

Facts on Cambodia's Garment Industry¹

Key statistics

Population (2014): 15, 4 million ²

Employment in garment industry (2013/14): sources give figures from approx. 400, 000³ - 650 000⁴

Garment % of GDP (2013): 16% ⁵

Garment % of export: sources give figures from 70%⁶ - 80%⁷

Value garment export (2013): €3.93 billion/\$4.97 billion⁸ (some sources estimate the figure to be over \$5 billion)⁹

Percentage of the world market for garments (2008): 1.2% ¹⁰

Minimum wage (from 2015): € 102.21¹¹/ \$128¹² (Cambodia garment workers have gained much media attention in their campaigns for a \$177 minimum wage. Such campaigning has led to some commitment to change from leading brands).^{13 14}

Living wage calculation by Asia Floor Wage (2013): € 224.03 /\$283¹⁵

¹ **Unless otherwise indicated in a separate endnote,** all currency conversions are taken from XE.Com (www.xe.com) on 10 October 2014

² 'Countries in the world(Ranked by 2014 Population) (*Worldometers*) <http://www.worldometers.info/world-population/population-by-country/> accessed 10 October 2014

³ Sam Campbell, 'Cambodia's garment workers needled by low wages and poor conditions' (*The Guardian*, 16 December 2013) <http://www.theguardian.com/global-development/2013/dec/16/cambodia-garment-workers-low-wages-poor-conditions> accessed 10 November 2014

⁴ 'Hundreds of Cambodian Garment Workers Faint' (*Aljazeera*) <http://www.aljazeera.com/news/asia-pacific/2014/04/hundreds-cambodian-garment-workers-faint-201443131659267499.html> accessed 16 July 2014

⁵ 'Country Profiles- Cambodia on The Rise' (*Textile World Asia*, 2013) http://www.textileworldasia.com/Issues/2013/April-May-June/Country_Profiles/Cambodia_On_The_Rise accessed 10 October 2014

⁶ *Ibid.*

⁷ George Styllis 'Garment Export Value up 20% in 2013' (*Cambodia Daily*, 5 February 2014) <http://www.cambodiadaily.com/archives/garment-export-value-up-20-percent-in-2013-51462/> accessed 10 November 2014

⁸ Consolidated data for garment and textile exports' (*Garment Manufacturers Association in Cambodia - GMAC*) <http://www.gmac-cambodia.org/imp-exp/garment.php> accessed 11 July 2014

⁹ Prak Chan Thul 'Scores fall sick at Cambodian Garment Factories' (*Reuters*, 3 April 2014) <http://www.reuters.com/article/2014/04/03/us-cambodia-garments-idUSBREA320TW20140403> accessed 10 November 2014

¹⁰ 'Cambodia' (*Clean Clothes Campaign*) <https://www.cleanclothes.org/livingwage/cambodia> accessed 16 July 2013

¹¹ This rate was calculated by www.xe.com on 18 November 2014

¹² Hul Reaksmeay, Zsombor Peter, 'Government Sets Minimum Wage for Garment Workers at \$128' (*The Cambodia Daily*) <https://www.cambodiadaily.com/news/govt-sets-minimum-wage-for-garment-workers-at-128-72212/> accessed 5 February 2015

¹³ 'Brands say they will pay more for clothes made in Cambodia' (*IndustriALL Global Union*, 19 September 2014) <http://www.industriall-union.org/brands-say-they-will-pay-more-for-clothes-made-in-cambodia> accessed 12 November 2014

¹⁴ Kelsey Ryan 'H&M, Zara, Primark Pledge to raise minimum wage in Cambodia' (*Groundswell*, 22 September 2014) <http://www.groundswell.org/hm-zara-primark-pledge-to-raise-minimum-wage-in-cambodia/> accessed 12 November 2014

¹⁵ 'A wage you can live on' (*Clean Clothes Campaign*) <https://www.cleanclothes.org/livingwage/a-wage-you-can-live-on> accessed 16 July 2014

Background

- **History:** Recent Cambodian history has seen French Rule from 1863-1953 as well as a brutal regime under the Khmer Rouge (1975-1979). Cambodia has struggled to regain stability, and many would argue that it is still recovering from the devastation of the Khmer Rouge Years.¹⁶
- **Geography:** South-East Asia. Bordering Thailand Vietnam, and Laos. Also borders the Gulf of Thailand.
- **Politics:** Constitutional Monarchy. The constitution provides for a pluralist, democratic society. The Cambodian People's Party are currently in government.¹⁷
- **Economy:** Growing economy, in 2014 real growth estimates are 7.2%. However, poverty remains an issue with an 18.6% poverty rate in 2012. ¹⁸

