

**STATEMENT FROM THE PROJECT ADVISORY COMMITTEE OF BETTER FACTORIES CAMBODIA
ON ITS 56th MEETING on 16 December 2024**

On 16 December 2024, the Project Advisory Committee (PAC) of the ILO Better Factories Cambodia (BFC) programme held its 56th meeting. The BFC PAC comprises of representatives from the Royal Government of Cambodia (the Ministry of Labour and Vocational Training and the Ministry of Commerce), sectoral employers' associations (represented by three garment, textile and travel goods associations in Cambodia) and workers (representatives from different trade union confederations and federations).

Better Factories Cambodia programme links trade with labour standards in the garment, footwear and travel goods and bag sector in Cambodia to promote compliance with, and effective enforcement of, existing national labour law and internationally recognized core labour standards. The programme's approach includes from cultivating social dialogue, better management systems, and learning through worker-management committees, to offering factories tailored advisory services to help them solve their own labour law implementation challenges or using public reporting to spur improvements in factory working conditions and workplace environment across the industry.

1. Better Factories Cambodia is currently at the end of the second year of implementing the five-year phases of its Memorandum of Understanding (MOU) and its strategy with the partners. We, the members of the new PAC of Better Factories Cambodia programme, would like to reaffirm our commitment in jointly supporting the implementation of BFC's five-year strategy. We are committed to increased collaboration and joint implementation of activities over next three years to ensure sustaining the positive impact made on working conditions in the Cambodian garment, footwear and travel goods and bag sectors.
2. Together with other relevant garment industry stakeholders, we are committed to collaborate at the industry level and to solve issues at the enterprises level through social dialogue. In particular, we agree on the importance of working in collaboration to address key barriers to understand the challenges of each constituency and to ensure the sustainability and accountability of the industry.
3. In the meeting, we expressed our commitment to continue working on the collaboration with BFC, notably through the development of a new Joint Action Plan between the Ministry of Labour and Vocational Training and BFC for 2025-2026, especially to include efforts to promote capacity development of labour inspectors, to implement occupational safety and health as a fundamental principle and right at work, and to discuss subcontracting in the sector.
4. Finally, PAC members recalled the importance of advancing the sustainability of the programme as set out in the 2022-2027 BFC strategy. Implementing the new Better Work factory engagement model will require inter-ministerial collaboration, buyer involvement, and consultations with the industry partners to ensure the right approach for Cambodia. Following up on the 55th meeting of the PAC, it was agreed to advance

with the consultation workshops between BFC and each of the stakeholder groups as of March 2025.

5. The PAC members continue to be highly committed to strengthening working conditions, health and safety, and productivity in Cambodia and being an ethical sourcing country.

Phnom Penh, December 2024