

# TAFTAC BULLETIN 2023



## TAFTAC

Textile, Apparel, Footwear & Travel Goods Association in Cambodia

### TEXTILE, APPAREL, FOOTWEAR & TRAVEL GOODS ASSOCIATION IN CAMBODIA

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## CONTENTS

1

MESSAGE FROM THE CHAIRMAN  
主席的致辞

3

ABOUT THE SECTOR  
关于纺织，制鞋以及箱包行业

5

TAFTAC AND AFTEX

2

ABOUT TAFTAC  
关于TAFTAC

4

ACTIVITIES OF TAFTAC  
协会的活动

6

SECTOR DEVELOPMENT STRATEGY  
行业发展战略



## CHAIRMAN MESSAGE

### 主席的致辞

Dear Readers;

I am honoured and delighted to welcome you all to read our annual bulletin 2023. This bulletin presents to you in brief the role and functions of TAFTAC, the summary of our activities in 2022, covering the important areas of Labour, Human Resource Development, Trade & Logistics, Taxation, Sustainability and more. It also highlights joint projects and partnership between TAFTAC and other relevant organizations, as well as our CSR activities.

The pioneer garment sector, and later footwear & travel goods sector, has been one of the important pillars of the Cambodian economy for more than 2 decades now. The sector has grown steadily until today. Between 2010 and 2019, the sector accounted for about 10% of the Cambodian economy, during which the economic growth rate averaged 7.0% p.a. of which a quarter of that growth rate was contributed by the sector. In 2021, the sector accounted for 11% of the economy and contributed to around 50% of Cambodia's real GDP growth. Growth of the sector has well continued up to the end of 2022 with export value of \$12.6B. However, we have seen a weakening sign of export starting from the last quarter of 2022.

Over the past decade, our sector have gone through a very tough time due to the changing global business environment. Every country has been trying very hard to survive by strengthening its own competitiveness, working with all relevant stakeholders in a coordinated manner. Each country's representative association plays a vital role in helping the sector grow and develop. Likewise, TAFTAC is an apex representative body of the sector with a unified voice working to improve the Cambodia's business and investment environment in general. TAFTAC also works to positively influence policy changes beneficial to investors, the workers and the economy. Our Executive Committee Members and team of experienced staff assists our members by providing consultation on legal matters, on labour and social compliance, international market access, and other matters affecting their operations. Our professional training institute (CGTI) helps build capacity of our members to boost productivity through enhanced skills and better management systems.

Ladies and gentlemen, the road ahead is not easy for our sector. Changing market trend and consumer behaviour, even higher level of compliance especially on sustainability issue, geopolitical tension, global value chain disruption, trade war, climate change and the Ukraine war have severely affected the global economy. Moving forward, we must work harder and innovatively in a more strategic and coordinated manner with all stakeholders to overcome all the challenges.

TAFTAC stands ready to serve all existing members, buyers, and potential investors, and we look forward to working more closely with all stakeholders for the growth and development of our sector.

Best wishes & Thank you!

亲爱的读者们,

我很荣幸和高兴地欢迎大家阅读我们的2023年年度公报。 本公报向您简要介绍了本协会所扮演的主要角色, 以及我们在2022年的活动总结, 涵盖了劳动、人力资源开发、贸易和物流、税收、可持续发展等重要领域。它还强调了本协会与其他相关组织的联合项目和伙伴关系, 以及我们的企业社会责任活动。

20多年来, 先锋服装行业, 以及后来的鞋类和旅行用品行业, 一直是柬埔寨经济的重要支柱之一。该部门一直在稳步增长, 直到今天。2010年至2019年, 该行业占柬埔寨经济的10%左右, 在此期间, 经济增长率平均为每年7.0%, 其中四分之一的增长率是由该行业贡献的。2021年, 该部门占经济总量的11%, 对柬埔寨实际GDP增长的贡献约为50%。该行业的增长一直持续到2022年底, 出口额达126亿美元。然而, 从2022年的最后一个季度开始, 我们看到了出口减弱的迹象。在过去的十年里, 由于全球商业环境的变化, 我们的行业经历了一个非常艰难的时期。每个国家都非常努力地通过加强自身的竞争力, 与所有相关的利益攸关方协调合作, 以求得生存。每个国家的代表协会在帮助该部门成长和发展方面发挥着重要作用。同样, TAFTAC是该行业的最高代表机构, 拥有统一的声音, 致力于改善柬埔寨的商业和投资环境。TAFTAC还致力于积极影响有利于投资者、工人和经济的政策变化。我们的执行委员会成员和经验丰富的工作人员团队通过提供法律事务、劳工和社会合规、国际市场准入和其他影响其业务的事项的咨询来协助我们的成员。我们的专业培训机构(CGTI)帮助我们的成员建立能力, 通过提高技能和改善管理系统来提高生产力。

女士们, 先生们, 对我们的行业来说, 未来的道路并不容易。不断变化的市场趋势和消费者行为, 更高水平的合规性, 特别是在可持续发展问题上, 地缘政治紧张, 全球价值链中断, 贸易战, 气候变化和乌克兰战争已经严重影响了全球经济。展望未来, 我们必须与所有利益相关者一起, 以更具战略性和协调性的方式更加努力和创新地工作, 以克服所有挑战。

TAFTAC随时准备为所有现有会员、买家和潜在投资者提供服务, 我们期待着与所有利益相关者更紧密地合作, 促进我们行业的增长和发展。

最美好的祝愿和感谢!

# ABOUT TAFTAC

## 关于TAFTAC

Formerly GMAC, TAFTAC was established and has been in operation since 1996 as Cambodia's largest trade association, currently representing 700+ factories/companies.

- ▶ Led by a team of 24 Executive Committee Members who have the vision and strategy for the sectors.
- ▶ Day-to-day operation is executed by a Secretariat Team, led by a Secretary General

TAFTAC成立于1996年，是柬埔寨最大的贸易协会，目前代表700多家工厂/公司。

- ▶ 由24名理事会成员组成的团队领导，他们拥有行业愿景和战略。
- ▶ 日常运作由秘书长领导的秘书处团队执行。

**MAIN ROLE:  
INDUSTRY  
REPRESENTATIVE  
WITH A UNIFIED  
VOICE.**

主要职责：  
拥有统一声音的行业代表



## OUR VISION

To make Cambodia a preferred partner in the competitive global textile, apparel, footwear and travel goods & bag market.

## 愿景

使柬埔寨在竞争激烈的全球纺织品、服装、鞋类和旅行用品及箱包市场成为首选合作伙伴。



## OUR MISSION

- ▶ To collaborate with all stakeholders to pursue a conducive business environment for the growth and development of the sector.
- ▶ To provide prompt and crucial information pertaining to the sector.
- ▶ To support Cambodian Government and the sector in the development of human capital.
- ▶ To embrace Corporate Social Responsibility and Environment Social Governance - ESG in management principles so as to develop mutually beneficial relationships and sustainable development.

## 任务

- ▶ 与所有利益相关者合作，为该行业的增长和发展寻求一个有利的商业环境。
- ▶ 提供与该行业有关的及时和重要信息。
- ▶ 支持柬埔寨政府和该行业的人力资本发展。
- ▶ 接受企业社会责任和环境社会治理的管理原则，以发展互利关系和可持续发展。

## FUNCTION #1

Representation – We Represent all members where it matters:

- Human Resource Development
- Labour Law Application & Social Compliance
- Trade & International Market Accesses
- Customs & Logistics
- Taxation
- Energy
- Environment...

## FUNCTION #2

Capacity Building - Our professional training institute helps build capacity of our members to boost productivity through enhanced skills and better management systems through short-term & long-term, soft & hard skills training courses, workshops, conferences, forums and so on.

## FUNCTION #3

Information Dissemination and Advisory Service:

- Prompt dissemination of information on pertinent. Laws and Regulations as well as announcement issued by ministries and relevant parties
- Trade and business as well as market information
- Advice on various subjects relevant to the need of our member
- Prompt & effective assistance during labor dispute settlement

## FUNCTION #4

Other:

- Trade & investment promotion
- Business matching
- Platform for networking and experience sharing
- Joint CSR activities with members, and the list goes on...

## 职能一

代表—我们在重要的地方代表所有成:

- 人力资源开发
- 劳动法的应用和社会合规
- 贸易和国际市场准入
- 海关和物流
- 税收
- 能源问题
- 环境...

## 职能二

能力建设—我们的专业培训机构通过短期和长期、软技能和硬技能的培训课程、研讨会、会议、论坛等，帮助我们的成员建设能力，通过提高技能和改善管理系统来提高生产力。

## 职能三

信息传播和咨询服务:

- 及时发布有关法律法规以及各部委和有关方面发布的公告信息
- 贸易和商业以及市场信息
- 提供与会员需求相关的各种建议
- 在解决劳动争议时提供及时有效的帮助

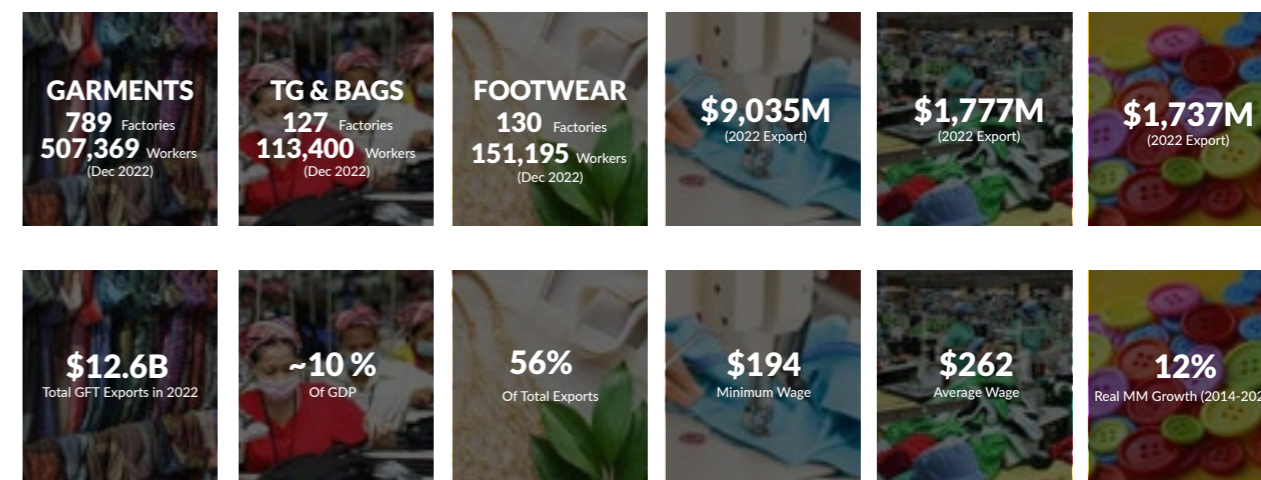
## 职能四

其他:

- 贸易和投资促进
- 商业配对
- 建立联系和分享经验的平台
- 与会员共同开展企业社会责任活动，等等...

## ABOUT THE SECTOR

### 关于纺织，制鞋以及箱包行业



The Garment, Footwear and Travel Goods (GFT) sectors have been the backbone of the Cambodian economy for more than two decades. It is a labour-intensive sector, traditionally attracting a large proportion of female workers (75.9% of employed population in "wearing apparel" manufacturing activities). In 2019, this sector alone represented about 9.8% of Cambodia's total employed population (including Agriculture and Services, formally or informally employed) or about 36.2% of the whole Industry sector (formally and informally employed).

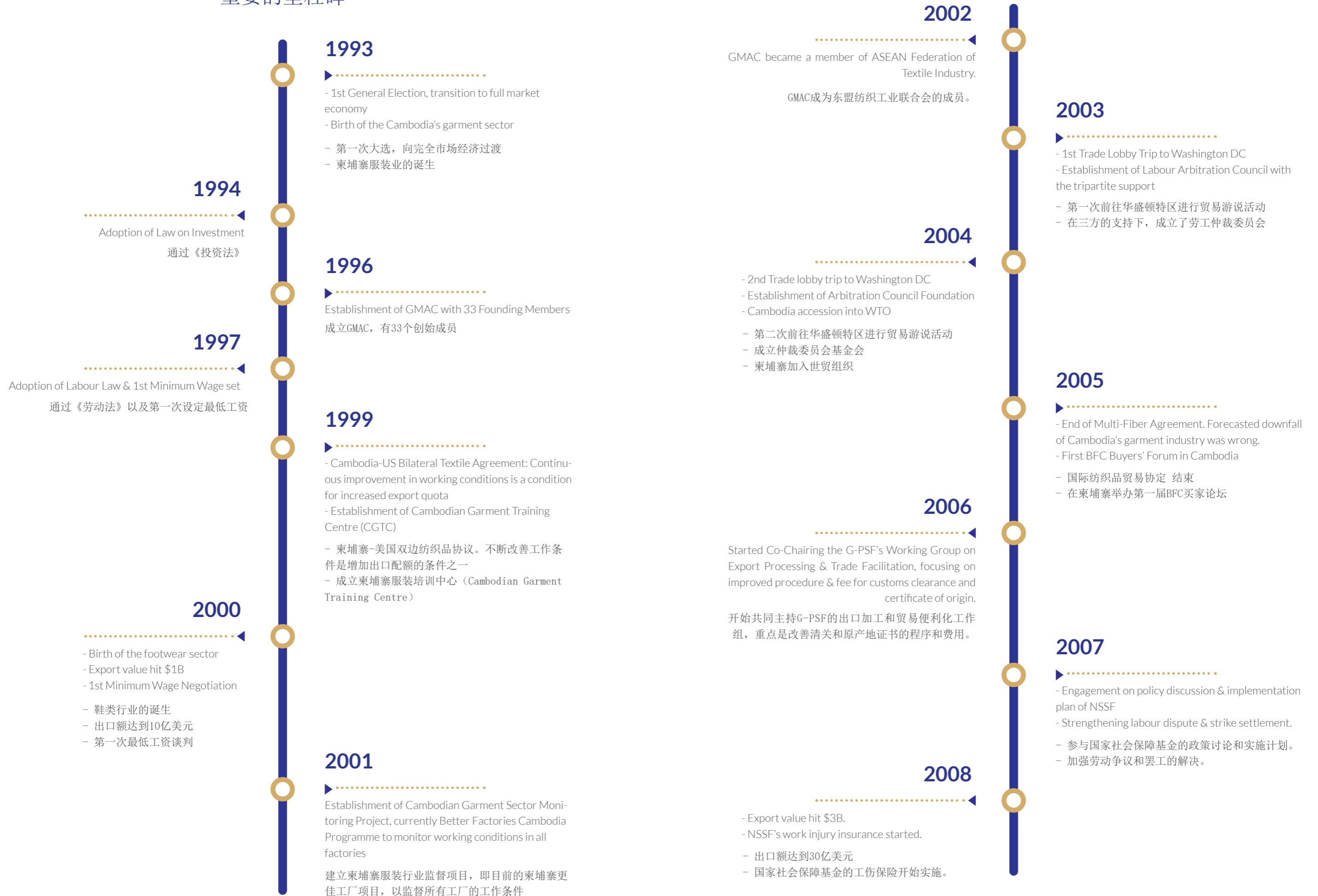
二十多年来，服装、鞋类和旅行用品行业一直是柬埔寨经济的支柱。这是一个劳动密集型行业，传统上吸引了很大比例的女工（占“服装”制造活动就业人口的75.9%）。2019年，仅这一部门就占柬埔寨总就业人口（包括农业和服务业，正式或非正式就业）的约9.8%，或整个工业部门（正式和非正式就业）的约36.2%。

