

KINGDOM OF CAMBODIA
INTERNATIONAL LABOUR ORGANIZATION
BETTER FACTORIES CAMBODIA

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



31 OCTOBER 2006



Synthesis Report

31 October 2006

1. About Better Factories Cambodia

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

2. Information Management System

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

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

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

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

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

3. About this Report

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

3.1 Factory Data Reflected in this Report

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

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

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



4. Industry Update

4.1 Number of Active Factories Registered with the Project (Industry-Wide)

	31-Oct-2006	30-Apr-2006
Number of Factories	305	308
Number of Workers	317,142	Data not yet available for all factories
In the future, this chart will show changes in the number of workers over time.		

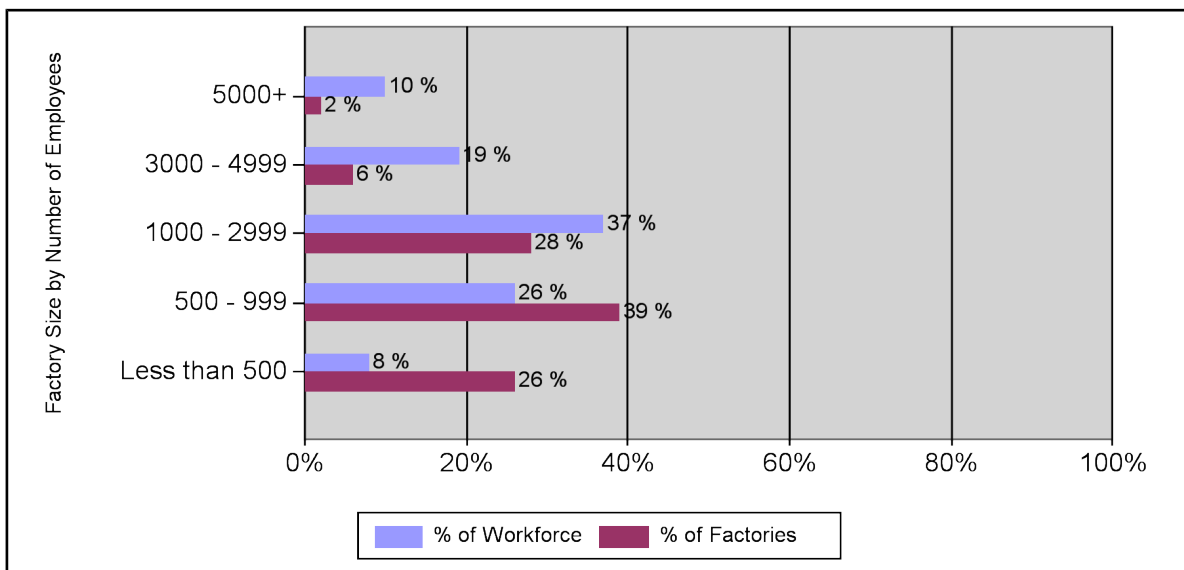
The current percentage of women workers is 92.4%

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

Factory Size

Graph 1

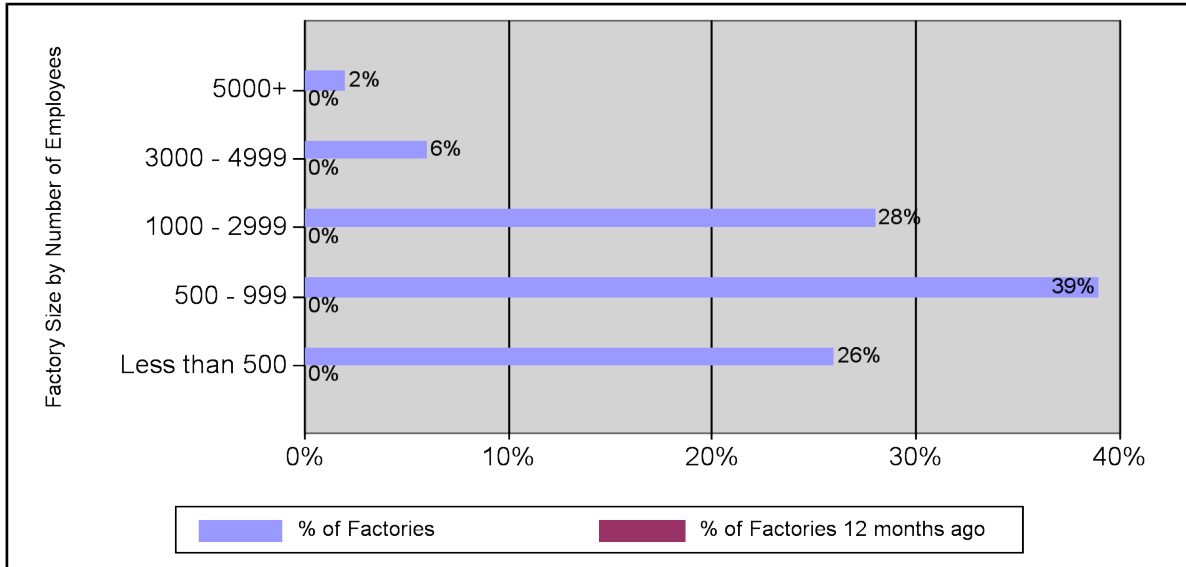
Comparison of the percentage of Factories and Workforce by Factory size (number of employees)
(6 Months to Date)





