

KINGDOM OF CAMBODIA
INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA

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



31 OCTOBER 2007



Synthesis Report

01/05/2007 - 31/10/2007

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 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 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/ilo/>.

In the past, compliance issues were weighted according to their level of importance. Starting with this report, compliance issues are no longer weighted. This may explain any small variation from the compliance figures published in the 18th Synthesis Report.

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)

	31-Oct-2007	01-May-2007
Number of Factories	288	277
Number of Workers	347,844	325,038

The percentage of women workers is 92.2%

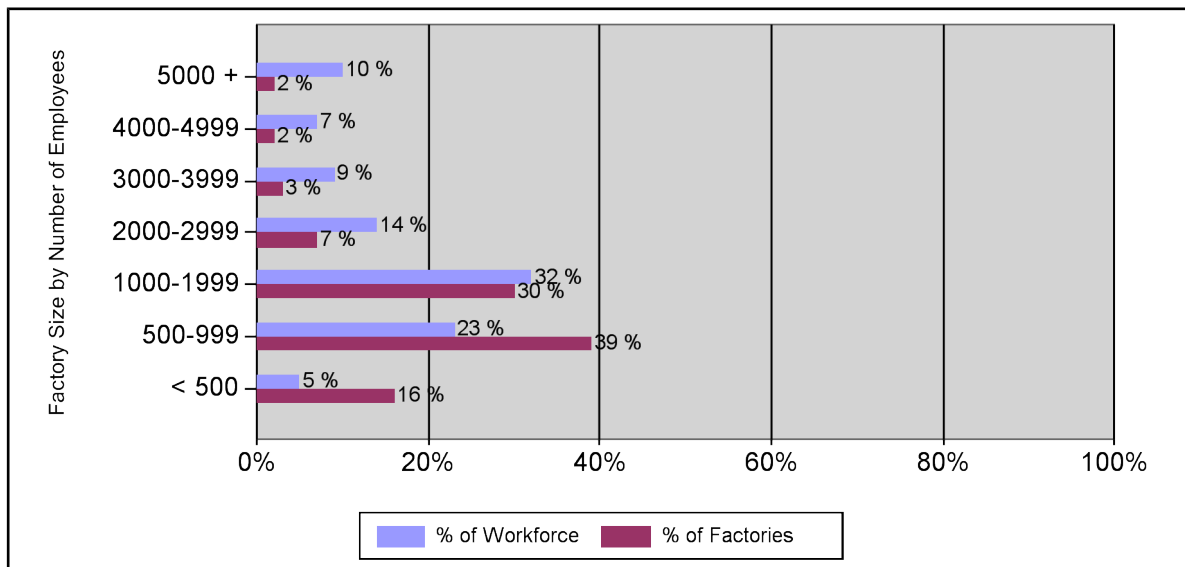
Note: The number of factories shown above includes all active factories (not closed or suspended) that have been monitored by Better Factories Cambodia. The employment figures are drawn from the most recent monitoring report for every active factory with monitoring data in the IMS. The data reflected 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.

In the 18th Synthesis Report, there was an error in the calculation of factories, which also affected the number of workers. That has now been corrected.

Factory Size

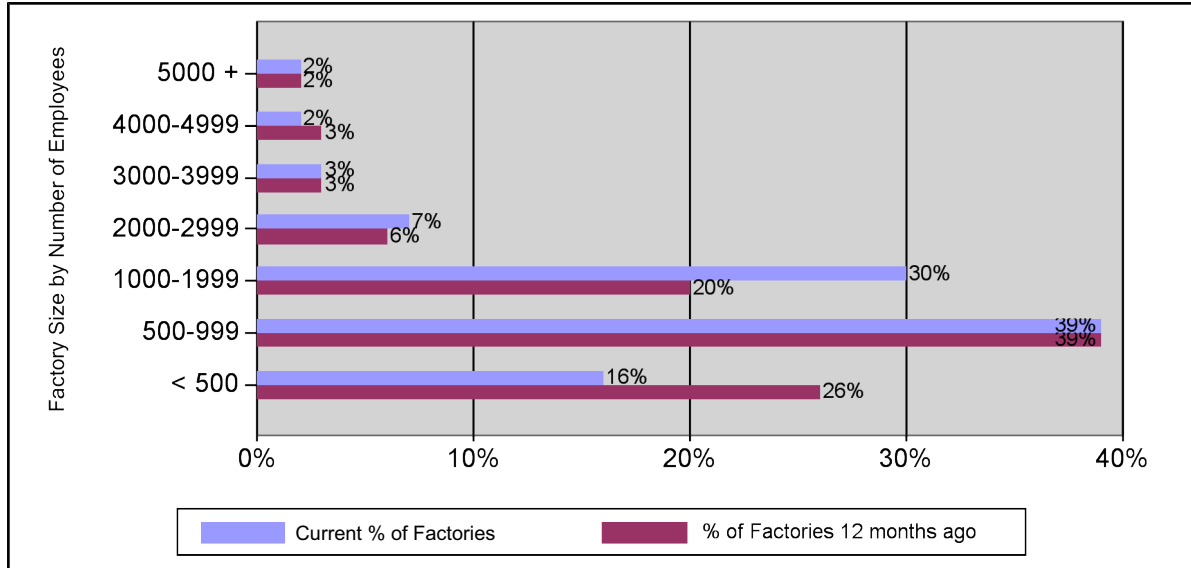
Graph 1

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)