During the decade of 2010-2019 (before the Covid-19 pandemic crisis), the GFT sector represented an average of 10% p.a. of the economy. Over that indicated decade (2010-2019) Cambodia's economic growth rate averaged 7.0% per annum of which a quarter of that growth rate was contributed (annually) by the GFT sector. In the meantime, preliminary national figures from the National Institute of Statistics of Cambodia (NIS) estimated that, in 2021, the sector accounted for 11% of the economy and contributed to around 50% of Cambodia's real GDP growth rate in 2021 (the real GDP growth of Cambodia was estimated at 3.0% in 2021). These comparably high figures can be attributed to the fact that the GFT sector had been functioning (although not at full capacity) throughout the Covid-19 pandemic whilst other sectors of the economy, such as tourism, were hit harder. It goes without saying that this reflects a significant contribution towards the Cambodian economy.

在2010-2019年的十年间（Covid-19大流行病危机之前），GFT部门平均每年占经济的10%。在这十年间（2010-2019年），柬埔寨的经济增长率平均为每年7.0%，其中四分之一的增长率是由GFT部门（每年）贡献的。同时，柬埔寨国家统计局（NIS）的初步国家数字估计，在2021年，该部门占经济的11%，对柬埔寨2021年实际GDP增长率的贡献约为50%（柬埔寨2021年的实际GDP增长率估计为3.0%）。这些相对较高的数字可以归因于这样一个事实，即在整个Covid-19大流行期间，GFT部门一直在运作（尽管不是满负荷运作），而其他经济部门，如旅游业，受到的冲击更大。不言而喻，这反映了对柬埔寨经济的重大贡献。

# IMPORTANT MILESTONE

## 重要的里程碑



## 2010

Lobby for simplified EBA's rule of origin  
为简化EBA的原产地规则进行游说

## 2012

Number of GMAC members hit 400.  
GMAC会员数量达到400家。

## 2014

Export value hit \$6B.  
出口额达到60亿美元

## 2016

- GMAC-Govt's successful lobby for US GSP for Travel Goods & Bag
- Adoption of Trade Union Law
- NSSF's health care scheme started.
- GMAC moved to new office and Establishment of CGTI, inaugurated by Samdech Techo Prime Minister.
- GMAC-政府成功游说美国对旅行用品和箱包实行普惠制
- 工会法的通过
- 全国社会保障基金的医疗保健计划开始实施
- GMAC搬到新办公室，CGTI成立
- 由Samdech Techo总理主持开幕仪式。

## 2009

- Business Forum (Cambodia Garment Industry: Challenge and Opportunities)
- Started to plan for Cambodian Garment Training Institute (CGTI)
- 商业论坛（柬埔寨服装业：挑战与机遇）。
- 开始筹建柬埔寨服装培训学院（CGTI）。

## 2011

- Number of GMAC members hit 300
- EBA's simplified rule of origin passed. Investment & export boosted
- GMAC会员数量达到300家
- EBA的简化原产地规则获得通过。投资和出口得到促进

## 2013

Suspension of Advance Profit Tax till December 2017 at the request of GMAC.  
应GMAC的要求，暂停预付利润税至2017年12月。

## 2015

- Implementation of Library & Learning Center Project
- The footwear sector was incorporated and represented by GMAC.
- 实施图书馆和学习中心项目
- 鞋业部门被纳入并由GMAC代表

## 2018

- GDT accepted both CMT & FOB tax filing at the request of GMAC
- Further suspension of Advance Profit Tax till December 2022
- GMAC courtesy call on Samdech Techo Prime Minister
- 应GMAC的要求，GDT接受了CMT和FOB两种税种的申报。
- 进一步暂停高级利润税，直到2022年12月
- GMAC礼节性地访问了Samdech Techo总理

## 2020

- MoLVT-MoC-GMAC-ILO MOU was expanded to cover the travel goods & bag sector
- Implementation of Switch Garment Project (Promotion of Sustainable Energy)
- 劳动和社会保障部-文化部-GMAC-劳工组织的谅解备忘录扩大到涵盖旅行用品和箱包行业
- 实施开关服装项目（推广可持续能源）

## 2022

- GMAC signed MoU with Eurocham Cambodia.
- Joint GMAC-ILO Digital Wage Project
- NSSF's pension scheme started.
- GMAC renamed to TAFTAC
- GMAC与柬埔寨Eurocham签署谅解备忘录
- GMAC-ILO数字工资联合项目
- 国家社会保障基金的养老金计划开始实施
- GMAC更名为TAFTAC

## 2017

Decision to eliminate Export Management Fee  
决定取消出口管理费

## 2019

- Investment promotion trip to Hong Kong
- Lobby trip to Brussels to defend EBA
- 香港投资促进之旅
- 前往布鲁塞尔进行游说，为EBA辩护

## 2021

- GMAC supported TYDA on rental fee of the Covid-19 treatment center.
- New Investment Law
- Export value hit \$11B.
- GMAC支持TYDA支付Covid-19治疗中心的租赁费。
- 新投资法
- 出口额达到110亿美元





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**Wing Biz+, More than just payroll service**

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**Wing Biz+ 不仅仅是发薪服务**



### Benefits for employers | 对雇主的好处

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- ZERO processing fee for ITT from abroad**  
从国外 ITT 免收加工
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符合资格享受更好的储蓄和贷款利息, 无需抵押品
- ZERO extra fee with convenient & secure access to many services via iBanking**  
通过 iBanking 方便安全访问许多服务, 交易快捷

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- ELIGIBLE to attractive interest rate for saving**  
符合资格享受有吸引力的储蓄利率
- FREE processing fee for digital salary loans without collaterals**  
免收处理无抵押的数字工资贷款
- FREE payment fee for utility & all bill payments via Wing Bank App**  
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Wing Bank



# Benefits for Employers and Employees

## TrueMoney Payroll Service



### Employer

- COST OPTIMIZATION**  
Provide competitive cost and absorb operational cost
- PRODUCTIVITY INCREASE**  
Receive support and allocate more times to the given task
- FRAUD PREVENTION**  
Operate on digital platform with accurate report of transaction

### Employee

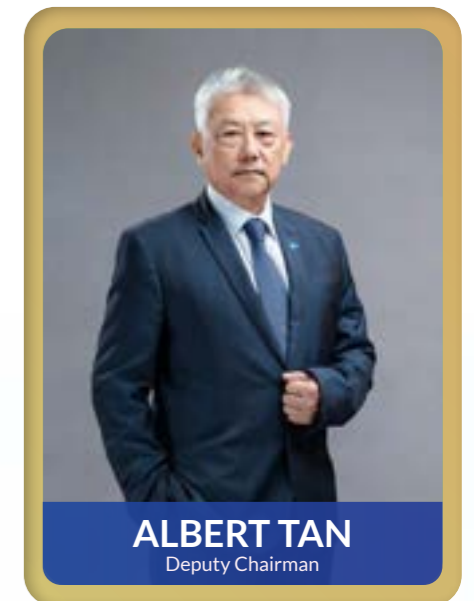
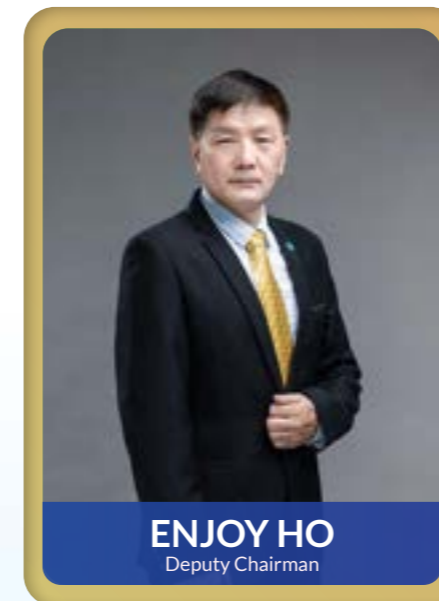
- ACCESSIBLE NATIONWIDE**  
Provide access to 10K agents of TrueMoney
- CASH OUT TILL ZERO**  
Enable the customers to withdraw until zero balance
- PAYMENT AT ANY MERCHANT**  
Enable to pay on any merchants with any banks which are members of Bakong KHQR

**CARE CENTER SUPPORT**  
 Access to care center everyday with responsive support

Contact Number  
 016 777 619  
 012 300 962

true money

CHAIRMAN  
AND  
DEPUTY CHAIRMEN  
OF  
**TAFTAC**



## EXECUTIVE COMMITTEE MEMBERS



**KANG MOON SUN** Executive Member    **LARRY KAO** Executive Member    **CANNY PAN** Executive Member    **CHRIS YIN** Executive Member    **KELVIN CHUA** Executive Member    **TAING MENG** Executive Member    **MICKEY LAM** Executive Member



**FENG JIANXUE** Executive Member    **TYLER XU** Executive Member    **HAYDEN HO** Executive Member    **SHEN QIMING** Executive Member    **QIANG ZHIPING** Executive Member    **EVAN KONG** Executive Member    **RALF SUN** Executive Member



**VAN PORPHIN** Executive Member    **CHOON YIK THONG** Executive Member    **ALBERT TEOH** Executive Member    **LAO YANQING** Executive Member    **ZHANG LIN GEN** Executive Member    **GWEN LIN** Executive Member

## SECRETARIAT TEAM



**KEN LOO** Secretary General [kenloo@taftac-cambodia.org](mailto:kenloo@taftac-cambodia.org)    **KAING MONIKA** Deputy Secretary General [kaing@taftac-cambodia.org](mailto:kaing@taftac-cambodia.org)    **LY TEKHENG** Executive Manager [tekhengly@taftac-cambodia.org](mailto:tekhengly@taftac-cambodia.org)    **KIM PICHDA** Manager - Legal & Business [kimpichda@taftac-cambodia.org](mailto:kimpichda@taftac-cambodia.org)

## KEY HIGHLIGHT IN 2022

### Annual General Meeting 2022

#### 协会2022年年度会员大会

On 15 January 2022, TAFTAC, formerly GMAC, held its 15th Annual General Meeting (AGM) in pursuant to article 20 of the Association's Statute. The meeting was held with the purpose to present to all members the achievements of TAFTAC in the last term and financial reports and to elect a new Chairman and members of the Executive Committee for the term 2022-2023. Hundreds of participants from our member factories joined and cast their votes to elect their trusted leaders for the sector.

2022年1月15日，根据协会章程第20条，TAFTAC，前身是GMAC，召开了第15次会员大会（AGM）。会议的目的是向所有成员介绍TAFTAC在上一任期的成就，并提交财务报告。年度会议还选举了2022-2023年任期的新主席和理事会成员。来自会员工厂的数百名与会者参加了会议并投票选举他们信任的行业领导人。

The meeting was presided over by H.E Ith Samheng, Minister of the Ministry of Labour and Vocational Training. Delegates from both the Ministry of Labour and Vocational Training and the Ministry of Commerce were also in attendance to witness the event, especially the election of Chairman and Executive Committee Members. Oknha Kong Sang was elected as a new Chairman, while the past Chairman Oknha Van Sou Ieng was bestowed with a title "Honorary Chairman". Following the election, 24 multi-ethnic candidates were elected, consisting of one Chairman, three Vice-Chairmen, and 20 Executive Committee Members. The newly elected Executive Committee made a vow to lead the sectors to develop to another higher level.

At the closing ceremony, the Minister of Labour and Vocational Training praised TAFTAC for working tirelessly to build competitiveness of the sector and boost export growth from year to year. He highly appreciates TAFTAC for being an effective consultative partner with the Ministry and the government as a whole on all matters of importance and relevant. He also praised TAFTAC factory members for its high level of labour compliance against the Cambodian Labour Law and core international labour standards, especially the continued support on the program of ILO-Better Factories Cambodia and other projects aimed at building the sector's sustainability.

