

KINGDOM OF CAMBODIA
INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA

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



30 APRIL 2007



Synthesis Report

30-04-2007

1. About Better Factories Cambodia

Better Factories Cambodia aims to improve working conditions in Cambodia's export garment factories. It combines independent monitoring with finding solutions, through suggestions to management, training, advice and information.

2. Information Management System

Better Factories Cambodia has now developed a world-first information management system (IMS) for monitoring and reporting on working conditions. The IMS is a totally computerized system for collecting, storing and analyzing data. It enables the generation of reports tailored to user needs, and provides enhanced security, easy access to information, and greater transparency.

The IMS streamlines and integrates the data collected during factory monitoring visits on working conditions. By compiling this information electronically, Better Factories Cambodia now automatically generates reports for individual factories that show their current compliance, progress over time as well as suggestions for improvement. Because of its electronic database, the IMS also provides reports on groups of factories or on the entire industry. It can compare performance across different types of factories, rank major issues, and detail different combinations of information that may be required for analysis.

The IMS also stores data on Better Factories Cambodia training programs, and can track the participation of factories as well as the outcomes of these programs.

The IMS makes it possible for Better Factories Cambodia to produce reports in Khmer, English and Chinese. Reports are more user-friendly. Because the system is web-based, accessing information is quick and easy.

Factories can grant buyers, vendors or other users access to their monitoring visit reports by submitting a Third Party Access Form. An authorized third party gains access to the IMS by submitting a completed Application for Subscription to the ILO and paying a fee. Once these forms are submitted, Better Factories Cambodia issues a username and password to the authorized user to view the factory's data online.

3. About this Report

This report summarizes information about working conditions and labour standards in Cambodian garment factories that are registered with Better Factories Cambodia. Electronic versions can be viewed at <http://www.betterfactories.org/iilo/>.

3.1 Factory Data Reflected in this Report

Most of the graphs and charts in this report reflect current monitoring data from factory reports posted during the past six months. If a factory has two monitoring reports posted during that time, only the most recent monitoring data is included. Conversely, if a factory did not have a monitoring report posted during the past six months, no data for that factory is included in this report. The graphs and charts that reflect this set of monitoring data are labeled "6 Months to Date".

Other graphs and charts display industry-wide information. They draw data from the most recent report for every active factory (not closed or suspended) with monitoring data in the IMS. The graphs and charts designed in this way are labeled "Industry-Wide".

For detailed information on the method used to determine average percentage compliance, please see Annex 2. All percentage figures shown in this report are rounded to the nearest whole number.



4. Industry Monitoring Update

4.1 Number of Active Factories Monitored by the Project (Industry-Wide)

| | 30-Apr-2007 | 30-Oct-2006 |
|---------------------|-------------|-------------|
| Number of Factories | 287 | 270 |
| Number of Workers | 337,238 | 315,618 |

The current percentage of women worker is 92.1%

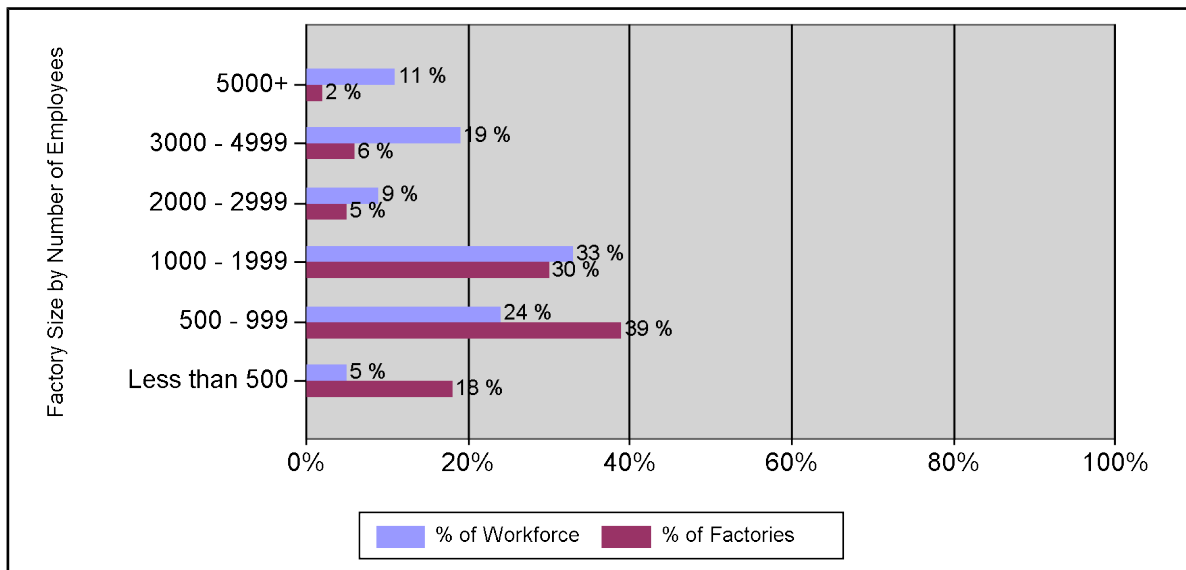
Note: The number of factories shown above includes all active factories (not closed or suspended) that have been monitored by Better Factories Cambodia. The employment figures are drawn from the most recent monitoring report for every active factory with monitoring data in the IMS. The data reflected in this table has been collected over a period of several months. Changes in factory size (number of workers) or status (e.g., closure) that occurred after the most recent monitoring visit are not reflected in this table.

The way in which this table is generated has been changed. In the previous synthesis report, the number of factories was based upon factory registration data. Starting with this version of the report, the number of factories is based upon factory monitoring data.