Biggest issues in Cambodia's Garment Industry

- **Ongoing minimum wage controversy:** Along with trade unions and NGOs, Cambodian garment workers have been campaigning for higher wages. The minimum wage has seen an increase from \$80 to \$100, but it remains a far cry from the estimated living wage of \$283. In November 2014, the government raised the wage to \$128, with workers and campaigners still asking for \$177. ^{19 20 21 22}
- **Poor working conditions:** Leading to mass fainting (more than 900 in first 8 months of 2012²³, and 2000 in total in 2012.²⁴
- **Trade Union Rights Violations:** short term contracts which mean workers do not have access to Trade

¹⁶ 'Khmer Rouge History' (*Cambodia Tribunal Monitor*) <http://www.cambodiatribunal.org/history/cambodian-history/khmer-rouge-history/> accessed 10 October 2014

¹⁷ 'Political System' (*Council for the Development of Cambodia*) <http://www.cambodiainvestment.gov.kh/country-overview/political-system.html> accessed 10 October 2014

¹⁸ 'Cambodia Overview' (*World Bank*) <http://www.worldbank.org/en/country/cambodia/overview> accessed 10 October 2014

¹⁹ 'Workers kickstart \$177 Minimum Wage Campaign Under Watchful Gaze of Military' http://www.licadho-cambodia.org/album/view_photo.php?cat=63 accessed 18 November 2014

²⁰ Aun Pheap, Colin Meyn 'Amid Strikes, Minister raises Minimum wage to \$100' (*Cambodia Daily*, 1 January 2014) <http://www.cambodiadaily.com/archives/amid-strikes-minister-raises-minimum-wage-to-100-49798/> accessed 18 November 2014

²¹ Sean Teehan, Mom Kunthear 'Minimum Wage Set' (*Phnom Penh Post*, 13 November 2014) <http://online.wsj.com/articles/cambodia-sets-minimum-wage-below-union-demands-1415789944> accessed 18 November 2014

²² 'Global Unions dismiss Cambodian 128 USD monthly minimum wage as inadequate' (*Uni Global Union*, 12 November 2014) <http://www.uniglobalunion.org/news/global-unions-dismiss-cambodian-128-usd-monthly-minimum-wage-inadequate> accessed 18 November 2014

²³ 'Cambodia- Labour Market Profile 2013' (*Ulandssekretariatet*) <http://www.newunionism.net/library/national%20data/Cambodia%201-2013.pdf> accessed 11 July 2014

²⁴ 'Cambodia- Labour Market Profile 2013' (*Ulandssekretariatet*) <http://www.newunionism.net/library/national%20data/Cambodia%201-2013.pdf> accessed 11 July 2014

Union rights, harassment of members, yellow unions.

- **Recent police crackdown, and detention of protestors:** Protests in late 2013 and early 2014 have been met with a heavy police response, including live ammunition which killed several people; whilst some were charged and detained under questionable circumstances.^{25 26}
- **The widespread use of Fixed Duration Contracts (FDCs):** These have been called, ‘a cancer on the Cambodian garment industry.’^{27 28}

General Data

Industry Structure

<i>Producing Factories</i>	559 known factories. ²⁹ Many factories are subsidiaries of larger parent companies based in other parts of Asia. ³⁰ There are also ‘cottage factories,’ which are not formally registered and which subcontract to the formal sector during peak season. ³¹
<i>Trade</i>	Most factories are owned by foreign companies; of which the majority are based in other parts of Asia. ³² The activities of the Cambodian garment industry are at the lowest end of the value chain; primarily consisting of CMT (Cut, Make, Trim). The CMT process uses mostly imported fabric. According to a 2007 study, ³³ the industry may be divided as follows: - <i>CMT (Cut Make Trim)</i> , often subsidiaries of parent companies → 60%

²⁵ ‘When Freedom meets Oppression: Timeline of Recent Events’ (*Licadho Cambodia*, 9 February 2014) <http://www.licadho-cambodia.org/articles/20140209/137/index.html> accessed 21 November 2014

²⁶ Kevin Ponniah ‘Fears over human rights in Cambodia as crackdown on protests continues’ (*The Guardian*, 11 February 2014) <http://www.theguardian.com/global-development/2014/feb/11/cambodia-human-rights-crackdown-protests> accessed 21 November 2014