会议由劳动和职业培训部部长Ith Samheng阁下主持。劳动和职业培训部和商务部的代表也出席了会议，见证了这次活动，特别是主席和理事会成员的选举。Oknha Kong Sang当选为我们的新主席，而我们的前任主席Oknha Van Sou Ieng被授予“荣誉主席”的称号。选举结束后，24名多民族候选人当选，其中包括一名主席、三名副主席和20名执行委员会成员。新当选的执行委员会宣誓要带领协会发展到另一个更高的水平。在闭幕式上，劳动和职业培训部部长赞扬了TAFTAC为建立行业竞争力和促进出口增长所做的不懈努力。他高度赞赏TAFTAC与劳动和职业培训部和整个政府在所有重要和相关事项上的有效咨询伙伴。他还赞扬协会所有成员高度遵守柬埔寨劳动法的核心国际劳工标准，特别是继续支持国际劳工组织柬埔寨更佳工厂项目和其他旨在建立该行业可持续性的项目。



Based on identified areas of priority, TAFTAC has established 5 Sub-Committees to work on those priority areas.

根据确定的优先领域，TAFTAC成立了5个小组委员会

### 01. SUB-COMMITTEE ON LABOUR 劳工小组委员会

Headed directly by TAFTAC Chairman, Oknha Kong Sang, the Committee focuses on all labour-related issues, namely Minimum Wage Negotiation, Labour Law Review, Union Relationship, Labour Law Training, Labour-related Regulation Dissemination Workshop, Labour Arbitration, National Social Security Fund (NSSF), Better Factories Cambodia (BFC), Workers' Transportation...

该委员会由贸工委主席Oknha Kong Sang直接领导，专注于所有与劳工有关的问题，即最低工资谈判、劳工法审查、工会关系、劳工法培训、劳工相关法规传播研讨会、劳工仲裁、国家社会保障基金（NSSF）、柬埔寨更好工厂（BFC）、工人交通.....

### 02. SUB-COMMITTEE ON TAX 税务小组委员会

Headed by our Deputy Chairman, Mr. Albert Tan, the Committee focuses on all tax-related issues, particularly Tax audit, VAT Refund, Tax Incentives under the Law on Investment, Tax Training and Dissemination Workshop.

该委员会由副主席Albert Tan先生领导，专注于所有与税务有关的问题，特别是税务审计、增值税退税、投资法规定的税收优惠、税务培训和宣传研讨会。

### 03. SUB-COMMITTEE ON TRAINING & PRODUCTIVITY 培训和生产力小组委员会

Headed by our Deputy Chairman, Mr. Robert Hwang, the Committee focuses on Capacity Building for Members, Creating Pool of Talents for existing and new workforces bridging gap between skill supplies and industry demands, Promoting Productivity and Industry Job Image, Factories' Literacy Program.

由副主席Robert Hwang先生领导，负责监督柬埔寨服装培训学院（CGTI）以及成员的能力建设，创建人力资源人才库，缩小技能供应和行业需求之间的差距，并促进生产力。

### 04. SUB-COMMITTEE ON TRADE & LOGISTICS 贸易与物流小组委员会

Headed by our Deputy Chairman, Mr. Enjoy Ho, the Committee focuses on Trade Facilitation by the Council for the Development of Cambodia (CDC), Ministry of Commerce (MoC), General Department of Customs and Excises (GDCE), Ministry of Public Works and Transport (MoPWT)... Issues include Master List application, CO application, Customs Clearance Fee, Port/Shipping Line/Dry Port Charges.

该委员会由副主席Enjoy Ho先生领导，主要负责推动柬埔寨发展委员会（CDC）、商务部（MoC）、海关总署（GDCE）、公共工程与运输部（MoPWT）继续推进贸易便利化。

### 05. SUB-COMMITTEE ON SUSTAINABILITY 可持续发展小组委员会

Headed by one of our Executive Committee member Mr. Choon Yik Thong, the Committee focuses on Clean energy, Green production, Solar policy - Reduction of capacity charge, Waste Water Treatment, Building and fire safety. New development under the watchful eyes of the Committee is the EU Due Diligence Law.

由我们的执行委员会成员之一Mr. Choon Yik Thong 先生领导，该委员会专注于清洁能源、绿色生产、太阳能以及西方国家引入的人权尽职律法的发展，以及这些法律将如何影响我们的成员。



# GMAC RENAMED TO TAFTAC

## GMAC改名为TAFTAC

In 2015, all footwear factories were encouraged to join GMAC as advised by the then Ministry of Commerce, Senior Minister Cham Prasidh. In 2016, GMAC with the Ministry of Commerce and the Ministry of Labour and Vocational Training successfully lobbied the US for duty free for travel goods & bags produced in Cambodia. Following this trade preference, GMAC and the Government embarked on an investment promotion trip to Hong Kong to attract new investors and buyers. It was the factor contributing to the exponential growth of the sector from just around \$50 million in export that year to nearly \$1.5 billion at the end of 2021.

Since 2015, GMAC's work and scope of representation covers textile, garment, footwear and travel goods & bag sectors. Currently, TAFTAC represent a total of about 700+ factories directly employing more than 800,000 workers-employees, with more than \$2 billion in wages a year. We are still a leading export sector, with more than \$11 billion export value in 2021. TAFTAC and our members are proud to have contributed to the social and economic development of Cambodia

自2015年以来，GMAC的工作和代表范围涵盖了纺织、服装、鞋类和旅行用品及箱包行业。目前，TAFTAC共代表约700多家工厂，直接雇用80多万名工人-雇员，每年的工资超过20亿美元。我们仍然是一个领先的出口部门，2021年的出口额超过110亿美元。TAFTAC和我们的成员对为柬埔寨的社会和经济发展做出的贡献感到自豪

2015年，根据当时的商业部长Cham Prasidh高级部长的建议，鼓励所有鞋类工厂加入GMAC。2016年，GMAC与商务部和劳动与职业培训部成功游说美国对柬埔寨生产的旅行用品和箱包实行免税。在这一贸易优惠之后，GMAC和政府开始了在香港的投资促进之旅，以吸引新的投资者和买家。这是促成该行业指数式增长的因素，从当年仅约5000万美元的出口到2021年底的近15亿美元。



On 17 November 2022, to more accurately reflect the scope of our representation based on our membership base, the Garment Manufacturers Association in Cambodia (GMAC) was renamed to "Textile, Apparel, Footwear & Travel Goods Association in Cambodia (TAFTAC)", presided over by His Excellency Lieutenant General Hun Manet, Deputy Commander in Chief of the Royal Cambodian Armed Forces and Commander of the Royal Cambodian Army.

His Excellency Lieutenant General Hun Manet, during his keynote speech as our guest of honor, expressed his great pleasure to attend the Celebration of GMAC Renaming. He highly appreciated the past achievements of GMAC to promote the Cambodian garment sector endlessly. He added that "the proud results achieved so far reflects the clear responsibility, efforts and commitment of GMAC (Now TAFTAC) to taking part in the public-private sector partnership, aimed at accelerating the Cambodian socio-economic development which provides job opportunities and income for millions of workers directly and indirectly".

Taking the opportunity, he also thanks TAFTAC for the active involvement, particularly the contribution of financial donation and materials to the Royal Government of Cambodia in the Fight Against Covid-19, as well as the assistance to help relieve the difficulties of the citizens, especially for mobilizing its members to help Samdech Techo Voluntary Youth Doctor Association (TYDA) in paying the rent of Covid-19 Treatment Centre.

2022年11月17日，为了更准确地反映我们基于会员基础的代表范围，柬埔寨制衣厂协会（GMAC）更名为“柬埔寨纺织服装制鞋箱包协会（TAFTAC）”，由柬埔寨皇家武装部队副总司令兼柬埔寨皇家军队司令洪马耐上将阁下主持。

洪马内上将阁下作为我们的主宾，在主旨演讲中表示，他非常高兴参加GMAC更名的庆祝活动。他高度赞赏GMAC过去在促进柬埔寨服装行业发展方面所取得的成就。他补充说：“迄今为止所取得的骄人成绩反映了GMAC（现在的TAFTAC）在参与公私部门合作方面的明确责任、努力和承诺，旨在加速柬埔寨的社会经济发展，为数百万工人提供直接和间接的就业机会和收入”。

借此机会，他还感谢协会在防疫方面的积极参与，特别是向柬埔寨王国政府在抗击Covid-19方面提供资金捐助和物资，以及帮助缓解公民的困难，特别是动员其成员帮助Samdech Techo自愿青年医生协会（TYDA）支付Covid-19治疗中心的租金。









On this special occasion, TAFTAC also organized fundraising for the Prime Minister's Project - Samdech Techo Project for Mine Action, implemented by the Cambodian Mine Action and Victim Assistance Authority. The issue and threat of landmines and explosive remnants of war in Cambodia is very complicated and is a legacy of regional war and civil strife from the 1960s to 1998.

Although the Government has achieved many results since 1992, the clearance of many other landmines and unexploded ordnance on suspected areas of about 2,000 square kilometres, on which a population of more than one million people are living is a task to be done and need both financial, material and spiritual supports from all corners. For this reason, TAFTAC decided to engage and support Samdech Techo Project for Mine Action under the theme "Provide safe land, create a smile" with the vision of "Landmine-Free Cambodia by 2025".

在这个特殊的场合，TAFTAC还为柬埔寨地雷行动和受害者援助局实施的Samdech Techo地雷行动项目组织募捐。柬埔寨的地雷和战争遗留爆炸物问题和威胁非常复杂，是1960年代至1998年的区域战争和内乱的遗留问题。

虽然政府自1992年以来取得了许多成果，但在约2000平方公里的可疑地区清除许多其他地雷和未爆弹药，这些地区居住着100多万人，这是一项有待完成的任务，需要来自各方面的财政、物质和精神支持。出于这个原因，TAFTAC决定参与并支持Samdech Techo地雷行动项目，其主题是“提供安全的土地，创造一个微笑”，愿景是“到2025年柬埔寨无地雷”。

在我们的成员以及其他赞助商的全力支持下，我们成功地筹集到了240,088美元的资金。





# ACTIVITIES OF TAFTAC

## 协会的活动

### Legal Assistance / 法律援助

Garment, Footwear and Travel Goods sector is labour-intensive, so labour is the heart of the industry. TAFTAC Sub-Committee on Labour, supported by a professional legal team, work on all labour-related issues and assist members in their labour law application and compliance. We also assist members in their labour dispute resolution. Our Legal Department plays an essential role in promoting and defending members' interests, and advocating for employers' positions. Over the year, TAFTAC Labour Team participated in nearly 50 meetings and workshops of the Ministry of Labour and Vocational Training.

服装、鞋类和旅行用品行业是劳动密集型行业，因此劳工是该行业的核心。TAFTAC 劳工小组委员会在专业法律团队的支持下，致力于解决所有与劳工有关的问题，并协助会员应用和遵守劳工法。我们还协助会员解决劳动争议。我们的法律部门在促进和维护会员的利益，以及为雇主的立场辩护方面发挥了重要作用。在这一年里，贸促会劳工团队参加了劳动和职业培训部的近50次会议和研讨会。

Under the leadership of the Sub-Committee on Labour and Management and in line with the adopted work plan, the legal department assists members when they have labor disputes. At each stage of the dispute resolution process, the department help member factories by providing legal and non-legal advice, representing them in negotiation with worker representatives, and accompanying them in the hearing process at the Arbitration Council. We also help members resolve workers' strike. mail, direct factory visits, and meetings at the TAFTAC office.

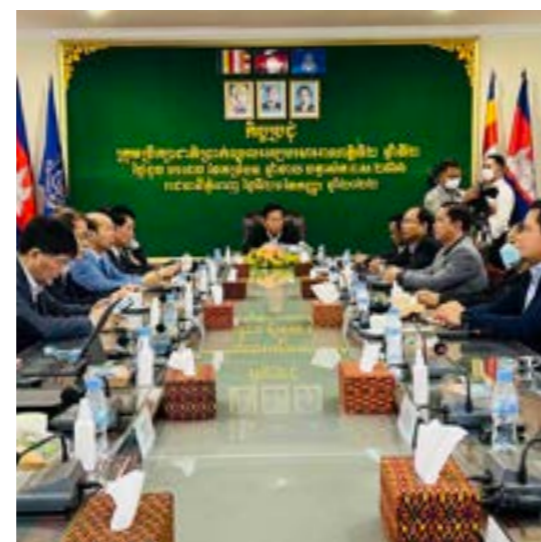
In number, we:

- ▶ Provide more than 200 times of legal advice and consultation to our members;
- ▶ Assisted 9 factory members in settling their labor disputes and strikes;
- ▶ Accompanied 6 members in the hearing process at the Arbitration Council;



在劳资小组委员会的领导下，根据通过的工作计划，法律部门在会员发生劳动纠纷时提供协助。在解决纠纷的每个阶段，该部门通过提供法律和非法律咨询帮助会员工厂，代表他们与工人代表进行谈判，并陪同他们参加仲裁委员会的听证过程。我们还帮助会员解决工人的罢工。邮件、直接访问工厂和在 TAFTAC 办公室开会。在2022年，我们。

- ▶ 为我们的会员提供了200多次法律建议和咨询。
- ▶ 协助9家工厂会员解决他们的劳动纠纷和罢工。
- ▶ 陪同6名会员参加仲裁委员会的听证程序。



## Publications / 出版物

For easy references, TAFTAC Legal Team compiled and published 2 important labour law and labour-related books. The Cambodian Labour Law Book is a newly updated book consisting of all amended articles and it is printed in 3 languages – Khmer, English and Chinese. The Compilation of Labour Law and labour-related regulations book covers the Labour law, Royal Code, Sub-Decree, Prakas, Notification, and Instruction. It's produced in 2 languages – Khmer and English.

