

**INTERNATIONAL LABOUR ORGANISATION  
GARMENT SECTOR WORKING CONDITIONS IMPROVEMENT PROJECT  
KINGDOM OF CAMBODIA**

**NINTH SYNTHESIS REPORT ON THE WORKING  
CONDITIONS SITUATION  
IN CAMBODIA'S GARMENT SECTOR**

JULY 2004

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## **1. INTRODUCTION**

### **1.1. Project background**

On 20 January 1999, the governments of the Kingdom of Cambodia and the United States of America entered into a three-year Trade Agreement on Textile and Apparel. The agreement was amended and extended for another three-year period on 31 December 2001. The Agreement sets an export quota for garments from Cambodia to the United States, while seeking to improve working conditions and basic workers' rights in Cambodia's garment sector by promoting compliance with - and effective enforcement of - Cambodia's Labour Code as well as internationally recognised core labour standards. The amended agreement offers a possible 18% annual increase in Cambodia's export entitlements to the United States provided the Government of Cambodia supports:

"The implementation of a programme to improve working conditions in the textile and apparel sector, including internationally recognised core labour standards, through the application of Cambodian labour law." (Article 10B, US-Cambodia Textile Agreement).

Under the Agreement, "The Government of the United States will make a determination by December 1 of each Agreement period, beginning on December 1, 1999, whether working conditions in the Cambodian textile and apparel sector substantially comply with such labour law and standards."

Following the signing of the Agreement, the Governments of Cambodia and the United States requested ILO technical assistance to prepare a project proposal to support the implementation of the article of the Trade Agreement concerned with the to improve working conditions. The ILO consulted extensively with the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation (MOSALVY), the Garment Manufacturers Association in Cambodia (GMAC), the Cambodian trade union movement and the United States. A technical cooperation project with a budget of US\$ 1.4 million (USA \$1 million, GMAC and MOSALVY \$200,000 each) over a period of three years was agreed upon in May 2000. The project commenced in January 2001. In November 2002 an additional US\$675,000 was received from the USA to strengthen and intensify project activities. In November 2003 the project was formally extended for 2 years with a budget of US\$1.5 million (USA \$1 million, MOSALVY \$400,000 and GMAC \$100,000).

### **1.2. Project objectives**

The basic objective of the project is to improve working conditions in Cambodia's textile and apparel sector through:

- Establishing an independent system to monitor working conditions in garment factories;
- Providing assistance in drafting new laws and regulations to improve working

conditions;

- Increasing the awareness of employers and workers of core international labour standards and workers' and employers' rights under Cambodian labour law;
- Increasing the capacity of employers and workers and their organizations to improve working conditions in the garment sector through their own efforts;
- Building the capacity of government officials to ensure greater compliance with core labour standards and Cambodian labour laws.

The project is guided by a Project Advisory Committee (PAC), which comprises three representatives each from the government of Cambodia, the GMAC and the Cambodian trade union movement. The PAC meets at least quarterly. It provides guidance on such matters as work plans, implementation of activities, communication with the parties involved, and coordination of project activities with relevant work undertaken by other entities. It also advises on the operation and evaluation of the monitoring and reporting system.

### **1.3. The monitoring system**

The monitoring system consists of the following three main components:

- Registration of participating factories
- Procedures for undertaking monitoring visits and reporting on these visits
- Procedures for reporting on the overall findings of the monitoring

#### **Registration of participating factories**

Enterprises in the textile and apparel sector have registered with the project. This registration is voluntary but has been encouraged by a Prakas issued by the Ministry of Commerce which says that only registered factories are eligible to use or buy quotas for the export of textiles to the USA. As of 7 June 2004, 243 enterprises have registered with the Project. Registration consists of the signing of a Memorandum of Understanding (MOU) between the ILO and the participating factory. The MOU outlines the duties and responsibilities of both parties. Under the MOU the factory undertakes to provide full access to ILO monitors to factory premises whether announced or unannounced. The factory also agrees to allow ILO monitors to interact freely with shop stewards, union representatives and factory workers, both inside and outside the factory premises. The ILO undertakes to ensure that monitoring visits are undertaken in a fair and objective manner, that monitoring visits will be undertaken in such a manner as to cause least disruption to factory operations, that basic information is kept confidential, and that any allegation of misconduct by ILO monitors in the execution of their duties will be considered in good faith.

#### **Monitoring procedures**

The Project has recruited 11 monitors to undertake factory visits. They have been provided with intensive training, covering subjects such as Cambodian labour

law and international labour standards, interviewing techniques, and report writing. In undertaking factory visits, monitors are guided by an extensive checklist. This checklist consists of 156 questions (excluding sub-questions) most of which relate to articles in the labour code or provisions in the relevant ILO Conventions.

Monitors normally undertake enterprise visits in pairs. Each visit follows a similar procedure, which includes an initial meeting with management, a tour of the enterprise, observation of the workplace, interviews with workers and their representatives both inside and outside the factory, collection of relevant documents (payroll, sample contracts, leave records, etc.) and an exit interview with management. After each monitoring visit, monitors prepare a report for the CTA containing their findings and suggestions for areas of improvement. The CTA checks the report to see that it has been completed in accordance with project procedures. Once approved by the CTA, the CTA or the Programme Assistant discusses the draft report with management in order to secure the agreement of management with the findings and suggestions in the report and gather additional information if necessary. This stage also includes a short visit of the factory to verify further information received. The final report prepared after this meeting is sent to management with a request to sign and return it. At this point, management can indicate points with which they do not agree. Upon request from management, the project may offer assistance to factories in implementing the suggestions identified in the report.

Follow-up visits are also undertaken in pairs in which at least one of the monitors was part of the team that undertook the first visit. Follow-up visits focus on progress made in the implementation of the suggestions. In addition, monitors re-examine fundamental issues such as freedom of association and child labour as well as major changes on issues for which factories were found in compliance after the first monitoring visit. Reports on follow-up visits are sent to management with a request to sign and return them. At this point, management can indicate with which points they do not agree. They are also informed that they can contact the Project at all times to discuss the report or provide additional information if they wish.

### **Reporting procedures**

Based on the reports prepared by the monitoring teams, the CTA prepares a synthesis report every four months that provides an overview of the operation of the monitoring system for the period under review.<sup>1</sup> The synthesis report is presented to the Project Advisory Committee. The Project Advisory Committee discusses each synthesis report and its comments are recorded and attached to the ILO report. The ILO report and the comments of the Project Advisory Committee are made available in both English and Khmer and distributed to implementing and cooperating agencies under the project, and to the parties to the US-Cambodia Textile and Trade Agreement. The report is also posted on the ILO website. The first report was published in November 2001, the second in April

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<sup>1</sup> Initially the period for the publication of reports was every three months. Since it was found that this was logistically difficult this period was changed to every four months.

2002, the third in June 2002, the fourth in September 2002, the fifth and sixth in June 2003, the seventh in October 2003, and the eighth in February 2004.

#### 1.4. This synthesis report

This ninth synthesis report contains an overview of progress made by the 61 factories covered by the seventh synthesis report (October 2003) in implementing the suggestions made by the project for improving working conditions in each individual factory. The assessment of progress made is based on a follow-up visit undertaken by the monitors. Two of the factories covered by the seventh report had closed down, so it was not possible to undertake a follow-up visit and include information on these factories in this report. Three factories temporarily closed after the follow-up visit (Concept Garment, Fu Hing Garment Factory and Loyal Cambodia). Four other factories had permanently closed down after the follow-up visit (Guang Da, Lidar Garments, M.S. International and Sametex Cambodia). Information on these factories is included in the report.

Findings in the Seventh Synthesis Report	Findings in the Ninth Synthesis Report
<ul style="list-style-type: none"> <li>◆ There is no evidence of forced labour;</li> <li>◆ There were 2 incidents of sexual harassment;</li> <li>◆ Pregnant workers at several factories were fired or forced to resign;</li>   <li>◆ There was no evidence of child labour with the exception of 2 minor incidents;</li> <li>◆ Non correct payment of wages occurs frequently;</li> </ul>	<ul style="list-style-type: none"> <li>◆ There is no evidence of forced labour;</li> <li>◆ There were no reported incidents of sexual harassment;</li> <li>◆ The factories at which pregnant workers were fired or forced to resign have discontinued this practice;</li>   <li>◆ A small number of factories adversely alter the employment status of women upon their return from maternity leave;</li> <li>◆ There was one minor incident of child labour;</li>   <li>◆ There has been improvement in the correct payment of wages, though this remains a problem in a number of factories;</li> </ul>

<ul style="list-style-type: none"> <li>◆ Overtime work is not, or not always, undertaken voluntarily in a substantial number of factories;</li> <li>◆ Overtime hours extend, either occasionally or frequently, beyond the legal limits in a substantial number of factories;</li> <li>◆ Freedom of association, including anti-union discrimination, is a problem in some factories;</li> <li>◆ Strikes are not organized in conformity with the legally required procedures.</li> </ul>	<ul style="list-style-type: none"> <li>◆ There has been some improvement in ensuring that overtime work is undertaken voluntarily and that overtime hours are within legal limits though these issues remain a problem in a number of factories;</li> <li>◆ There has been some improvement in ensuring freedom of association, including protection against anti-union discrimination, though this remains a problem in a small number of factories;</li> <li>◆ There has not been improvement in ensuring that strikes are organized in conformity with the legally required procedures.</li> <li>◆ There are continuing problems associated with safety and health at work, including use of protective equipment and the installation of safety guards on machines, proper safety training, as well as issues such as inadequate ventilation and cleanliness of some workplaces.</li> </ul>
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It is important to underline that the monitoring of factories is not an objective in itself, but part of a process aimed at improving working conditions in Cambodia's garment sector as a whole. Thus, factories are not named the first time information on them is included in a report but they are named in the following report. It is believed that giving factories a grace period before they are named is the best way to realise the objective of the project, i.e. improving working conditions.