²⁷ ‘Fixed Duration Contracts(FDCs) A Cancer on the Cambodian Garment Industry’ (*Community Legal Education Centre*) http://www.clec.org.kh/proact.php?actID=62&pID=2#.U7_90E-KBdg accessed 11 July 2014

²⁸ Denis Arnold ‘Workers’ agency and re-working power relations in Cambodia’s Garment Industry’ http://www.academia.edu/2908591/Workers_agency_and_re-working_power_relations_in_Cambodia_s_garment_industry accessed 13 November 2014, p11

²⁹ According to Clean Clothes Campaign sources.

³⁰ Dean Heatherington ‘Garment Sector Growing Pains’ (*Khmer Times*, 15 May 2014) <http://www.khmertimeskh.com/news/1503/garment-sector-growing-pains/> accessed 10 October 2014

³¹ M. Zakir Hossain ‘Report on Cambodia Textile and Garment Industry’ (*African Cotton and Textile Industries Foundation*, July 2010) http://www.cottonafrica.com/documents/ACTIF%20Report%20on%20Cambodia%20Textile%20and%20Garment%20Industry_Zakir%20Hossain_2010.pdf accessed 12 November 2014, page 11

³² *Ibid.*, (n. 28) p4

³³ *Ibid.*, (n. 31) p14

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	<ul style="list-style-type: none"> - FOB (Freight on Board) → 25% - Subcontracting Arrangements → 15%
<i>Retail</i>	Retail brands sourcing from Cambodia include H&M, Inditex, N Brown Group, Tchibo, Next, New Look, Gap, Banana Republic, Nike, Levi, C&A, Walmart, Puma, Old Navy, Adidas, Calvin Klein, Clarks, Marks and Spencer, Tesco, and more. ^{34 35}

Exports (Garments and Textiles)³⁶

	Total exports	Exports to US	% of exports to US (as % of total garment exports)	Exports to EU	% of total exports to EU (as % of total garment exports)
<i>Monthly (March 2014)</i>	\$445.73 million €352.94 million	\$160.74 million €127.28 million	36%	\$ 172.63 million €136.69 million	39%
<i>Annual 2013</i>	\$ 4.97 billion €3.93 billion	\$ 2.03 billion €1.60 billion	41%	\$1.76 billion €1.39 billion	35%

Imports

Since the Garment Industry in Cambodia is primarily a CMT (Cut/Make/Trim) industry, most raw materials and fabrics which are used in the industry are imported into the country.

2011³⁷	Total imports³⁸	% of Total imports
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³⁴ Tara Donaldson 'Inditex, H&M Agree to Pay Up to Support Wage Increase in Cambodia' (*Sourcing Journal*, 23 September 2014) <https://www.sourcingjournalonline.com/inditex-hm-agree-pay-support-wage-increase-cambodia/> accessed 13 October 2014

³⁵ 'Garment Factories and Supply Chains' (*Sithi.org*) http://www.sithi.org/temp.php?url=bhr/bhr_list.php&%20lg=khh#.VDtziE8cRdg accessed 13 October 2014

³⁶ *Ibid.* (n.8)

³⁷ Products imported by Cambodia (2011)' (*Observatory of Economic Complexity*) http://atlas.media.mit.edu/explore/tree_map/hs/import/khm/all/show/2011/ accessed 13 November 2014

³⁸ Conversion to Euros taken from www.xe.com on 13 November 2014

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<i>Light Rubberized Knitted Fabric</i>	\$ 1.39 billion / €1.12 billion	13.24%
<i>Other synthetic Fabrics</i>	\$306 million / € 246 million	2.9%
<i>Pile Fabrics</i>	\$233 million / €186 million	2.21%

Local dependency on garments/ textile export

Annual Turnover: \$5.1billion/ €4.03 billion³⁹ (about 16% of GDP)⁴⁰

Investment Figures:

- High levels of foreign investment in the garment industry; around 90% of private investment in the Cambodian garment and textiles industry is foreign.^{41 42}
- Local private investment in the industry accounts for around 10% of investment.⁴³
- Foreign Direct Investment stock has ‘increased rapidly’ in recent years. This could be due to very favourable investment conditions, or very low labour costs.⁴⁴
- Cambodia has concluded Bilateral Investment Treaties with 21 countries; 11 are in force.⁴⁵
- Cambodia has concluded 15 other investment agreements, including ASEAN –EU, ASEAN-China agreements.⁴⁶

GSP⁴⁷

- GSP is a system of tariff reductions for developing countries exporting to the EU.
- As of 1 January 2014, new EU regulations on GSP have entered into force.