There has been a significant decline in the percentage of small factories (less than 500 workers), presumably due at least in part to consolidation in the industry.



5 Compliance Status

5.1 Number of Visits to Factories

During the previous six months, 227 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	18	8%
2nd Visit	27	12%
3rd Visit	36	16%
4th Visit	16	7%
5th Visit	30	13%
6th Visit	71	31%
7th Visit	29	13%
Total	227	100%

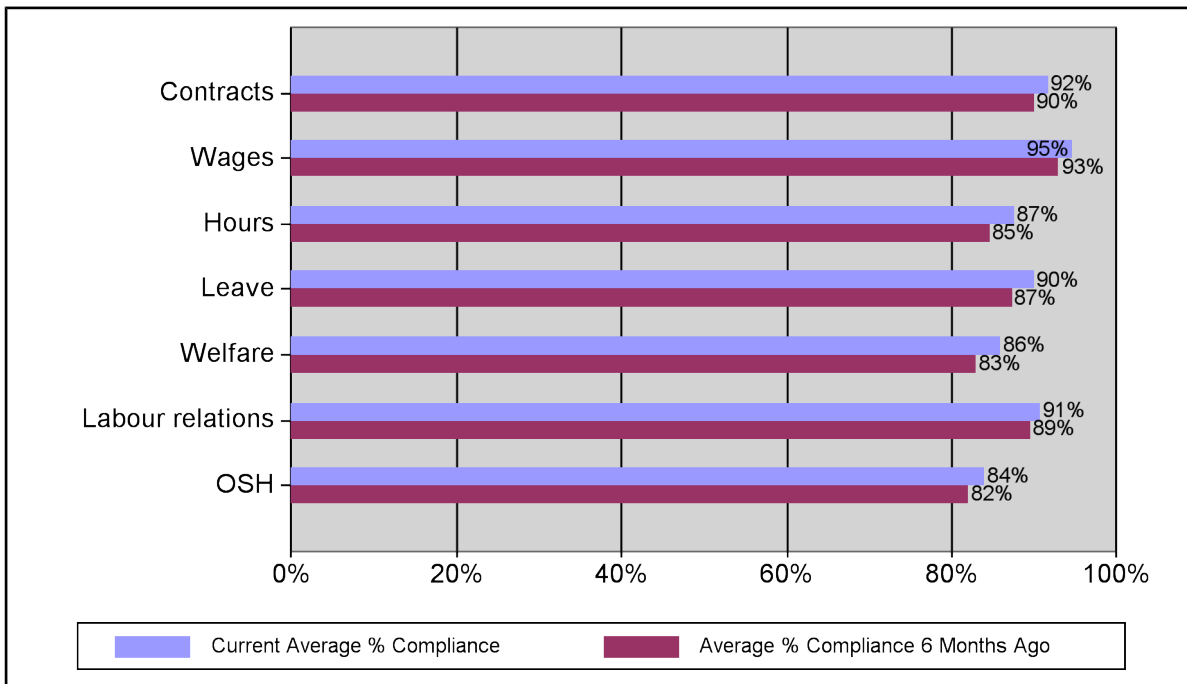


5.2 Compliance by Issue

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 percentage compliance levels have improved by 2 or 3 percent in all areas. Small variations with figures in the 18th Synthesis Report presumably are due to the elimination of the weighting of compliance issues.



Findings on Selected Working Conditions (6 Months to Date)

Legal Requirement	% of Factories in Compliance
Minimum Wage for Regular Workers	98 %
Minimum Wage for Casual Workers	69 %
Minimum Wage for Piece-Rate Workers	97 %
Correct OT Rate for Regular Workers	98 %
Correct OT Rate for Casual Workers	93 %
Correct OT Rate for Piece-Rate Workers	95 %
18 Days of Annual Leave	94 %
Payment for Maternity Leave	95 %
a. Payment of Only Half Wages for Maternity Leave	9 %
b. Payment of Half Wages plus Benefits for Maternity Leave	86 %
Paid Sick Leave	68 %
Voluntary Overtime	78 %
Exceptional Overtime	14 %
Overtime Limited to 2 Hours per day	38 %
Provide Personal Protective Equipment	56 %
Install Needle Guards on Sewing Machines	48 %

Compliance figures on minimum wage and overtime rates for casual workers and piece-rate workers 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.