Changes in Factory Size Over Time

Graph 2
(6 Months to Date)





5. Compliance Status

5.1 Number of Visits to Factories

During the previous six months, 212 factories were monitored. Better Factories Cambodia visits factories as they register with the project. Some factories have been registered for a number of years and have had multiple visits. The table below shows the number of factories grouped according to the visit number that took place in the last 6 months.

Table 1
Factories Grouped by Visit Number

(6 Months to Date)

Visit Number	Number of Factories	% of Factories Visited
1st Visit	68	32%
2nd Visit	25	12%
3rd Visit	31	15%
4th Visit	63	30%
5th Visit	24	11%
6th Visit	1	0%
Total	212	100%



5.2 Compliance by Issue

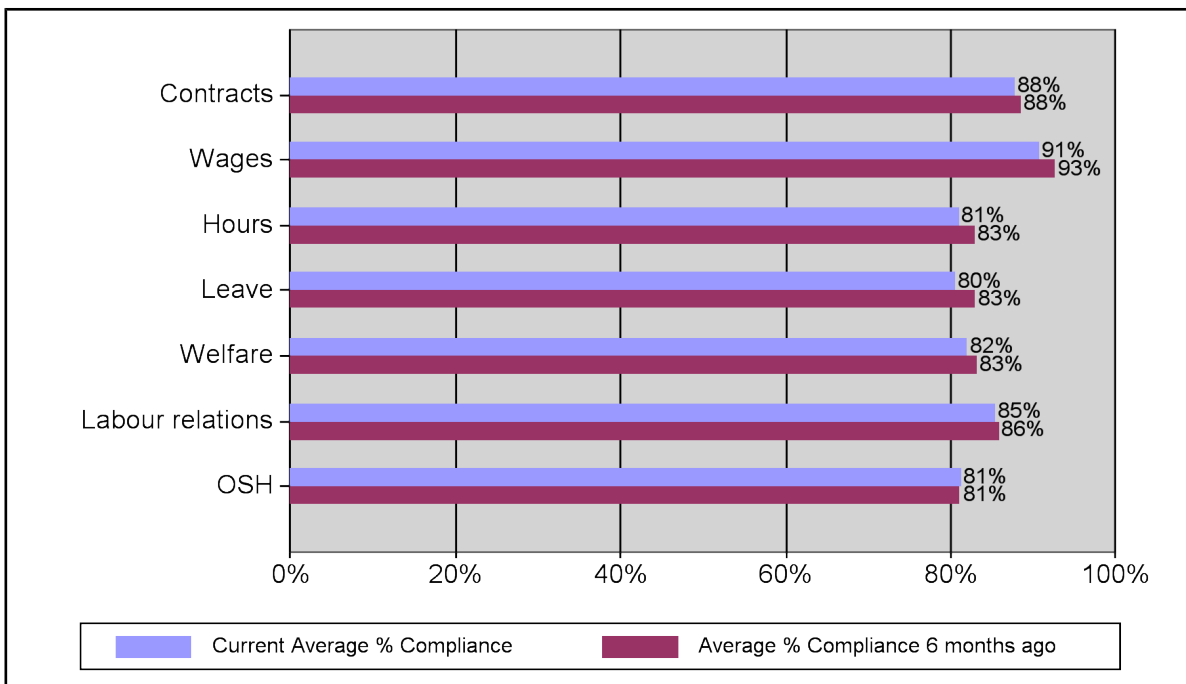
Many of the charts that follow show factory compliance levels. A factory is in compliance when it conforms to legal requirements. Better Factories Cambodia monitors over 500 separate items from a checklist that has been endorsed by the government as well as by employers and unions involved in the garment industry. The items monitored are grouped according to issue (wages, OSH, hours, etc.). For each issue, the percentage compliance is the proportion of items that the factory adheres to, compared to the total number of items monitored for that issue. The items have been assigned "weights" of either one or zero.

Better Factories Cambodia monitors some items that do not reflect factory management's responsibility for compliance with legal requirements, for example, whether workers comply with legal requirements when they go on strike. These items are assigned a weight of zero, so they do not enter into the calculation of average compliance. See Annex 2 for the formula used to determine average percentage compliance.