为了便于参考，协会法律小组编撰并出版了两本重要的劳动法和劳动相关书籍。《柬埔寨劳动法》是一本最新的书，包括所有修订的条款，以高棉语、英语和中文三种语言印刷。《劳动法和劳动相关法规汇编》一书涵盖了劳动法、皇家法典、二级法令、政令、通知和指示。该书以高棉语和英语两种语言制作。



## Training and Induction Courses / 培训和入职课程

To improve and strengthen the capacity of our members in term of labour law and its application, TAFTAC legal team regularly organized various courses for staff and management from our member factories. We delivered the training and induction courses in all Khmer, English and Chinese languages. In 2022, the team organized 84 courses.

为了提高和加强我们的成员在劳动法及其应用方面的能力，泰国外贸中心法律团队定期为我们的成员工厂的员工和管理层组织各种课程。我们提供所有高棉语、英语和中文的培训和入门课程。在2022年，该团队组织了84个课程。



## Tax / 税收

Cambodia's taxation rules vary according to the taxpayers' regime. Over the past years, TAFTAC has worked closely with the General Department of Taxation (GDT) to ensure that all members can implement their tax obligation smoothly and effectively. TAFTAC in close collaboration with GDT also organize necessary training courses and workshops to build up capacity and to increase knowledge concerning taxation for all TAFTAC members. We also cooperate with highly qualified tax consulting companies to provide training courses, workshops and consulting services for our members.

柬埔寨的税收规则根据纳税人制度的不同而不同。在过去的几年里，TAFTAC与税务总局（GDT）密切合作，以确保所有成员能够顺利和有效地履行其纳税义务。TAFTAC与GDT密切合作，还组织了必要的培训课程和研讨会，为所有TAFTAC成员建立能力并增加有关税收的知识。我们还与高素质的税务咨询公司合作，为我们的成员提供培训课程、研讨会和咨询服务。



On a regular basis, TAFTAC legal team also provide support to members in this area of taxation. During the year, we provided 25 times of consultation through WeChat, 10 times through telegram and 5 times through e-mail and phone. We also help resolve issues they were facing in their daily operation. We have working mechanism to assist members to resolve their tax problems by raising those problems directly to the Private Sector Working Group D (PSWG-D) as well as the Tax Technical Working Group for clarification or solution. In 2022, we had nearly 10 times of meeting with the General Department of Taxation.

TAFTAC法律团队也定期为会员提供税收方面的支持以及培训。我们还帮助解决他们在日常运作中遇到的问题。我们有工作机制，协助会员解决他们的税务问题，直接向私营部门工作小组D（PSWG-D）以及税务技术工作小组提出这些问题，以澄清或解决。在2022年，我们与税务总局举行了10次会议。



Last but not least, TAFTAC also provides services to its members such as dissemination of up-to-date tax-related regulations in three languages. We also provide tax consultation via email, phone calls, and direct consultation. In term of capacity building, we conducted 11 training courses and workshops in 2022.

最后但并非最不重要的是，TAFTAC还为其成员提供服务，如以三种语言传播最新的税务相关法规。我们还通过电子邮件、电话和直接咨询提供税务咨询。在能力建设方面，我们在2022年举办了11次培训课程和研讨会。

# TRADE & LOGISTICS

## 贸易和物流

The main focus of this Sub-Committee is to promote export through better market access and effective and efficient logistics ecosystem. On market access, TAFTAC works very closely with the Ministry of Commerce to penetrate new markets through Free Trade Agreement negotiation and maintaining new Trade Preference given by the developed countries by complying with their attached conditions.

该小组委员会的主要重点是通过更好的市场准入以及有效和高效的物流生态系统促进出口。在市场准入方面，TAFTAC与商务部紧密合作，通过自由贸易协定的谈判和遵守发达国家的附加条件来维持发达国家给予的贸易优惠，从而开辟新的市场。



However, trade could not grow with the support of other factors, especially logistics system is modern and cost efficient. To support our members in term of import and exports, we take seriously the importance of the country's logistics ecosystem which involve multi-stakeholders. On policy level, we provide consultation and inputs to our government counterparts for the development of important national policies and plan. We also take part in the Cambodian National Logistics Council.

然而，贸易的发展离不开其他因素的支持，特别是如果物流系统不现代，成本效益不高。为了支持我们的成员在进口和出口方面，我们认真对待国家物流生态系统的重要性，这涉及多个利益相关者。在政策层面，我们为政府对口部门提供咨询和意见，以制定重要的国家政策和计划。我们还参加了柬埔寨国家物流委员会的工作。



On operational level, we have specific mechanism to deal with all the daily issues faced by our members. Since 2006, we have co-chaired the Working Group on Export Processing and Trade Facilitation of the Government-Private Sector Forum, chaired by the Prime Minister. We also co-chair the Customs-Private Sector Partnership Mechanism. The 2 official platforms allow our members to raise all the issues they face directly to the government for solutions and/or clarification. Aside from the 2 official platforms, TAFTAC also intervene to help our members on an ad-hoc basis through our close relationship and cooperation with relevant officials.

在操作层面上，我们有专门的机制来处理我们成员所面临的所有日常问题。自2006年以来，我们共同主持了政府-私营部门论坛的出口加工和贸易便利化工作组。我们还共同主持了海关-私营部门伙伴关系机制。这两个官方平台使我们的成员能够直接向政府提出他们面临的所有相关问题，以寻求解决方案和/或澄清。除了这两个官方平台外，TAFTAC还通过我们与相关官员的密切关系和合作，临时干预以帮助我们的成员。

In the past year, TAFTAC had 5 meetings with the General Department of Customs and Excises to discuss matters of importance to trade facilitation for our members. Meantime, we also disseminate in a timely manner to all of our members all regulations and documents related to the area of trade and logistics.

在过去的一年里，贸促会与海关总署举行了5次会议，为我们的会员讨论贸易便利化方面的重要事项。同时，我们还及时向所有会员发布了与贸易和物流领域相关的所有法规和文件。



# SUSTAINABILITY

## 可持续性发展工作小组

Human rights respect and sustainability through environmentally sound technology in manufacturing is no longer a voluntary action, but a requirement by the international markets. This is a mega trend and we are fully aware of it. The German Due Diligence Law came into effect on January 1, 2023. Soon the whole EU countries will follow, so many brands and their suppliers along the whole value chain would be bound by the law.

在制造业中通过无害环境技术尊重人权和可持续性不再是自愿的，而是国际市场的要求。这是一个巨大的趋势，我们完全意识到了这一点。德国的《尽职人权法》于2023年1月1日开始生效。很快，整个欧盟国家都会跟进，因此许多品牌和他们在整个价值链上的供应商都将受到法律的约束。

Supported by GIZ FABRIC and in collaboration with the Textile, Apparel, Footwear, and Travel Goods Association in Cambodia (TAFTAC), EuroCham created a Responsible Business Hub to ensure companies based in Cambodia have the resources they need to understand and comply with these standards, which in many cases are becoming mandatory. Cambodia's first Responsible Business Hub (RBH) which is a one-stop-shop created to assist exporters in Cambodia adhere to evolving social and environmental due diligence standards was launched on 28 November 2022.

在德国国际合作机构GIZ FABRIC的支持下，并与本协会（TAFTAC）合作，欧洲商会创建了一个负责任商业中心，以确保设在柬埔寨的公司拥有了解和遵守这些标准所需的资源，在许多情况下，这些标准正在成为强制性标准。柬埔寨的第一个责任商业中心（RBH）于2022年11月28日启动，这是一个一站式服务，旨在帮助柬埔寨的出口商遵守不断发展的社会和环境尽职调查标准。

Since early 2020, we have implemented a Project called "Switch Garment" which promotes clean and energy efficiency in the factories. Aside from renewal energy using solar, we also look at other areas including efficient & environmentally friendly boiler. "Switch Garment" is an EU-funded project to promote sustainable energy practice in the garment sector in Cambodia. It's implemented by GMAC (Now TAFTAC), GGGI - Global Green Growth Institute and Geres.

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On May 26, 2022, at TAFTAC, representatives of GGGI, GIZ (FABRIC), Geres and GMAC (former name of TAFTAC) agreed on an Memorandum of Understanding for a partnership to improve environmental performance in the textile and garment sector in Cambodia.

2022年5月26日，在TAFTAC，GGGI、GIZ（FABRIC）、Geres和GMAC（TAFTAC的前称）达成合作伙伴备忘录，以改善柬埔寨纺织和服装行业的环境绩效。



On 6th September 2022, Global Green Growth Institute (GGGI), the consortium lead of Switch Garment (a project by GGGI, Geres and TAFTAC) joined hands with the Kingdom of Cambodia's environment and industry ministries by signing a sustainable energy agreement for the garment sector in the Kep province. The event was attended by ministries' representatives, development partners and project implementers, including Geres and TAFTAC.

2022年9月6日，全球绿色增长研究所（GGGI）、Switch Garment（GGGI、Geres和TAFTAC的一个项目）、与柬埔寨王国的环境和工业部携手签署了服装行业的可持续能源协议在白马省。参加此次活动的有各部门代表、发展合作伙伴和项目实施者，包括Geres和TAFTAC。



# At a Glance Responsible Business Hub



## Towards Mandatory Due Diligence For Supply Chains

In light of increasing international standards deriving from new mandatory laws on sustainability due diligence (DD) across the globe, companies are subject to intensified due diligence duties in their global supply chains to analyse, prevent and address negative impacts of their business activities on people and the environment. International brands and retailers will consequently also increase their engagement with suppliers in the production countries.

To improve the ability of suppliers based in Cambodia to adapt and comply to these new regulations and reporting requirements, the European Chamber of Commerce in Cambodia (EuroCham), supported by GIZ FABRIC (Deutsche Gesellschaft für Internationale Zusammenarbeit) and the Textile Apparel Footwear and Travel Goods Association in Cambodia (TAFTAC) created the Cambodia's first Responsible Business Hub (RBH) as information/ advisory/ support desk to improve the ability of Cambodian export sectors, especially the garment, textile and footwear sector, to adapt and comply to these new regulations and reporting requirements.

### Mission

- Improve the ability of the private sector to understand and prepare for new sustainable due diligence standards;
- Improve the competitiveness, sustainability, and capacity for environmental and social due diligence of Cambodian export sectors.

**RBH**

- Free support desk
- Part of the global network of RBHs
- Large variety of services on responsible business practices

### Services

<b>Knowledge and awareness platform</b> (articles, tips, reports, brochures and other relevant information)	<b>Training tools</b> (seminars, expert panels, networking sessions, peer conversations, risk management tools)	<b>Directory of qualified local service providers</b> supporting the transition to more responsible business practices	<b>Basic advisory services</b> on DD standards, current legislative changes in export markets	<b>Recognition of responsible business practices</b> (CSR Awards for Garment Sector)
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### Benefits for Companies

- Better risk management and increased resilience
- Improvement of international reputation
- Identify solutions, services and tools to improve sustainability performance
- Be better prepared for future sustainability DD regulations
- Better protection of human rights and the environment
- Better understanding of customers' expectations and requirements



We recognise the importance of the role that companies play in protecting society and supporting global economic growth

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# 负责任的企业中心 概览



## 对供应链实施强制性尽职调查

全球各地纷纷根据新出台的可持续性尽职调查 (DD) 强制性法律制定了国际标准，且数量与日俱增，有鉴于此，各大公司将在其全球供应链中承担更多的尽职调查义务，以便分析、预防和解决其商业活动对人类和环境所造成的负面影响。因此，国际品牌方和零售商也将增加与生产国/地区的供应商的接触。

为了促进总部设在柬埔寨的供应商适应和遵守这些新法规和报告要求，柬埔寨欧洲商会 (EuroCham) 借助德国国际合作机构 (GIZ FABRIC) 和柬埔寨服装制造商协会 (GMAC) 的支持，创建了柬埔寨首个负责任企业中心 (RBH)，提供信息/咨询/支持台服务，以便提高出口部门适应和遵守这些新法规和报告要求的能力。

### 使命

- 提高私营部门理解和准备采纳新的可持续性尽职调查标准的能力；
- 提高柬埔寨出口部门在环境和社会尽职调查方面的竞争力、可持续性和能力。

**RBH**

- 免费支持台
- 属于 RBH 全球网络
- 针对负责的商业行为提供大量服务

### 服务

<b>知识与认知平台</b> (文章、提示、报告、手册和其他相关信息)	<b>培训工具</b> (学术研讨会、专家小组会、网络会议、同行对话、咨询网络研讨会)	<b>支持向更负责的商业行为过渡的合格的当地服务提供商名录</b>	<b>有关 DD 标准以及出口市场现行立法变化的基础咨询服务</b>	<b>奖励负责的行为 (服装行业的企业社会责任奖)</b>
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### 公司利益

- 优化风险管理并增强复原力
- 提升国际声誉
- 提高对于可持续发展问题的认识
- 改善人们的生活条件
- 加强对于人权和环境的保护力度
- 深入了解客户的期望和需求

我们认识到公司在保护社会和支持全球经济增长方面所发挥的重要作用

**联系我们**  
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100%再生纸

# TAFTAC- GIZ

TAFTAC and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH look back on many years of cooperation, including regional cooperation through the STAR (Sustainable Textiles of the Asian Region) network as well as addressing various social and environmental aspects of sustainability in the Cambodian textile and garment sector. Recent areas of collaboration include:

TAFTAC和德国国际合作机构（GIZ）有限公司回顾了多年的合作，包括通过STAR（亚洲地区可持续纺织品）网络进行的区域合作，以及解决柬埔寨纺织和服装部门可持续性的各种社会和环境问题。最近的合作领域包括

## Environmental Sustainability

环境可持续性

On 26th May 2022, GMAC (now TAFTAC), GGGI, GIZ and Geres agreed on a Memorandum of Understanding (MoU) for a partnership to improve the environmental performance of garment & textile factories. Reducing the environmental impact of the sector requires a multi-stakeholder approach for constructive dialogue and coordinated action. The Model Green Factory Program (MGFP) which will be launched in 2023 constitutes a main initiative in this scope. Together with the other MoU partners, TAFTAC and GIZ have developed this voluntary program which factories can sign up for in order to improve their performance in terms of energy. Participating factories will receive training on how to become more “green”. Upon successful completion of the program they will get MGFP recognition, which they can use to attract more buyers. In the future, the partners also consider to jointly address the problem of textile waste within the scope of the program as TAFTAC and GIZ both regard textile waste as a crucial topic. Several meetings with recyclers & stakeholders have already taken place to find solutions in this area.