³⁹ ‘Australia Joins Global Campaign To Support Cambodian Garment Workers’ (*Textile, Clothing & Footwear Union of Australia*, 11 Feb 2014) <http://tcfua.org.au/announcements/australians-join-global-campaign-to-support-cambodian-garment-workers> accessed 16 July 2014

⁴⁰ ‘Country Profiles- Cambodia on The Rise’ (*Textile World Asia*, 2013) http://www.textileworldasia.com/Issues/2013/April-May-June/Country_Profiles/Cambodia_On_The_Rise accessed 10 October 2014

⁴¹ ‘Cambodia: Sector Specific Investment Strategy and Action Plan’ http://unctad.org/Sections/diae_dir/docs/diae_G20_Cambodia_en.pdf (*United Nations Conference on Trade and Development*, February 2013) p3

⁴² *Ibid.*, (n.31) p12

⁴³ *Ibid.*, (n.41) p3

⁴⁴ *Ibid.*, (n. 40)

⁴⁵ ‘Cambodia - Bilateral Investment Treaties (BITs)’ (*Investment Policy Hub*) <http://investmentpolicyhub.unctad.org/IIA/CountryBits/33#iiaInnerMenu> accessed 10 October 2014

⁴⁶ ‘Cambodia- Other Investment Agreements’ (*Investment Policy Hub*) <http://investmentpolicyhub.unctad.org/IIA/CountryOtherIias/33#iiaInnerMenu> accessed 10 October 2014

⁴⁷ ‘EU GSP Scheme from January 2014’ (*Strong and Herd Import Export Services*) <http://www.strongandherd.co.uk/news/2013-11-06/eu-gsp-scheme-from-january-2014/> accessed 11 July 2014

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- Previously GSP existed in the USA but of 31st July 2013, the US GSP system expired and has yet to be renewed.⁴⁸
- Cambodia is one of the countries which will still benefit from the GSP system in the EU, in the category which receives the highest protection (EBA) everything but arms.

Cotton

- Before the war, Cambodia had a strong cotton production market. However, the war meant that many cotton fields turned into landmine fields.⁴⁹
- Most production during the Khmer rouge period focused on rice. By the late 20th century, cotton production was almost obsolete. In recent years, farmers have begun to produce cotton again.⁵⁰

Workers

- **Garment Workers:** 400, 000⁵¹ - 650 000⁵²
- **Garment Workers as Percentage of Total Workforce:** approx. 7%⁵³

Trade Unions

Number of Trade Union (TU) Members in Total Workforce: 483, 945⁵⁴

- **Percentage of total workforce that are TU members:** 5.8%⁵⁵
- Constitutional Right to form and join.
- Cambodia Confederation of Trade Unions (CCTU) – 90% of members are working in textile and garment industry.⁵⁶
- **TU rights violations:** Short-term contracts, subcontracting, harassment and arbitrary dismissal of TU

⁴⁸ 'Welcome to Renew GSP Today' (*Renew GSP Today*) <http://renewgsptoday.com/> accessed 11 July 2014

⁴⁹ 'Bringing cotton back to landmine fields' (*Cambodia Cotton Club*) <http://www.cambodia-cotton.or.jp/en/story/> accessed 11 July 2014

⁵⁰ 'Cotton comeback prompts local farmers to switch crops' (*Phnom Penh Post* 4 November 2009) <http://www.phnompenhpost.com/business/cotton-comeback-prompts-local-farmers-switch-crops> accessed 11 July 2014

⁵¹ Sam Campbell, 'Cambodia's garment workers needled by low wages and poor conditions' (*The Guardian*, 16 December 2013) <http://www.theguardian.com/global-development/2013/dec/16/cambodia-garment-workers-low-wages-poor-conditions> accessed 10 November 2014

⁵² 'Hundreds of Cambodian Garment Workers Faint' (*Aljazeera*) <http://www.aljazeera.com/news/asia-pacific/2014/04/hundreds-cambodian-garment-workers-faint-201443131659267499.html> accessed 16 July 2014