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

Graph 3

Progress on Compliance Over the Last Six Months (Average % Compliance)
(6 Months to Date)





Findings on Selected Working Conditions (6 Months to Date)

Legal Requirement	% of Factories in Compliance (6 Months to Date)
Minimum Wage for Regular Workers	93 %
Minimum Wage for Casual Workers	74 %
Minimum Wage for Piece-Rate Workers	92 %
Correct OT Wage for Regular Workers	95 %
Correct OT Wage for Casual Workers	93 %
Correct OT Wage for Piece-Rate Workers	93 %
18 Days of Annual Leave	67 %
Payment for Maternity Leave	65 %
Payment of Only Half Wages for Maternity Leave	21 %
Payment of Half Wages plus Benefits for Maternity Leave	44 %
Paid Sick Leave	41 %
Voluntary Overtime	49 %
Exceptional Overtime	12 %
Overtime Limited to 2 Hours per day	24 %
Provide Personal Protective Equipment	34 %
Install Needle Guards on Sewing Machines	28 %



5.2.1 Compliance with Fundamental Rights at Work

Key Findings on Fundamental Rights (6 Months to Date)

Child Labour	4 factory(ies) had underage workers (2%) 13 under age workers confirmed.
Forced Labour	0 factory(ies) used forced labour (0%)
Discrimination	23 factory(ies) engaged in discrimination (11%)
Unions	159 factory(ies) had at least one union (75%) 248 total unions were present
Unionization Rate	43%, according to Gender Survey (see below)
Freedom of Association	19 factory(ies) interfered with freedom of association (9%)
Anti-union Discrimination	13 factory(ies) engaged in anti-union discrimination (6%)
Strikes	56 factory(ies) had strikes (26%) 81 strike(s) took place
Strikes for which workers failed to comply with one or more legal requirements	46 factory(ies) 63 strikes (78% of strikes)

Limitations in Detecting Underage Workers:

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

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

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

Incidence of Sexual Harassment:

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

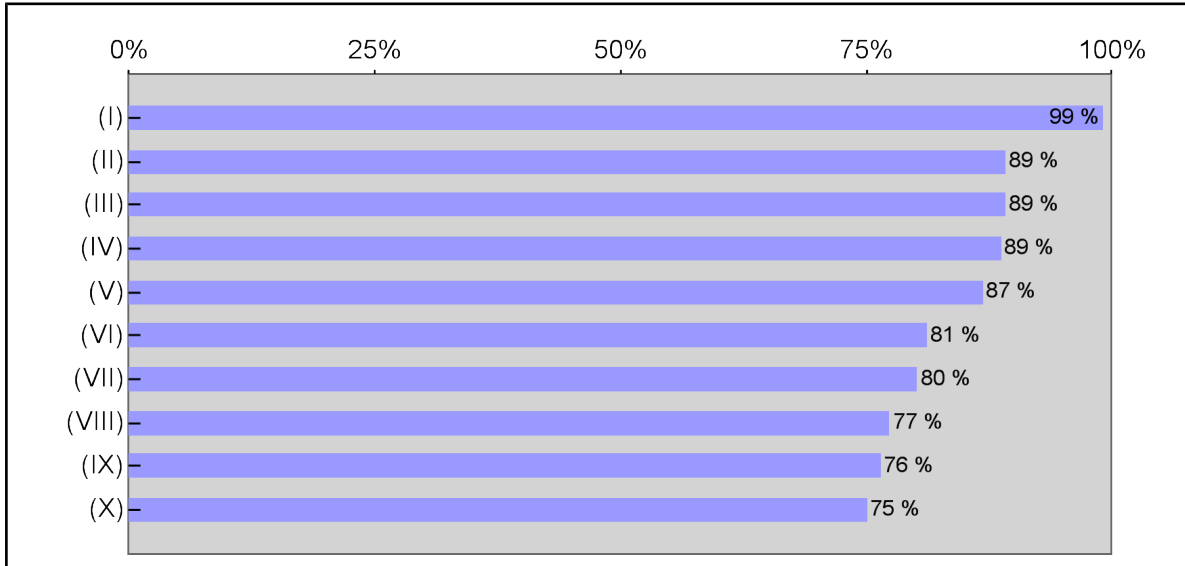
Monitoring of Freedom of Association and Anti-Union Discrimination:

Better Factories Cambodia is aware of credible allegations of corruption in Cambodian garment factories between some managers and unions. Such arrangements adversely affect genuine workers' freedom of association. This is very difficult to independently verify.

5.3 Top 10 Non-Compliance Issues

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

Graph 4
% of factories not in compliance (6 Months to Date)



Management should:

- (I) provide adjustable chairs with backrests for workers who work sitting down.
- (II) ensure that overtime is exceptional.
- (III) provide workers who work standing up chairs near the workstation to rest on.
- (IV) develop a health and safety policy.
- (V) set up a functioning and accessible nursing room.
- (VI) set up a day care centre at or near the workplace, or pay the childcare costs of women employees.
- (VII) ensure that sufficient soap and water is available near the toilets.
- (VIII) ensure that overtime does not exceed 2 hours per day.
- (IX) expand the hospitalization capacity of the infirmary.
- (X) pay workers within 48 hours after they stop working for the factory.