Factory Size

Graph 1

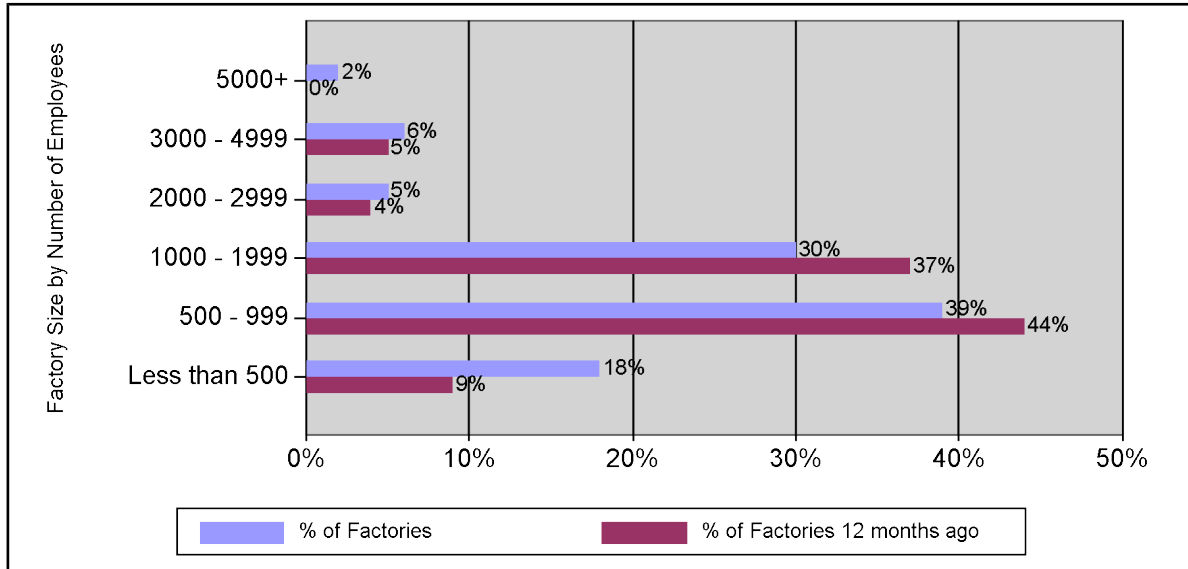
Comparison of the percentage of Factories and Workforce by Factory size (number of employees)
(6 Months to Date)





Changes in Factory Size Over Time

Graph 2
(6 Months to Date)



Nearly 1/3 of factories visited during the past year were being monitored for the first time (see section 5.1, current and previous reports). This may account for the large numbers of small factories visited.



5 Compliance Status

5.1 Number of Visits to Factories

During the previous six months, 223 factories were monitored. Better Factories Cambodia visits factories as they register with the project. Some factories have been registered for a number of years and have had multiple visits. The table below shows the number of factories grouped according to the visit number that took place in the last 6 months.

Table 1
Factories Grouped by Visit Number

(6 Months to Date)

| Visit Number | Number of Factories | % of Factories Visited |
|--------------|---------------------|------------------------|
| 1st Visit | 64 | 29% |
| 2nd Visit | 24 | 11% |
| 3rd Visit | 27 | 12% |
| 4th Visit | 79 | 35% |
| 5th Visit | 28 | 13% |
| 6th Visit | 1 | 0% |
| Total | 223 | 100% |

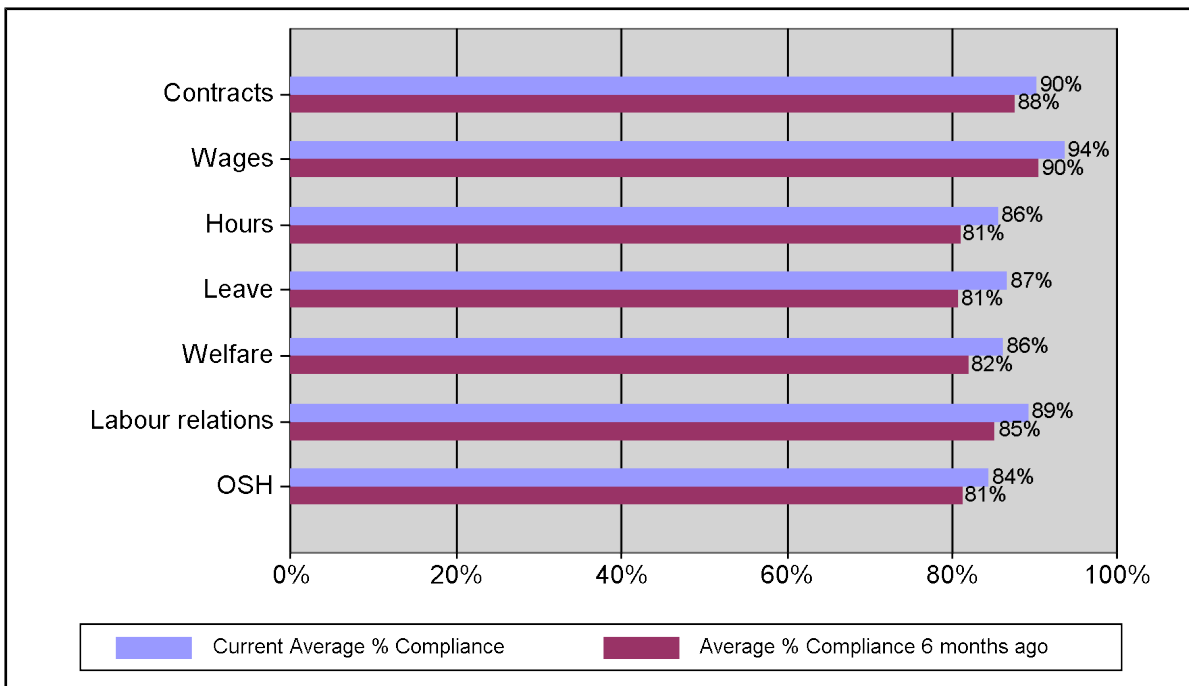


5.2 Compliance by Issue

Many of the charts that follow show factory compliance levels. A factory is in compliance when it conforms to legal requirements. Better Factories Cambodia monitors nearly 500 separate items from a checklist that has been endorsed by the government as well as by employers and unions involved in the garment industry. The items monitored are grouped according to issue (wages, OSH, hours, etc.). For each issue, the percentage compliance is the proportion of items that the factory adheres to, compared to the total number of items monitored for that issue. See Annex 2 for the formula used to determine average percentage compliance.