There are significant improvements in correct payment of maternity benefits (from 68% in the 18th Synthesis Report, to 86% in this report). Also, compliance with wage payments for casual workers has improved (e.g., from 61% compliance with minimum wage payments, to 69% compliance in this report). Overtime was voluntary in 78% of factories monitored during the current period, up from 60% during the previous period.



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	17 factory(ies) engaged in discrimination (7%)
Unions	186 factory(ies) had at least one union (81%) 326 total unions were present
Unionization Rate	43%, according to Gender Survey (see below)
Freedom of Association	17 factory(ies) interfered with freedom of association (7%)
Anti-union Discrimination	8 factory(ies) engaged in anti-union discrimination (4%)
Strikes	29 factory(ies) had strikes (13%) 30 strike(s) took place
Strikes for which workers failed to comply with one or more legal requirements	29 factory(ies) 30 strikes (100% of strikes)

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).

The number of strikes shown includes all strikes revealed jointly by management and workers during a monitoring visit, and reflected in a report signed off within the past six months. The strikes may have occurred any time after the previous monitoring visit. Therefore, this figure does not reflect only strikes that took place during the 6 months prior to this report.

The number of unions reflects only unions that are active and registered at the time of the monitoring visit.

Compared with one year ago (17th Synthesis Report), there are 6% more factories with at least one union. The percentages of factories engaging in discrimination, anti-union discrimination, and interference with freedom of association have decreased over that period.

The one confirmed underage worker was found to be 14 years and 11 months old. She took paid leave and returned to work after reaching 15 years of age. Investigations currently are underway to determine the age of eight workers from two factories who appeared to be underage during the factory monitoring visits.



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:

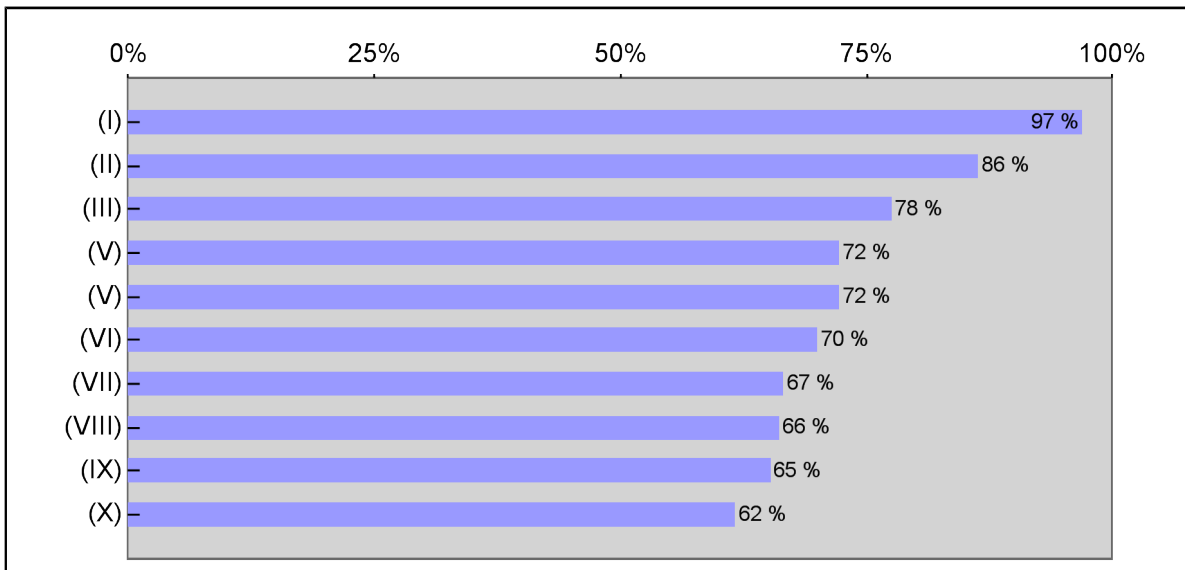
Better Factories Cambodia is aware of allegations of corruption in Cambodian garment factories between some managers and union representatives. This is very difficult to independently verify. Corruption adversely affects the exercise of freedom of association.

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.

Half of the top ten non-compliance issues relate to occupational safety and health (OSH). This highlights the continuing need to address OSH issues, particularly through the creation and implementation of OSH management systems.