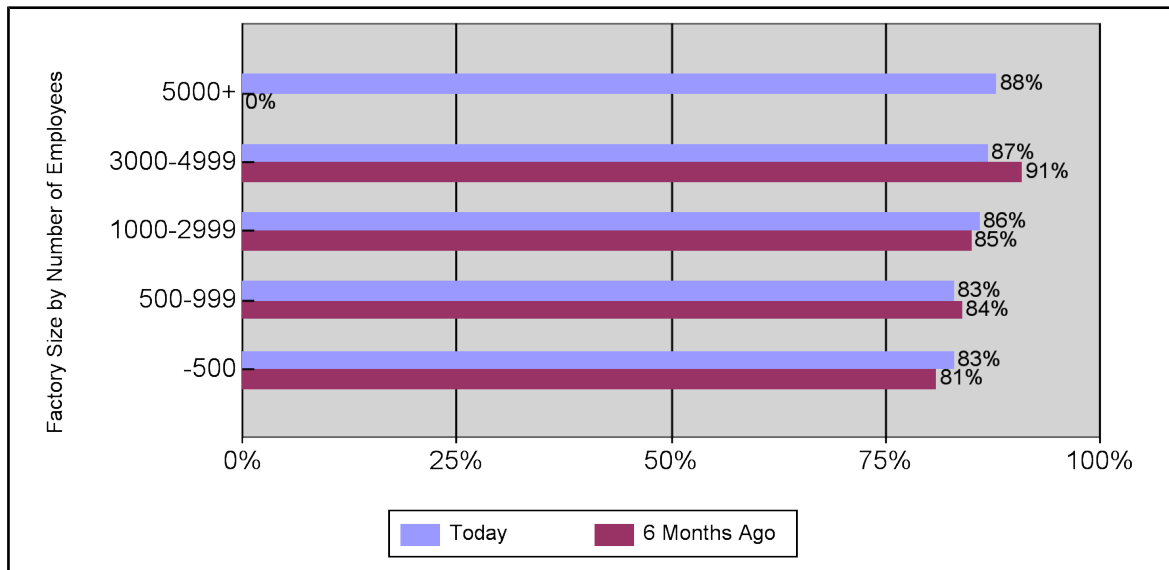
5.4 Compliance Performance Characteristics

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

5.4.1 Compliance by Factory Size

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

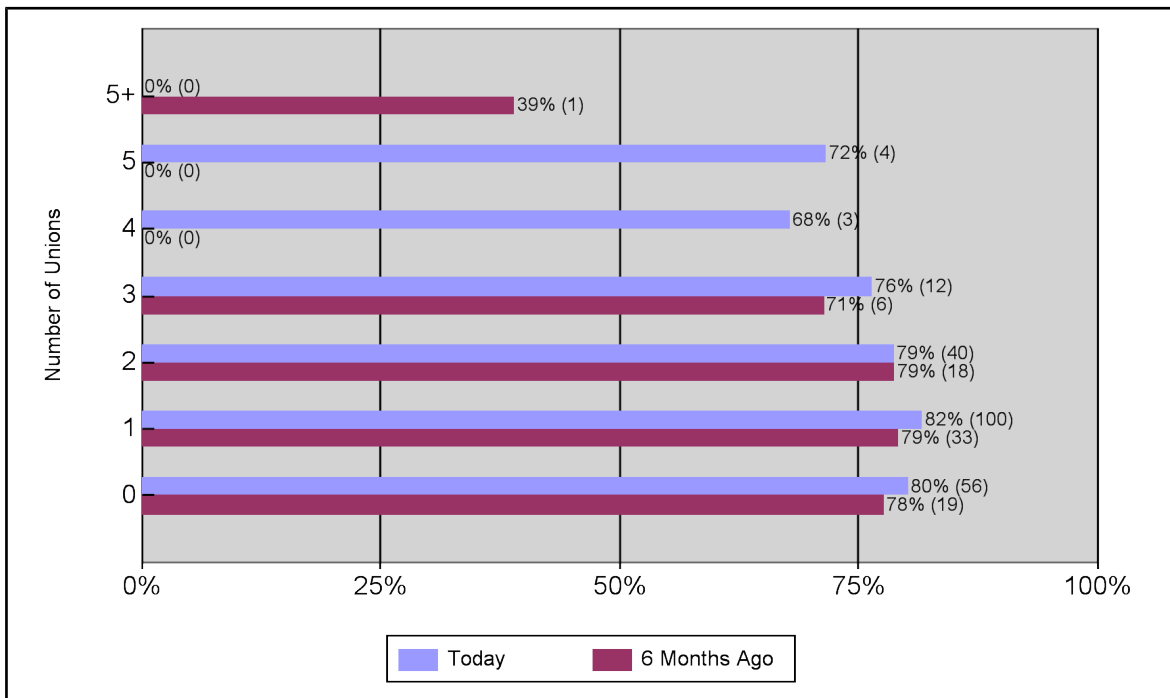
Graph 5
Average % Compliance (excluding Fundamental Rights)
(6 Months to Date)