2022年5月26日，GMAC（现在的TAFTAC）、GGGI、GIZ和Geres达成了一项谅解备忘录（MoU），以建立伙伴关系，改善服装和纺织厂的环境绩效。减少该行业的环境影响需要多方利益相关者进行建设性的对话和协调行动。将于2023年启动的“绿色工厂示范计划”（MGFP）是这一范围内的一项主要举措。德国技术合作公司和德国国际合作机构与其他谅解备忘录伙伴一起制定了这一自愿计划，工厂可以报名参加，以提高他们在能源方面的表现。参与的工厂将接受关于如何变得更加“绿色”的培训。在成功完成该计划后，他们将获得MGFP的认可，他们可以利用这一认可来吸引更多买家。在未来，合作伙伴还考虑在该项目范围内共同解决纺织废料问题，因为TAFTAC和GIZ都认为纺织废料是一个重要的话题。已经与回收商和利益相关者举行了几次会议，以寻找这一领域的解决方案。

## Responsible Business Hub (RBH)

负责任商业中心（RBH）

On 28th November 2022, the European Chamber of Commerce in Cambodia (EuroCham) and GIZ in collaboration with TAFTAC launched Cambodia's first Responsible Business Hub (RBH). The RBH is a service desk for local businesses providing tailor-made, free-of-charge information and advisory services around sustainability and due diligence risk management to improve the ability of Cambodian export sectors, especially the garment, textile and footwear sector, to adapt to and comply with the increasing international HREDD regulations and reporting requirements. The RBH is part of a global network of RBHs, amongst others also in Vietnam and Bangladesh.

2022年11月28日，柬埔寨欧洲商会（EuroCham）和德国国际合作机构（GIZ）与TAFTAC合作，启动了柬埔寨第一个负责任商业中心（RBH）。责任企业中心是为当地企业提供的服务台，围绕可持续发展和尽职调查风险管理提供量身定制的免费信息和咨询服务，以提高柬埔寨出口部门，特别是服装、纺织品和鞋类部门的能力，适应并遵守日益增长的国际人力资源开发法规和报告要求。RBH是全球RBH网络的一部分，在越南和孟加拉国也有RBH。



## Data and Transparency

数据和透明度

To improve the availability of information within the Cambodian textile and garment sector, TAFTAC and GIZ, jointly with EuroCham and the International Labour Organization (ILO), published the first issue of the Cambodia Garment, Footwear and Travel (GFT) Goods Sector Brief in December 2022. In the previous two years, finding comprehensive and reliable data related to the economic development of the Cambodian GFT sector was challenging, especially with data scattered amongst various sources. The Sector Brief aims to fill this data gap by presenting the latest official and publicly available statistics and outlining the general trends, developments and performance of the sector. TAFTAC, EuroCham and GIZ will publish the upcoming issues of the GFT Sector Brief with sector data and changing thematic deep dives on a bi-annual basis.

为了提高柬埔寨纺织服装行业的信息可得性，柬埔寨技术合作局和德国国际合作机构与欧洲商会和国际劳工组织（ILO）联合于2022年12月出版了第一期《柬埔寨服装、鞋类和旅游商品行业简报》。在过去的两年中，寻找与柬埔寨服装、鞋类和旅行用品行业经济发展相关的全面、可靠的数据是一项挑战，尤其是数据分散在不同的来源。该行业简报旨在填补这一数据空白，介绍最新的官方和公开的统计数据，并概述该行业的总体趋势、发展和表现。贸促会、欧洲商会和德国国际合作机构将每两年出版一期《GFT行业简报》，其中包括行业数据和不断变化的主题深度分析。



## Sustainable Textile of the Asian Region (STAR) Network

亚洲地区可持续纺织品 (STAR) 网络

GIZ and TAFTAC further strengthened their bond, specifically, by forming a partnership for TAFTAC to host an Integrated Expert attached to the GIZ FABRIC program. Previously the Executive Director of EuroCham, Thomas Hesketh took up the Integrated Expert Position in March 2023, which will focus on strengthening the STAR Network.

德国国际合作机构和TAFTAC进一步加强了他们的联系，特别是通过建立伙伴关系，让TAFTAC接待一名隶属于德国国际合作机构FABRIC项目的综合专家。此前，欧洲商会执行主任托马斯-赫斯克思于2023年3月担任综合专家一职，该职位将专注于加强STAR网络。

Founded in 2016, the STAR network aims to foster dialogue between the largest garment-producing nations of Asia and to promote a strong, sustainable (economically & environmentally) manufacturing sector. It currently has 9 member associations from 6 countries; China, Bangladesh, Vietnam, Cambodia, Pakistan and Myanmar. Together, these 6 nations account for close to 50% of the world's garment & textile exports. GIZ was instrumental in setting up the STAR network and TAFTAC has been a core founding member.

To date, the STAR network has hosted 10 "Asian Dialogues Conferences" attracting over 1,400 participants, numerous smaller meetings to share best practices, organised the "Getting Through the Covid Crisis Together" Webinar Series, and established the flagship Sustainable Terms of Trade Initiative (STTI) in 2021.

The latest 3-day Asian Dialogue Conference was even co-organised by GIZ and TAFTAC, welcoming STAR members from all member countries except China (who joined remotely). The conference focused on the topic of "Greener Production" and was held in Siem Reap in September 2022.

最近为期3天的亚洲对话会议甚至是由德国国际合作机构和泰国技术合作公司共同举办的，欢迎来自所有成员国的STAR成员，除了中国（远程加入）。会议的主题是“更绿色的生产”，于2022年9月在暹粒举行。

You can learn more about the STAR Network here:  
你可以在这里了解更多关于STAR网络的信息:

<http://www.asiatex.org/en/about/184.html>



## Sustainable Terms of Trade Initiative (STTI)

可持续贸易条件倡议 (STTI)

One of the flagship initiatives of the STAR Network is the Sustainable Terms of Trade Initiative (STTI), supported by GIZ but led by TAFTAC and 12 other manufacturing associations. Established in 2021, STAR网络的旗舰倡议之一是可持续贸易条件倡议 (STTI)，由德国国际合作机构支持，但由TAFTAC和其他12个制造业协会领导。该倡议成立于2021年，

the primary objective of the initiative is to contribute towards purchasing practices that allow textile and garment manufacturers to run a socially, economically and environmentally sustainable operation – one that includes more sustainable terms of trade between buyers and suppliers. STTI published its first White Paper on the "Definition and Implementation of Commercial Compliance" in September 2021, and GIZ has been supporting TAFTAC and other STTI members advocating for change throughout 2022.

其主要目标是促进采购实践，使纺织品和服装制造商能够在社会、经济和环境方面进行可持续的运作，其中包括买家和供应商之间更可持续的贸易条件。STTI于2021年9月发布了第一份关于“商业合规的定义和实施”的白皮书，德国国际合作机构一直在支持TAFTAC和其他STTI成员在2022年倡导变革。

You can learn more about the STTI here:  
你可以在这里了解更多关于STTI的信息:

<https://sustainabletermsoftradeinitiative.com>



# CAMBODIA GARMENT TRAINING INSTITUTE



## Centre Director Key Message

CGTI was established since 2015 by TAFTAC members for the purpose to serve the Garment, Footwear and Travel Goods Sector (GFT), by providing training and consultant services to members and general public, particularly providing skills and quality workforces for the Labour market.

CGTI run by the initiative of all members for compulsory contribution of training levy to support building up capacity and skills for members' staff and workers. In return, the members have option to leverage on the training levy for their own in-house capacity development, and partake the in service training offered by CGTI.

In the other hand, it was also agreed that CGTI would follow a business model that include fee for services as essential to achieving sustainability.

Accredited by the Ministry of Labour and Vocational Training, CGTI provide training services include both long and short-term courses in technical and soft skills, labour law and ISO which are exclusively required by Industry. Considering that having the right skills among workers and staff is crucial for factories or industries to succeed in trade, and vice versa trade is important to provide workers with the right skills, as well as availability of skilled workers contributes to higher and more diversified exports, FDI, higher absorption of technology, and more sustainable growth and productive employment creation, CGTI pay high attention with each training courses' development in responding to the Skills Needs and Industry 4.0. At the same time, skills are the key determinant for workers to find a better job and livelihood. Providing the right skills at the right time is very important to prevent skills' mismatches between the needs and demand for the present and future. In the middle of 2021, CGTI has upgraded the Diploma to Advanced Diploma which is equal to Technical and Vocational Certificate-Level 5 of the Cambodia Qualifications Framework (CQF). The programme has training duration of 18 months, consist of training in theory and practice at the institute for 6 months and On-Job-Training for 12 months.

With our vision and mission, CGTI aim to extend our training to provide more qualitative and quantitative resource to the labour market. Since 2017 to 2022, we had provided training to 75 diploma and 52 Advanced Diploma students through Train & Place Program in which 52 students were funded by TAFTAC Scholarships program and 75 students has been funded by the Skills Development Funds (SDF), and more than 6,000 students in professional short courses which include Technical, ISO, Labor law and Lean System and Capacity Building. Besides, CGTI also got funds from SDF to provide training to 150 new workers in sewing for the factory members.

Once again, we don't forget to express our gratitude to Government of Cambodia for continuing support the industry by providing contributed fund support for CGTI through SDF in 15 December 2023. The budget support will allow CGTI to train 2110 new skilled workforces and 900 existing workers/employees. We believe that this small footstep will contribute in moving the productivity to the next level.

Moreover, in closely cooperating with Directorate General of Technical Vocational Education and Training (DGTVET), CGTI initiate on the development and design of the Standard training Package (STP) for the textile and garment industry and competency based for sewing skills will be the first priority. It is the first STP in industry sector which will benefit to workers, employers and country economy growth as a whole. To do all this we need involvement and support from Government and enterprise to set out and provide the package based on worker's competency which will be lots works and commitment to achieved this. Lastly, with our strong commitment to enhance collaboration with both public and private sectors to promote training and careers in Industry Sector and to support each other, we would like to extend our appreciation and complement to our close partners and supporters, include Ministry of Labour and Vocational Training, Directorate General of Technical Vocational Education and Training (DGTVET), National Employment Agency (NEA), Ministry of Economic and Finance through Skills Development Fund (SDF), UNESCO, GIZ, GGGI, Geres for both technical and financial support.

MR. ANDREW TEY, CENTRE DIRECTOR  
CAMBODIAN GARMENT TRAINING INSTITUTE (CGTI)

## 中心主任主要信息

CGTI是由TAFTAC成员在2015年成立的，目的是为服装、鞋类和旅行用品行业服务，为成员和公众提供培训和咨询服务，特别是为劳动力市场提供技能和优质劳动力。

CGTI的运作是由所有会员发起的，强制缴纳培训费以支持会员的员工和工人的能力和技能建设。作为回报，会员可以选择利用培训费来发展自己的内部能力，并参加CGTI提供的在职培训。另一方面，大家也同意CGTI将遵循商业模式，包括服务收费，这对实现可持续性至关重要。

经劳动和职业培训部认可，CGTI提供的培训服务包括技术和软技能、劳动法和ISO的长期和短期课程，这些都是工业界专门要求的。考虑到工人和员工拥有正确的技能对工厂或行业在贸易中取得成功至关重要，反之亦然，为工人提供正确的技能也很重要，而且技术工人的可用性有助于更高和更多样化的出口、外国直接投资、更高的技术吸收，以及更可持续的增长和创造生产性就业，CGTI高度重视每个培训课程的发展，以响应技能需求和工业4.0。同时，技能是工人找到更好工作和生计的关键决定因素。在正确的时间提供正确的技能是非常重要的，以防止现在和未来的需求与技能不匹配。2021年中期，CGTI已将文凭升级为高级文凭，相当于柬埔寨资格框架（CQF）的技术和职业证书第五级。该课程的培训时间为18个月，包括6个月的学院理论和实践培训以及12个月的在职培训。

根据我们的愿景和使命，CGTI旨在扩大我们的培训，为劳动力市场提供更多质量和数量的资源。自2017年至2022年，我们通过培训与安置项目为75名文凭学生和52名高级文凭学生提供了培训，其中52名学生由TAFTAC奖学金项目资助，75名学生由技能发展基金（SDF）资助，超过6000名学生参加了专业短期课程



学生参加了专业短期课程，包括技术、ISO、劳动法和精益系统与能力建设。此外，CGTI还从SDF获得资金，为工厂成员提供150名新工人的缝纫培训。

我们再次感谢柬埔寨政府在2023年12月15日通过SDF向CGTI提供捐助资金支持，继续支持该行业。该预算支持将使CGTI能够培训2110名新的技术工人和900名现有工人/雇员。我们相信，这小小的一步将有助于将生产力提高到新的水平。

此外，在与技术职业教育和培训总局（DGT VET）的密切合作下，CGTI开始为纺织和服装行业开发和设计标准培训包（STP），基于能力的缝纫技能将是首要任务。这是工业部门的第一个STP，将有利于工人、雇主和国家经济的整体增长。要做到这一点，我们需要政府和企业的参与和支持，以制定和提供基于工人能力的一揽子计划，这将是大量的工作和承诺来实现这一目标。