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) ensure that the workplace is well lit.
- (V) increase the staffing in the infirmary by
 - ensuring that medical staff are on duty during the required number of hours (including overtime)
- (V) develop a health and safety policy.
- (VI) take the following steps to ensure workers' occupational health and safety:
 - consider forming a functioning joint management/worker OSH committee
- (VII) pay workers within 48 hours after they stop working for the factory.
- (VIII) set up a functioning and accessible nursing room.
- (IX) set up a day care centre at or near the workplace, or pay the childcare costs of women employees.
- (X) ensure that overtime
 - does not exceed 2 hours per day



5.4 Compliance Performance Characteristics

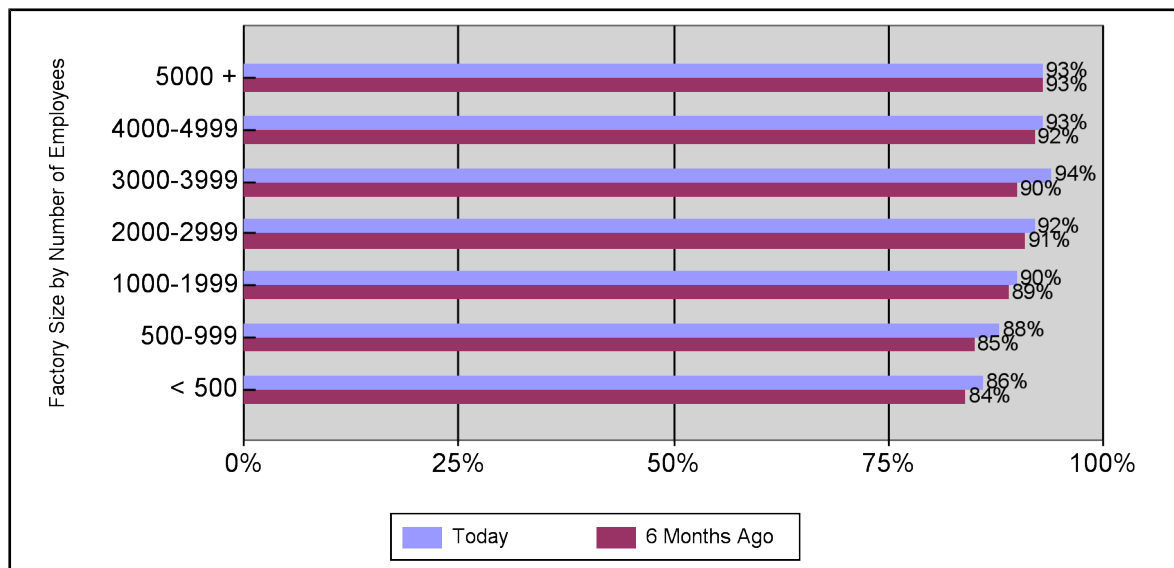
This section of the report looks at how compliance is affected by factory size and number of monitoring visits. This type of information is helpful in gauging the impact of monitoring activities designed to improve working conditions and labour standards

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.

Larger factories continue to have slightly higher average percentage compliance levels than smaller factories. Small variations with figures in the 18th Synthesis Report presumably are due to the elimination of the weighting of compliance issues.

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 7 groups of factories visited during the last 6 months, which are grouped based upon their visit number.

Table 2
(6 Months to Date)

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

Current Industry Average	Factories visited 7 times	Factories visited 6 times	Factories visited 5 times	Factories visited 4 times	Factories visited 3 times	Factories visited 2 times	Factories visited 1 time
Contracts	92%	92%	91%	92%	93%	90%	90%
Wages	95%	95%	95%	95%	96%	91%	93%
Hours	88%	89%	87%	89%	88%	85%	82%
Leave	92%	90%	88%	91%	91%	88%	91%
Welfare	84%	87%	85%	86%	88%	84%	85%
Labour relations	94%	90%	90%	92%	92%	88%	89%
OSH	84%	84%	82%	86%	86%	82%	86%
Average	91%	91%	90%	91%	92%	89%	90%



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.