5.4.2 Compliance and the Number of Unions at a Factory

This chart shows whether there is any relationship between the number of unions in a factory and the level of compliance. Care should be taken in interpreting these results. While the chart may show a connection between number of unions and factory working conditions, it does not provide any information as to why the correlation exists. For example, larger numbers of unions in factories with lower compliance levels could be due to a greater need to improve working conditions, a negative impact of multiple unions, a combination of both, or other factors.

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



(#) = the number of factories with that number of unions

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

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

Table 2
(6 Months to Date)

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

Current Industry Average	Factories visited 5 times	Factories visited 4 times	Factories visited 3 times	Factories visited 2 times	Factories visited 1 time
Contracts	87%	89%	87%	87%	87%
Wages	91%	92%	90%	89%	91%
Hours	80%	81%	81%	77%	83%
Leave	77%	81%	76%	76%	85%
Welfare	79%	83%	81%	78%	83%
Labour relations	86%	86%	85%	83%	85%
OSH	80%	82%	81%	79%	83%
Average	83%	85%	83%	81%	85%



6. Progress

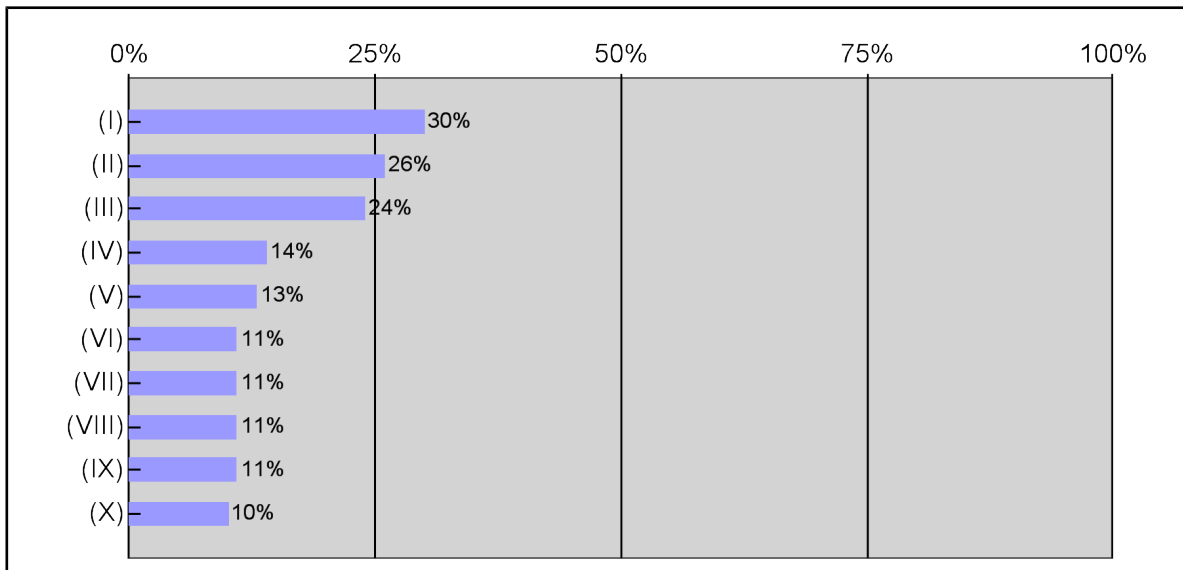
6.1 Status of Suggestions

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

6.2 Top 10 Areas of Most Improvement

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

Graph 7
(6 Months to Date)