Many issues can be understood clearly using this type of analysis. However, for some of the fundamental rights at work, this approach could be misleading. For example, a factory that terminates workers when they join a union has no real freedom of association. However, because a number of items are monitored in connection with freedom of association, that factory could still have a high average compliance rate using an average compliance calculation. Therefore, in this report we do not generate average compliance statistics for the fundamental rights at work. Instead, the report includes tables showing the number and percentage of factories that have any violations of fundamental rights at work.

Graph 3
Average % Compliance
(6 Months to Date)



Average compliance levels have improved in all areas.



Findings on Selected Working Conditions (6 Months to Date)

| Legal Requirement | % of Factories in Compliance |
|---|------------------------------|
| Minimum Wage for Regular Workers | 96 % |
| Minimum Wage for Casual Workers | 61 % |
| Minimum Wage for Piece-Rate Workers | 90 % |
| Correct OT Rate for Regular Workers | 99 % |
| Correct OT Rate for Casual Workers | 87 % |
| Correct OT Rate for Piece-Rate Workers | 97 % |
| 18 Days of Annual Leave | 86 % |
| Payment for Maternity Leave | 83 % |
| Payment of Only Half Wages for Maternity Leave | 15 % |
| Payment of Half Wages plus Benefits for Maternity Leave | 68 % |
| Paid Sick Leave | 58 % |
| Voluntary Overtime | 60 % |
| Exceptional Overtime | 15 % |
| Overtime Limited to 2 Hours per day | 31 % |
| Provide Personal Protective Equipment | 49 % |
| Install Needle Guards on Sewing Machines | 42 % |

The findings show high levels of compliance regarding payment of minimum wage and correct overtime rates for regular workers. There are still shortcomings in the areas of payment of correct wages for casual workers and compliance with restrictions on overtime (exceptional, voluntary and limited to 2 hours).

Compliance figures on minimum wage and overtime rates for casual workers and piece-rate workers are lower than those in the previous report. This likely is due to the fact that the figures now are based only upon those factories employing casual workers or piece-rate workers (not upon all factories covered by the report).

Correct OT Rate refers to the payment of overtime work at 150%. Incorrect payment of overtime wages arising solely as a result of incorrect payment of base wages is not reflected in these figures.



5.2.1 Compliance with Fundamental Rights at Work

Key Findings on Fundamental Rights (6 Months to Date)

| | |
|--|---|
| Child Labour | 1 factory(ies) had underage workers (0%) 1 under age worker confirmed. |
| Forced Labour | 0 factory(ies) used forced labour (0%) |
| Discrimination | 16 factory(ies) engaged in discrimination (7%) |
| Unions | 175 factory(ies) had at least one union (78%) |
| Unionization Rate | 43%, according to Gender Survey (see below) |
| Freedom of Association | 13 factory(ies) interfered with freedom of association (6%) |
| Anti-union Discrimination | 9 factory(ies) engaged in anti-union discrimination (4%) |
| Strikes | 45 factory(ies) had strikes (20%) |
| Strikes for which workers failed to comply with one or more legal requirements | 45 factory(ies) |

Discrimination typically involves unfair treatment of pregnant workers (for example, dismissal when they become visibly pregnant), or unfair treatment of men (for example, failure to hire men because they are perceived as more likely to lead workers to strike).



Limitations in Detecting Underage Workers:

The lack of a universal birth registration system in Cambodia and falsification of age-verifying documents significantly impede the detection of underage workers. In checking for underage workers, monitors perform a visual check for workers in the factory who appear to be under age 15. Monitors also conduct targeted and random checks of employment records to see whether those records indicate that the factory employs underage workers. A similar process is undertaken to determine whether the factory employs workers under age 18, because factories that employ workers under age 18 are subject to additional requirements (e.g., maintaining a register of workers under age 18, getting consent from their guardians for them to work, and protecting workers under age 18 against the worst forms of child labor).

If employment records appear to be reliable (i.e., the documents have not been altered, and they are of a type included in the list of age-verifying documents set forth in Notice 11/03), no further investigation is undertaken. If the employer does not have reliable age-verifying documents, monitors request such documents from workers. If no reliable age-verifying documents are available for workers who appear to be underage, monitors may check available documents in the suspected underage workers' birthplace. It is very difficult for Better Factories Cambodia to detect underage workers who have obtained valid age-verifying documents through corrupt payments or to detect underage workers who impersonate someone of legal age using their valid documents.

Better Factories Cambodia commissioned CARE International in Cambodia to conduct a survey of 1000 garment factory workers, and 80 HR/admin managers to explore workers' perceptions concerning gender and workplace relations issues that are difficult to monitor and to cross check key monitoring results (the Gender Survey). Results from the Gender Survey published in December 2006 indicate that approximately 1% of garment factory workers are under age 15.

Limitations in Detecting Incidence of Sexual Harassment:

Better Factories Cambodia monitoring typically identifies very few isolated instances of sexual harassment in any form in garment factories. 5% of women workers who participated in the Gender Survey experienced sexual harassment in the form of unwanted touching. The Gender Survey found that significant numbers of women workers were subject to derogatory language from management (just over 25%) and also from co-workers (just under 25%).

Monitoring of Freedom of Association and Anti-Union Discrimination:

Better Factories Cambodia is aware of allegations of corruption in Cambodian garment factories between some managers and union representatives. This is very difficult to independently verify. Corruption adversely affects the exercise of freedom of association.