⁵³ *Ibid.* (n.2), 'Labour Force in Cambodia' (*Trading Economics*) <http://www.tradingeconomics.com/cambodia/labor-force-total-wb-data.html> accessed 16 July 2014

⁵⁴ *Ibid.* (n.23) p3

⁵⁵ *Ibid.*

⁵⁶ *Ibid.*

members, yellow unions.⁵⁷

Working Conditions

"The air is bad, the toilets are dirty, the machines are so loud, and you have to breathe all the stuff coming off the cloth," she says. "I can't relax and my head always aches. If I could, I would find another kind of job, but I can't. I don't have a lot of education."⁵⁸

Overview of Relevant Labour Laws, International Law and Implementation

Area	International Law	Ratified?	National Legislation	Implementation
General	<p>International Labour Association (ILO) Conventions and international human rights treaties such as:</p> <ul style="list-style-type: none"> The International Covenant on Civil and Political Rights (ICCPR), The International Covenant on Economic Social and Cultural Rights (ICESCR), 	<p>Cambodia has ratified some ILO Conventions (see below)⁵⁹</p> <p>Cambodia has acceded to or ratified the following treaties: ICCPR, ICESCR: 1992, but not Optional Protocols so</p>	<p>Constitution of Cambodia: 1993⁶⁰</p> <p>The Labour Law of Cambodia (LLC) : 1997⁶¹</p>	<p>Overall, the implementation of the legal provisions is problematic. Details on implementation of specific provisions are found below.</p>

⁵⁷ *Ibid.* p8

⁵⁸ 'Cambodia garment worker dreams of a better future' (DW) <http://www.dw.de/cambodia-garment-worker-dreams-of-better-future/a-17412692> accessed 11 July 2014

⁵⁹ 'Ratifications of ILO Conventions: Ratifications for Cambodia' (International Labour Organisation) http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103055 accessed 10 October 2014

⁶⁰ 'The Constitution of the Kingdom of Cambodia' (United Nations OHCHR) http://cambodia.ohchr.org/klc_pages/KLC_files/section_001/section_01_01_ENG.pdf accessed 10 October 2014

⁶¹ 'The Labour Law of Cambodia' (The Council for the Development of Cambodia) http://www.cambodiainvestment.gov.kh/the-labor-law-of-cambodia_970313.html accessed 10 October 2014

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	<ul style="list-style-type: none"> The Convention to Eliminate all forms of Discrimination Against Women (CEDAW) The Convention on the Rights of the Child. 	<p>no basis for individual complaints</p> <p>CEDAW: 1992</p> <p>CRC: 1992</p>		
<i>Forced Labour</i>	<p>ILO Conventions 29, 105</p> <p>Art. 7, 8 ICCPR</p> <p>Art. 6, ICESCR</p>	<p>ILO 29: 1969</p> <p>ILO 105: 199</p> <p>ICCPR,</p> <p>ICESCR (as above)</p>	Art. 15, 16 LLC	Despite being illegal, forced labour can be found within the garment industry. ⁶²
<i>Non-Discrimination</i>	<p>ILO Conventions 100 & 111</p> <p>Art.2, 26 ICCPR</p> <p>Art. 2(2) ICESCR</p> <p>Art. 2 CRC</p> <p>Art. 1 CEDAW</p>	<p>ILO 100: 1999</p> <p>ILO 111: 1999</p> <p>ICCPR,</p> <p>ICESCR, CRC,</p> <p>CEDAW (as above)</p>	S2, Art. 12 LLC	Problems with discrimination of TU members, e.g. arbitrary dismissal. ^{63 64}

⁶² Tola Moeun ‘Cambodia’s Low Cost Garment Industry: Sustainable for whom?’ (*Huffington Post*, 9 May 2014) http://www.huffingtonpost.com/tola-moeun/cambodias-low-cost-garmen_b_5293595.html accessed 16 July 2014

⁶³ ‘Cambodia Garment Factories Thwarting Unions’ (*Human Rights Watch* 3 February 2014) <http://www.hrw.org/news/2014/02/02/cambodia-garment-factories-thwarting-unions> accessed 11 July 2014

⁶⁴ ‘Cambodia: ITUC expresses concerns for trade union rights in the garment sector’ (*International Trade Union Confederation*) <http://www.ituc-csi.org/cambodia-ituc-expresses-concerns> accessed 13 November 2014