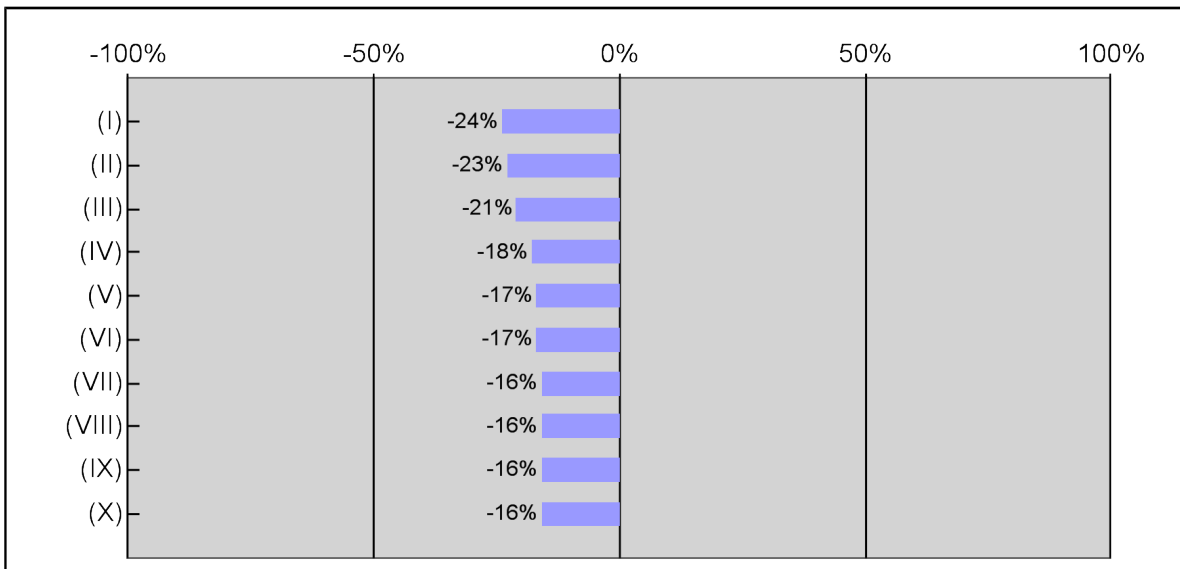
Management should:

- (I) provide shop stewards with a copy of the labour law upon request.
- (II) ensure that light fittings are in good condition.
- (III) train and encourage workers to use protective clothing and equipment.
- (IV) separate areas of the factory where chemicals are used from other work areas.
- (V) pay for the medical examinations workers undergo before they are employed.
- (VI) allow workers to take their annual leave without imposing unreasonable restrictions.
- (VII) install a toilet inside or close to the infirmary.
- (VIII) reduce noise levels in the factory, or provide hearing protection for workers.
- (IX) provide shop stewards with a place to display information.
- (X) provide workers with earplugs.

6.3 Top 10 Areas of Least Improvement or Negative Change

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

Graph 8
(6 Months to Date)



Management should:

- (I) not deduct the \$5 attendance bonus by more than an amount proportional to the number of special leave days taken during the month (when workers have not made up their special leave time or had their annual leave deducted).
- (II) pay workers within 48 hours after they stop working for the factory.
- (III) ensure that the workplace is well lit.
- (IV) hold regular emergency drills.
- (V) develop specific written safety and health rules and communicate them to workers.
- (VI) post the list of national public holidays in the factory.
- (VII) inform workers about health and safety hazards to which they may be exposed.
- (VIII) ensure that overtime does not exceed 2 hours per day.
- (IX) post minimum wage information in the workplace.
- (X) consider forming a functioning joint management/worker OSH committee.



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

- (Cambodia) Bolan Garment & Home Textile Co., Ltd.
- (Cambodia) Hongmei Imp & Exp Co., Ltd.
- (Cambodia) Senbao Garment Manufacturing Ltd.
- Ace Apparel Co., Ltd
- All Super Enterprise (Cambodia) Ltd
- Apparel Place Pte Ltd
- ASD Cambodia Co., Ltd.
- Asia Dragon Garment Co., Ltd.
- ATAX (Cambodia) Garment Co., Ltd.
- B & N Garment (Cambodia) Co., Ltd.
- Berry Apparel (Cambodia) Co., Ltd.
- Best Tan Garment Ltd.
- Borey Kamkor Co., Ltd.
- Bright Sky Pte Ltd
- Broadland Cambodia Garment Industries Co., Ltd., Branch 1
- C.H.P Garment (Cambodia) Co., Ltd
- Cambo Fashion Co., Ltd.
- Cambo Hansoll Co., Ltd.
- Cambo Michigan Co., Ltd. (formerly Cambo Swim)
- Cambodian Hoi Fu Garments & Knitting Fty. Co., Ltd.
- Camwell Mfg Co., Ltd
- Chapman (Cambodia) Garment Ltd.
- Charm Textiles Co., Ltd. (formerly C-One Cambodia Garment)
- Chea Sinat Garment Co., Ltd.
- Chean Ping Garment Co., Ltd.
- Chenille (Cambodia) Co., Ltd (formerly J & E Apparel)
- Chentex Garment Co., Ltd.
- Chung Fai Knitwear and Dyeing Fty. Ltd.
- Cinkamp Apparel Corporation Co., Ltd.
- City New Garment Factory (Cambodia) Co., Ltd.
- CMCW Cambodia Co., Ltd.
- D.A. Corporation Ltd.
- D.M.A (Cambodia) Co., Ltd.
- Dae Kwang Garment Co., Ltd
- Dai Young Cambodia Co., Ltd.
- Diamond Tower Enterprise Limited
- Double Win International Corp.
- E Garment Co., Ltd
- E-Fong Enterprise Co., Ltd
- East Ocean Garment Factory Ltd.