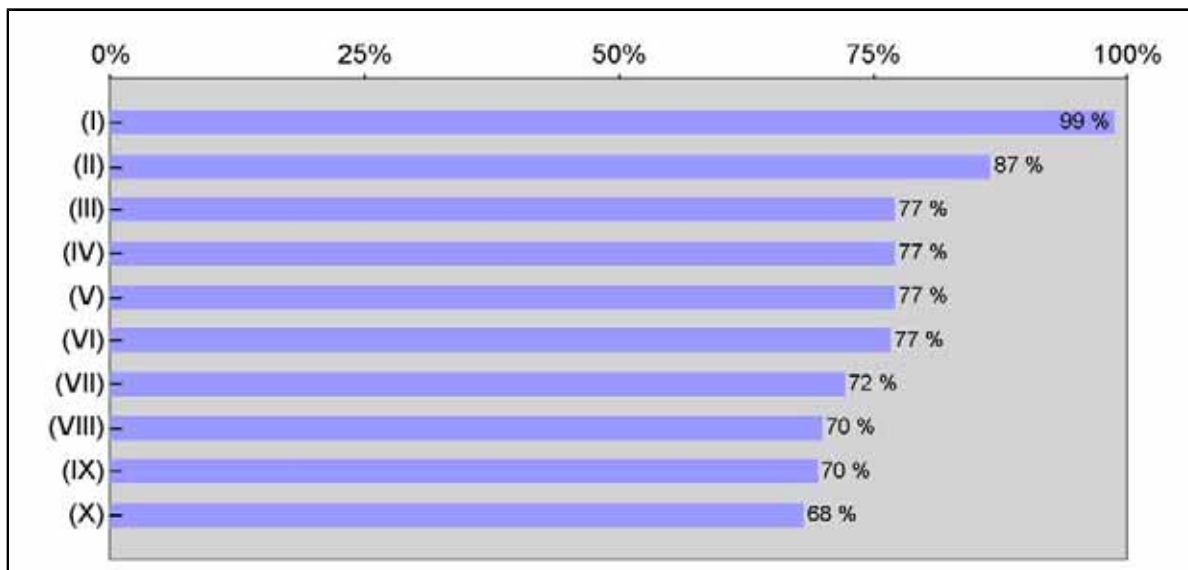
5.3 Top 10 Non-Compliance Issues

This graph shows the ten most commonly used suggestions in Cambodian garment factories. These suggestions reflect the top ten non-compliance issues.

The primary areas of non-compliance relate to seating; limits on the frequency and duration of overtime; facilities (day care center, nursing room, and numbers of beds in the infirmary); and OSH policy and joint worker/management OSH committee.

Graph 4

% of factories not in compliance (6 Months to Date)



Management should:

- (I) provide adjustable chairs with backrests for workers who work sitting down.
- (II) ensure that overtime
 - is exceptional
- (III) set up a day care centre at or near the workplace, or pay the childcare costs of women employees.
- (IV) develop a health and safety policy.
- (V) take the following steps to ensure workers' occupational health and safety:
 - consider forming a functioning joint management/worker OSH committee
- (VI) provide workers who work standing up chairs near the workstation to rest on.
- (VII) set up a functioning and accessible nursing room.
- (VIII) expand the hospitalization capacity of the infirmary.
- (IX) ensure that overtime
 - does not exceed 2 hours per day
- (X) ensure that sufficient soap and water is available near the toilets.



5.4 Compliance Performance Characteristics

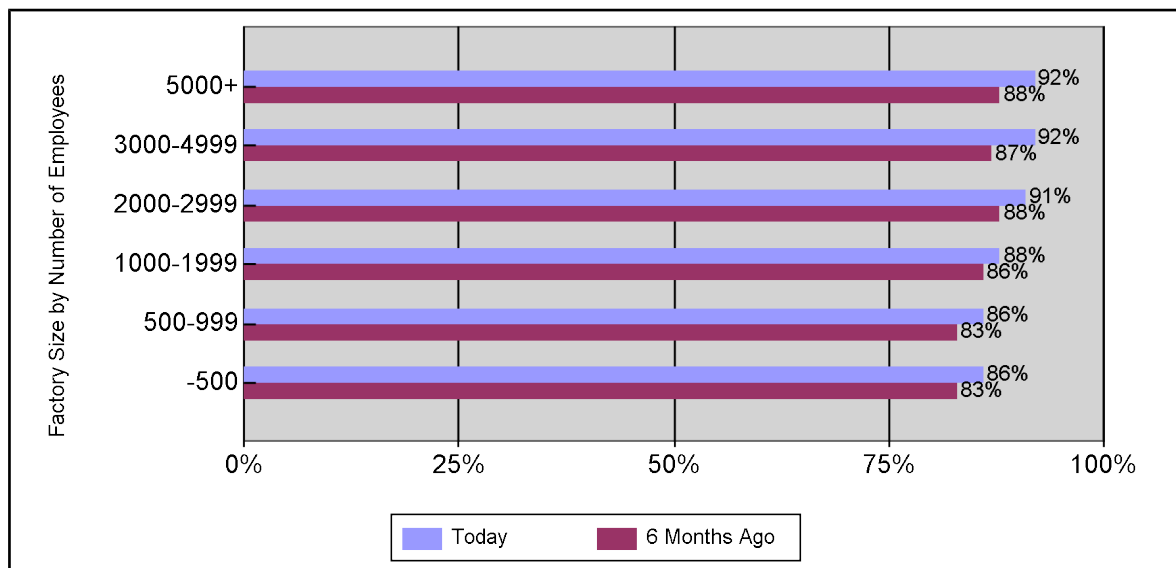
This section of the report looks at how compliance is affected by factory size and number of monitoring visits. This type of information is helpful in gauging the impact of monitoring activities designed to improve working conditions and labour standards

5.4.1 Compliance by Factory Size

This chart shows whether the size of a factory has any impact on the level of compliance. For example, this chart can show whether larger factories are more or less likely to comply with monitoring standards than smaller factories.

During the two periods monitored, larger factories have tended to have slightly higher compliance levels than smaller factories.

Graph 5
Average % Compliance (excluding Fundamental Rights)
(6 Months to Date)





5.4.2 Average Compliance by Number of Monitoring Visits by Better Factories Cambodia

This chart shows compliance levels for 5 groups of factories visited during the last 6 months, which are grouped based on their visit number. It demonstrates on average high compliance levels across all groups. Factories recently visited likely have high compliance levels because they are designed to meet higher standards.