## 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. Thus, 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 situations that took place in the period between the first factory visit and the follow-up visit. Also, where factories are listed by name this is done in alphabetical order.**

## Factories covered by this report

1. Cambodia Castle Peak Garment Export (permanently closed), Prek Kompis, Kandal
2. Cherry Fashion Mfg. Co., Ltd. (permanently closed), Russey Keo, Phnom Penh
3. CKH Garment (Cambodia) Co., Ltd. (formerly Independence Garment), Russey Keo, Phnom Penh
4. Concept Garment Co., Ltd<sup>2</sup>., Meanchey, Phnom Penh
5. D.A. Corporation, Ltd., Chamcamon, Phnom Penh
6. Double Win International Corp., Russey Keo, Phnom Penh
7. Enter Bright Cambodia Garment Factory Co., Ltd., Dangkor, Phnom Penh
8. Eternity Apparel Cambodia Ltd., Meanchey, Phnom Penh
9. European Trend Fashion Cambodia, Ltd., Dangkor, Phnom Penh
10. Fu Hing Garment Factory\*, Russey Keo, Phnom Penh
11. Full Value (Cambodia) Textiles, Ltd., Dangkor, Phnom Penh
12. G.T. Garment (Cambodia) Co., Ltd., Meanchey, Phnom Penh
13. Genuine Garment (Cambodia) Co., Ltd., Angsnuol, Kandal
14. Great Lancelot International Co., Ltd., Dangkor, Phnom Penh
15. Guang Da Cambodia Garment Co., Ltd\*., Russey Keo, Phnom Penh
16. Hana Cambodia Inc., Ltd., Angsnuol, Kandal
17. Hechter (Cambodia) Garment Ltd, Angsnuol, Kandal
18. High Born Enterprise Co., Ltd., Dangkor, Phnom Penh
19. Horus Industrial, Corp., Meanchey, Phnom Penh
20. Huiying Enterprises (Cambodia) Co., Ltd., Dangkor, Phnom Penh
21. Hung Wah (Cambodia) Garment Manufacturing Co., Ltd., Dangkor, Phnom Penh
22. Infong (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
23. Jin Chan (Cambodia) Clothing Co., Ltd., Tuol Kork, Phnom Penh
24. K&A Garment Factory, Ltd., Russey Keo, Phnom Penh
25. K&P Cambodia Garment Co., Ltd., Daun Penh, Phnom Penh
26. Kbal Koah Garment Co., Ltd., Kien Svay, Kandal
27. Kingsland Garment Co., Ltd., Meanchey, Phnom Penh
28. Kog Veng Garment Co., Ltd., Russey Keo, Phnom Penh
29. Kong Hong Garment Co., Ltd. (Branch 1), Chamcamon, Phnom Penh
30. Kong Hong Laundry Co., Ltd. (Branch 3), Russey Keo, Phnom Penh
31. Lidar Garments (Cambodia) Co., Ltd\*., Tuol Kork, Phnom Penh
32. Loyal (Cambodia) Co., Ltd\*., Tuol Kork, Phnom Penh
33. Lucky Sweater Co., Ltd. (permanently closed), Angsnuol, Kandal
34. M&A Cambodia Garment, Ltd., Tuol Kork, Phnom Penh
35. M&V International Manufacturing, Ltd. (Stung Mean Chey Branch), Stung Meanchey, Phnom Penh
36. M.S. International Garment Co., Ltd\*. Russey Keo, Phnom Penh
37. Min Yue (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
38. Ming Hoi Garment (Cambodia) Manufacturing Co., Ltd., Dangkor, Phnom Penh

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<sup>2</sup> \* Factory was temporarily closed and/or permanently closed after the monitoring report included in the 9<sup>th</sup> Synthesis Report

39. New Point World Trade (Cambodia) Ltd., Russey Keo, Phnom Penh
40. P.D.C. Garment Co., Ltd., Dangkor, Phnom Penh
41. P.P.S. Limited (Cambodia), Tuol Kork, Phnom Penh
42. Parkview (Cambodia) Garment Factory Ltd., Dangkor, Phnom Penh
43. PCCS Garment Ltd., Russey Keo, Phnom Penh
44. Planet Textile (Cambodia) Co., Ltd., Tuol Kork, Phnom Penh
45. QMI Industrial Co., Ltd., Dangkor, Phnom Penh
46. Royal Crowntex International, Inc., Mittapheap, Sihanoukville
47. Sametex Cambodia Co., Ltd.\*, Russey Keo, Phnom Penh
48. San Fong International, Ltd. Cambodia, Russey Keo, Phnom Penh
49. Shing Tex Cambodia Co., Ltd., Dangkor, Phnom Penh
50. South Bay Enterprise Co., Ltd., Meanchey, Phnom Penh
51. Splendid Chance International Ltd., Russey Keo, Phnom Penh
52. Su Tong Fang Group, Ying Kan Garment Co., Ltd., Russey Keo, Phnom Penh
53. Supreme Choice Garment Ltd., Meanchey, Phnom Penh
54. Tack Fat Garment Ltd., Meanchey, Phnom Penh
55. Tonga Garment Co., Ltd., Tuol Kork, Phnom Penh
56. Top World Garment Cambodia Co., Ltd., Meanchey, Phnom Penh
57. Universal Apparel (Cambodia) Co., Ltd., Dangkor, Phnom Penh
58. W&D Cambodia, Ltd., Meanchey, Phnom Penh
59. Wilson Garment (Cambodia) Co., Ltd., Dangkor, Phnom Penh
60. Wing Hang (Cambodia) Garment Co., Ltd., Dangkor, Phnom Penh
61. You Cheng Garment Co., Ltd. Angsnuol, Kandal

In the sections below information is provided on progress in implementing suggestions made by the Project to improve working conditions. Under each subject heading, suggestions are listed followed by an indication of their implementation status (implemented, in process, partly implemented, not implemented) per factory. Thus, the combined number of factory names listed under each of these categories is 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 suggestions that overlap.

### **Key**

The following symbols have been used in Section 2 of the report to identify factories at which a particular suggestion applies to specific types of workers, factories for which the suggestion is new, 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.

## 2.1. Working conditions

### 2.1.1. Internal regulations

Management should	Implemented	Partly Implemented	Not Implemented	New
develop internal regulations			Loyal	
develop internal regulations for apprentices	Kog Veng	Tack Fat	Genuine Garment, Royal, Splendid Chance	
consult with shop stewards when developing internal regulations	Planet Textile, Sametex	Min Yue	Great Lancelot, K&A Garment	
amend the internal regulations to comply fully with the law	M&V		Concept Garment, Enter Bright, Genuine Garment, Great Lancelot, Hung Wah, K&A Garment, Kong Hong 1, Kong Hong 3, M.S. International, Wilson, You Cheng	
submit the internal regulations for approval by the labour inspectorate	Parkview, Planet Textile			

Management should	Implemented	Partly Implemented	Not Implemented	New
post the internal regulations in the workplace	Huiying Enterprises, Infong, Jin Chan, Kong Hong3, Lidar, Min Yue, Royal, Sametex, Shing Tex, Splendid Chance		Eternity, Full Value, K&A Garment, Kong Hong 1, M&V, M.S. International, Planet Textile, Su Tong Fang	San Fong

### 2.1.2. Employment contract

Management should	Implemented	Partly Implemented	Not Implemented	New
not charge a fee for job application forms	Royal		Kog Veng	
ensure that no worker has to pay anyone a fee in order to get a job	Eternity, Parkview, M.S. International, Shing Tex, Supreme Choice, You Cheng	Concept Garment, Enter Bright, Lidar, Su Tong Fang	Hana Cambodia, Kingsland, Loyal, M&V, P.D.C., Sametex, South Bay	Tonga, Jin Chan
include the terms and duration of employment in employment contracts	--		CKH Garment, Jin Chan, Kong Hong 1	

Management should	Implemented	Partly Implemented	Not Implemented	New
amend clauses in the employment contracts that do not comply with the law	Double Win, Hechter Garment, Min Yue, New Point, Supreme Choice, Universal	Splendid Chance	Full Value, Genuine Garment, Great Lancelot, High Born, Huiying Enterprises, Hung Wah, Infong, K&P Cambodia, Kingsland, Kog Veng, P.D.C., PCCS, Parkview, Planet Textile, Royal, Sametex, San Fong, W&D	CKH Garment, Kbal Koah
amend clauses in the employment contracts that do not comply with the internal regulations	--		W&D	
ensure that workers understand the terms and conditions of their employment contracts	Double Win, Min Yue, Ming Hoi, Su Tong Fang, Wing Hang	Full Value, Genuine Garment, Kbal Koah, Shing Tex, Splendid Chance, Universal	CKH Garment, Concept Garment, D.A. Corporation, Enter Bright, Eternity, European Trend, Fu Hing, G.T. Garment, Guang Da, Hana Cambodia, Horus Industrial, Huiying Enterprises, Infong, K&A Garment, K&P Cambodia, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M.S. International, New Point, P.D.C., Planet Textile, Sametex, San Fong, South Bay, Supreme Choice, Top World	

Management should	Implemented	Partly Implemented	Not Implemented	New
not keep workers on probation for more than 3 months	Eternity, Full Value, Lidar, M&V, M.S. International, Wing Hang		D.A. Corporation, High Born, K&A Garment, Kingsland, Kog Veng, Kong Hong 3	G.T. Garment , Infong
ensure that apprenticeship contracts comply with the law	--		Genuine Garment, Huiying Enterprises, Kog Veng, M&V, Min Yue, Splendid Chance	
ensure that apprenticeship contracts do not exceed 2 months	D.A. Corporation		Guang Da	
not arbitrarily change workers' contract status (e.g. from regular to apprentice)	P.P.S. Limited			Jin Chan
ensure that casual workers have the same obligations and enjoy the same rights as regular workers, especially with regard to wage payments	--		G.T. Garment, Hana Cambodia, P.P.S. Limited	

Management should	Implemented	Partly Implemented	Not Implemented	New
only recruit casual workers to a) perform specific work that can be completed within a short period of time and b) perform work temporarily, intermittently or seasonally	Eternity, Full Value, Genuine Garment, Great Lancelot, Infong, New Point, W&D	Kbal Koah, Wing Hang	Concept Garment, D.A. Corporation, Hechter Garment, Huiying Enterprises, Hung Wah, K&P Cambodia, Kingsland, Kong Hong 3, Loyal, Min Yue, P.D.C., P.P.S. Limited, Sametex, San Fong, Shing Tex, South Bay, Su Tong Fang, Supreme Choice, Top World, You Cheng	Double Win, G.T. Garment, Guang Da, Hana Cambodia, Jin Chan, PCCS, Planet Textile, Royal, Lidar
only terminate employment contracts for reasons allowed under the law	K&A Garment		Enter Bright*	
pay dismissed workers the correct indemnity	D.A. Corporation, M.S. International	Kbal Koah, Royal	Enter Bright*, Full Value, Kog Veng, Parkview	
only demand damages from workers who terminate their contracts without giving prior notice in accordance with the law	--		Huiying Enterprises	

### 2.1.3. Collective agreement

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that the collective agreement complies with the law	Universal		Enter Bright, Fu Hing, Ming Hoi, Tonga	
register the collective agreement with MOSALVY	--		Ming Hoi	
post the collective agreement in the workplace	--		Tonga	

#### 2.1.4. Wages

Management should	Implemented	Partly Implemented	Not Implemented	New
post the minimum wage notice in the workplace	Concept Garment, D.A. Corporation, Enter Bright, Eternity, Guang Da, Infong, Jin Chan, K&A Garment, Lidar, M&A, Parkview, Royal, Splendid Chance, Supreme Choice	Hana Cambodia	Full Value, G.T. Garment, Genuine Garment, Hechter Garment, High Born, Huiying Enterprises, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Loyal, M&V, M.S. International, Min Yue, P.D.C., Planet Textile, Sametex, Shing Tex*, South Bay, Top World	Double Win, K&P Cambodia, San Fong, You Cheng

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that workers understand the calculation of wages	Double Win, European Trend, Genuine Garment, Lidar, Parkview*, Splendid Chance, Su Tong Fang*, Tonga	Hana Cambodia*, Kong Hong 1, M.S. International*, Royal (P), Universal	CKH Garment, Concept Garment, D.A. Corporation, Eternity, Fu Hing*, Full Value*, G.T. Garment, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, Infong, , Kbal Koah (P), Kingsland*, Kog Veng, Kong Hong 3, Loyal, M&V, Ming Hoi, New Point, P.D.C., Planet Textile, San Fong, Shing Tex*, South Bay, Supreme Choice, Top World, W&D, You Cheng*	K&P Cambodia
provide clearly written payslips to workers	Hana Cambodia*, M.S. International*, Parkview*, Royal*, Su Tong Fang*	Wing Hang	Enter Bright*, Fu Hing*, Full Value*, Huiying Enterprises, Jin Chan, Kingsland*, Kong Hong 1, Kong Hong 3, M&V, Sametex, Shing Tex*, Tonga, You Cheng*	Kbal Koah, Planet Textile
inform workers of the piece rate before work starts	--		Enter Bright	Min Yue, Royal

