not been implemented. Eighteen new suggestions were made.

Pine Great (Cambodia) Garment Co., Ltd. (formerly USA Fully Field, Branch 2): Of 31 suggestions made, 5 had been implemented, 3 had been partly implemented and 23 had not been implemented. Nine new suggestions were made.

QSP Apparel Ltd.: Of 58 suggestions made, 21 had been implemented, 4 had been partly implemented, 28 had not been implemented, and five were dropped because they were no longer relevant. Eight new suggestions were made.

Shandong Demain Group (Cambodia) Textile Co., Ltd.: Of 55 suggestions made, 12 had been implemented, 7 had been partly implemented, 34 had not been implemented, and two were dropped because they were no longer relevant. Fifteen new suggestions were made.

Sheng Heng Garment Co., Ltd.: Of 30 suggestions made, 9 had been implemented, 1 had been partly implemented and 20 had not been implemented. Four new suggestions were made.

Springdale International (Cambodia): Of 25 suggestions made, 5 had been implemented, 3 had been partly implemented, 16 had not been implemented, and one was dropped because it was no longer relevant. Eleven new suggestions were made.

Star Knitting & Garment Factory Co., Ltd.: Of 54 suggestions made, 7 had been implemented, 2 had been partly implemented, 42 had not been implemented, and three were dropped because they were no longer relevant. Thirteen new suggestions were made.

Sui Quinh Garment Ltd.: Of 57 suggestions made, 10 had been implemented, 9 had been partly implemented, 35 had not been implemented, and three were dropped because they were no longer relevant. Seven new suggestions were made.

Sun Shine Co., Ltd.: Of 49 suggestions made, 17 had been implemented, 4 had been partly implemented, 25 had not been implemented, and three were dropped because they were no longer relevant. Eight new suggestions were made.

Supertex Ltd.: Of 29 suggestions made, 17 had been implemented, 7 had been partly implemented and 5 had not been implemented. Eight new suggestions were made.

Violet Apparel (Cambodia) Co., Ltd.: Of 34 suggestions made, 12 had been implemented, 3 had been partly implemented, 17 had not been implemented, and two were dropped because they were no longer relevant. Nine new suggestions were made.

Wall Mark Enterprise Co., Ltd.: Of 50 suggestions made, 2 had been implemented, 8 had been partly implemented, 38 had not been implemented, and two were dropped because they were no longer relevant. Twenty new suggestions were made.

Won Rex Cambodia Co., Ltd.: Of 33 suggestions made, 2 had been implemented, 6 had been partly implemented, 23 had not been implemented, and two were dropped because they were no longer relevant. Eighteen new suggestions were made.

Wong's's Enterprise Limited: Of 49 suggestions made, 9 had been implemented, 6 had been partly implemented and 34 had not been implemented. Twenty new suggestions were made.

Yung Wah Industrial (Cambodia) Co., Ltd. (Branch 2): Of 31 suggestions made, 15 had been implemented, 5 had been partly implemented and 11 had not been implemented. Sixteen new suggestions were made.

CONCLUDING REMARKS

This report is the eleventh in a series with factory names. There is no evidence of forced labour in any of the factories covered in this report.

Five factories that previously dismissed pregnant workers or forced them to resign have completely discontinued this practice. However, one factory still terminates pregnant probationary workers at the end of their probationary period.

One factory no longer changes workers' seniority during maternity leave. However, one factory changed a worker's status from regular to probationary upon her return from maternity leave. Four factories discriminated against men during hiring.

Two factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require them to do so. However, two factories did not require casual workers to provide reliable age-verifying documents prior to hiring. One factory was found to employ three underage casual workers. One factory inadvertently employed an underage worker who had falsified documents.

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

There is moderately good compliance with the labour law in several key areas:

- All but one of the factories monitored pay regular workers the minimum wage for ordinary hours of work. Eighty-four percent of the factories pay regular workers (including probationary workers, and workers paid by piece rate) correct wages for normal overtime work.
- For casual workers, about sixty-one percent of the factories comply with minimum wage requirements, and eighty-six percent are paying the correct rate for normal overtime work.
- About eighty-two percent of the factories monitored provide 18 days of paid annual leave. Fifty-nine 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). However, less than one quarter of the factories monitored pay sick leave in accordance with MOLVT policy.
- Just over half of the factories monitored ensure that overtime work is voluntary. However, overtime work is not exceptional in two thirds of the factories monitored, and more than two thirds 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 2006 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 SIXTEENTH ILO SYNTHESIS REPORT
ON WORKING CONDITIONS IN CAMBODIA'S GARMENT SECTOR**

1. On 16 February 2006, the Project Advisory Committee (PAC) of the ILO *Better Factories Cambodia*¹ project, met in Phnom Penh to review and endorse the Sixteenth 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.
5. We are pleased to note that five factories that previously dismissed pregnant workers or forced them to resign have completely discontinued this practice. However, we note with regret that one of the factories covered by this report still terminates pregnant probationary workers at the end of their probationary period. We also note with regret that four factories discriminated against men during hiring. The PAC notes that the garment industry is a female dominated industry. We urge employers to employ more men and redress this imbalance.
6. We are pleased to note that two factories that previously did not require workers to provide reliable age-verifying documents prior to hiring now require them to do so. However, we note with regret that two factories did not require casual workers to provide reliable age-verifying documents prior to hiring. We also note with regret that one factory had 3 underage casual workers. The PAC strongly supports the standard procedure applied by ILO *Better Factories Cambodia*, with the support of GMAC, when underage workers are identified. Under the procedure the underage worker is placed at a vocational training centre and provided a monthly payment equivalent to the minimum wage until they turn 15 years of age. The factory where the underage worker was found pays this cost. The factory also agrees to re-employ the underage worker when they turns 15.
7. We note with regret that eight factories failed to ensure workers' right to organise and/or freedom from anti-union discrimination.

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

8. We note with satisfaction that there has been an improvement in strikes being held in compliance with legal requirements. We encourage all unions to follow this example. Further we encourage employers to ensure that there are no barriers to unions trying to follow the legal requirements for strikes. Together, factory managers and unions can improve industrial relations and reduce lost time due to unnecessary strikes. This is good for the Cambodian economy, the community, employers, unions and workers.
9. We are pleased to note that all but one of the factories monitored pay regular workers the minimum wage for ordinary hours of work. Eighty-four percent of the factories pay regular workers (including probationary workers, and workers paid by piece rate) correct wages for normal overtime work.
10. We are pleased to note that eighty-two percent of the factories monitored provide 18 days of paid annual leave. Fifty-nine 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). However, we note with regret that less than one quarter of the factories monitored pay sick leave in accordance with MOLVT policy.
11. We also note that over half of the factories monitored ensure that overtime 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.
12. 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.
13. 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, 16 February 2006