Table 2
(6 Months to Date)

| | % compliance | | | | |
|-----------|--------------|--|--|--|--|
| 0 - 20% | | | | | |
| 21 - 40% | | | | | |
| 41 - 60% | | | | | |
| 61 - 80% | | | | | |
| 81 - 100% | | | | | |

| Current Industry Average | Factories visited 5 times | Factories visited 4 times | Factories visited 3 times | Factories visited 2 times | Factories visited 1 time |
|--------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
| Contracts | 90% | 90% | 90% | 90% | 91% |
| Wages | 94% | 93% | 92% | 92% | 94% |
| Hours | 85% | 86% | 83% | 83% | 87% |
| Leave | 87% | 88% | 82% | 85% | 88% |
| Welfare | 85% | 86% | 87% | 84% | 88% |
| Labour relations | 89% | 89% | 89% | 89% | 90% |
| OSH | 84% | 84% | 84% | 84% | 85% |
| Average | 88% | 88% | 87% | 87% | 89% |



6 Progress

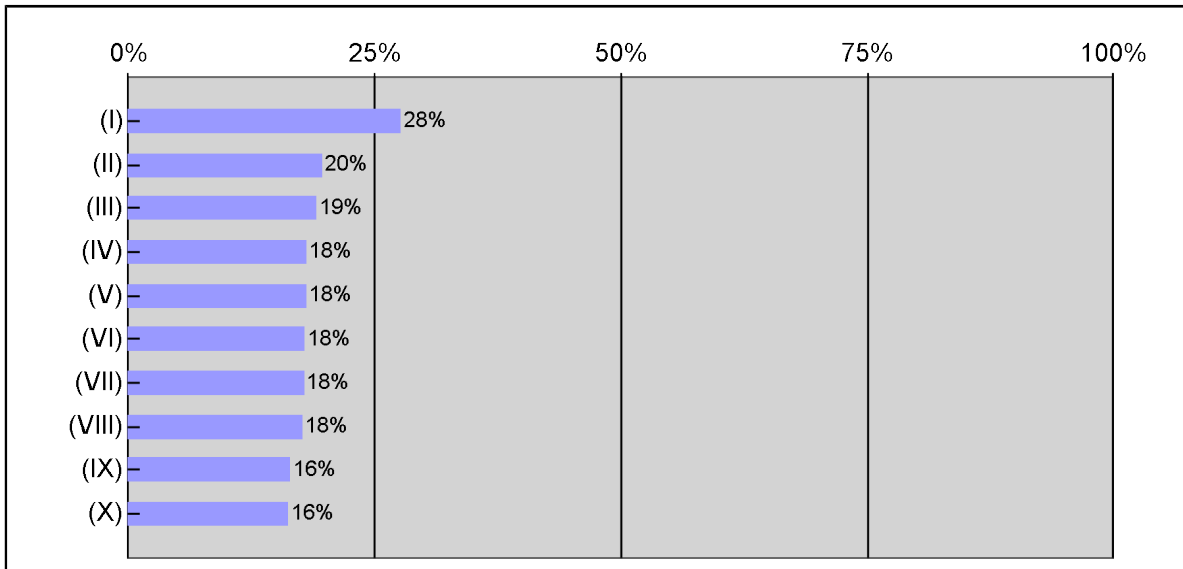
6.1 Status of Suggestions

In the future, a table will show the percentages of suggestions implemented and not implemented for factories visited during the last 6 months. The table also will show the percentage of suggestions for which further action is required, meaning that the factory made some progress towards compliance, but more action must be taken in order to fully comply with legal requirements. This table will become available after a significant number of factories have been visited two times using the IMS.

6.2 Top 10 Areas of Most Improvement

This graph shows the top ten areas of improvement in Cambodian garment factories. The graph compares current data (6 months to date) with data from six months ago (6 months to date). The level of improvement is measured by comparing the current level of compliance (%) with the level of compliance 6 months ago for each individual suggestion. The ten suggestions that saw the greatest positive change in percentage compliance are reflected in the graph.

Graph 6
(6 Months to Date)



Management should:

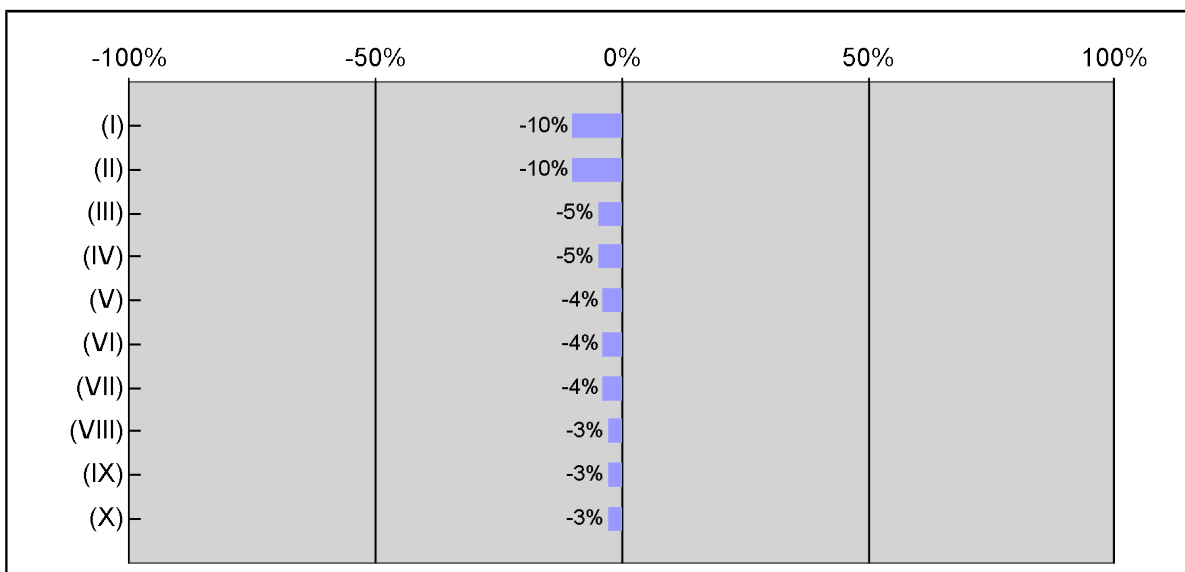
- (I) consider adopting grievance handling procedures to effectively resolve disputes that arise in the factory.
- (II) notify the relevant authorities of work-related accidents or illnesses within 48 hours of their occurrence.
- (III) make sure that workers are aware of their right to one hour of paid time-off per day for breast-feeding during the first year after the baby is born.
- (IV) pay workers during normal working hours.
- (V) pay workers who have had work-related accidents or illnesses:
 - their wages when work-related accidents or illnesses cause them to miss work
- (VI) provide shop stewards with:
 - 2 paid hours per week to perform their functions
- (VII) post minimum wage information in the workplace.
- (VIII) establish internal regulations on training of apprentices.
- (IX) provide shop stewards with:
 - a meeting room
- (X) take the following steps to ensure workers' occupational health and safety:
 - ensure that managers and supervisors have clear OSH responsibilities