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<i>Women</i>	CEDAW	Yes	Art. 186 LLC	Women who are hired on fixed duration contracts (FDCs) often do not get them renewed after maternity leave. ⁶⁵ Lack of nursing rooms, and provision for child care. ⁶⁶
<i>Child Labour</i>	ILO Conventions 138 & 182 Art. 32 CRC	ILO 138: 1999 ILO 182: 2006 CRC: as above	Art. 172 LLC (15+ allowed to work with some restrictions).	Despite the legal provisions, child labour is a problem. Better factories are working with GMAC to see greater implementation of the prohibition of child labour. ⁶⁷
<i>Freedom of Association/ Collective Bargaining</i>	ILO Conventions 87 & 98 Art. 22 ICCPR Art. 8 ICESCR	ILO 87: 1999 ILO 98: 1999 ICCPR, ICESCR (as	Art, 96, 266ff. LLC	Many violations of the right to freedom of association. Dangers associated with TU membership, e.g. arbitrary

⁶⁵ ‘Practical Challenges for Maternity Protection in the Cambodian Garment Industry’ (*ILO Regional Office for Asia and the Pacific*) http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_203802.pdf accessed 18 November 2014, p14

⁶⁶ Thirtieth Synthesis Report on Working Conditions in Cambodia’s Garment Sector’ (*Better Factories Cambodia*, July 2013) <http://betterfactories.org/wp-content/uploads/2013/07/30th-Synthesis-Report-Final-EN.pdf> accessed 18 November 2014, p 12

⁶⁷ ‘Preventing child labour in the garment industry’ (*Better Factories Cambodia* 30 January 2013) <http://betterfactories.org/?p=397> accessed 11 July 2014

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		above)		dismissal of TU members or leaders. ⁶⁸ Strikes are quashed by law enforcement, often violently. ⁶⁹ Violations of the right to collective bargaining also exist, and a general lack of understanding of such rights among workers. ⁷⁰ Yellow Unions exist. ⁷¹
<i>Living Wage</i>	ILO Conventions 26 & 131 Art. 7 ICESCR	ILO 26: No ILO13: No ICESCR (as above)	Art. 104, 105 LLC	Garment workers are now set to receive a minimum wage of \$128. Whilst this is a vast improvement, it remains insufficient as a living wage and consequently contributes to the problem of low nutrition and living conditions of workers. ⁷²
<i>Reasonable Working Hours</i>	ILO Convention 1 Art.7 ICESCR	ILO 1: No ICESCR (as above)	Art. 137 LLC (8 hour day, 48 hour week)	Many workers volunteer for overtime to boost wages. The max of 60 hours tends to be the average. ⁷³ Sometimes, workers

⁶⁸ ‘Statement on Cambodia’ (*International Trade Union Confederation*, 13 January 2014) http://www.ituc-csi.org/IMG/pdf/ituc_press_statement_-_draft_3_.pdf accessed 12 November 2014

⁶⁹ *Ibid.*

⁷⁰ “‘Workers Rights are human rights’: Policy Brief: The Garment Industry in Cambodia’ (*Cambodian Centre for Human Rights*, January 2014) [http://cchrcambodia.org/admin/media/analysis/analysis/english/CCHR_Policy%20Brief%20on%20Garment%20Industry_\(January%202014\)_en.pdf](http://cchrcambodia.org/admin/media/analysis/analysis/english/CCHR_Policy%20Brief%20on%20Garment%20Industry_(January%202014)_en.pdf) accessed 21 November 2014 (p2, 20)

⁷¹ *Ibid.*, (p 21)

⁷² *Ibid.*, (n. 11-14, 19 -22)

⁷³ ‘Garment Workers Begin Boycott of Overtime’ (*Cambodia Daily* 25 February 2014) <http://www.cambodiadaily.com/archives/garment-workers-begin-boycott-of-overtime-53140/> accessed 11 July 2014

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				are forced to work overtime. ⁷⁴
<i>Safe Working Conditions</i>	ILO Convention 155 Art. 7 ICESCR	ILO 155: No ICESCR (as above)	Ch. VIII. LLC	Historically problematic. Problems with lack of fire drills, lack of access to emergency exits. ⁷⁵ Other problems include mass fainting and issues with the sturdiness of buildings. ⁷⁶ Better Factories Cambodia (BFC) is working to see improvements in safe working conditions. ⁷⁷

Living Wage vs Minimum Wage (In context)

Area	Minimum Wage	Context	Living Wage
Piece Rate Garment Factory Employees	\$100 €73.26	\$1.06 €0.78 per kg of rice	\$283 €209.09

