



ព្រះរាជាណាចក្រកម្ពុជា
Kingdom of Cambodia

រាជរដ្ឋាភិបាល
Royal Government

ជាតិ សាសនា ព្រះមហាក្សត្រ
Nation Religion King

Unofficial Translation

CIRCULATION
On the Implementation
of the ILO's *Better Factories*
***Cambodia Project* in the Cambodian Textile and Apparel Sector**

In the spirit of enhancing and safeguarding workers and employees' rights more favorable conditions and complying with the International Labor Organization's standard in the Kingdom of Cambodia, the Royal Government of Cambodia issues guidelines as follows:

1. To implement on a unilateral basis the policy of the Royal Government of Cambodia in linking international trade with labor standards in the textile and apparel sector in Cambodia.
2. The implementation of the newly-designed ILO's **Better Factories Cambodia Project** is aimed at continuing improvement of working conditions in the textile and apparel sector, including the respect of internationally-recognized core labor standards, through the application of the Labor Law of the Kingdom of Cambodia. Through the implementation of this Project, Cambodia seeks to ensure that labor law and regulations are effectively implemented and also to provide for high quality and productive workplaces; and seeks to foster transparency in the administration of labor law, to promote compliance with, and effective enforcement of, existing labor law and regulations, and to promote the general labor rights embodied in the Labor Law of the Kingdom of Cambodia.
3. All textile and apparel factories and their duly authorized sub-contractors are required to be registered with ILO's Better Factories Cambodia's Office and with the Ministry of Commerce and have to abide by the Labor Law of the Kingdom of Cambodia for export eligibility.
4. Only ILO Better Factories Cambodia-registered textile and apparel factories are eligible to apply to the Ministry of Commerce for a certificate of origin and/or any other export document from Cambodia, after registering with the Trade Preferences Department of the Ministry of Commerce.

5. Textile and apparel factories failing to register under this Project would be de-registered from the GSP Register of the Ministry of Commerce and will not be allowed to export from Cambodia.
6. Textile and apparel factories failing to comply with the Cambodian Labor Law and regulations will face the following 4-steps administrative sanctions from the Ministry of Commerce:
 1. Warning Letter from the Minister of Commerce, upon review of a report of serious labor law's violations by the ILO Better Factories Cambodia's monitoring team corroborated by a report from the Ministry of Labor and Vocational Training;
 2. One Week-long Ban of all textile and apparel exports from the said factory, if no corrective measures are taken one week after the warning letter is received;
 3. Three months-long Ban of all textile and apparel exports from the said factory, if no corrective measures are taken two weeks after the warning letter is received;
 4. Permanent ban of all textile and apparel exports from the said factory, if no corrective measures are taken by the end of the 3 months after the warning letter is received.
7. In the event of the imposition of an export ban upon a said textile or garment factory, all government entities positioned at border posts shall cooperate with the Ministry of Commerce in imposing such a ban, whether or not the said textile or apparel shipments need a Certificate of Origin and/or any export document from the Ministry of Commerce.

For immediate implementation by all competence authorities.

Phnom Penh, July , 2005

PRIME MINISTER

CC:

- Ministry of Royal Palace
- Senate's Secretariat
- National Assembly's Secretariat
- Office of the Council of Ministers
- Ministry of Economy and Finance
- Ministry of Commerce
- Ministry of Industry, Mines and Energy
- Ministry of Labor and Vocational Training
- Royal Cambodian Embassies abroad
- All Foreign Embassies in the Kingdom of Cambodia
"For information"
- ILO's Better Factories Cambodia Office
- GMAC
- As named in point 3
"For implementation"
- Royal Gazette/National TV/Radio
"For publication and broadcasting"
- Archives

HUN SEN