6.3 Top 10 Areas of Least Improvement or Negative Change

This graph shows the ten areas of least improvement in Cambodian garment factories. The graph compares current data (6 months to date) with data from six months ago (6 months to date). The level of improvement (or negative change) is measured by comparing the current level of compliance (%) with the level of compliance 6 months ago for each individual suggestion. The ten suggestions that saw the greatest negative change (or the smallest positive change) in percentage compliance are reflected in the graph.

The negative change regarding the payment of severance pay upon expiration or termination of fixed term contracts may be a result of the increasing use of fixed term contracts. The Royal Government of Cambodia has recently commenced a process to review provisions in the labour law regarding contracting under fixed - and undetermined duration contracts.

Graph 7
(6 Months to Date)



Management should:

(I) pay workers severance pay equal to at least 5% of the total wages paid under the contract when workers' fixed-term contracts expire or are terminated.

(II) train and encourage workers to use protective clothing and equipment.

(III) keep an inventory of all chemicals stored at the work site.

(IV) consider all workers who are employed for longer than two years total to be employed under an unspecified duration contract. (This suggestion takes into account the Cambodian Labour Law; MOLVT Letters No. 2540 and No. 2640; AC Order 10/03; and ILO Recommendation 166 (Termination of Employment Recommendation), 1982.)

(V) keep safety data sheets for chemicals used at the workplace.

(VI) increase the staffing in the infirmary by
- ensuring that medical staff are on duty during the required number of hours (including overtime)

(VII) properly label chemical containers in Khmer.

(VIII) separate areas of the factory where chemicals are used from other work areas.

(IX) hold shop steward elections.

(X) take the following steps to ensure workers' occupational health and safety:
- consider forming a functioning joint management/worker OSH committee



Annex 1: List of Factories Covered by this Report (6 Months to Date)

- 1 - (Cambodia) Senbao Garment Manufacturing Ltd.
- 2 - 8 Star Sportswear Ltd.
- 3 - Ace Apparel Co., Ltd.
- 4 - All Super Enterprise (Cambodia) Ltd.
- 5 - Anda Garment (Cambodia) Co., Ltd.
- 6 - Apparel Place Pte Ltd
- 7 - Archid Garment Co., Ltd.
- 8 - ASD Cambodia Co., Ltd.
- 9 - Asia Dragon Garment Co., Ltd.
- 10 - ATAX (Cambodia) Garment Co., Ltd.
- 11 - B & N Garment (Cambodia) Co., Ltd.
- 12 - Berry Apparel (Cambodia) Co., Ltd.
- 13 - Best Tan Garment Ltd.
- 14 - Boric Garment (Cambodia) Co., Ltd.
- 15 - Bright Sky Pte Ltd
- 16 - Broadland Cambodia Garment Industries Co., Ltd., Branch 1
- 17 - Cambo Fashion Co., Ltd.
- 18 - Cambo Handsome Ltd.
- 19 - Cambo Hansoll Co., Ltd.
- 20 - Cambo Michigan Co., Ltd. (formerly Cambo Swim)
- 21 - Cambodia Apparel Industry Ltd.
- 22 - Cambodia Sportswear Mfg. Ltd.
- 23 - Camitex (Cambodia) Mfg. Co., Ltd
- 24 - Camwell Mfg Co., Ltd
- 25 - Canteran Apparel (Cambodia) Co., Ltd.
- 26 - Century Rich Company Ltd.
- 27 - Chea Sinat Garment Co., Ltd.
- 28 - Chean Ping Garment Co., Ltd.
- 29 - Cheer View Textiles Co., Ltd.
- 30 - Chenille (Cambodia) Co., Ltd (formerly J & E Apparel)
- 31 - Chentex Garment Co., Ltd.
- 32 - Chu Hsing Garment Co., Ltd.
- 33 - City New Garment Factory (Cambodia) Co., Ltd.
- 34 - CMCW Cambodia Co., Ltd.
- 35 - Cung Sing Garment Fty., Ltd.
- 36 - D.A. Corporation Ltd.
- 37 - D.M.A (Cambodia) Co., Ltd.
- 38 - Da Joo Cambodia Ltd.
- 39 - Dai Young Cambodia Co., Ltd.
- 40 - Diamond Tower Enterprise Limited