最后，由于我们坚定地致力于加强与公共和私营部门的合作，以促进工业部门的培训和职业发展，并相互支持，我们想向我们的亲密伙伴和支持者表示感谢和补充，包括劳动和职业培训部、技术职业教育和培训总局、国家就业局、经济和财政部通过技能发展基金（SDF）、教科文组织、德国国际合作机构、GGGI和Geres提供的技术和财政支持。

先生。Andrew Tey，中心主任

柬埔寨服装培训学院 (Cgti)

**Workshop on Signing Ceremony of the Memorandum of Understanding between SDF, TAFTAC and CGTI on , dated 15 December 2023**

2023年12月15日SDF、TAFTAC和CGTI之间的谅解备忘录签署仪式研讨会



**Training programme supported by the Skills Development Funds in 2022-2024**

2022-2024年由技能发展基金支持的培训计划

N°	COURSE TITLES	TRAINING DURATION	NUMBER OF TRAINEES
1	Advanced Diploma in Apparel Merchandising	19.5 Months (7,5 Classroom + 12 OJT)	40
2	Advanced Diploma in Industrial Engineering, Quality and Production	19.5 Months (7,5 Classroom + 12 OJT)	70
3	Advanced Certificate in Industrial Engineering	3.5 Months (Part time)	100
4	Advanced Certificate in Quality, Compliance and Production	3.5 Months (Part time)	100
5	Sewing operator skills	16 Days (In house)	2000
6	Sewing operator upskilling	15 Days (5 days Training + 10 days Follow up)	200
7	Sewing Supervisor Enhance	14 Days (4 days Training + 10 days Follow up)	200
8	Sewing Supervisor Upskilling	15 Days (5 days Training + 10 days Follow up)	200
9	Operation management	15 Days (5 days Training + 10 days Follow up)	100

**Ambassador of Singapore Visit at CGTI**

新加坡大使访问CGTI



Dissemination activities on CGTI scholarship and Careers in the industry  
关于CGTI奖学金和行业职业的传播活动



**Advanced Diploma Programs**

With the support of National and International partners, CGTI continue to train the students on the Advanced Diplomas of certain needed skills in this year. The students will be placed to factory member who needed, however the priority to obtain the students will be provided to factories that signed the MoU with CGTI.

**高级文凭课程**

在国内和国际合作伙伴的支持下，CGTI今年将继续对学生进行某些必要技能的高级文凭培训。这些学生将被安排到有需要的工厂，但优先获得这些学生的是与CGTI签署了谅解备忘录的工厂

SKILLS	NUMBER OF STUDENTS	SUPPORTING PARTIES
Industrial Engineering, Quality and Production	70	SDF, TAFTAC, CGTI
Apparel Merchandising	40	SDF, TAFTAC, CGTI
Energy and Environmental Sustainability	55	USAID, TAFTAC, CGTI

Nº	CURRENT FACTORY PARTNERS WITH CGTI ON THE SDF PROJECTS
1	Can Sport Shoes Co., Ltd
2	Bowker Garment Factory (Cambodia) Company Limited
3	Cerie (Cambodia) Garment Co., Ltd
4	PPSEC Company Limited
5	IK Apparel Co., Ltd.
6	Trax Apparel Co., Ltd
7	The Soul Gear (Cambodia) Co., Ltd
8	Olive Apparel (Cambodia) Co., Ltd.
9	Medtecs (Cambodia) Corp. Limited
10	Berry Apparel (Cambodia) Co., Ltd.
11	General Enterprises Garment (Cambodia) Co., Ltd.
12	Steps Footsocks Asia Co., Ltd.
13	Grace Glory (Cambodia) Garment Ltd.
14	Caswell Apparel Co., Ltd.
15	Guo Tai Hua Sheng Xin Feng Jing (Cambodia) Garment Co., Ltd.
16	Sew Good Garment Co., Ltd.
17	Vision 26 Optical Manufacturing (Cambodia) Limited.
18	Sabrina (Cambodia) Garment MFG Corp.
19	KKN Apparel Co., Ltd.
20	Yorks (Cambodia) Co., Ltd.
21	Elite (Cambodia) Co., Ltd.
22	XO TEX Industrial Co., Ltd.
23	MT. Yeh's Garment (Cambodia) Co., Ltd.
24	Cheng Shi Xin Manufacturing (Cambodia) Company Limited.

CGTI welcomes for partnership with all factory members who needs supports from CGTI.  
CGTI欢迎与所有需要CGTI支持的工厂成员合作。

**Activities in Classroom**

课堂上的活动





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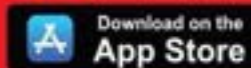


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Professional Short Course Activities  
专业短期课程活动



**Team Building Programme**

Team Building is the new programme designed by CGTI to assist factory members to build a powerful teamwork in align with company goal. The staff in different position and level were grouping to communicate, do activities, discuss and build strategy together to reach the goal. Beside of creation of a positive attitude in workplace, Team building have many benefits such as increasing productivity, encouraging creativity, improving morale, building trust, discovering strengths and weaknesses, developing motivation, inspiring

collaboration and improving interaction, identifying leader, promoting health...etc. The programme could be conducted in vacation place or inside the factory area, based on the factory choice.

**团队建设计划**

团队建设是CGTI设计的新项目，旨在帮助工厂成员建立一个强大的团队合作，以配合公司的目标。不同职位和级别的员工被分组进行沟通、活动、讨论和建立战略以达到目标。除了在工作场所创造积极的态度外，团队建设还有许多好处，如提高生产力、鼓励创造力、提高士气、建立信任、发现优势和劣势、发展动力、激励合作和改善互动、识别领导者、促进健康...等。根据工厂的选择，该项目可以在度假地或工厂内进行。



## Factory Literacy Programme

Since 2021, CGTI and TAFTAC support and encourage members to join the Factory Literacy Programme (FLP) which was established by the Royal Government of Cambodia and The United Nations Educational, Scientific and Cultural Organization (UNESCO). The objectives of this programme are to provide workers with a better lifelong learning environment by equip them the basic literacy skills to improve their reading, writing, critical thinking, daily work communication, performance and productivities; and to promote Public Private Partnership (PPP) in education sector and the Corporate Social Responsibility (CSR) in Cambodia.

### Benefits of the Programme

- ▶ Teaching and student's Materials provided by UNESCO.
- ▶ ToT Training provided by MoEYS and CGTI.
- ▶ Upskilling Training for workers provided by CGTI/GMAC.
- ▶ Monthly allowance for literacy teachers, provided by MoEYS.
- ▶ Appreciation letter from MoEYS and UNESCO.
- ▶ Promotion of cooperation with Donor, Buyers and Investors.
- ▶ Promote CSR.

## 工厂扫盲计划

自2021年以来，CGTI和TAFTAC支持并鼓励成员加入由柬埔寨王国政府和联合国教育、科学及文化组织（UNESCO）设立的工厂扫盲计划（FLP）。该计划的目标是为工人提供一个更好的终身学习环境，让他们掌握基本的识字技能，以提高他们的阅读、写作、批判性思维、日常工作沟通、业绩和生产力；并促进柬埔寨教育部门的公私伙伴关系和企业社会责任（CSR）。

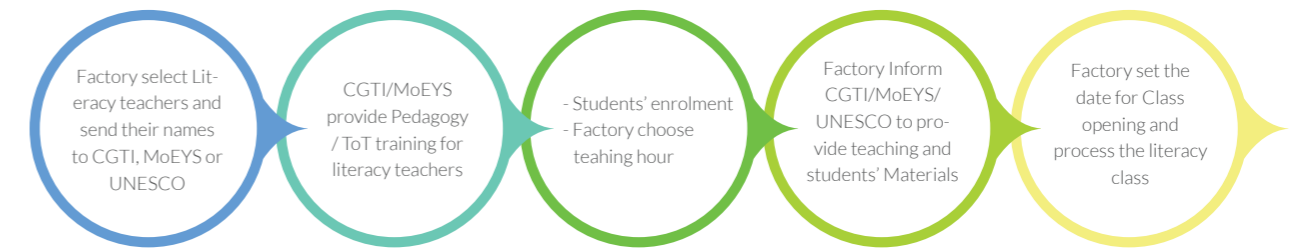
### 该计划的好处

- 由联合国教科文组织提供的教学和学生材料
- 教育与青年部和CGTI提供的ToT培训
- 由CGTI/GMAC提供的工人技能提升培训
- 教育、青年和体育部为扫盲教师提供的每月津贴
- 教育、青年与体育部和教科文组织的感谢信
- 促进与捐助方、买方和投资者的合作
- 推广企业社会责任



Current Factory Running FLP Programme
Sabrina (Cambodia) Garment MFG Corp.
Top Summit Garment Inc.
Elite (Cambodia) Co., Ltd.
Zhen Tai Garment (Cambodia) Co., Ltd.
Tripos International (Cambodia) Co., Ltd.
Can Sports Shoe Co., Ltd.
Sun Hsu Garment Co., Ltd.
KKN Apparel Co., Ltd.
Medtecs (Cambodia) Corp. Limited
Outland Denim (Cambodia) Co., Ltd.
Olive Apparel (Cambodia) Co., Ltd.
Pactics (Cambodia) Co., Ltd.
Bowker Garment (Cambodia) Company Limited
IK Apparel Co., Ltd.
I Apparel Ltd.

## How to Open Literacy Class in Factory



### CGTI Professional Short Courses

N°	1. Faculty of Commerce & Accounting	TAFTAC Members Prices	
		No of Days	Fees (USD)
1	MANAGEMENT ACCOUNTING TRAINING	1	\$ 120.00
2	TAXATION TRAINING	1	\$ 120.00
3	LABOUR CONTRACT	1	\$ 120.00
4	PAYMENT CALCULATION METHOD UNDER CAMBODIA LABOUR LAW	1	\$ 120.00
5	LABOUR DISPUTE RESOLUTION PROCEDURES	1	\$ 120.00
6	PROCEDURE OF LABOUR SETTLEMENT AT ARBITRATION COUNCIL	1	\$ 120.00
7	CHILD LABOUR AND FORCED LABOUR	1	\$ 120.00
8	RIGHT AND OBLIGATION OF EMPLOYER UNDER TRADE UNION LAW	1	\$ 120.00
9	LEAVE MANAGEMENT AND DISCIPLINARY MEASURE	1	\$ 120.00
10	EMPLOYEE OBLIGATION TO LABOUR LAW	1	\$ 120.00
11	COLLECTIVE BARGAINING AGREEMENT (CBA)	1	\$ 120.00
12	HOW TO DEAL WITH UNION AND SUB STEWARDS	1	\$ 120.00
13	MANAGEMENT PREROGATIVES UNDER CAMBODIA LABOUR LAW	1	\$ 120.00
14	NON-HARASSMENT & ABUSE DISCIPLINARY PROCESS AND GRIEVANCE SYS	1	\$ 120.00
15	STRATEGIC PLANNING FOR CORPORATE ORGANIZATION	2	\$ 220.00
16	HUMAN RESOURCES MANAGEMENT	3	\$ 250.00

N°	2. Faculty of Fashion & Production	No of Days	Fees (USD)
1	APPAREL PRODUCT DEVELOPMENT	4	\$ 280.00
2	APPAREL PRODUCTION SEQUENCE	4	\$ 280.00
3	CAD PATTERNS DRAFTING & GRADING	4	\$ 280.00
4	DIGITAL APPAREL DESIGN	4	\$ 280.00
5	DRAFT AND SEW KNITS BOTTOMS	4	\$ 280.00
6	DRAFT AND SEW KNITS TOP	4	\$ 280.00
7	DRAFT AND SEW WOVEN BOTTOMS	4	\$ 280.00
8	DRAFT AND SEW WOVEN TOP	4	\$ 280.00
9	FASHION MERCHANDISE BUYING	4	\$ 280.00
10	FIT EVALUATION AND PATTERN ALTERATION	4	\$ 280.00
11	GARMENT CONSTRUCTION	4	\$ 280.00
12	GLOBAL IMMERSION IN THE TEXTILES AND FASHION INDUSTRY	3	\$ 230.00
13	GLOBAL SOURCING	4	\$ 280.00
14	INTRODUCTION OF TEXTILE	4	\$ 280.00

15	MAKER DEVELOPMENT AND CUT ORDER PLANNING	4	\$ 280.00
16	MATERIAL AND APPAREL COSTING	4	\$ 280.00
17	ORDER COORDINATION AND PRODUCTION TRACKING	4	\$ 280.00
18	PRODUCTION DRAWING	2	\$ 180.00
19	QUALITY ASSURANCE IN THE TEXTILE AND FASHION INDUSTRY	4	\$ 280.00
20	STANDARD MINUTES COSTING	4	\$ 280.00
21	TEXTILE AND APPAREL SAFETY AND TESTING	4	\$ 280.00
22	WORK STUDY 1	4	\$ 280.00
23	WORK STUDY 2	4	\$ 280.00
24	MECHANIC BASIC MODULE	3	\$ 230.00
25	MECHANIC ADVANCE MODULE	3	\$ 230.00
26	SEWING OPERATOR TRAINING PROGRAM	15	\$ 150.00
27	SEWING OPERATOR UPSKILLING	3	\$ 180.00
28	SEWING SUPERVISOR ENHANCE TRAINING	3	\$ 180.00
29	SEWING SUPERVISOR UPSKILLING	4	\$ 200.00
30	CERTIFIED SEWING OPERATOR	1	\$ 10.00
31	OPERATION MANAGEMENT	4	\$ 300.00