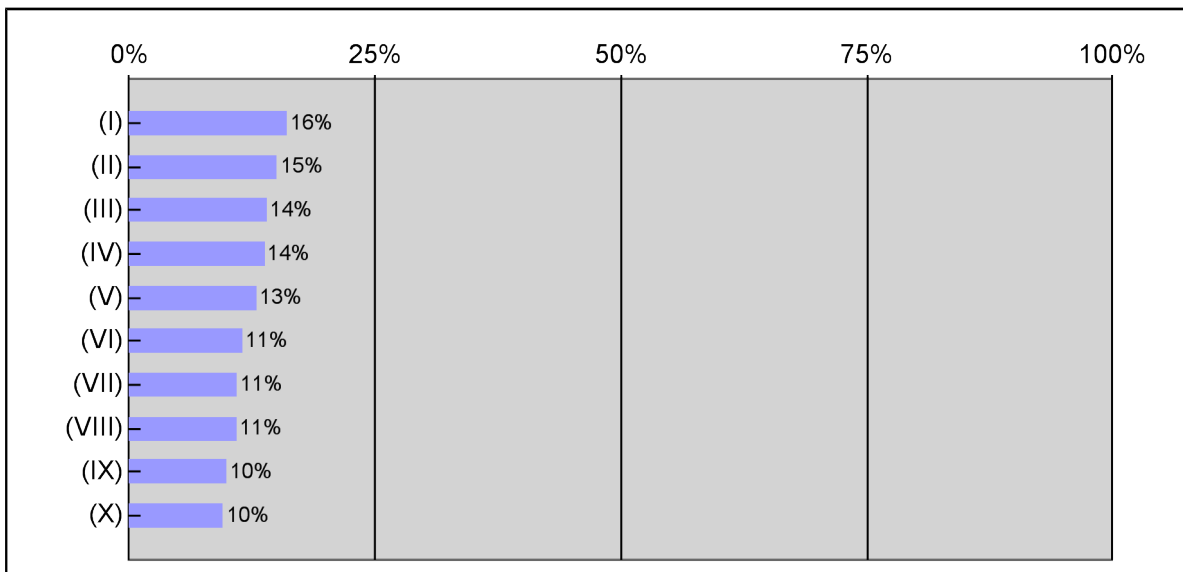


6.2 Top 10 Areas of Most Improvement

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.

There has been significant improvement in compliance with the requirement that overtime be voluntary and the prohibition against punishing workers who refuse to work overtime.

Graph 6
(6 Months to Date)



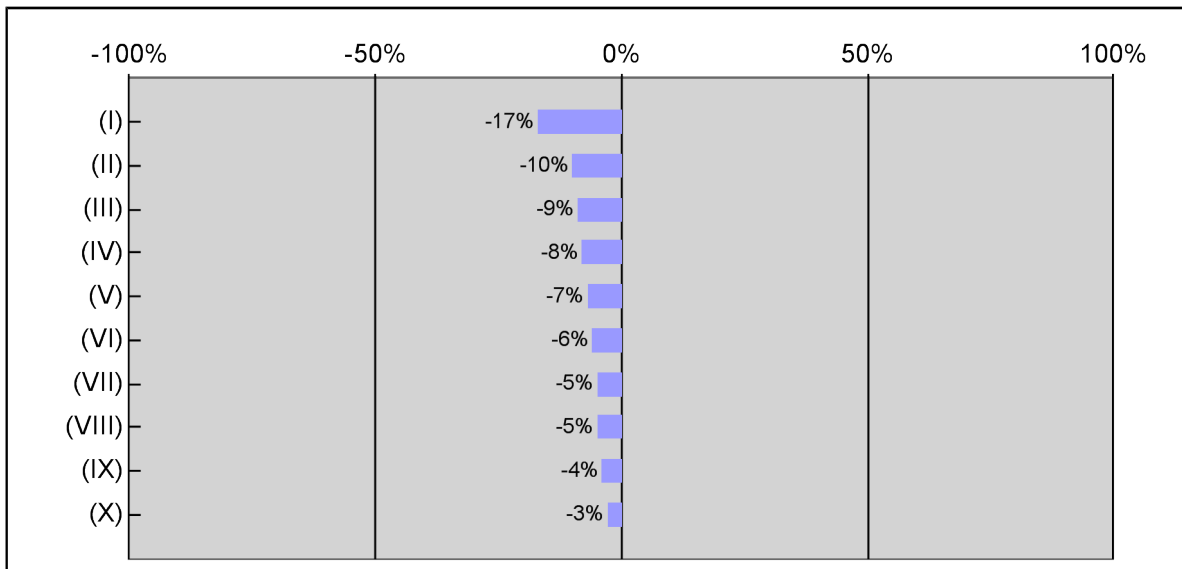
Management should:

- (I) ensure that overtime
- is voluntary
- (II) pay for the medical examinations workers undergo before they are employed.
- (III) provide workers who work standing up chairs near the workstation to rest on.
- (IV) treat workers with respect, including line supervisors.
- (V) ensure that first-aid boxes in the workplace are
- properly stocked
- (VI) ensure that sufficient soap and water is available near the toilets.
- (VII) set up a day care centre at or near the workplace, or pay the childcare costs of women employees.
- (VIII) post the overtime permission in the factory.
- (IX) not punish workers who refuse to work overtime.
- (X) appoint a liaison officer.

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.

Graph 7
(6 Months to Date)



Management should:

- (I) ensure that the workplace is well lit.
- (II) take steps to reduce heat in the workplace.
- (III) (for the next shop steward election):
 - hold a new election at least 15 days before the expiration of the current delegates' terms
- (IV) hold regular emergency drills.
- (V) train and encourage workers to use protective clothing and equipment.
- (VI) increase the staffing in the infirmary by
 - ensuring that medical staff are on duty during the required number of hours (including overtime)
- (VII) ensure that workers undergo a medical examination before being employed.
- (VIII) increase the staffing in the infirmary by
 - employing one (more) nurse
- (IX) not unreasonably restrict workers who work standing up from resting on chairs.
- (X) not use rotating short-term duration contracts as a way to avoid providing worker's entitlements to maternity leave, attendance bonus, seniority bonus, and/or annual leave.