- 41 - E S Garment Co., Ltd
- 42 - E-Fong Enterprise Co., Ltd.
- 43 - East Ocean Garment Factory Ltd.
- 44 - Eclat Highter International Garment (Cambodia) Co., Ltd (formerly Highter)
- 45 - EDA Enterprise Co., Ltd.
- 46 - Emperor Garment Industry Co., Ltd.
- 47 - Eternal Way (Cambodia) Ltd.
- 48 - Eternity Apparel Co., Ltd.
- 49 - Ever-Glory (Cambodia) Garment Manufacturing Co., Ltd
- 50 - Evergreen Apparel (Cambodia) Co., Ltd
- 51 - Fame Cambodia Knitting Garment Factory Ltd.
- 52 - Finegis Cambodia Co., Ltd.
- 53 - Flying Dragon II (Cambodia) Garment Co., Ltd.
- 54 - Flying Dragon III (Cambodia) Garment Co., Ltd.
- 55 - Fortune Fashions Limited
- 56 - Fortune Garment & Woolen Knitting Factory Ltd.
- 57 - G H G (Cambodia) Ltd.
- 58 - G.W. Enterprise Limited
- 59 - Gawon Apparel Co., Ltd. (formerly Bumín)
- 60 - Gennon (Cambodia) Garment Manufacturing Ltd.
- 61 - Genuine Garment (Cambodia) Co., Ltd.
- 62 - Ghim Li (Cambodia) Pte, Ltd.
- 63 - Gladpeer Garment Factory Ltd.
- 64 - Gold Kamvimex Garment Factory Ltd.
- 65 - Golden Jet Garment Ltd.
- 66 - Goldfame Enterprises Knitters Ltd.
- 67 - Grace Sun Cambodia Garment Co., Ltd.
- 68 - Grandtex International Co., Ltd.
- 69 - Great Lancelot International Co., Ltd.
- 70 - Great Union Garment Co., Ltd
- 71 - Guang Da Cambodia Garment Co., Ltd
- 72 - Han Sung (Cambodia) Garment Co., Ltd.
- 73 - Hana Cambodia Inc., Ltd.
- 74 - Hechter (Cambodia) Garment Ltd.
- 75 - Heng Yu Knitting Factory Co., Ltd.
- 76 - High Born Enterprise Co., Ltd.
- 77 - Hontex Co., Ltd.
- 78 - Horus Industrial Corp.
- 79 - HS ENT (Cambodia) Co., Pte. Ltd.
- 80 - Hua Hsi Garment Co., Ltd.
- 81 - Huiying Enterprises Co., Ltd.



- 82 - Hung Tak Garment Co., Ltd
- 83 - Hung Wah (Cambodia) Garment Manufacturing Ltd. (Branch 2)
- 84 - Hwee Hong (Cambodia) Garment Industries Co., Ltd. (Branch 1)
- 85 - Hytex Garment Ltd.
- 86 - Hyunjin (Cambodia) Corp.
- 87 - In Fong Garment Co., Ltd.
- 88 - In Jae Garment Co., Ltd.
- 89 - In Kyung Cambodia Co., Ltd.
- 90 - Innovative Apparel Ltd.
- 91 - INSM Garment Co., Ltd.
- 92 - Island Glory Industrial Co., Ltd
- 93 - Jiangsu Dao Garment Co., Ltd.
- 94 - Jin Chan Clothing Co., Ltd.
- 95 - Jinmyung Garment Development Corp.
- 96 - JK Forever Co., Ltd.
- 97 - Joyful Garment Co., Ltd.
- 98 - JRB Action Textile & Clothing Ltd.
- 99 - June Textiles Co., Ltd.
- 100 - Jung Min Cambodia Apparel Co., Ltd.
- 101 - Jusca Garments (Cambodia) Co., Ltd.
- 102 - Kbal Koah Garment Co., Ltd.
- 103 - Kennetex International Co., Ltd.
- 104 - Kin Tai Garment Co., Ltd.
- 105 - King Fashion Garment Co., Ltd.
- 106 - King First Industrial Co., Ltd. (Branch 1)
- 107 - Kingsland Garment Cambodia Co., Ltd.
- 108 - Kog Veng Garment Co., Ltd.
- 109 - Kun Kook (Cambodia) Co., Ltd
- 110 - LA (Cambodia) Garment Pte.
- 111 - Leader's Industrial Co., Ltd.
- 112 - Leading International Co., Ltd.
- 113 - Lin's Textile Co., Ltd.
- 114 - Lotus Textile Garment (Cambodia) (Branch 2)
- 115 - Lotus Textile Garment (Cambodia) Co., Ltd. (Branch 1)
- 116 - M&A Cambodia Garments Ltd.
- 117 - M&V International Manufacturing Ltd. (Kampong Chhnang)
- 118 - M&V International Manufacturing Ltd. (No. 754)
- 119 - M&V International Manufacturing Ltd. (Stung Meanchey)
- 120 - Makalot Garments (Cambodia) Co., Ltd. (Branch 1)
- 121 - Makalot Garments (Cambodia) Co., Ltd. (Branch 2)
- 122 - Makalot Garments (Cambodia) Co., Ltd. (Branch 3)



- 123 - Makalot Garments (Cambodia) Co., Ltd. (Branch 4)
- 124 - Maurea Garment Corporation
- 125 - Min Kuan Textile Co., Ltd.
- 126 - Ming Hoi Garment Co., Ltd.
- 127 - Mondotex Knitting & Garment Fty., Ltd.
- 128 - N.A New Asia (Cambodia) Clothing Co., Ltd.
- 129 - Nan Kuang Garment (Cambodia) Co., Ltd.
- 130 - New Island Clothing, Ltd.
- 131 - New Max Garment Co., Ltd.
- 132 - New Orient Cambodia Co., Ltd.
- 133 - New Point World Trade Ltd.
- 134 - Nimbus Textile (Cambodia) Co., Ltd.
- 135 - Noble Apparel Ltd.
- 136 - Now Corp.
- 137 - Ocean Garment Co., Ltd.
- 138 - Ocean Star Industry Co., Ltd.
- 139 - P Y International Co., Ltd (merged with Rao Yuan)
- 140 - Parkview (Cambodia) Garment Factory Ltd.
- 141 - PCCS Garments Ltd.
- 142 - PDC Garment Ltd.
- 143 - Peace Glory (Cambodia) Manufacturing Co., Ltd
- 144 - Perfecta (Cambodia) Garment Co., Ltd.
- 145 - Phnom Penh Garment City Co., Ltd.
- 146 - Pine Great (Cambodia) Garment Co., Ltd
- 147 - Potamon Cambodia Ltd.
- 148 - PPS Limited (Cambodia)
- 149 - QMI Industrial Co., Ltd.
- 150 - QSP Apparel Ltd.
- 151 - Quality Textiles Co., Ltd.
- 152 - Quicksew (Cambodia) Co., Ltd
- 153 - Rao Yuan Garments Ltd.
- 154 - Reliable Source Industrial (Cambodia) Co., Ltd
- 155 - Rontex Apparel (Cambodia) Co., Ltd.
- 156 - Roo Hsing Garment Co., Ltd.
- 157 - Royal Crowntex International Inc.
- 158 - Sabrina Garment Mfg Corp.
- 159 - Sambath Garment Co., Ltd.
- 160 - Sametex Garment (Cambodia) Co., Ltd. (formerly Qiaoxin Garment)
- 161 - San Fong International Co., Ltd.
- 162 - San Lei Fung Garment & Woolen Knitting Fty. Ltd.
- 163 - San Lei Fung Knitting Garment Factory Ltd. (Saang)