N°	3. Faculty of OSH & QMS	No of Days	Fees (USD)
1	OHSAS 18001 AWARENESS TRAINING	1	\$ 120.00
2	ACCIDENT & INCIDENT INVESTIGATION	1	\$ 120.00
3	EFFECTIVE JOB HAZARD ANALYSIS	1	\$ 120.00
4	EMS AWARENESS ISO 14001: 2005	1	\$ 120.00
5	ISO 45001: 2018 AWARENESS	2	\$ 190.00
6	CERTIFIED INTERGRADED INTERNAL AUDITOR SKILLS	2	\$ 190.00
7	CERTIFIED INTERNAL FOOD SAFETY AUDITOR	1	\$ 120.00
8	CERTIFIED INTERGRADED INTERNAL AUDITOR ISO 9001,14001 & 45001	3	\$ 250.00
9	CHEMICAL HEALTH RISK ASSESSMENT (CHRA) AND SAFE HANDLING	1	\$ 120.00
10	OHSAS ISO 45001 CERTIFIED SAFETY EXECUTIVE	19	\$ 1,500.00
11	ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM	2	\$ 190.00
12	ISO 9001: 2015 LEAD AUDITOR	5	\$ 350.00
13	INTERNAL AUDIT SKILLS ISO 9001: 2015	1	\$ 120.00
14	ISO 22000: 2015 FOOD SAFETY MANAGEMENT AWARENESS	2	\$ 190.00
15	GOOD HYGIENE PRACTICE FOOD MANAGEMENT SYSTEM	1	\$ 120.00

N°	4. Faculty Energy & Environment	No of Days	Fees (USD)
1	BOILER OPERATION MAINTENANCE & SAFETY TRAINING LEVEL 1 & 2	3	\$ 250.00
2	CERTIFIED WASTE MANAGEMENT	2	\$ 190.00
3	EFFECTIVE WASTE MANAGEMENT ISO 14001	1	\$ 120.00
4	EMS ISO 14001 CERTIFIED ENVIRONMENTAL EXECUTIVE	19	\$ 1,500.00
5	ISO 14001: 2015 ENVIRONMENTAL MANAGEMENT SYSTEM	1	\$ 120.00
6	ISO 50000 ENERGY MANAGEMENT AWARENESS TRAINING	2	\$ 190.00
7	ISO 50001: 2015 ENERGY MANAGEMENT AWARENESS	2	\$ 190.00

N°	5. Core Foundation Courses	No of Days	Fees (USD)
1	TRAIN THE TRAINER	3	\$ 280.00
2	MASTERCLASS TRAIN THE TRAINER	3	\$ 300.00
3	TALENT MANAGEMENT	1	\$ 120.00
4	KAIZEN AT WORKPLACE	2	\$ 220.00
5	LEAN THINKING	2	\$ 180.00
6	LEAN VALUE STREAM MAPPING	4	\$ 280.00
7	LEAN - 5S & KAIZEN	2	\$ 180.00
8	LEAN SIX SIGMA FOR BUSINESS EXCELLENT	4	\$ 300.00
9	KEY PERFORMANCE INDEX MANAGEMENT	2	\$ 220.00
10	BUILDING LEADERSHIP EXCELLENCE	4	\$ 280.00
11	WORK PLACE SKILLS	3	\$ 230.00
12	EFFECTIVE EXECUTIVE BEHAVIOR	3	\$ 230.00
13	SOCIAL ACCOUNTABILITY COMPLIANCE	4	\$ 280.00
14	MIND MAPPING	2	\$ 220.00
15	EFFECTIVE BRAINSTORM SKILLS	2	\$ 220.00
16	QUALITY MANAGEMENT SYSTEM EXECUTIVE DEVELOPMENT (QMS)	4	\$ 280.00
17	CROSS CULTURE TRAINING	1	\$ 120.00
18	DUE DILIGENCE AWARENESS	2	\$ 260.00
19	ETHICAL AT WORKPLACE	2	\$ 260.00
20	RISK & CONFLICT MANAGEMENT	2	\$ 260.00

N°	6. Advanced Diploma & Advanced Certificate Courses	No of Days	Fees (USD)
1	ADVANCED DIPLOMA IN APPAREL MERCHANDISING	7,5 months	\$ 3,000.00
2	ADVANCED DIPLOMA IN INDUSTRIAL ENGINEERING, QUALITY AND PRODUCTION	7,5 months	\$ 3,000.00
3	ADVANCED DIPLOMA IN HUMAN RESOURCES MANAGEMENT	6 months	\$ 2,700.00
4	ADVANCED DIPLOMA IN OCCUPATIONAL HEALTH SAFETY (OSH)	6 months	\$ 2,700.00
5	ADVANCED DIPLOMA IN ENERGY & ENVIRONMENTAL SUSTAINABILITY	6 months	\$ 3,000.00
6	ADVANCED CERTIFICATE IN INDUSTRIAL ENGINEERING	3 months	\$ 1,200.00
7	ADVANCED CERTIFICATE IN QUALITY, COMPLIANCE & PRODUCTION	3 months	\$ 1,200.00
8	ADVANCED CERTIFICATE IN APPAREL MERCHANDISING	3 months	\$ 1,200.00



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switchasia  
GRANTS PROGRAMME

SWITCH  
GARMENT  
PROMOTION OF SUSTAINABLE ENERGY  
PRACTICES IN THE GARMENT SECTOR  
IN CAMBODIA



## Switch Garment: Promotion of Sustainable Energy Practices in the Garment Sector in Cambodia

Buyers are concerned about the environmental impact of their clothing, and the concern does not go unnoticed. Cambodian government's Footwear and Travel Goods (GFT) Sector Development Strategy 2022-2027 highlights environmental impacts as one major concern that the garment industry has to overcome to stay relevant and competitive. Similarly, international buyers' concern about the environmental footprint of garments leads to pressure on to green supply chains.

Garment factories in Cambodia and across the regions are now encouraged to gain environmental recognition through Sustainability Benchmark Improvement (e.g. Higg Index), Skill Certifications (e.g. ISO 50000 Energy Management), ISO Compliance Sustainable Energy Plans, to name a few requirements.

"International brands that buy from garment factories in Cambodia now focus heavily on sustainability due to growing environmental awareness of consumers and the sector must keep up with the trend to remain competitive," said Ly Tek Heng, TAFTAC Executive Manager, who has been leading the engagement with factories as part of the joint consortium between local and international bodies, Switch Garment.



switchasia  
GRANTS PROGRAMME

SWITCH  
GARMENT  
PROMOTION OF SUSTAINABLE ENERGY  
PRACTICES IN THE GARMENT SECTOR  
IN CAMBODIA



## Switch Garment: 在柬埔寨服装行业促进可持续能源推行

买家关心他们的成品会对环境造成影响,然而这种关注并没有被忽视。柬埔寨政府在鞋类和旅行用品 (GFT)行业发展策略(2022-2027年)强调环境影响,这也是服装行业必须克服的一个主要问题,以保持相关性和竞争力。同时,国际买家对服装环境影响的考量,也大力推广绿色供应链。

在柬埔寨境内的服装厂和其它地区的服装厂也被鼓励通过可持续性发展基准改进(例如Higg指数)、技能认证(例如ISO 50000能源管理)、ISO可持续能源计划等获得环境认可。

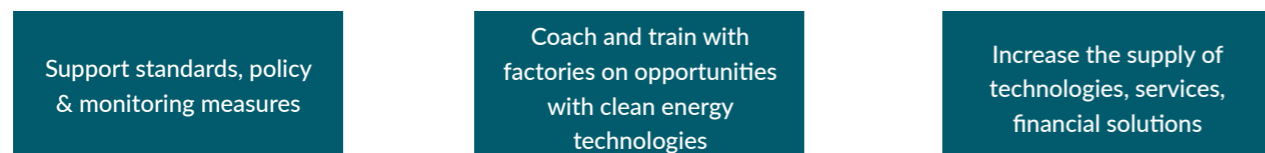
TAFTAC 执行经理 Ly Tek Heng反应到“由于消费者的环保意识不断增强,从柬埔寨服装厂采购的国际品牌现在非常注重可持续性,因此我们必须跟上趋势以保持竞争力”。他竭力带领服装厂们的国内及国外的代表如Switch Garment,进行交流和协商。



To address the environmental impact, garment factories can start with lower down the energy consumption. According to the World Bank, the global fashion industry is responsible for 10% of annual global carbon emissions. In Cambodia, GGGI estimates that improved energy practices in garment production can reduce greenhouse gas emissions reductions from the sector by 17%. Since 2020, Switch Garment has been helping factories understand its energy consumption and draw potential plans for clean energy investment.

Switch Garment, a project funded by the European Union and jointly implemented by Global Green Growth Institute (GGGI) Cambodia, Textile, Apparel, Footwear & Travel Goods Association in Cambodia (TAFTAC) and Geres aims at 'Promotion of sustainable energy practices in the garment sector in Cambodia' ("Switch Garment"). The objective of this project is to increase the competitiveness and decrease the environmental impact of the Cambodian garment industry through sustainable production.

The objective of the Switch Garment project is to increase the competitiveness of Cambodian garment factories and decrease the industry's environmental impact through the adoption of sustainable energy practices and facilitating investments in clean energy technologies. The project works on multiple fronts, with three main components illustrated below:



Participating factories become more competitive and innovative. Benefits for all participating factories include: goals to advance the sustainability in the garment sector which is the major industry player in Cambodia.



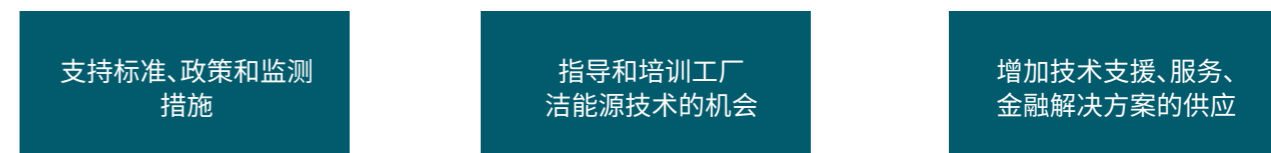
As of November 2022, the project has engaged with over 50 factories and 11 international brands. The project has also supported the Cambodian government updating its Nationally Determined Contributions 2020 to include sustainable energy in the garment industry.



为应对环境影响，制衣厂可从降低能源消耗入手。据世界银行称，全球时装业每年产生的碳排放量占全球碳排放量的 10%。在柬埔寨，GGGI 估计，精进服装生产中的节能实践可以使该行业的温室气体减排量减少 17%。自 2020 年以来，Switch Garment 一直帮助工厂了解其能源消耗情况，并制定潜在的清洁能源投资计划。

Switch Garment 项目由欧盟资助，并由柬埔寨全球绿色增长研究所 (GGGI)、柬埔寨纺织、服装、鞋类和旅行用品协会 (TAFTAC) 和 Geres 共同实施，旨在“促进柬埔寨服装行业的可持续能源实践” (“Switch Garment”)。该项目的目标是通过可持续生产来提高柬埔寨服装业的竞争力和减少对环境的影响。

Switch Garment 项目的目标是通过推行可持续能源和促进对清洁能源技术的投资，提高柬埔寨服装厂的竞争力并减少该行业对环境的影响。该项目在多个方面开展工作，三个主要组成部分如下所示：



参与的工厂会更具竞争力和创新能力。参与此项目的好处包括促进柬埔寨的主要行业服装行业可持续发展的目标。



截至2022年11月，该项目已与50多家工厂和11个国际品牌合作。该项目还支持柬埔寨政府更新其 2020 年国家经济贡献，将可持续能源纳入服装行业。





According to the economic modelling by Global Green Growth Institute, a 20% increase in energy efficiency in the garment sector would lead to an increase of 31% in energy productivity by 2030 and US\$ 2 billion of avoided energy cost.

根据全球绿色增长研究所的经济模型,到 2030 年,服装行业能源效率将提高 20%,并提高能源生产率为31%,以及减少 20 亿美元的能源成本。



A project agreement between Switch Garment and Ministry of Environment and Ministry of Innovation, Science, Technology and Innovation



A representation of the energy audit result to the factory managing team



项目协议Switch Garment 和Ministry of Environment 以及 Ministry of Innovation, Science, Technology and Innovation



向工厂管理团队展示能源审计结果

PPSEC, one of the participating factories in Switch Garment, has decided to go ahead with its solar energy investment. "The free-of-charge energy assessment and other capacity supports have helped the factory to move forward with sustainable energy investment," said Robert Hwang, Managing Director of PPSEC.

PPSEC, Switch Garment 的参与工厂之一并决定持续太阳能投资的董事总经理 Robert Hwang说“该项目提供的免费能源评估和其它能力支持对本工厂推进可持续能源投资给予很大的帮助”。



Rooftop solar investment by PPSEC, A member of the Switch Garment project



The eagle view of the PPSEC rooftop solar



PPSEC Switch Garment 项目的成员 屋顶太阳能投资, 之一



PPSEC 屋顶太阳能的鸟瞰图

Our energy audit was running between August 2021 to August 2022. Currently, we are engaging with factories to turn our recommendation into investment. Our member factories are located in Phnom Penh, Kandal, Bavet, Banteay Meanchey, Kampong Cham, Kampong Speu, Takeo and Siem Reap.

我们的能源审计在 2021 年 8 月至 2022 年 8 月期间进行。目前,我们正在与工厂合作,将我们的建议转化为投资。参与我们项目的工厂位于金边、干拉省、巴城市、班迭棉吉省、磅湛省、磅士卑省、茶胶省 和 暹粒省。

Write to us today to keep in touch and to discover exciting opportunities. our email: [switchgarment@gggi.org](mailto:switchgarment@gggi.org)

给我们写信以保持联系,我们的电子邮件: [switchgarment@gggi.org](mailto:switchgarment@gggi.org)

# MOU ON THE IMPLEMENTATION OF ILO-BFC

## 关于实施ILO-BFC的谅解备忘录

On 10 October 2022 at Phnom Penh Hotel, Okhna Kong Sang, Chairman of TAFTAC, signed a Memorandum of Understanding (MOU) on "Better Factories Cambodia Programme for 2023-2027". This MOU was signed between the Royal Government of the Kingdom of Cambodia, the Garment Manufacturers Association in Cambodia (GMAC), now TAFTAC, and the International Labour Organization (ILO).