- Ecent Cambodia Knitting Co., Ltd.
- Eclat Highter International Garment (Cambodia) Co., Ltd (formerly Highter)
- EDA Enterprise Co., Ltd.
- Eternity Apparel Co., Ltd.
- Eurogate Garment Limited
- Ever-Glory (Cambodia) Garment Manufacturing Co., Ltd
- Evergreen Garment Co., Ltd.
- F.Y. Cambodia Fashions Ltd.
- Finegis Cambodia Co., Ltd.
- Forever Win Garment Co., Ltd
- Fortune Fashions Limited
- Fortune Garment & Woolen Knitting Factory Ltd.
- Franco Knitting Garment Factory Ltd.
- G H G (Cambodia) Ltd.
- G.W. Enterprise Limited
- GDM Enterprise Co., Ltd.
- Gennon (Cambodia) Garment Manufacturing Ltd.
- Genuine Garment (Cambodia) Co., Ltd.
- Ghim Li (Cambodia) Pte, Ltd.
- Gold Kamvimex Garment Factory Ltd.
- Golden Profit (Cambodia) Garment Co., Ltd
- Goldfame Enterprises Knitters Ltd.
- Goldtex Garment Manufacturing Ltd.
- Grandtex International Co., Ltd.
- Great Union Garment Co., Ltd
- Guang Da Cambodia Garment Co., Ltd
- Guo Xing Garments and Knitting Factory Co., Ltd.
- Han Sung (Cambodia) Garment Co., Ltd.
- Hana Cambodia Inc., Ltd.
- Heart Enterprise (Cambodia) Co., Ltd.
- Hechter (Cambodia) Garment Ltd.
- Heng Yu Knitting Factory Co., Ltd.
- High Born Enterprise Co., Ltd.
- Hong Meng Ta Garment Co., Ltd.
- Hontex Co., Ltd.
- Hoyear (Cambodia) Garment Ltd.
- HS ENT (Cambodia) Co., Pte. Ltd.
- Hua Hsi Garment Co., Ltd.
- Huiying Enterprises Co., Ltd.
- Hung Tak Garment Co., Ltd
- Hung Wah (Cambodia) Garment Manufacturing Ltd-2



- Hung Wah Garment Manufacturing Ltd.-1
- Hwee Hong (Cambodia) Garment Industries Co., Ltd. (Branch 1)
- Hwee Hong (Cambodia) Garment Industries Co., Ltd. (Branch 2)
- Hyunjin (Cambodia) Corp.
- In Fong Garment Co., Ltd.
- In Jae Garment Co., Ltd.
- In Kyung Cambodia Co., Ltd.
- Innovative Apparel Ltd.
- INSM Garment Co., Ltd.
- Inter Hopewell Garment Co., Ltd
- Island Glory Industrial Co., Ltd
- Jacqsintex Industries Cambodia Co., Ltd.
- Jin Chan Clothing Co., Ltd.
- JK Forever Co., Ltd
- Joyful Garment Co., Ltd.
- JRB Action Textile & Clothing Ltd.
- June Textiles Co., Ltd.
- Jung Min Cambodia Apparel Co., Ltd.
- Jusca Garments (Cambodia) Co., Ltd.
- K.P. Apparel Manufacturing Co., Ltd.
- Kbal Koah Garment Co., Ltd.
- Kennetex International Co., Ltd.
- Khmer International Garment Ltd.
- King Fashion Garment Co., Ltd.
- Kingsland Garment Cambodia Co., Ltd.
- Kinma Industries Pte. Ltd.
- Kog Veng Garment Co., Ltd.
- Kong Hong Garment Co., Ltd., Branch 1
- Kong Hong Laundry Co., Ltd., (Branch 3)
- Kun Kook (Cambodia) Co., Ltd
- LA (Cambodia) Garment Pte.
- Leading International Co., Ltd.
- M&A Cambodia Garments Ltd.
- M&V International Manufacturing Ltd. (Kampong Chhnang)
- M&V International Manufacturing Ltd. (No. 1623)
- M&V International Manufacturing Ltd. (Stung Meanchey)
- Makalot Garments (Cambodia) Co., Ltd. (Branch 1)
- Makalot Garments (Cambodia) Co., Ltd. (Branch 2)
- Makalot Garments (Cambodia) Co., Ltd. (Branch 3)
- Makalot Garments (Cambodia) Co., Ltd. (Branch 4)
- Manhattan Qing Dao Textile & Garment Corp.