Management should	Implemented	Partly Implemented	Not Implemented	New
set the piece rate at a level that permits a worker of average ability working normal hours to earn minimum wage	Great Lancelot, Hung Wah, Planet Textile, Supreme Choice, Universal		CKH Garment, D.A. Corporation, Enter Bright, Eternity, Horus Industrial, Huiying Enterprises, Infong, Kingsland, M&V, Min Yue, Ming Hoi, Loyal, New Point, P.D.C. P.P.S. Limited, PCCS,Tack Fat, Top World	G.T.Garment, Sametex
pay piece-rate workers the minimum wage when their piece rate pay, excluding overtime, falls below the minimum wage	Min Yue, Universal		CKH Garment, Infong, Kingsland, Kong Hong 1, Kong Hong 3, M&V, P.P.S. Limited (C), Sametex, South Bay	Fu Hing, New Point
pay casual workers the legally guaranteed minimum wage, including overtime payments	Eternity, Full Value, Genuine Garment, Great Lancelot*, M&A, Shing Tex, Su Tong Fang, W&D*, Wilson*, Wing Hang	European Trend, Supreme Choice*	Concept Garment, Double Win, Fu Hing, G.T. Garment*, Guang Da,Hechter Garment*, High Born*, Huiying Enterprises, Infong, K&P Cambodia, Kbal Koah, Kingsland, Kong Hong 3, Lidar, Loyal, Min Yue, New Point, P.D.C, Parkview, Sametex, South Bay, Top World, You Cheng*	Planet Textile, Tonga

Management should	Implemented	Partly Implemented	Not Implemented	New
should pay workers from the date they start work, including during the pre-trial period	Great Lancelot		Guang Da, Kog Veng, M&V, Su Tong Fang	CKH Garment, Min Yue, Splendid Chance,
pay workers the correct amount of wages	European Trend, Kog Veng, Lidar, Shing Tex, You Cheng		Planet Textile	Kingsland
pay workers the correct amount of overtime wages	Enter Bright, K&A Garment, Loyal (P), Shing Tex, Tack Fat		CKH Garment*, Fu Hing, Horus Industrial, Kong Hong 1, Kong Hong 3 (P), M&V (P), Ming Hoi (P), New Point, P.D.C.* , Planet Textile, Sametex	
pay workers the correct wages for work on Sunday	Sametex*		CKH Garment*, P.D.C.*	G.T. Garment, Horus Industrial, M&V, San Fong *
Ensure that workers receive paid public holidays	D.A. Corporation (P), Kbal Koah, Lidar (P), QMI	Kbal Koah (P)	Concept Garment (C), Great Lancelot (C)*, Kingsland (P), Kong Hong 1 (P), Kong Hong 3 (P), Loyal (P),	M&V (P)

Management should	Implemented	Partly Implemented	Not Implemented	New
pay workers the correct wages for work on public holidays	European Trend, Royal, Sametex*	Fu Hing	CKH Garment*	G.T. Garment, P.D.C., San Fong *
pay workers the correct wages for night work	Huiying Enterprises, Kbal Koah, Lidar, Wing Hang		Fu Hing, Hana Cambodia, High Born, Kong Hong 3, Loyal, QMI, Royal, Su Tong Fang, Supreme Choice	Full Value, G.T. Garment, Horus Industrial, Hung Wah, K&P Cambodia, Sametex
give all workers 1,000 Riels for a food allowance or a free meal if they work overtime	Eternity, G.T. Garment (C), Great Lancelot (C)*, Kbal Koah, Kog Veng, M.S. International, P.P.S. Limited (C)*, Royal (C), Splendid Chance, Wilson (C)*, Wing Hang		CKH Garment*, Concept Garment (C), Fu Hing, High Born (C)*, K&A Garment, Kong Hong 1, Kong Hong 3, New Point,	K&P Cambodia, San Fong
pay the attendance bonus to workers entitled to it	Eternity, Kong Hong 1, South Bay (C), Splendid Chance, W&D (C)*, Wilson	D.A. Corporation (C), Kog Veng, New Point (C)	Concept Garment (C), D.A. Corporation, Eternity (C)*, G.T. Garment (C)*, Great Lancelot (C)*, Hechter Garment (C)*, High Born, Horus Industrial (A), K&A Garment, Kong Hong 3, Ming Hoi (C), P.P.S. Limited (C)*, Planet Textile, San Fong, You Cheng (C)	

Management should	Implemented	Partly Implemented	Not Implemented	New
pay workers who are entitled to it the attendance bonus, even when they refuse to work overtime, Sundays, or public holidays	Double Win		--	
provide lodging or an accommodation allowance to workers entitled to it during suspension of operations	--			Enter Bright
pay workers the seniority bonus after 1 year of service	D.A. Corporation, Eternity, Kong Hong1, Kong Hong 3, Lidar (P), Loyal, M.S. International, South Bay		CKH Garment, Fu Hing, K&A Garment, Kingsland, Planet Textile	
ensure that wage deductions for unauthorised absence do not exceed basic daily wages	Su Tong Fang		Kingsland, M.S. International, Min Yue, Ming Hoi	

Management should	Implemented	Partly Implemented	Not Implemented	New
not fine workers or deduct wages as a means of labour discipline	K&A Garment, Kog Veng, Tonga		CKH Garment, European Trend, Genuine Garment, Guang Da, Hechter Garment, Huiying Enterprises, Planet Textile, Sametex, South Bay, Universal, You Cheng	K&P Cambodia, Kbal Koah, Min Yue, Su Tong Fang
not deduct the cost for replacement of worn/unusable tools from workers' wages	QMI		Kingsland	New Point
not unduly reduce wages when workers lose their ID cards	--	QMI	Kong Hong 1, Kong Hong 3, P.D.C.,	Top World
not require workers to provide a guarantee or post a bond in order to be provided with work equipment	--		Kog Veng, Min Yue	
pay wages on time	Lidar, M&V		Fu Hing, Kingsland	

Management should	Implemented	Partly Implemented	Not Implemented	New
pay workers during normal working hours	Hechter Garment		Kog Veng, Sametex	Eternity, G.T Garment, K&P Cambodia, Lidar, M.S. International New Point, Royal, San Fong, Splendid Chance, Top World
pay wages a day early when payday falls on a Sunday or Public Holiday	Kong Hong1, Kong Hong 3, Splendid Chance			Lidar
keep a detailed payroll ledger in Khmer	Kog Veng, Lidar, M&A, Splendid Chance, You Cheng	High Born, Min Yue, Su Tong Fang	Full Value, Horus Industrial, Huiying Enterprises, Jin Chan, Kong Hong 1, Kong Hong 3, P.D.C., Planet Textile, Sametex, Wing Hang	Eternity, M&V
ensure that the payroll accurately reflects the wages actually paid to workers	--		Enter Bright	High Born, Kog Veng, Su Tong Fang

### 2.1.5. Hours of work

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that normal working hours do not exceed 8 hours per day, 6 days a week	Kong Hong1, Kong Hong 3		--	
provide workers weekly time-off	M&A, Universal	Kbal Koah	Enter Bright, Royal, Wing Hang	
set the daily production target at a level that an average worker can meet within an 8-hour workday	M.S. International		Concept Garment, South Bay	Guang Da
ensure that overtime is voluntary, exceptional and does not exceed 2 hours per day	Min Yue	Concept Garment, Double Win, M&A, M.S. International, Royal, Splendid Chance, Universal, Wilson, Wing Hang, You Cheng	CKH Garment, D.A. Corporation, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, G.T. Garment, Guang Da, Hana Cambodia, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, K&A Garment, K&P Cambodia, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, Ming Hoi, New Point, P.D.C., P.P.S. Limited, Parkview, QMI, Sametex, San Fong, Shing Tex, South Bay, Su Tong Fang, Supreme Choice, Top World,	Infong, W&D

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that overtime work is voluntary	--		M&V	
ensure that overtime work is exceptional	Tonga		Genuine Garment*, Great Lancelot*, Jin Chan*, Kbal Koah*, PCCS, Planet Textile*, Tack Fat	Hung Wah *
should ensure that overtime work does not exceed 2 hours per day	--		Genuine Garment*, Great Lancelot*, Jin Chan, Kbal Koah*, Planet Textile*	Hung Wah*
should ensure that work on weekly time-off or Sunday is voluntary	Genuine Garment, Hechter Garment, M.S. International*, Min Yue*, Splendid Chance*, Su Tong Fang*		CKH Garment*,	Great Lancelot ,P.D.C.
ensure that work on weekly time-off/Sunday is exceptional	Hechter Garment, K&A Garment, Kong Hong1, M.S. International*, Min Yue*, Splendid Chance*, Su Tong Fang*, You Cheng		CKH Garment*, Royal*, Top World*	Great Lancelot Genuine Garment, Kog Veng

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that work on public holidays is voluntary	Hechter Garment, Huiying Enterprises, Lidar, M.S.International*, Splendid Chance*, Su Tong Fang*		Horus Industrial	
provide night workers transportation or a place to sleep	Huiying Enterprises	Tack Fat	Concept Garment, Double Win, Enter Bright, Jin Chan, Lidar, QMI, Royal, Su Tong Fang, Supreme Choice, Wing Hang	G.T. Garment, K&P Cambodia
not subject workers to warnings, fines, sanctions or dismissal for refusing to work overtime or Sundays/holidays	--	Kog Veng	Enter Bright, Eternity, G.T. Garment, Kong Hong 3, South Bay, Su Tong Fang	San Fong
obtain permission from MOSALVY before workers work overtime	Infong, Jin Chan, K&A Garment, Ming Hoi, South Bay, Splendid Chance	Fu Hing	CKH Garment, Eternity, Loyal, Min Yue, Planet Textile, Royal	Genuine Garment, San Fong
obtain permission from MOSALVY before suspending weekly time-off	Genuine Garment, Jin Chan, K&A Garment, You Cheng	Fu Hing	Concept Garment, Enter Bright, Full Value, Guang Da, Hung Wah, Kingsland, Kog Veng, Loyal, M.S. International, P.D.C, Wing Hang	Great Lancelot, Lidar, New Point

Management should	Implemented	Partly Implemented	Not Implemented	New
post the overtime permission in the factory	--		Kog Veng, M&V	

### 2.1.6. Leave

Management should	Implemented	Partly Implemented	Not Implemented	New
post the list of national public holidays in the factory	--			Min Yue
give workers their annual leave entitlements	Eternity, Hana Cambodia, Infong, New Point	Loyal	K&A Garment, Planet Textile	Parkview
allow workers to use their annual leave without imposing any undue restrictions	Double Win, Infong, Wing Hang	Concept Garment, D.A. Corporation, Wilson, You Cheng	CKH Garment, Enter Bright, Full Value, Hana Cambodia, Huiying Enterprises, Kbal Koah, Kingsland, Kog Veng, Kong Hong 3, Lidar, M&V, M.S. International, PCCS, South Bay, Su Tong Fang	Great Lancelot, Min Yue
get workers' consent to convert annual leave into cash compensation	M.S. International, P.D.C.		Fu Hing, Kbal Koah, Kong Hong 1	