Regulations on Living Conditions of Workers

Social Insurance

- The National Social Security Fund (NSSF) was established in 2007 and aims to comply with the requirements of Cambodian Labour Law which stipulates that all workers must be entitled to

⁷⁴ 'Media Updates 3-4 March 2014, Workers "locked inside" during overtime strike' (*Better Factories Cambodia*) <http://betterfactories.org/?p=8054> accessed 13 November 2014 (actual except taken from Phnom Penh post)

⁷⁵ 'Policy Brief on Garment Industry' (*Cambodia Centre For Human Rights*) http://cchrcambodia.org/admin/media/analysis/analysis/english/CCHR_Policy%20Brief%20on%20Garment%20Industry_%28January%202014%29_eng.pdf accessed 11 July 2014

⁷⁶ 'Hundreds of Cambodian Garment Workers Faint' (*Al Jazeera*, 3 April 2014) <http://www.aljazeera.com/news/asia-pacific/2014/04/hundreds-cambodian-garment-workers-faint-201443131659267499.html> accessed 13 November 2014

⁷⁷ 'About Us' (*Better Factories Cambodia*) http://betterfactories.org/?page_id=979 accessed 10 October 2014

‘employment injury benefits, pensions, and other benefits as relevant.’⁷⁸

- In 2010, 78% of uninsured Cambodian workers were in the garment industry.
- A new NSSF scheme has begun in 2014 which will require most employers to pay into a health insurance fund for employees.⁷⁹

Housing

- “Usually a worker has to spend approximately \$15 to \$20 for a rented room per month, shared between two to seven people.”⁸⁰ ⁸¹Housing for garment workers has been described as “squalid.”⁸²

Medical Facilities

- In a recent study of 27 factories, more than 75% provide at least basic medical care for their workers (2012)⁸³

Food arrangements⁸⁴

- A recent BFC study revealed that most factories have no canteen. Only 33% had an eating area (not canteen).
- Problems with the hygiene of the food which workers are eating. Lack of nutrition can lead to lack of energy and strength, and lower productivity.
- Low wages contribute to very little money left over for food, about \$0.97/€0.71 per day on food.
- BFC’s ‘One Change Campaign’ aims, amongst other things, to encourage factories to provide adequate food for workers.⁸⁵

⁷⁸ ‘Cambodia Social Security for the Formal Economy’ (*International Labour Organisation*) http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---secsoc/documents/publication/wcms_secsoc_35193.pdf p15, accessed 11 July 2014

⁷⁹ ‘Social Security Fund Starts New Insurance Scheme’ (*The Cambodia Daily*) <http://www.cambodiadaily.com/archives/social-security-fund-starts-new-insurance-scheme-55375/> accessed 16 July 2014

⁸⁰ ‘Made in Cambodia: Garment Workers Fight Gap, H&M and Others for a Minimum Wage’ (*RH Reality Check*) <http://rhrealitycheck.org/article/2014/02/20/made-cambodia-multi-fiber-thread-tears/> accessed 16 July 2014

⁸¹ ‘The living conditions of garment workers in Cambodia’ (*ActionAid*) <http://www.actionaid.org/cambodia/stories/living-conditions-garment-workers-cambodia> accessed 12 November 2014

⁸² ‘Life on \$3 a day: Garment Workers and Cambodia’s Struggle for Human Rights’ (*Huffington Post* 29 January 2014) http://www.huffingtonpost.com/elizabeth-daube/life-on-3-a-day-garment-w_b_4638311.html accessed 11 July 2014

⁸³ ‘Study on the Perceptions of Garment Factory Owners on Nutrition and the Feasibility for pursuing canteen services in the garment sector in Cambodia’ (*Better Factories Cambodia* 7 February 2013) <http://betterfactories.org/?p=855> accessed 11 July 2014

⁸⁴ *Ibid.*

⁸⁵ ‘Canteens and Nutritious Food Helps to Change Workers’ Lives’ (*Better Factories Cambodia*, 30 January, 2013) <http://betterfactories.org/?p=405> accessed 24 October 2014

Child care

- Cambodian Law requires factories to provide childcare facilities. Often, these facilities are absent.⁸⁶

⁸⁶ 'Working Cambodian Women "Too poor" to have Children' (*Inter Press Service*) <http://www.ipsnews.net/2014/05/working-cambodian-women-too-poor-to-have-children/> accessed 16 July 2014