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

- 1 - (Cambodia) Hongmei Imp & Exp Co., Ltd.
- 2 - 8 Star Sportswear Ltd.
- 3 - Anda Garment (Cambodia) Co., Ltd.
- 4 - Archid Garment Co., Ltd.
- 5 - ASD Cambodia Co., Ltd.
- 6 - Asia Dragon Garment Co., Ltd.
- 7 - B & N Garment (Cambodia) Co., Ltd.
- 8 - Berry Apparel (Cambodia) Co., Ltd.
- 9 - Bright Sky Pte Ltd
- 10 - Broadland Cambodia Garment Industries Co., Ltd., Branch 1
- 11 - Cambo Fashion Co., Ltd.
- 12 - Cambo Hansoll Co., Ltd.
- 13 - Cambodia Apparel Industry Ltd.
- 14 - Cambodia Sportswear Mfg. Ltd.
- 15 - Camitex (Cambodia) Mfg. Co., Ltd
- 16 - Camwell Mfg Co., Ltd
- 17 - Canteran Apparel (Cambodia) Co., Ltd.
- 18 - Charm Textiles Co., Ltd. (formerly C-One Cambodia Garment)
- 19 - Chean Ping Garment Co., Ltd.
- 20 - Chenille (Cambodia) Co., Ltd (formerly J & E Apparel)
- 21 - Chentex Garment Co., Ltd.
- 22 - Chu Hsing Garment Co., Ltd.
- 23 - Chung Fai Knitwear and Dyeing Fty. Ltd.
- 24 - Cinkamp Apparel Corporation Co., Ltd.
- 25 - City New Garment Factory (Cambodia) Co., Ltd.
- 26 - Cung Sing Garment Fty., Ltd.
- 27 - D.A. Corporation Ltd.
- 28 - D.M.A (Cambodia) Co., Ltd.
- 29 - Da Joo Cambodia Ltd.
- 30 - Dae Kwang Garment Co., Ltd
- 31 - Dai Young Cambodia Co., Ltd.
- 32 - Diamond Tower Enterprise Limited
- 33 - Double Win International Corp.
- 34 - E Garment Co., Ltd.
- 35 - E S Garment Co., Ltd
- 36 - Ea Yuan (Cambodia) Garment Co., Ltd.
- 37 - East Ocean Garment Factory Ltd.
- 38 - Eclat Highter International Garment (Cambodia) Co., Ltd (formerly Highter)
- 39 - EDA Enterprise Co., Ltd.
- 40 - Eternal Way (Cambodia) Ltd.



- 41 - Eternity Apparel Co., Ltd.
- 42 - Eurogate Garment Limited
- 43 - Ever-Glory (Cambodia) Garment Manufacturing Co., Ltd
- 44 - Evergreen Apparel (Cambodia) Co., Ltd.
- 45 - Evergreen Garment Co., Ltd.
- 46 - F.Y. Cambodia Fashions Ltd.
- 47 - Flying Dragon II (Cambodia) Garment Co., Ltd.
- 48 - Flying Dragon III (Cambodia) Garment Co., Ltd.
- 49 - Fortune Garment & Woolen Knitting Factory Ltd.
- 50 - G H G (Cambodia) Ltd.
- 51 - G.W. Enterprise Limited
- 52 - GDM Enterprise Co., Ltd.
- 53 - Gennon (Cambodia) Garment Manufacturing Ltd.
- 54 - Genuine Garment (Cambodia) Co., Ltd.
- 55 - Ghim Li (Cambodia) Pte, Ltd.
- 56 - Gladpeer Garment Factory Ltd.
- 57 - Global Apparels Limited (formerly Jusca Garments)
- 58 - Gold Kamvimex Garment Factory Ltd.
- 59 - Golden Crown (Cambodia) Co., Ltd.
- 60 - Golden Jet Garment Ltd.
- 61 - Goldfame Enterprises Knitters Ltd.
- 62 - Goldtex Garment Manufacturing Ltd.
- 63 - Grace Sun Cambodia Garment Co., Ltd.
- 64 - Grandtex International Co., Ltd.
- 65 - Great Lancelot International Co., Ltd.
- 66 - H2 Garment Co., Ltd.
- 67 - Hana Cambodia Inc., Ltd.
- 68 - Heart Enterprise (Cambodia) Co., Ltd.
- 69 - Hechter (Cambodia) Garment Ltd.
- 70 - High Born Enterprise Co., Ltd.
- 71 - Hong Meng Ta Garment Co., Ltd.
- 72 - Horus Industrial Corp.
- 73 - Hoyear (Cambodia) Garment Ltd.
- 74 - HS ENT (Cambodia) Co., Pte. Ltd.
- 75 - Hugo International Investment Co., Ltd. (formerly Cheer View)
- 76 - Huiying Enterprises Co., Ltd.
- 77 - Hung Tak Garment Co., Ltd
- 78 - Hung Wah Garment Manufacturing Ltd. (Branch 1)
- 79 - Hwee Hong (Cambodia) Garment Industries Co., Ltd. (Branch 1)
- 80 - Hwee Hong (Cambodia) Garment Industries Co., Ltd. (Branch 2)
- 81 - Hytex Garment Ltd.