Management should	Implemented	Partly Implemented	Not Implemented	New
pay the correct amount of compensation in place of annual leave	Kong Hong 3		Fu Hing	M.S. International
ensure that workers in service for 3 years receive one extra day of annual leave	Tack Fat, Tonga		Concept Garment, Enter Bright, Guang Da, K&P Cambodia, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M.S. International, Ming Hoi, Shing Tex, South Bay, Su Tong Fang, Supreme Choice	Double Win, Kingsland, M&V, Splendid Chance
provide special leave without imposing undue restrictions, including wage deductions	Double Win, Huiying Enterprises, Jin Chan, K&P Cambodia, Kbal Koah, M&A, Parkview, Top World, Wing Hang	Eternity, European Trend, Full Value, Hechter Garment, High Born, Hung Wah, Infong, Lidar, Sametex, Su Tong Fang	CKH Garment, Concept Garment, D.A. Corporation, Enter Bright, Fu Hing, Genuine Garment, Great Lancelot, Guang Da, Hana Cambodia, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Loyal, M&V, M.S. International, Min Yue, Ming Hoi, New Point, P.D.C., Planet Textile, QMI, San Fong, Shing Tex, South Bay, Splendid Chance, Supreme Choice, W&D, Wilson,	G.T. Garment, Horus Industrial, You Cheng
provide special leave for events affecting the worker or the worker's family (e.g., wedding, family death or illness, etc.)	Jin Chan, Wilson		Royal*	

Management should	Implemented	Partly Implemented	Not Implemented	New
provide sick leave without imposing undue restrictions, including wage deductions	Double Win, Horus Industrial, Parkview	European Trend, Jin Chan, Su Tong Fang, Wing Hang	CKH Garment, Concept Garment, D.A. Corporation, Enter Bright, Eternity, Fu Hing, Full Value, Genuine Garment, Great Lancelot, Guang Da, Hana Cambodia, Hechter Garment, High Born, Huiying Enterprises, Hung Wah, Infong, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Loyal, M&V, M.S. International, Min Yue, Ming Hoi, New Point, P.D.C., Planet Textile, QMI, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance	G.T. Garment
			Supreme Choice, Top World, Universal, W&D, Wilson, You Cheng	
not deduct sick leave from annual leave	Wing Hang			Lidar
pay sick leave promptly	--		Tack Fat	
amend the leave application form	--		Concept Garment	

Management should	Implemented	Partly Implemented	Not Implemented	New
not change a worker's status following paid or unpaid sick/ special leave (e.g., by suspending or dismissing the worker)	W&D		--	

### 2.1.7. Maternity leave

Management should	Implemented	Partly Implemented	Not Implemented	New
change the maternity leave application form	W&D	Hechter Garment	--	
provide 90 days' maternity leave for workers	Eternity, P.D.C, Parkview		Kingsland	
pay workers on maternity leave half pay plus benefits and bonuses if they have worked for one year	Double Win, Great Lancelot, Hana Cambodia, Horus Industrial, Jin Chan, M&V*, M.S. International, QMI, Shing Tex, Splendid Chance W&D, Wing Hang	Concept Garment, HuiyingEnterprises, Kog Veng, Loyal, Min Yue, San Fong, Su Tong Fang	CKH Garment, Enter Bright, European Trend, Fu Hing, Guang Da, K&A Garment, Kong Hong 1, Kong Hong 3, Lidar, Ming Hoi, New Point, Planet Textile, Royal, South Bay, Supreme Choice	G.T. Garment, Genuine Garment, Sametex, Top World *

Management should	Implemented	Partly Implemented	Not Implemented	New
pay workers on maternity leave their maternity benefits before or during leave	Great Lancelot		Fu Hing, Infong, K&P Cambodia, M&V*, Shing Tex, Su Tong Fang, Wing Hang	Double Win, Huiying Enterprises, Kong Hong 3, Lidar, Jin Chan , Top World*, Enter Bright
allow workers to do light work during the first two months after their maternity leave	Kong Hong 1		--	

### 2.1.8. Breast-feeding

Management should	Implemented	Partly Implemented	Not Implemented	New
provide one hour of time-off for breast-feeding during the first year after the baby is born	Concept Garment, Double Win, European Trend, Genuine Garment, M&A, PCCS, Universal*, Wilson	P.P.S. Limited	Hechter Garment, Hung Wah, K&P Cambodia, Kong Hong 1*, M.S. International*Supreme Choice*	Lidar, Royal

Management should	Implemented	Partly Implemented	Not Implemented	New
make sure workers are aware of their right to time-off for breast-feeding	Concept Garment, Double Win, European Trend, Genuine Garment, Horus Industrial, Jin Chan, P.D.C., Shing Tex, Universal*, Wing Hang	Kong Hong 3, Tack Fat	D.A. Corporation, Enter Bright, Eternity, Fu Hing, Full Value, G.T. Garment, Guang Da, Hana Cambodia, Hechter Garment, High Born, Huiying Enterprises, Infong, K&A Garment, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1*, Loyal, M&V, M.S. International*, Min Yue, Ming Hoi, New Point, Parkview, Planet Textile, QMI, Sametex, San Fong, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice*, Top World, W&D	Royal

2.1.9. Nursing room/day care centre

Management should	Implemented	Partly Implemented	Not Implemented	New

Management should	Implemented	Partly Implemented	Not Implemented	New
establish a nursing room/day care centre or pay eligible workers for placing their children in private day-care centres	Tack Fat	Full Value, Lidar, Parkview, W&D, Wilson	CKH Garment, Concept Garment, D.A. Corporation, Double Win, Enter Bright, Eternity, European Trend, Fu Hing, G.T. Garment, Genuine Garment, Great Lancelot, Guang Da, Hana Cambodia, High Born, Hechter Garment, Horus Industrial, Huiying Enterprises, Hung Wah, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Loyal, M&A, M&V, M.S. International, Min Yue, Ming Hoi, New Point, P.D.C., P.P.S. Limited, PCCS, Planet Textile, QMI, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice, Tonga, Top World, Universal, Wing Hang, You Cheng*	
ensure that the nursing room is operational	Wing Hang		Kbal Koah, You Cheng*	

#### 2.1.10. Sexual harassment

There were no reported instances of sexual harassment.

2.1.11. Indecent behaviour

Management should	Implemented	Partly Implemented	Not Implemented	New
Management, including line supervisors, should treat workers with respect	Great Lancelot, Hana Cambodia, K&A Garment, M&A, Min Yue, Wing Hang	Genuine Garment, Hechter Garment, Huiying Enterprises, Hung Wah, Kog Veng, Splendid Chance, Su Tong Fang, Universal	CKH Garment, Concept Garment, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, Guang Da, Infong, Jin Chan, K&P Cambodia, Kingsland, Kong Hong 3, Lidar, Loyal, M&V, M.S. International, Ming Hoi, P.D.C., Parkview, Royal, Sametex, San Fong, Shing Tex, South Bay, Supreme Choice, Top World, Wilson	High Born, Kbal Koah, New Point

2.1.12. Discrimination

Nine factories discontinued the practice of dismissing pregnant workers after the first monitoring visit. Three other factories downgrade the status of workers following maternity leave, while two factories have discontinued this practice.

Management should	Implemented	Partly Implemented	Not Implemented	New

Management should	Implemented	Partly Implemented	Not Implemented	New
not dismiss pregnant workers or force them to resign from work	Genuine Garment, Huiying Enterprises, K&A Garment, Kog Veng, Min Yue, South Bay, Splendid Chance, Universal, Wing Hang			
not adversely change the contract status of workers when they return from maternity leave	M.S. International, W&D		Kong Hong 1	High Born, San Fong

### 2.1.13. Forced Labour

No indications were found in any of the factories that forced labour was practiced.

### 2.1.14. Child labour

One confirmed underage worker was employed in 1 factory. (Min Yue)

In 1 factory (Hana Cambodia), monitors observed that one casual worker appeared to be less than 15 years of age. Management said that they do not request age-verifying documents when they recruit casual workers. When monitors attempted further investigation one month after the monitoring visit, shop stewards informed them that this worker was no longer working in the factory.

In 1 factory (Min Yue) monitors observed some casual workers who appeared to be underage. Casual workers said

that they do not have to provide age-verifying documents to be hired. Further investigation confirmed that one casual worker was 14 years and 9 months old at the time of the monitoring visit.

Management should	Implemented	Partly Implemented	Not Implemented	New
verify the age of workers against relevant and reliable documents prior to recruitment	Huiying Enterprises, K&A Garment, P.D.C., Universal	Kog Veng	Genuine Garment (C), Kingsland, Min Yue (C), Splendid Chance, Supreme Choice (C)	CKH Garment, Hana Cambodia (C),

## 2.2. Safety and health

### 2.2.1. Safety and health policy

Management should	Implemented	Partly Implemented	Not Implemented	New
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Management should	Implemented	Partly Implemented	Not Implemented	New
develop an occupational safety and health policy	PCCS, QMI, Universal		CKH Garment, Concept Garment, D.A. Corporation, Double Win, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, G.T. Garment, Genuine Garment, Great Lancelot, Guang Da, Hana Cambodia, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M&A, M&V, M.S. International, Min Yue, Ming Hoi, New Point, P.D.C., P.P.S. Limited, Parkview, Planet Textile, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice, Tack Fat, Tonga, Top World, W&D, You Cheng	
post safety and health information (e.g. posters and signs) in the workplace	--		Concept Garment, Kbal Koah, M&A, Royal, Wilson, Wing Hang	
ensure that safety and health rules are in Khmer	Wilson		--	

**2.2.2. Work-related accidents/illnesses**

Management should	Implemented	Partly Implemented	Not Implemented	New
keep a record of work-related accidents/illnesses	G.T. Garment*, Huiying Enterprises*, K&P Cambodia*, Kog Veng*, Parkview, South Bay*		CKH Garment*, Genuine Garment*, Guang Da*, Hana Cambodia*, K&A Garment*, Loyal*, New Point*, Planet Textile*, Royal*, Sametex*, San Fong*, Shing Tex*, Supreme Choice*	
notify the relevant authorities of work-related accidents/illnesses	G.T. Garment*, Huiying Enterprises*, Jin Chan, K&P Cambodia, Kog Veng*, Kong Hong 3, M&V, M.S. International, P.D.C., QMI, South Bay*, Splendid Chance, Su Tong Fang	Fu Hing	CKH Garment*, Eternity, Genuine Garment*, Guang Da*, Hana Cambodia*, K&A Garment*, Kbal Koah, Kong Hong 1, Loyal*, Min Yue, New Point, Planet Textile*, Royal*, Sametex*, San Fong*, Shing Tex*, Supreme Choice*, You Cheng	

### 2.2.3. Compensation for accidents/illnesses

Management should	Implemented	Partly Implemented	Not Implemented	New
compensate workers for work-related accidents or illnesses	Concept Garment, Enter Bright, Great Lancelot, Hana Cambodia, M&A, Ming Hoi, Parkview, QMI, Wing Hang	European Trend, K&P Cambodia, Kong Hong 3, Min Yue, Royal, Su Tong Fang,	CKH Garment, D.A. Corporation, Eternity, Fu Hing, Full Value, Guang Da, Hechter Garment, Horus Industrial, Huiying Enterprises, Hung Wah, K&A Garment, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Lidar, Loyal, M&V	

Management should	Implemented	Partly Implemented	Not Implemented	New
		Supreme Choice, Top World, You Cheng	M.S. International, P.D.C., Planet Textile, Sametex, San Fong, Shing Tex, South Bay, Tack Fat, W&D	G.T. Garment

#### 2.2.4. Emergency arrangements

Management should	Implemented	Partly Implemented	Not Implemented	New
consider adding emergency exit doors	--		Kingsland	
clearly mark all emergency exit doors	Enter Bright, Full Value, Kbal Koah, Ming Hoi, South Bay*, Supreme Choice		CKH Garment*, Hechter Garment, K&A Garment, Planet Textile, Royal	
keep all emergency exit doors open/unlocked during working hours (including overtime)	CKH Garment*, Eternity, Kong Hong 3, Min Yue, South Bay*, Su Tong Fang		D.A. Corporation, Horus Industrial, K&P Cambodia, Lidar,	Guang Da, M&A, San Fong
ensure that emergency exit doors and the paths that lead to them are easily passable	D.A. Corporation		European Trend, Fu Hing, Jin Chan	