- Manhattan Textile and Garment Corp.
- Marlyn Industrial Corporation
- Maxpearl Garment Factory
- Medtecs (Cambodia) Corp. Ltd.
- Meng Tong Garment Manufactory Ltd
- Min Kuan Textile Co., Ltd.
- Min Yue Garment Co., Ltd.
- Ming Hoi Garment Co., Ltd.
- Ming Hui Garment Co., Ltd.
- Mondotex Knitting & Garment Fty., Ltd.
- Moon Star Garment Co., Ltd.
- MSI Garment Co., Ltd.
- N.A New Asia (Cambodia) Clothing Co., Ltd.
- Nan Kuang Garment (Cambodia) Co., Ltd.
- New Island Clothing., Ltd.
- New Max Garment Co., Ltd.
- Nimbus Textile (Cambodia) Co., Ltd.
- Noble Apparel Ltd.
- Ocean Garment Co., Ltd.
- Oceanic Garment Co., Ltd.
- Pak Shun Knitting Factory Ltd.
- PCCS Garments Ltd.
- PDC Garment Ltd.
- Peace Glory (Cambodia) Manufacturing Co., Ltd
- Perfecta (Cambodia) Garment Co., Ltd.
- Phnom Penh Knitting (Cambodia) Co., Ltd
- Phong Wan Enterprise Co., Ltd.
- Pine Great (Cambodia) Garment Co., Ltd
- PPS Limited (Cambodia)
- QMI Industrial Co., Ltd.
- QSP Apparel Ltd.
- Quality Textiles Co., Ltd.
- Quicksew (Cambodia) Co., Ltd
- Reliable Source Industrial (Cambodia) Co., Ltd
- River Rich Textile Ltd
- Roo Hsing Garment Co., Ltd.
- S.H. International Co., Ltd.
- Sambath Garment Co., Ltd.
- San Lei Fung Garment & Woolen Knitting Fty. Ltd.
- San Lei Fung Knitting Garment Factory Ltd. (Saang)
- San San Garment Co., Ltd.



- Shandong Demain Group (Cambodia) Textile Co., Ltd.
- Sharp Casual Co., Ltd.
- Sheng Heng Garment Co., Ltd.
- Shing Tex Co., Ltd.
- Shuen Jai Yuh Co., Ltd.
- Sinomax International (Cambodia) Garment Co., Ltd.
- Siu Quinh Garment Ltd.
- South Bay Enterprise Co., Ltd.
- Splendid Chance International Ltd.
- Sportex Industry Co., Ltd.
- Springdale International (Cambodia)
- Star Knitting & Garment Factory Co., Ltd.
- Su Tong Fang Group Garment Co., Ltd.
- Sun Sky (Cambodia) Industries Co., Ltd
- Supertex Ltd.
- Supreme Choice (Cambodia) Garment Ltd.
- Supreme Garments Pte., Ltd.
- Svay Rieng (Cambodia) Garment Co., Ltd
- Tack Fat Garment Ltd.
- Tactician International Co., Ltd. (formerly Honey Wear Garment Co., Ltd.)
- Tai Yang Enterprise Co., Ltd.
- Tai Yar Garment Industry Co., Ltd.
- Talent Garment Industry (Cambodia) Co., Ltd
- The United Knitting Mfg. Co., Ltd.
- Top World Garment Ltd.
- Tun Yun Textile (Cambodia) Co., Ltd.
- Universal Apparel Co., Ltd.
- Vinstar Garment Industry Co., Ltd.
- Vivatino Design (Cambodia) Pte. Ltd.
- W & D Cambodia Co., Ltd.
- Wall Mark Enterprise Co., Ltd.
- WearWel Cambodia Ltd.
- Wei Hua Garment Co., Ltd.
- Whitex Garments (Cambodia) Co., Ltd
- Wilson Garment Co., Ltd.
- Wincam Corporation
- Wing Hang Garment Co., Ltd.
- Winner Knitting Factory Ltd.
- Won New (Cambodia) Garment Co., Ltd
- Won Rex (Cambodia) Co., Ltd.
- Woosu CNS (Cambodia) Co., Ltd.



- Xin Fang (Cambodia) Garment Manufacturing Ltd.
- Xin Lan (Cambodia) Garment Company Limited
- Yakjin (Cambodia) Inc.
- Yubin Service Co., Ltd.
- Yung Wah Industrial (Cambodia) Co., Ltd. (Branch I)
- Yung Wah Industrial (Cambodia) Co., Ltd. (Branch II)
- Zhen Tai Garment (Cambodia) Co., Ltd
- Zheng Yong Garment Factory (Branch 2)



Annex 2: Average Percentage Compliance

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

The items monitored are grouped according to issue (wages, OSH, hours, etc.). When compliance is measured for an issue, the percentage compliance is the number of items that the factory adheres to for that issue, compared to the total number of items monitored for that issue. The items have been assigned weights of either one or zero.

Better Factories Cambodia monitors some items that do not reflect factory management's responsibility for compliance with legal requirements, for example, whether workers comply with legal requirements when they go on strike. These items are assigned a weight of zero, so they do not enter into the calculation of average compliance.

The formula for average percentage compliance is:

$$\frac{(\text{Sum [(items with no suggestion generated =1) x Weight]})}{(\text{Sum [items that could generate a suggestion x Weight]})} \times 100$$