- 82 - Hyunjin (Cambodia) Corp.
- 83 - In Fong Garment Co., Ltd.
- 84 - In Jae Garment Co., Ltd.
- 85 - In Kyung Cambodia Co., Ltd.
- 86 - Innovative Apparel Ltd.
- 87 - INSM Garment Co., Ltd.
- 88 - Inter Hopewell Garment Co., Ltd.
- 89 - Jacqsintex Industries Cambodia Co., Ltd.
- 90 - Jia Fung Garment (Cambodia) Co., Ltd.
- 91 - Jiangsu Dao Garment Co., Ltd.
- 92 - JRB Action Textile & Clothing Ltd.
- 93 - June Textiles Co., Ltd.
- 94 - Jung Min Cambodia Apparel Co., Ltd.
- 95 - K.P. Apparel Manufacturing Co., Ltd.
- 96 - Kbal Koah Garment Co., Ltd.
- 97 - Kennetex International Co., Ltd.
- 98 - Kin Tai Garment Co., Ltd.
- 99 - King Fashion Garment Co., Ltd.
- 100 - King First Industrial Co., Ltd. (Branch 1)
- 101 - King First Industrial Co., Ltd. (Branch 2)
- 102 - Kingsland Garment Cambodia Co., Ltd.
- 103 - Kinma Industries Pte. Ltd.
- 104 - Kun Kook (Cambodia) Co., Ltd.
- 105 - LA (Cambodia) Garment Pte.
- 106 - Leader's Industrial Co., Ltd.
- 107 - Leading International Co., Ltd.
- 108 - Lotus Textile Garment (Cambodia) Co., Ltd. (Branch 1)
- 109 - Lotus Textile Garment (Cambodia) Co., Ltd. (Branch 2)
- 110 - Lotus Textile Garment (Cambodia) Co., Ltd. (Branch 3)
- 111 - M&V International Manufacturing Ltd. (No. 1623)
- 112 - M&V International Manufacturing Ltd. (No. 754)
- 113 - Makalot Garments (Cambodia) Co., Ltd. (Branch 1)
- 114 - Makalot Garments (Cambodia) Co., Ltd. (Branch 2)
- 115 - Manhattan Qing Dao Textile & Garment Corp.
- 116 - Manhattan Textile and Garment Corp.
- 117 - Marlyn Industrial Corporation
- 118 - Maurea Garment Corporation
- 119 - Maxlin (Cambodia) Co., Ltd.
- 120 - Medtecs (Cambodia) Corp. Ltd.
- 121 - Meng Tong Garment Manufactory Ltd
- 122 - Min Kuan Textile Co., Ltd.



- 123 - Min Yue Garment Co., Ltd.
- 124 - Ming Hoi Garment Co., Ltd.
- 125 - Ming Hui Garment Co., Ltd.
- 126 - Mondotex Knitting & Garment Fty., Ltd.
- 127 - Moon Star Garment Co., Ltd.
- 128 - MSI Garment Co., Ltd.
- 129 - N.A New Asia (Cambodia) Clothing 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 - New Wide (Cambodia) Garment Co., Ltd.
- 135 - Noble Apparel Ltd.
- 136 - Now Corp.
- 137 - Ocean Garment Co., Ltd.
- 138 - Ocean Star Industry Co., Ltd.
- 139 - Pak Shun Knitting Factory Ltd.
- 140 - PCCS Garments Ltd.
- 141 - PDC Garment Ltd.
- 142 - Peace Glory (Cambodia) Manufacturing Co., Ltd
- 143 - Perfecta (Cambodia) Garment Co., Ltd.
- 144 - Phnom Penh Garment City Co., Ltd.
- 145 - Phong Wan Enterprise Co., Ltd.
- 146 - Pine Great (Cambodia) Garment Co., Ltd
- 147 - Potamon Cambodia Ltd.
- 148 - PPS Limited (Cambodia)
- 149 - QMI Industrial Co., Ltd.
- 150 - Quality Textiles Co., Ltd.
- 151 - Quicksew (Cambodia) Co., Ltd
- 152 - Quint Major Industrial Co., Ltd.
- 153 - Reliable Source Industrial (Cambodia) Co., Ltd
- 154 - River Rich Textile Ltd.
- 155 - Rontex Apparel (Cambodia) Co., Ltd.
- 156 - Roo Hsing Garment Co., Ltd.
- 157 - S.H. International Co., Ltd.
- 158 - Sabrina Garment Mfg Corp.
- 159 - Sametex Garment (Cambodia) Co., Ltd. (formerly Qiaoxin Garment)
- 160 - San Fong International Co., Ltd.
- 161 - San Lei Fung Garment & Woolen Knitting Fty. Ltd.
- 162 - San San Garment Co., Ltd.
- 163 - Sang Min (Cambodia) Co., Ltd.