Management should	Implemented	Partly Implemented	Not Implemented	New
hold regular emergency drills	Enter Bright, Guang Da, Huiying Enterprises, Infong, QMI, Supreme Choice, Top World, Wilson	Concept Garment, D.A. Corporation, Fu Hing, Kbal Koah, Parkview, Royal, Su Tong Fang	CKH Garment, Eternity, Full Value*, Genuine Garment, Horus Industrial, Jin Chan, K&A Garment, K&P Cambodia, Kingsland, Kog Veng, Lidar, Loyal, M.S. International, Min Yue, Ming Hoi, Planet Textile, San Fong, South Bay, Universal	Great Lancelot
install a sufficient number of fire extinguishers	Eternity, Horus Industrial, Kbal Koah, Kog Veng*, Loyal*, Shing Tex*, Top World		Concept Garment, Full Value	
ensure that fire extinguishers are within easy reach	Eternity, Guang Da, Loyal*, Shing Tex*, South Bay	Hung Wah	CKH Garment*, High Born, K&A Garment	
ensure that fire extinguishers are regularly serviced	CKH Garment*, D.A. Corporation, Eternity, K&P Cambodia, Kog Veng*, Loyal*, M&A, Min Yue, Shing Tex, Supreme Choice, Top World		Full Value*, Genuine Garment, Planet Textile, Royal	
train workers how to use fire extinguishers	Guang Da		K&A Garment	

Management should	Implemented	Partly Implemented	Not Implemented	New
post safety signs/notices in the workplace	--	Hana Cambodia	D.A. Corporation, Eternity, G.T. Garment, Loyal, San Fong, South Bay, Top World	CKH Garment
ensure that all the electric safe boxes are clearly marked with electric hazard/safety signs, Art. 229-230 of the labour law			Eternity	

#### 2.2.5. First Aid

Management should	Implemented	Partly Implemented	Not Implemented	New
install a sufficient number of properly stocked first aid boxes in the workplace	Enter Bright, High Born, Ming Hoi, Wing Hang	Hana Cambodia, Kong Hong 3 Min Yue	CKH Garment, Concept Garment, D.A. Corporation, Double Win, Eternity, European Trend, Fu Hing, Full Value, G.T. Garment, Genuine Garment, Guang Da, Huiying Enterprises, Hung Wah, Infong, K&A Garment, Kingsland, Kog Veng, Lidar, M&V, Parkview, Planet Textile, Royal, San Fong, Supreme Choice, Top World	K&P Cambodia

Management should	Implemented	Partly Implemented	Not Implemented	New
properly stock the first aid kits	Hana Cambodia, QMI, Tack Fat*	Kong Hong1, Sametex	G.T. Garment, Horus Industrial, K&A Garment, K&P Cambodia, Kbal Koah, Loyal, M.S. International, P.D.C., Su Tong Fang, Universal,	Great Lancelot, M&A, South Bay, Wilson
provide workers easy access to the first aid boxes	Enter Bright, Hana Cambodia, Kong Hong 3, M&A, Ming Hoi, South Bay, Tack Fat*	QMI	Hung Wah, Jin Chan, K&P Cambodia,	P.D.C., You Cheng
provide first aid training to workers	Min Yue		Fu Hing, Genuine Garment, Horus Industrial, Jin Chan, New Point, P.D.C.	Guang Da

### 2.2.6. Infirmary

Management should	Implemented	Partly Implemented	Not Implemented	New
set up an infirmary	Royal, South Bay	Eternity	Planet Textile	CKH Garment

Management should	Implemented	Partly Implemented	Not Implemented	New
expand the hospitalisation capacity of the infirmary	QMI, Tack Fat	G.T. Garment, Great Lancelot, M&A, Top World*	Concept Garment*, D.A. Corporation*, Double Win, Enter Bright*, European Trend, Fu Hing*, Full Value*, Genuine Garment*, Guang Da, Hana Cambodia, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, Hung Wah, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M&V, M.S.International*, Min Yue, Ming Hoi, New Point, P.D.C., P.P.S. Limited, PCCS, Parkview, Sametex, San Fong, Shing Tex, Splendid Chance, Su Tong Fang*, Supreme Choice, Tonga, Universal, Wing Hang, You Cheng*	Royal, South Bay
recruit a doctor	Ming Hoi, Parkview,* Splendid Chance		Hechter Garment, Fu Hing*, Full Value, Great Lancelot, High Born*, Horus Industrial, K&A Garment, K&P Cambodia, Kong Hong 1, Su Tong Fang	Eternity, Royal, South Bay
recruit one (more) nurse	K&P Cambodia, Hechter Garment.	M.S. International	D.A. Corporation*, High Born*, K&A Garment, Kog Veng, New Point, Parkview*, Universal*, W&D, You Cheng	Eternity

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that a nurse/doctor is on duty during the required number of hours (including overtime)	Tack Fat, Wilson	Double Win, European Trend, Huiying Enterprises, Kbal Koah, Kong Hong1, M&A, PCCS, Wing Hang	CKH Garment, Concept Garment, D.A.Corporation*, Enter Bright*, Fu Hing, Genuine Garment, Guang Da, Hana Cambodia, Hechter Garment, High Born*, Hung Wah, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kingsland, Kog Veng, Kong Hong 3, Lidar, Loyal, M.S. International, Min Yue, Ming Hoi, P.P.S. Limited, Parkview*, QMI, Sametex, San Fong, Supreme Choice, Tonga, Universal*, W&D, You Cheng	Eternity *, G.T. Garment, P.D.C, Royal, Top World
relocate the infirmary to an easily accessible place	--		Fu Hing*	
provide an adequate supply of medication and medical equipment	European Trend, Min Yue*, Ming Hoi, Parkview, Su Tong Fang		CKH Garment, Enter Bright*, Fu Hing, Full Value*, G.T. Garment, Guang Da, Hechter Garment, High Born, Huiying Enterprises, Hung Wah, K&A Garment, Kingsland, Lidar, Loyal, M&V, Sametex, San Fong, Supreme Choice	Eternity, South Bay
ensure that the infirmary is clean	Hana Cambodia		Enter Bright*, K&A Garment, M&A, W&D	Eternity

Management should	Implemented	Partly Implemented	Not Implemented	New
not unduly restrict workers' access to the infirmary	Great Lancelot, Hechter Garment, M.S.International		Enter Bright, K&P Cambodia, Kog Veng, M&V, Universal	Royal
separate the infirmary from the office	You Cheng			South Bay

### 2.2.7. Storage/Use of Hazardous Substances

Management should	Implemented	Partly Implemented	Not Implemented	New
properly store chemical substances in a separate area of the workplace	Ming Hoi*, Universal*		Fu Hing, High Born, Kong Hong 3, M.S. International, Sametex	W&D*
properly label chemical substances in Khmer	Universal	Ming Hoi	Full Value, High Born*, Kong Hong 3, M.S. International, Royal, Supreme Choice, Tack Fat	W&D *
post safety data sheets in the workplace	--	Jin Chan	Ming Hoi	

Management should	Implemented	Partly Implemented	Not Implemented	New
install exhaust ventilation systems in the work areas where chemical substances are stored/used			Jin Chan	Supreme Choice
separate the spot removal section from other workstations, or take other steps to prevent chemical vapours from spreading	--			Enter Bright, Full Value, Infong, Ming Hoi, Royal, Supreme Choice, Wing Hang

### 2.2.8. Protective measures

Management should	Implemented	Partly Implemented	Not Implemented	New
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Management should	Implemented	Partly Implemented	Not Implemented	New
provide personal protective equipment, such as masks, gloves and earplugs, to workers who need it	Genuine Garment, Jin Chan*, Ming Hoi*, Parkview, QMI, Shing Tex, Tack Fat*, Wing Hang*	Concept Garment, Fu Hing*, G.T. Garment, Guang Da, Hana Cambodia, K&P Cambodia, Kbal Koah, M&V, M.S. International, South Bay, Splendid Chance, Top World	CKH Garment, D.A. Corporation, Enter Bright, Eternity*, Full Value, Great Lancelot*, Hechter Garment, Horus Industrial, Huiying Enterprises, Hung Wah, Infong, K&A Garment, Kingsland, Kog Veng*, Kong Hong 1, Kong Hong 3*, Loyal, Min Yue*, P.D.C., P.P.S. Limited, Sametex*, San Fong*, Su Tong Fang*, Universal*, W&D, You Cheng*	Double Win, Planet Textile
encourage workers to use the personal protective equipment	--	M&A, New Point, PCCS, Tack Fat*, Wilson	Double Win, Eternity*, European Trend, Great Lancelot*, Jin Chan*, Kog Veng*, Kong Hong 3*, Lidar, Min Yue*, Royal, Sametex* San Fong*, South Bay, Tonga, Universal*, Wing Hang*, You Cheng*	Full Value, Ming Hoi, Parkview, QMI, Shing Tex, Supreme Choice

Management should	Implemented	Partly Implemented	Not Implemented	New
provide suitable foot wear to workers, or allow workers to use their own shoes	CKH Garment, Eternity, Hechter Garment, Infong, K&A Garment, Kog Veng, Min Yue, Planet Textile	Fu Hing*	D.A. Corporation, Double Win, Enter Bright, Full Value, G.T. Garment, Guang Da, Hana Cambodia, High Born, Huiying Enterprises, Jin Chan*, Kong Hong 1, Lidar, M&A, M.S. International, New Point, Parkview, Sametex, Shing Tex, South Bay, Splendid Chance, Top World, Wing Hang, You Cheng	K&P Cambodia, Kbal Koah, San Fong
inform workers how to protect themselves from hazardous substances	--		Tack Fat	

### 2.2.9. Lighting

Management should	Implemented	Partly Implemented	Not implemented	New
ensure that the workplace is well lit	D.A. Corporation, G.T. Garment, Hana Cambodia, QMI, Sametex		Horus Industrial, M.S. International	Jin Chan
ensure that lighting is free of glare and reflection	--		M.S. International	

### 2.2.10. Noise

Management should	Implemented	Partly Implemented	Not Implemented	New
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reduce noise levels in the workplace or provide workers with hearing protection equipment	Concept Garment, Kbal Koah, Royal	Hana Cambodia, Supreme Choice, Tack Fat, Universal	Full Value, G.T. Garment, Horus Industrial, Kong Hong 3, M&V, Su Tong Fang, Tonga, Wilson	
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### 2.2.11. Machine safety

Management should	Implemented	Partly Implemented	Not Implemented	New
maintain the machines regularly	CKH Garment, Guang Da, Hechter Garment, K&A Garment, Tack Fat, Universal		Eternity, G.T. Garment*, Kong Hong 3*, Loyal, Royal, Sametex, Shing Tex, South Bay, Top World	Top World
properly maintain the electrical wiring system	Lidar, Top World, You Cheng		G.T. Garment*, Loyal, M.S. International	
ensure that the wiring systems are properly installed	--		Fu Hing, Horus Industrial	