- 164 - San San Garment Co., Ltd.
- 165 - Sangwoo (Cambodia) Co., Ltd.
- 166 - Shandong Demain Group (Cambodia) Textile Co., Ltd.
- 167 - Shen Zhou Cambodia Co., Ltd.
- 168 - Sheng Heng Garment Co., Ltd.
- 169 - Shing Tex Co., Ltd.
- 170 - Shuen Jia Yuh Co., Ltd.
- 171 - Sin Lan Ho Garments Co., Ltd.
- 172 - Sinomax International (Cambodia) Garment Co., Ltd. (Branch 1)
- 173 - Sinomax International (Cambodia) Garment Co., Ltd. (Branch 2)
- 174 - South Bay Enterprise Co., Ltd.
- 175 - Sportex Industry Co., Ltd.
- 176 - Star Knitting & Garment Factory Co., Ltd.
- 177 - Su Tong Fang Group Garment Co., Ltd.
- 178 - Suit Way & La Rissaca Fashion Factory Limited
- 179 - Sun Shine Co., Ltd.
- 180 - Sun Sky (Cambodia) Industries Co., Ltd.
- 181 - Suntex Pte., Ltd.
- 182 - Supreme Choice (Cambodia) Garment Ltd.
- 183 - Supreme Garments Pte., Ltd.
- 184 - Tack Fat Garment Ltd.
- 185 - Tai Yang Enterprise Co., Ltd.
- 186 - Tai Yar Garment Industry Co., Ltd. (Branch 1)
- 187 - Tai Yar Garment Industry Co., Ltd. (Branch 2)
- 188 - Talent Garment Industry (Cambodia) Co., Ltd.
- 189 - Terratex Knitting & Garment Fty., Ltd.
- 190 - Thai-Pore Garment Co., Ltd.
- 191 - The United Knitting Mfg. Co., Ltd.
- 192 - Tonga Garment Co., Ltd.
- 193 - Top Clothes (Cambodia) Co., Ltd.
- 194 - Top World Garment Ltd.
- 195 - Top-One Garments Cambodia Mfg. Co., Ltd.
- 196 - Tringunggal Komara Garment Industry Co., Ltd.
- 197 - Tun Yun Textile (Cambodia) Co., Ltd.
- 198 - United Faith Garment Factory Co., Ltd.
- 199 - Universal Apparel Co., Ltd.
- 200 - USA Fully Field Garments Co., Ltd.
- 201 - Vinstar Garment Industry Co., Ltd.
- 202 - Violet Apparel (Cambodia) Co., Ltd.
- 203 - Vivatino Design (Cambodia) Pte. Ltd.
- 204 - W & D Cambodia Co., Ltd.



- 205 - WearWel Cambodia Ltd.
- 206 - Wei Hua Garment Co., Ltd.
- 207 - Wilson Garment Co., Ltd.
- 208 - Wincam Corporation
- 209 - Wing Hang Garment Co., Ltd.
- 210 - Winner Garments Manufacturing Co., Ltd. (Branch 1)
- 211 - Winner Garments Manufacturing Co., Ltd. (Branch 2)
- 212 - Winner Knitting Factory Ltd.
- 213 - Won New (Cambodia) Garment Co., Ltd.
- 214 - Won Rex (Cambodia) Co., Ltd.
- 215 - Woosu CNS (Cambodia) Co., Ltd.
- 216 - Yakjin (Cambodia) Inc.
- 217 - YGM (Cambodia) Ltd.
- 218 - Yu Da Garment Industry (Cambodia) Co., Ltd. (formerly Maxpearl Garment)
- 219 - Yung Wah Industrial (Cambodia) Co., Ltd. (Branch I)
- 220 - Yung Wah Industrial (Cambodia) Co., Ltd. (Branch II)
- 221 - Zhen Tai Garment (Cambodia) Co., Ltd
- 222 - Zheng Yong Garment Factory (Branch 1)
- 223 - Zhong Yov Co., Ltd. (formerly Khun Mao Hsing)



Annex 2: Average Percentage Compliance

Many of the charts above show average percentage compliance levels. Better Factories Cambodia monitors nearly 500 separate items from a checklist that has been endorsed by the government as well as by employers and unions involved in the garment industry. A factory is in compliance when it conforms to legal requirements. When a factory does not comply with legal requirements, Better Factories Cambodia makes a suggestion for improvement. Therefore, when a factory does not have a suggestion for a particular item, the factory is in compliance with that requirement.

The items monitored are grouped according to issue (wages, OSH, hours, etc.). When compliance is measured for an issue, the percentage compliance is the number of items that the factory adheres to for that issue, compared to the total number of items monitored for that issue.

The formula for average percentage compliance is:

$$\frac{\text{Sum of the items with no suggestion generated}}{\text{Sum of the items that could generate a suggestion}} \times 100$$