- 164 - Sangwoo (Cambodia) Co., Ltd.
- 165 - Sharp Casual Co., Ltd.
- 166 - Shen Zhou Cambodia Co., Ltd.
- 167 - Sheng Heng Garment Co., Ltd.
- 168 - Sin Lan Ho Garments Co., Ltd.
- 169 - Sinomax International (Cambodia) Garment Co., Ltd. (Branch 1)
- 170 - Sinomax International (Cambodia) Garment Co., Ltd. (Branch 2)
- 171 - Siu Quinh Garment Ltd.
- 172 - SL Garment Processing (Cambodia) Ltd.
- 173 - South Bay Enterprise Co., Ltd.
- 174 - Splendid Chance International Ltd.
- 175 - Sportex Industry Co., Ltd.
- 176 - Springdale International (Cambodia)
- 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 - Sunny Apparel Manufacturing Co., Ltd.
- 182 - Suntex Pte., Ltd.
- 183 - Supertex Ltd.
- 184 - Supreme Choice (Cambodia) Garment Ltd.
- 185 - Supreme Garments Pte., Ltd.
- 186 - Svay Rieng (Cambodia) Garment Co., Ltd
- 187 - Tactician International Co., Ltd. (formerly Honey Wear Garment Co., Ltd.)
- 188 - Tai Yar Garment Industry Co., Ltd. (Branch 1) (formerly Vinstar)
- 189 - Tai Yar Garment Industry Co., Ltd. (Branch 2) (formerly Tai Yar-1)
- 190 - Tai Yar Garment Industry Co., Ltd. (Branch 3)
- 191 - Tairong (Cambodia) Knitting Co., Ltd.
- 192 - Talent Garment Industry (Cambodia) Co., Ltd
- 193 - Terratex Knitting & Garment Fty., Ltd.
- 194 - The Willbes (Cambodia) Co., Ltd.
- 195 - Tonga Garment Co., Ltd.
- 196 - Top World Garment Ltd.
- 197 - Top-One Garments Cambodia Mfg. Co., Ltd.
- 198 - Trinunggal Komara Garment Industry Co., Ltd.
- 199 - Tun Yun Textile (Cambodia) Co., Ltd.
- 200 - United Faith Garment Factory Co., Ltd.
- 201 - Universal Apparel Co., Ltd.
- 202 - Universal Glory (Cambodia) Ltd.
- 203 - USA Fully Field Garments Co., Ltd.
- 204 - Violet Apparel (Cambodia) Co., Ltd.



- 205 - Vivatino Design (Cambodia) Pte. Ltd.
- 206 - W & D Cambodia Co., Ltd.
- 207 - Wei Hua Garment Co., Ltd.
- 208 - Whitex Garments (Cambodia) Co., Ltd.
- 209 - Wilson Garment Co., Ltd.
- 210 - Wincam Corporation
- 211 - Wing Hang Garment Co., Ltd.
- 212 - Winner Garments Manufacturing Co., Ltd. (Branch 1)
- 213 - Winner Knitting Factory Ltd.
- 214 - Winsol Garment (Cambodia) Co., Ltd.
- 215 - Woosu CNS (Cambodia) Co., Ltd.
- 216 - Xin Fang (Cambodia) Garment Manufacturing Ltd.
- 217 - Xin Lan (Cambodia) Garment Company Limited
- 218 - Yao Hua Print Work
- 219 - YGM (Cambodia) Ltd.
- 220 - Yu Da Garment Industry (Cambodia) Co., Ltd. (formerly Maxpearl Garment)
- 221 - Yubin Service Co., Ltd.
- 222 - Yung Wah Industrial (Cambodia) Co., Ltd. (Branch I)
- 223 - Yung Wah Industrial (Cambodia) Co., Ltd. (Branch II)
- 224 - Zhen Tai Garment (Cambodia) Co., Ltd.
- 225 - Zheng Yong Garment Factory (Branch 1)
- 226 - Zheng Yong Garment Factory (Branch 2)
- 227 - 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:

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