Management should	Implemented	Partly Implemented	Not Implemented	New
equip machines with safe needle guards	Jin Chan, You Cheng	Genuine Garment	CKH Garment, D.A. Corporation, Double Win, Enter Bright, European Trend, Fu Hing, Great Lancelot, Hana Cambodia, Hechter Garment, Huiying Enterprises Hung Wah, Kbal Koah, Kog Veng, Shing Tex, Splendid Chance, Su Tong Fang, Tack Fat, Tonga, Universal	Eternity, Full Value, G.T. Garment, Horus Industrial, Kingsland, Kong Hong 1, QMI, Royal, Sametex, South Bay, Wing Hang
post warning signs/safety notices on the electrical switch boxes	D.A. Corporation, European Trend, Guang Da, Hana Cambodia, Hechter Garment, Sametex, San Fong, Shing Tex, South Bay, Tack Fat		CKH Garment, Eternity, K&A Garment, Kong Hong 3, Loyal, Top World	

### 2.2.12. Ventilation and heat

Management should	Implemented	Partly Implemented	Not Implemented	New
reduce the temperature in the workplace	--	Kog Veng	G.T. Garment, Supreme Choice	

Management should	Implemented	Partly Implemented	Not Implemented	New
improve air circulation and ventilation in the workplace	CKH Garment, Double Win, Genuine Garment, Hana Cambodia, Huiying Enterprises, P.P.S. Limited, PCCS, Parkview, Wing Hang	QMI, Hechter Garment, Kbal Koah, You Cheng	Concept Garment, D.A. Corporation, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, Guang Da, High Born, Horus Industrial, Hung Wah, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kingsland, Kong Hong 3, Lidar, Loyal, M.S. International, Min Yue, Ming Hoi, P.D.C.*, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Tack Fat, Top World, Universal	Kong Hong 1, M&A, Tonga
introduce dust reduction measures	Genuine Garment, Horus Industrial	Kong Hong 1	Fu Hing, Jin Chan, P.D.C.*, Royal	
repair exhaust fans/ventilators	QMI		Genuine Garment, Hechter Garment, Lidar	

### 2.2.13. Housekeeping

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that the workplace is clean	Ming Hoi, Splendid Chance	Guang Da, Hung Wah, Universal	Fu Hing, Jin Chan, Loyal	W&D

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that the workplace is tidy	Double Win*, Kog Veng, Kong Hong 1, Splendid Chance		Loyal, Supreme Choice	
ensure that windows, walls, and ceilings are clean	Double Win, Genuine Garment, Great Lancelot, Hana Cambodia, Huiying Enterprises, Kog Veng, Min Yue, Planet Textile, Sametex	Kong Hong 3	CKH Garment, Enter Bright, Eternity, European Trend, G.T. Garment, Hechter Garment, Horus Industrial, K&A Garment, M&A, New Point, P.D.C., San Fong, Shing Tex, South Bay, Splendid Chance*, Tack Fat, Top World	Kong Hong 1
ensure that access paths allow for two-way traffic	CKH Garment, Hechter Garment, M.S.International*, Min Yue, Ming Hoi, San Fong, Splendid Chance*, Wing Hang	Kbal Koah	Concept Garment, Enter Bright*, European Trend, K&A Garment, Kingsland*, Lidar, M&V, Royal	Infong
provide enough space between sewing machines to ensure proper seating	South Bay		Eternity, Loyal	
ensure that access paths, aisles and walkways are not obstructed	Double Win*, Hana Cambodia*, Huiying Enterprises, M.S. International*, Parkview, Tonga	Tack Fat*	Enter Bright*, Fu Hing, Full Value, Jin Chan, Kingsland, P.D.C.	M&A

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that work areas/raw materials/ finished products are organised in a tidy and efficient manner	Hana Cambodia*, Lidar		Concept Garment	
ensure that tools, materials and switches are within easy reach of workers	Hana Cambodia, South Bay		Eternity	
properly arrange the warehouse	Sametex, South Bay		Loyal	
provide (enough) equipment for transporting heavy/bulky materials	D.A. Corporation, G.T. Garment, Hechter Garment, K&A Garment, Kong Hong 3, Loyal, Shing Tex	Eternity	CKH Garment, Concept Garment, Guang Da, Kingsland, Planet Textile, Sametex	
provide an efficient means of transporting materials between floors	Tack Fat		Concept Garment	

### 2.1.2.8 Welfare

2.2.14. Drinking water

Management should	Implemented	Partly Implemented	Not Implemented	New
provide safe drinking water	G.T. Garment, Parkview		Fu Hing	
provide enough drinking water	CKH Garment, Concept Garment, K&A Garment*, Min Yue*, San Fong*			M.S. International
provide a sufficient number of glasses or other sanitary means for drinking water	Horus Industrial, Jin Chan, M.S. International, Parkview, Tack Fat, Universal	Hana Cambodia, Kingsland, Planet Textile, QMI, Top World	CKH Garment, D.A. Corporation, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, Genuine Garment, Guang Da, High Born, Huiying Enterprises, Hung Wah, Infong*, K&A Garment, Kbal Koah, Kong Hong 1, Kong Hong 3, Loyal, Min Yue, New Point, P.D.C., P.P.S. Limited, Royal, Sametex, San Fong*, Shing Tex, Splendid Chance*, Su Tong Fang, Supreme Choice, Tonga, You Cheng	Ming Hoi, PCCS
set up an additional drinking water station	Min Yue*, Parkview, Splendid Chance*, Tonga, Wing Hang	Full Value	Infong*, Kbal Koah, You Cheng	

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that the drinking area/water containers are clean/hygienic	Hana Cambodia, Hechter Garment, Hung Wah, M.S. International, Ming Hoi, Shing Tex, Tack Fat, Top World		CKH Garment, Eternity, Fu Hing, Guang Da, K&A Garment, Loyal, Sametex, South Bay	Genuine Garment
ensure that the drinking areas are placed far away from the toilet (Prakas.054/00)				Eternity
repair broken drinking water taps	Kbal Koah			Full Value
not subject workers to any undue restrictions on drinking water	Ming Hoi		--	

### 2.2.15. Sanitation facilities

Management should	Implemented	Partly Implemented	Not Implemented	New

Management should	Implemented	Partly Implemented	Not Implemented	New
install additional toilets	Concept Garment, Double Win, Genuine Garment, Huiying Enterprises, Tonga	Full Value	Fu Hing, G.T. Garment, Jin Chan, M&V, Parkview, You Cheng	
repair broken toilets	Concept Garment, Eternity, Hana Cambodia, Tack Fat, You Cheng		K&A Garment, Kingsland, M&V, PCCS, Royal, Shing Tex, Universal	D.A. Corporation Kong Hong 1*, Lidar, New Point
repair broken toilet doors	Huiying Enterprises	South Bay	Concept Garment*, Infong, Kog Veng, Min Yue*, Parkview*, Wilson	Supreme Choice
increase the height of the toilet walls and doors	--		Kog Veng	
clearly mark the toilets for use by female and male workers	Sametex, San Fong, Supreme Choice, Tonga		--	
provide/repair the washing facility near the toilets	QMI, Top World		D.A. Corporation*, Guang Da*, Shing Tex*, Top World	Wilson

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that all toilets are clean	European Trend, Genuine Garment*, Huiying Enterprises, Top World*, Universal, Wilson	PCCS	CKH Garment*, D.A. Corporation, Eternity, Fu Hing*, G.T. Garment*, Guang Da*, Hechter Garment, Hung Wah, Jin Chan*, K&A Garment, Kingsland*, Loyal, M&A*, New Point*, Sametex*, San Fong, Shing Tex, Supreme Choice*	Kong Hong 1*, P.D.C., You Cheng
ensure that toilets have soap, tissues and towels	European Trend, QMI, Wing Hang	Concept Garment, Horus Industrial, K&P Cambodia, Parkview, You Cheng	CKH Garment*, D.A. Corporation*, Double Win, Enter Bright, Eternity, Fu Hing*, Full Value, Genuine Garment*, Hana Cambodia, Hechter Garment, High Born*, Huiying Enterprises, Hung Wah, Jin Chan*, Kbal Koah, Kingsland*, Lidar, Loyal, M&A, M&V, M.S. International*, Min Yue*, Ming Hoi, New Point*, P.D.C., Planet Textile, Royal, Sametex*, San Fong, Shing Tex*, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice*, Tonga, Top World*	Great Lancelot, Kong Hong 3, Universal, Wilson

Management should	Implemented	Partly Implemented	Not Implemented	New
not place undue restrictions on toilet use	Concept Garment, Double Win, Eternity, Great Lancelot, Guang Da, Huiying Enterprises, Kong Hong 3, Min Yue, Ming Hoi		Full Value, K&P Cambodia, Kog Veng, Loyal, Shing Tex, Su Tong Fang, Top World, Wing Hang	G.T. Garment, Genuine Garment , Hana Cambodia
improve the lighting in the toilets	Concept Garment, Kbal Koah, Parkview*		Enter Bright, M.S. International	
provide suitable footwear that workers can wear when they use the toilets, or allow workers to wear their own footwear	M.S. International		Kong Hong 1, Kong Hong 3, Supreme Choice	Full Value, G.T. Garment , Hana Cambodia

### 2.2.16. Seating

Management should	Implemented	Partly Implemented	Not Implemented	New

Management should	Implemented	Partly Implemented	Not Implemented	New
improve the seating arrangements for workers who work sitting down	--		CKH Garment, Concept Garment, D.A. Corporation, Double Win, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, Genuine Garment, Great Lancelot, Guang Da, Hana Cambodia, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, Hung Wah, Infong, Jin Chan, K&A Garment, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M&A, M& V	G.T. Garment
			M.S. International, Min Yue, Ming Hoi, New Point, P.D.C., P.P.S. Limited, PCCS, Parkview, Planet Textile, QMI, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice, Tack Fat, Tonga, Top World, Universal, W&D, Wilson, Wing Hang, You Cheng	

Management should	Implemented	Partly Implemented	Not Implemented	New
provide chairs near the workstation for workers who work in a standing position	Hana Cambodia, Jin Chan, M&A, Min Yue, Wilson	Kong Hong1 Loyal, QMI, Wing Hang	CKH Garment, Concept Garment, D.A. Corporation, Double Win, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, G.T. Garment, Genuine Garment, Guang Da, Hechter Garment, High Born, Horus Industrial, Huiying Enterprises, Hung Wah, Infong, K&A Garment, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 3, Lidar, M.S. International, Ming Hoi, New Point, P.D.C., PCCS, Parkview, Planet Textile, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice, Tack Fat, Top World, Universal	You Cheng
arrange the workstations so that workers who work standing up do not have to bend over to work	K&P Cambodia		--	
ensure that workers do not work sitting on the floor	--			Supreme Choice

### 2.1.3 Labour relations

## 2.3. Labour Relations

### 2.3.1. Workers' freedom to organise

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that workers have the right to form and join trade unions of their own choosing and participate in union activities	Concept Garment, Enter Bright, Eternity, K&A Garment, Wilson		K&P Cambodia, Universal	
refrain from taking measures that may prevent workers from freely forming or joining unions or engaging in union activities	--		Splendid Chance	
refrain from taking measures that may be perceived as being aimed at placing the union under its control	--		Kong Hong 1	
not deduct union dues from a worker's wages if the worker has not given permission to do so	--		Universal	

### 2.1.3.2 Anti-union discrimination

Management should	Implemented	Partly Implemented	Not Implemented	New
only dismiss union leaders in accordance with the law	Concept Garment, K&P Cambodia		Splendid Chance	
ensure that no workers are disadvantaged because they join a union or participate in union activities	Concept Garment, M.S. International		--	

### 2.3.2. Shop stewards

Management should	Implemented	Partly Implemented	Not Implemented	New
consult with employee representatives before organizing the shop steward elections	Jin Chan, P.D.C.		Splendid Chance*	
allow workers to vote or nominate candidates for shop steward elections	Jin Chan		Double Win	
hold new shop steward elections	-		Hechter Garment, Kog Veng, Planet Textile	Kbal Koah, Lidar, Parkview

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that the next shop steward elections comply with the relevant rules and procedures	Genuine Garment*	Concept Garment, Hana Cambodia, K&P Cambodia, M&A, Wing Hang	CKH Garment, D.A. Corporation, Enter Bright, Eternity, European Trend, Fu Hing, Full Value, G.T. Garment, Guang Da, High Born, Huiying Enterprises, Infong, Jin Chan, K&A Garment, Kingsland, Kog Veng, Kong Hong 1, Kong Hong3, Loyal, M.S. International, Min Yue, Ming Hoi, New Point, P.P.S. Limited, Parkview, QMI, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance*, Su Tong Fang, Tack Fat, Top World, Universal, W&D, Wilson	Supreme Choice
ensure that the election rules are posted in the factory			Eternity	
ensure that the number of shop stewards elected complies with the law	K&P Cambodia, Kong Hong 3			Jin Chan
post the results of the shop steward election in the workplace	Kong Hong 3, Loyal, San Fong		--	
submit a record of the shop steward election to the Labour Inspectorate	Kong Hong 1		--	

Management should	Implemented	Partly Implemented	Not Implemented	New
provide shop stewards 2 hours per week, an office and working materials to undertake their duties	Full Value, Genuine Garment, Great Lancelot, Horus Industrial, Jin Chan, New Point, Parkview, W&D, Wilson	Concept Garment, Tonga, Wing Hang	D.A. Corporation, Double Win, Enter Bright, Eternity, European Trend, Fu Hing, G.T. Garment, Guang Da, Hana Cambodia, Hechter Garment, High Born, Huiying Enterprises, Hung Wah, Infong, K&A Garment, K&P Cambodia, Kbal Koah, Kingsland, Kog Veng, Kong Hong 1, Kong Hong 3, Lidar, Loyal, M&A, M.S. International, Min Yue, Ming Hoi, P.D.C., PCCS, QMI, Royal, Sametex, San Fong, Shing Tex, South Bay, Splendid Chance, Su Tong Fang, Supreme Choice, Top World, Universal	
provide shop stewards an office to undertake their duties	Tack Fat		--	
only dismiss shop stewards in accordance with the law	--		Lidar	
refrain from taking measures that may be perceived by shop stewards as preventing them from freely undertaking their duties	--			Splendid Chance

**2.3.3. Liaison officer**

Management should	Implemented	Partly Implemented	Not Implemented	New
appoint a liaison officer	Concept Garment, Eternity, Great Lancelot, Infong, K&A Garment, Ming Hoi, Planet Textile, Sametex, Su Tong Fang, Supreme Choice		CKH Garment, Enter Bright, Fu Hing, Genuine Garment, Hana Cambodia, Hechter Garment, Jin Chan, Kbal Koah, Kong Hong 1, Loyal, M&A, M&V, Royal, Shing Tex, South Bay, You Cheng	D.A. Corporation, Wilson
consult with an employee representative before appointing a liaison officer	--		Hung Wah, Lidar, M.S. International, Parkview	Kong Hong 3, Supreme Choice
inform workers about the appointment of the liaison officer	--		Huiying Enterprises, Hung Wah, Kingsland, Kog Veng, M&A, M.S. International, Min Yue, Su Tong Fang,	Splendid Chance, Supreme Choice

#### 2.3.4. Collective disputes

Management should	Implemented	Partly Implemented	Not Implemented	New
ensure that conciliation agreements comply with the law	--		You Cheng	

Management should	Implemented	Partly Implemented	Not Implemented	New
implement conciliation agreements	Genuine Garment, Lidar, Supreme Choice	New Point	Kingsland, Loyal, P.D.C.,	Su Tong Fang, Tonga
post conciliation agreements in the workplace	Su Tong Fang, You Cheng		Genuine Garment, M&V	

### 2.3.5. Strike/lock out

There were no strikes in 52 factories.

Four factories had one strike (Shing Tex, Supreme Choice, Tonga, You Cheng), one factory had 2 strikes (Lidar), and one factory had 3 strikes (Splendid Chance). The workers went on strike for the following reasons:

- ◆ late, incorrect payment of wages (Lidar)
- ◆ failure to provide payslips (Lidar)
- ◆ indecent behavior by line leaders (Shing Tex)
- ◆ excessive, involuntary overtime work (Shing Tex)
- ◆ lack of time off for breastfeeding (Shing Tex)
- ◆ lack of annual leave and attendance bonus (Shing Tex)
- ◆ failure to hold shop steward elections (Shing Tex)
- ◆ dismissal of union leaders (Splendid Chance)
- ◆ failure to inform workers about the piece rate before change a style (Supreme Choice)
- ◆ failure to re-hire workers laid off during slow periods (Supreme Choice)
- ◆ failure to pay the attendance bonus to workers who take sick leave (Supreme Choice)
- ◆ failure to resolve a conflict between workers and management/line leader (Tonga, You Cheng)

In three instances, an agreement was reached with the assistance of MOSALVY (Lidar, Shing Tex, You Cheng), and

in 1 instance with assistance of local authorities (Tonga), and in one instance without assistance (Supreme Choice). In 1 instance no binding agreement was reached (Splendid Chance).

Management implemented the agreements in three factories (Lidar, Supreme Choice, Tonga), and partially implemented the agreement in 1 factory (Shing Tex). In 1 factory the status of implementation was unknown (You Cheng).

None of the strikes were organised in accordance with all the applicable rules and procedures. All strikes were peaceful.

In one instance, management fired 3 union leaders and 40 workers due to their involvement in two strikes (Splendid Chance). Workers went on strike a third time six months later to protest the firing of the union leaders. Conciliation efforts did not result in an agreement on the reinstatement of these union leaders.

Management should	Implemented	Partly Implemented	Not Implemented	New
refrain from imposing sanctions on workers for having participated in a strike	--		Splendid Chance	

### 2.3.6. Individual disputes

Management should	Implemented	Partly Implemented	Not Implemented	New
implement conciliation agreements	K&A Garment		--	

### **3. Summary of implementation status by factory**

This section provides an overview of progress made by each factory in implementing the suggestions. 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.

CKH Garment (Cambodia) Co., Ltd.: Of the 52 suggestions made, 7 had been implemented, 1 had been partly implemented, 5 had been dropped because they were no longer relevant, and 39 had not been implemented. Five new suggestions were made.

Concept Garment Co., Ltd.: Of the 56 suggestions made, 13 had been implemented, 10 had been partly implemented, 2 were dropped because of overlap with other suggestions, and 31 had not been implemented. Three new suggestions were made.

D.A. Corporation, Ltd.: Of the 45 suggestions made, 12 had been implemented, 3 had been partly implemented, and 30 had not been implemented. Three new suggestions were made.

Double Win International Corp.: Of the 37 suggestions made, 17 had been implemented, 2 had been partly implemented, 4 were dropped because they were no longer relevant and 14 had not been implemented. Five new suggestions were made.

Enter Bright Cambodia Garment Factory Co., Ltd.: Of the 53 suggestions made, 8 had been implemented, 1 had been partly implemented, 2 were merged into other suggestions, 2 were dropped because they were no longer relevant, and 40 had not been implemented. Four new suggestions were made.

Eternity Apparel Cambodia, Co.Ltd: Of the 56 suggestions made, 17 had been implemented, 4 had been partly implemented 33 had not been implemented and 2 were dropped. Eight new suggestions were made.

European Trend Fashion Cambodia, Ltd.: Of the 33 suggestions made, 9 had been implemented, 4 had been partly implemented, and 20 had not been implemented. One new suggestion was made.

Fu Hing Garment Factory: Of the 51 suggestions made, none had been implemented, 5 had been partly implemented, 3 had been dropped because they were no longer relevant, and 43 had not been implemented. Five new suggestions were made.

Full Value (Cambodia) Textiles, Ltd.: Of the 43 suggestions made, 5 had been implemented, 6 had been partly implemented, and 32 had not been implemented. Seven new suggestions were made.

G.T. Garment (Cambodia) Co., Ltd.: Of the 34 suggestions made, 7 had been implemented, 4 had been partly implemented, 2 were dropped because they were no longer relevant, and 21 had not been implemented. Sixteen new suggestions were made.

Genuine Garment (Cambodia) Co., Ltd.: Of the 45 suggestions made, 14 had been implemented, 6 had been partly implemented and 25 had not been implemented. Six new suggestions were made.

Great Lancelot International Co., Ltd.: Of the 29 suggestions made, 13 had been implemented, 4 had been partly implemented, 2 were dropped because they were no longer relevant, and 10 had not been implemented. Six new suggestions were made.

Guang Da Cambodia Garment Co., Ltd.: Of the 43 suggestions made, 9 had been implemented, 2 had been partly implemented, and 32 had not been implemented. Four new suggestions were made.

Hana Cambodia Inc., Ltd.: Of the 46 suggestions made, 15 had been implemented, 10 had been partly implemented, 3 were dropped because they were no longer relevant, and 18 had not been implemented. Four new suggestions were made.

Hechter Garment: Of the 42 suggestions made, 11 had been implemented, 5 partly implemented 25 not implemented and 1 was dropped. Four new suggestions were made.

High Born Enterprise Co., Ltd.: Of the 29 suggestions made, 1 had been implemented, 2 had been partly implemented and 26 had not been implemented. Three new suggestions were made.

Horus Industrial, Corp.: Of the 35 suggestions made, 9 had been implemented, 2 had been partly implemented and 24 had not been implemented. Four new suggestions were made.

Huiying Enterprises (Cambodia) Co., Ltd.: Of the 52 suggestions made, 19 had been implemented, 4 had been partly implemented, 1 was dropped and 28 had not been implemented. 2 new suggestions were made.

Hung Wah (Cambodia) Garment Manufacturing Co., Ltd.: Of the 34 suggestions made, 4 had been implemented, 3 had been partly implemented and 27 had not been implemented. Two new suggestions were made.

Infong (Cambodia) Garment Co., Ltd.: Of the 35 suggestions made, 9 had been implemented, 1 had been partly implemented, 2 were dropped and 23 had not been implemented. Four new suggestions were made.

Jin Chan (Cambodia) Clothing Co., Ltd.: Of the 47 suggestions made, 19 had been implemented, 4 had been partly implemented, 1 was dropped, and 23 had not been implemented. Six new suggestions were made.

K&A Garment Factory, Ltd.: Of the 58 suggestions made, 17 had been implemented, 1 had been partly implemented and 40 had not been implemented. One new suggestion was made.

K&P Cambodia Garment Co., Ltd.: Of the 36 suggestions made, 7 had been implemented, 5 had been partly implemented and 24 had not been implemented. Thirteen new suggestions were made.

Kbal Koah Garment Co., Ltd.: Of the 43 suggestions made, 10 had been implemented, 12 had been partly implemented 20 had not been implemented and one was dropped. Seven new suggestions were made.

Kingsland Garment Co., Ltd.: Of the 48 suggestions made, 1 had been implemented, 1 had been partly implemented and 46 had not been implemented. Five new suggestions were made.

Kog Veng Garment Co., Ltd.: Of the 59 suggestions made, 11 had been implemented, 7 had been partly implemented, 3 were dropped, and 38 had not been implemented. Three new suggestions were made.

Kong Hong Garment Co., Ltd. (Branch 1): Of the 57 suggestions made, 16 had been implemented, 5 had been partly implemented and 36 suggestions had not been implemented. Four new suggestions were made.

Kong Hong Laundry Co., Ltd. (Branch 3): Of the 63 suggestions made, 15 had been implemented, 6 had been partly implemented and 42 had not been implemented. Two new suggestions were made.

Lidar Garments (Cambodia) Co., Ltd.: Of the 46 suggestions made, 16 had been implemented, 2 had been partly implemented, 1 was dropped, and 27 had not been implemented. Ten new suggestions were made.

Loyal (Cambodia) Co., Ltd.: Of the 58 suggestions made, 7 had been implemented, 3 had been partly implemented, 1 was dropped due to overlap, 3 were dropped because they were no longer relevant and 47 had not been implemented. No new suggestions were made.

M&A Cambodia Garment Ltd.: Of the 27 suggestions made, 11 had been implemented, 5 had been partly implemented, 2 were dropped because they

were no longer relevant and 9 had not been implemented. Five new suggestions were made.

M&V International Manufacturing Ltd. (Stung Mean Chey Branch): Of the 41 suggestions made, 5 had been implemented, 2 had been partly implemented, 2 were dropped because they were no longer relevant and 32 had not been implemented. Four new suggestions were made.

M.S. International Garment Co., Ltd.: Of the 58 suggestions made, 18 had been implemented, 5 had been partly implemented, 5 were dropped because they were no longer relevant and 30 had not been implemented. Three new suggestions were made.

Min Yue (Cambodia) Garment Co., Ltd.: Of the 54 suggestions made, 21 had been implemented, 8 had been partly implemented, 3 were dropped, and 22 had not been implemented. Five new suggestions were made.

Ming Hoi Garment (Cambodia) Manufacturing Co., Ltd.: Of the 43 suggestions made, 15 had been implemented, 1 had been partly implemented, 1 was dropped because it was no longer relevant, and 26 had not been implemented. Four new suggestions were made.

New Point World Trade (Cambodia) Ltd.: Of the 34 suggestions made, 6 had been implemented, 3 had been partly implemented, 1 was dropped and 24 had not been implemented. Eight new suggestions were made.

P.D.C. Garment Co., Ltd.: Of the 40 suggestions made, 6 had been implemented, 3 were dropped because of overlap and 31 had not been implemented. Six new suggestions were made.

P.P.S. Limited: Of the 22 suggestions made, 5 had been implemented, 4 had been partly implemented, 2 were dropped because they were no longer relevant and 11 had not been implemented. One new suggestion were made.

Parkview (Cambodia) Garment Factory Ltd.: Of the 43 suggestions made, 18 had been implemented, 4 had been partly implemented, 3 were dropped and 18 had not been implemented. Three new suggestions were made.

PCCS Garment Ltd.: Of the 17 suggestions made, 4 had been implemented, 2 had been partly implemented and 11 had not been implemented. Three new suggestions were made.

Parkview (Cambodia) Garment Factory Ltd.: Of the 43 suggestions made, 18 had been implemented, 4 had been partly implemented, 3 were dropped, and 18 had not been implemented. Three new suggestions were made.

Planet Textile (Cambodia) Co., Ltd.: Of the 40 suggestions made, 8 had been implemented, 1 had been partly implemented and 31 had not been implemented. Five new suggestions were made.

QMI Industrial Co., Ltd.: Of the 32 suggestions made, 16 had been implemented, 5 had been partly implemented, 1 was combined with another, and 10 had not been implemented. Two new suggestions were made.

Royal Crowntex International, Inc.: Of the 43 suggestions made, 7 had been implemented, 7 had been partly implemented and 29 had not been implemented. Twelve new suggestions were made.

Sametex Cambodia Co., Ltd.: Of the 49 suggestions made, 10 had been implemented, 3 had been partly implemented, 1 was dropped and 35 had not been implemented. Five new suggestions were made.

San Fong International, Ltd. Cambodia: Of the 39 suggestions made, 6 had been implemented, 2 had been partly implemented and 31 had not been implemented. Twelve new suggestions were made.

Shing Tex Cambodia Co., Ltd.: Of the 48 suggestions made, 13 had been implemented, 1 had been partly implemented, 4 had been dropped and 30 had not been implemented.

South Bay Enterprise Co., Ltd.: Of the 52 suggestions made, 16 had been implemented, 3 had been partly implemented and 33 had not been implemented. Six new suggestions were made.

Splendid Chance International Ltd.: Of the 49 suggestions made, 17 had been implemented, 8 had been partly implemented, 5 were dropped because they were no longer relevant and 19 had not been implemented. Six new suggestions were made.

Su Tong Fang Group, Ying Kan Garment Co., Ltd.: Of the 50 suggestions made, 10 had been implemented, 3 were dropped because they were no longer relevant, 12 had been partly implemented and 25 had not been implemented. Three new suggestions were made.

Supreme Choice Garment Ltd.: Of the 47 suggestions made, 13 had been implemented, 4 had been partly implemented, 1 was combined with another and 29 had not been implemented. Nine new suggestions were made.

Tack Fat Garment Ltd.: Of the 35 suggestions made, 13 had been implemented, 6 had been partly implemented, 2 had been dropped because they were no longer relevant, and 14 had not been implemented.

Tonga Garment Co., Ltd.: Of the 23 suggestions made, 8 had been implemented, 2 had been partly implemented and 13 had not been implemented. Four new suggestions were made.

Top World Garment Cambodia Co., Ltd.: Of the 36 suggestions made, 7 had been implemented, 6 had been partly implemented and 23 had not been implemented. Seven new suggestions were made.

Universal Apparel (Cambodia) Co., Ltd.: Of the 41 suggestions made, 15 had been implemented, 6 had been partly implemented, 3 were dropped, and 17 had not been implemented. One new suggestion was made.

W&D Cambodia, Ltd.: Of the 28 suggestions made, 11 had been implemented, 1 had been partly implemented, 1 was dropped, and 15 had not been implemented. Four new suggestions were made.

Wilson Garment (Cambodia) Co., Ltd.: Of the 25 suggestions made, 12 had been implemented, 5 had been partly implemented, 1 was dropped because it was no longer relevant, and 7 had not been implemented. Four new suggestions were made.

Wing Hang (Cambodia) Garment Co., Ltd.: Of the 41 suggestions made, 19 had been implemented, 11 had been partly implemented, 1 was combined due to overlap, 2 were dropped because they were no longer relevant and 8 had not been implemented. Two new suggestions were made.

You Cheng Garment Co., Ltd.: Of the 38 suggestions made, 13 had been implemented, 5 had been partly implemented and 20 had not been implemented. Six new suggestions were made.

## **CONCLUDING REMARKS**

This report is the fifth in a series with factory names. Consistent with the fifth, seventh, and eighth reports, findings confirmed no evidence of forced labour. All of the factories that had previously fired pregnant workers or forced them to resign have discontinued this practice. However a small number of factories currently adversely change the employment status of women workers upon their return from maternity leave. Child labour was inadvertent and confirmed in only one factory. While problems still remain, there have been improvements in the correct payment of wages and ensuring the voluntary nature of overtime practices within the legal limits. In addition, there has been improvement in ensuring freedom of association. In most of the factories progress has been made in improving working conditions, but obstacles still persist. In general terms, a significant percentage of the suggestions made by the project for improvement in this group of factories were implemented or partly implemented.

A substantial number of factories continue to implement suggestions while a small number of factories made little effort to improve.

Specifically:

- 2460 suggestions were made for the group. This represents an average of 40 suggestions per factory.
- 641, or 26.99% of these suggestions were implemented.
- 245, or 10.32% had been partly implemented.
- 886, or 37.31% were either fully or partly implemented.

The ILO will continue working with all parties involved to bring about further improvements. Having been extended for 2 years, the project will shift its focus to making the monitoring system sustainable and establishing mechanisms to systematically address the problems identified. It will extend the remediation programme to more factories in 2004 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.

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## **STATEMENT OF THE PROJECT ADVISORY COMMITTEE ON THE RELEASE OF THE NINTH ILO SYNTHESIS REPORTS ON THE WORKING CONDITIONS SITUATION IN CAMBODIA'S TEXTILE AND APPAREL SECTOR**

On the 6<sup>th</sup> December 2004, the Project Advisory Committee (PAC) of the ILO Garment Sector Working Conditions Improvement Project (GSP) met in Phnom Penh to review and endorse the Ninth Synthesis Report on working conditions in Cambodia's textile and apparel sector.

The PAC comprises three representatives each from the Government of Cambodia, the Garment Manufacturers Association in Cambodia and the Cambodian trade union movement.

The PAC resolved as follows:

1. We welcome the release of the Ninth Report of the ILO Garment Sector Project which monitors labour conditions. We regret the delay in publishing this report which resulted from the formation of the new Cambodian Government and the restructuring of the Ministry of Labour and Vocational Training. We once again express our appreciation to the ILO project team for its efforts. We believe the ILO team continues to demonstrate a fair and balanced approach in making its assessments.
2. We note that there is no evidence of forced labour and only one inadvertent case of child labour. The PAC urges the industry to continue to strictly enforce minimum age requirements and to properly verify documentation for workers. This needs to be done for casual as well as regular workers.
3. We note that there has been some improvement in ensuring freedom of association and protection against anti-union discrimination at the workplace. However it is of concern that this remains a problem in a small number of factories. We call on all parties to uphold this fundamental right at work.
4. We note the positive response by factories to ending discrimination against pregnant workers. Maternity protection is very important in the lives of working women. However while we recognise and welcome that no cases of sexual harassment were reported, we request that the ILO Garment Sector Project further explore the reasons for the low level of reporting on sexual harassment cases..
5. We note with regret the ongoing problems with the correct payment of wages and overtime. The continuing problems associated with safety and health at work is of also concern. We call on employers to act more strenuously to resolve these issues.

6. We note with regret that there has been no improvement in the incidence of illegal strikes. We call on all unions to ensure that that strikes are organized in conformity with the legally required procedures. To prevent strikes happening it is a priority for employers and unions to develop a better culture of dispute resolution at the workplace level.
7. We note with satisfaction that a substantial number of factories continue to implement ILO suggestions. However we are concerned that a small number of factories have made little effort to improve. It is important that all factories improve their compliance with the labour law if Cambodia is to be successful in promoting itself as a safe haven for working conditions.
8. We urge all of the social partners (unions, employers, and government) to take responsibility in ensuring the full implementation of the Cambodian Labour Law.
9. We support the extension of the successful ILO remediation pilot project to a larger number of factories and the provision of industry-wide training services. It is important that the Garment Sector Project provides advice and support to the entire industry. There is clear evidence from the pilot project that improving working conditions also improves productivity and quality. This will be particularly important when the current multi-fibre agreement (MFA) expires at the end of this year.
10. Further, the PAC supports streamlining of the monitoring process through the development of an electronic database. This should improve the quality, efficiency and effectiveness of the monitoring process.
11. We welcome the findings of the World Bank group survey on the intentions of buyers and investors post MFA. This supports the importance of improving labour conditions for the future of the industry. We call for further discussion between the state holders to ensure the sustainability of the project.
12. The PAC, while noting that there appears to be an increased interest from buyers to source from Cambodia, again calls upon buyers to demonstrate their support for the efforts underway in Cambodia through expanded and long-term commitments to sourcing from the Cambodian garment industry, and by considering how they can further contribute to improve working conditions in Cambodia's garment sector.

Phnom Penh, 6 December 2004