2022年10月10日，在金边酒店，柬埔寨纺织服装鞋帽箱包协会主席Okhna Kong Sang签署了一份关于“2023-2027年柬埔寨佳工厂项目的谅解备忘录（MOU）”。该谅解备忘录由柬埔寨王国政府、柬埔寨服制衣厂协会（GMAC）（现为TAFTAC）和国际劳工组织（ILO）签署。



It has been more than 20 years that we accept this special programme of the ILO with a clear vision that continuous improvement of working conditions is one of the most important cornerstones on which the industry can build its success. Cambodia is proud to be the first country in the world to embrace this ILO's unique programme to independently monitor our factories and transparently report on their findings, said Chairman of TAFTAC.

我们是2001年该协议的最初签署者之一，现在已经超过20年了，我们接受了国际劳工组织的这一特别计划，并清楚地认识到持续改善工作条件是该行业成功的最重要基石之一。柬埔寨很荣幸成为世界上第一个接受国际劳工组织这一独特项目的国家，对我们的工厂进行独立监测，并透明地报告他们的调查结果，TAFTAC的主席说。

Okhna Kong Sang also pointed out that the success was clear with the programme being replicated for implementation in about 10 other countries. He emphasized that "our commitment to the program is as strong as it was more than 20 years ago and we therefore are very happy today to renew our Memorandum of Understanding to continue to the programme for another 5 years."

Okhna Kong Sang还指出，这个项目的成功是显而易见的，该计划正在其他约10个国家复制实施。他强调说：“我们对该计划的承诺与20多年前一样强烈，因此我们今天非常高兴地延长我们的谅解备忘录，将该计划再延长5年。”

# TAFTAC-EUROCHAM MoU

## 柬埔寨纺织工业协会与欧洲商会谅解备忘录

Recognizing the importance of the European market for the Cambodian textile, apparel, footwear & travel goods manufacturing industry, on 16 March 2022 TAFTAC signed a Memorandum of Understanding with EuroCham Cambodia with the purpose to foster a closer cooperation between the 2 organizations.

This enhanced cooperation would be supportive to European companies and brands active in the industry. It would also promote joint interest of both parties and our respective members by bringing them closer together. Finally, it promotes Cambodia on the European stage and vice versa.

Areas of cooperation include promotion of Cambodia as an investment destination on the European and ASEAN stage, public-private dialogue in order to bring, clarify and enhance a European perspective on any issues relating to the industry, identification of opportunities to jointly promote a sustainable industry and embracing industry 4.0. Under this MoU, TAFTAC would also assist European brands in term of sourcing from Cambodia through the development of joint guideline in relation to regulations, standards and practical information.

EuroCham is a chamber of commerce in Cambodia with a broad membership of European, Cambodian and other companies and individual entrepreneurs across a wide range of sectors. EuroCham is regarded as the largest Western business association in Cambodia with strong working relationship with the European Union, international and local organizations, development partners and Royal Government of Cambodia.

认识到欧洲市场对柬埔寨纺织、服装、鞋类和旅行用品制造业的重要性，2022年3月16日，柬埔寨纺织工业协会与欧洲商会签署了一份谅解备忘录，目的是促进两个组织之间更紧密的合作。

这种加强的合作将对活跃在该行业的欧洲公司和品牌提供支持。它也将通过拉近双方和我们各自成员之间的距离，促进双方的共同利益。最后，它在欧洲舞台上促进柬埔寨，反之亦然。

合作领域包括在欧洲和东盟舞台上推广柬埔寨作为投资目的地，公共和私人对话，以带来、澄清和加强欧洲对任何与该行业有关的问题的看法，确定机会以共同促进可持续的行业和拥抱工业4.0。根据该谅解备忘录，柬埔寨贸易委员会还将通过制定有关法规、标准和实用信息的联合指南，协助欧洲品牌从柬埔寨采购。

欧洲商会是柬埔寨的一个商会，其成员包括欧洲、柬埔寨和其他公司以及各行各业的个人企业家，范围广泛。欧洲商会被认为是柬埔寨最大的西方商业协会，与欧盟、国际和地方组织、发展伙伴和柬埔寨王国政府有着密切的工作关系。



# NATIONAL CAREER AND PRODUCTIVITY FAIR

## 全国职业和生产力博览会

Every year, the Ministry of Labour and Vocational Training (MLVT), the Youth Union Federation of Cambodia (YUFC) and TAFTAC jointly organize a mega event of National Career and Productivity Fair. The national Career Fair 2022 event happened on 28-29 October attracting a participation of about 30 thousand students/job seekers. Over 150 companies and NGO, including technical vocational education and training institutions participated in the event.

每年，劳动和职业培训部（MLVT）、柬埔寨青年联盟（YUFC）和TAFTAC都会联合举办全国职业和生产力博览会这一大型活动。2022年全国就业博览会于10月28日至29日举行，吸引了约3万名学生/求职者参加。150多家公司和非政府组织，包括技术职业教育和培训机构参加了此次活动。

The Permanent Secretary of State of the Ministry of Labour and Vocational Training opened the event mentioning that this is an important event for both job seekers and employers to meet each other after the situation had returned to normalcy and the economy started to recover. In an opening speech, Deputy Chairman of TAFATC Mr. Albert Tan stressed that statistically, youth in Cambodia under age 30 make up about 65% of the total population and an estimated 200,000 to 300,000 young Cambodians turn from 17 to 18, the legal age to be employed. They need jobs and their participation in the labour market help build the Cambodian economy through increased labour participation and increased productivity.

劳动和职业培训部常务国务秘书在活动开幕式上提到，在局势恢复正常和经济开始复苏后，这是求职者和雇主互相见面的重要活动。

TAFATC副主席Albert Tan先生在开幕词中强调，据统计，柬埔寨30岁以下的青年占总人口的65%，估计有20万至30万柬埔寨青年从17岁到18岁，即法定就业年龄。他们需要工作，他们在劳动力市场的参与有助于通过增加劳动参与和提高生产力来建设柬埔寨的经济。



In the past 5 years, TAFTAC and MLVT have added the topic of “Productivity” to this annual event. We jointly organized Productivity Conference & Workshop to raise further awareness on the importance of productivity improvement and to foster learning and to provoke conversation on how to go forward in the area of productivity, especially in the manufacturing sector.

在过去的5年中，柬埔寨技术培训中心和MLVT在这一年度活动中增加了“生产力”的主题。我们联合举办了生产力会议和研讨会，以进一步提高对提高生产力重要性的认识，并促进学习和引发关于如何在生产力领域前进的对话，特别是在制造部门。

The Productivity Workshop 2022 was organized under the theme “Enhancing Skilled Workforces, Digitization & Productivity”. TAFTAC Deputy Chairman Mr. Robert Hwang was honoured to jointly open the workshop. In his opening speech, Mr. Robert highlighted the increased cost of labour, automation, digitization and Industry 4.0, as well as sustainability and labour compliance. Moving forward, he recommended a focus on:

2022年生产力研讨会的主题是“提高熟练劳动力、数字化和生产”。本协会另一位副会长Robert Hwang先生荣幸地共同为研讨会开幕。在他的开幕致辞中，黄先生强调了劳动力成本的增加、自动化、数字化和工业4.0，以及可持续发展和劳工合规。展望未来，他建议将重点放在

- |   |  |
|---|--|
| 1. Labour productivity improvement through total adoption of latest industrial and management engineering and technology.       | 1. 通过全面采用最新的工业和管理工程和技术，提高劳动生产率。                  |
| 2. Aim for faster pace of investment in technology and automation.  | 2. 争取加快技术和自动化方面的投资步伐。                            |
| 3. Re-skilling, Up-skilling and Quality education with emphasis on TVET and industry-related technical and vocational training; | 3. 重新培养技能，提高技能和质量教育，重点是技术和职业教育培训以及与行业相关的技术和职业培训。 |
| 4. Motivation and incentive at workplace.   |  |

To further build the capacity and knowledge of our members and keep them up to date, TAFTAC has been working closely with the Ministry of Environment to organize dissemination workshops on environmental compliance and environmental impact assessments for them. TAFTAC has also organized a series of education and information dissemination activities for new members to be aware of environmental compliance obligations. We also work closely with the Ministry to settle all the issues faced by our members.

为了进一步建设我们成员的能力和知识，并使他们保持最新状态，TAFTAC一直与环境部密切合作，为他们组织关于环境合规和环境影响评估的传播研讨会。贸促会还为新成员组织了一系列教育和信息传播活动，使其了解环境合规义务。我们还与环境部密切合作，解决我们的成员所面临的所有问题。

## TAFTAC TOOK UP THE CHAIRMANSHIP OF AFTEX

### 柬埔寨纺织服装制鞋箱包协会担任东盟纺织工业联合会主席职务

Amid the global crisis resulted from the pandemic and military and trade wars, the ASEAN Federation of Textile Industry (AFTEX) held its 48th Council Meeting and 46th Plenary Session on 15 December 2022 in Ho Chi Minh City, Vietnam. The meeting was attended by over 100 delegates from various associations representing the textile and garment industry in all ASEAN countries, except Brunei. In attendance also were representatives from related private companies and organizations.

在新冠疫情以及军事和贸易战争导致的全球危机中，东盟纺织工业联合会（AFTEX）于2022年12月15日在越南胡志明市召开了第48次理事会会议和第46次全体会议。来自除文莱以外的所有东盟国家的纺织和服装业的各协会的100多名代表出席了会议。出席会议的还有相关私营公司和组织的代表。

The meeting discussed overall situation and orientation of development of the industry at the global, regional and local levels. Of more importance was the discussion on joining hands to develop a sustainable textile and garment supply chain in ASEAN. Speaking at the opening of the Conference, Mr. Vu Duc Giang, Chairman of AFTEX for the term 2021-2022, reported the achievements and development of AFTEX in the past term and proposed several points to develop AFTEX in the next term. The points include:

会议讨论了该行业在全球、区域和地方层面的总体情况和发展方向。更重要的是讨论了携手发展东盟可持续发展的纺织服装供应链。在会议开幕式上，2021-2022年的东盟纺织工业联合会主席武德江先生汇报了联合会过去的任期内取得的成就和发展，并提出了下一届外贸出口协会的发展要点。这些要点包括

- ▶ Building a more tightly connected communication channel in the AFTEX.
- ▶ Member countries introduce each country's strengths and share solutions to support each other.
- ▶ Building a chain link program within AFTEX in the field of yarn and textile dyeing.
- ▶ Promoting AFTEX intra-regional market, especially for textile products.
- ▶ Promote businesses to implement programs of sustainable development, renewable energy, save water sources, solar energy, reduce greenhouse gas emissions, and implement greening programs.

- ▶ 在对外贸易经济合作区建立更加紧密联系的沟通渠道。
- ▶ 成员国应介绍各自国家的优势，分享解决方案，相互支持。
- ▶ 在AFTEX内部建立一个纱线和纺织品染色领域的连锁项目。
- ▶ 促进AFTEX的区域内市场，特别是纺织产品。推动企业实施可持续发展、可再生能源、节约水源、太阳能、减少温室气体排放、实施绿化计划等项目。

Dr. Ken Loo, Secretary General of TAFTAC, made a presentation on Cambodia overall situation and put forward proposed points of recommendation in term of possible cooperation within ASEAN countries. Those are:

柬埔寨纺织服装制鞋箱包协会秘书长Ken Loo博士介绍了柬埔寨的整体情况，并就东盟国家内可能的合作提出了建议要点。这些建议是：

- ▶ Joint effort to further push for deeper and faster ASEAN Integration, especially in logistics and material supplies.
- ▶ Joint Activities to promote infra-ASEAN trade and investment.
- ▶ Forging more partnership among investors to create vertical production networks.
- ▶ Strengthen cooperation between AFTEX and ASEAN Secretariat.
- ▶ Cambodia-Vietnam cooperation on textile recycling.

- ▶ 联合努力，进一步推动东盟一体化的深入和快速发展，特别是在物流和物资供应方面。
- ▶ 联合开展活动，促进东盟内部的贸易和投资。
- ▶ 在投资者之间建立更多的伙伴关系，以创建垂直生产网络。
- ▶ 加强外贸出口协会与东盟秘书处的合作。
- ▶ 柬埔寨和越南在纺织品回收方面的合作。

At the end of the meeting, there was a handover of chairmanship to AFTEX Cambodia represented by the Textile, Apparel, Footwear & Travel Goods Association in Cambodia (TAFTAC). TAFTAC nominated Mr. Albert Tan as the AFTEX Chairman for the term 2023-2024. Giving a remark at the handover ceremony, Mr. Albert Tan thanked TAFTAC Honorary Chairman Mr. Van Sou leng for giving him the honour and opportunity to chair this esteem organization. He also thanked and compliment the leadership of Vietnam Textile and Apparel Association (VITAS) under Mr. Vu Duc Giang for all the good work done over the years, despite the Covid-19 crisis. Mr. Albert Tan also mentioned that AFTEX has done a lot, more remain to be done. Textile and garment is a global industry, so our challenges are always at the global level. In addition to various assistance and support policies by our governments, coordinated efforts at both national and regional level are very crucial to overcome those challenges.

After the handover ceremony, AFTEX Cambodia, Laos, Myanmar, Thailand and Vietnam - signed a Joint Statement on the Textile & Garment Industry Cooperation for Water Stewardship and Environment-Social-Governance (ESG) goals Among Lancang-Mekong Countries and China National Textile & Apparel Council (CNTAC).

在会议结束时，越南外贸出口协会向柬埔寨纺织服装制鞋箱包协会（TAFTAC）移交了主席职务。柬埔寨纺织服装制鞋箱包协会提名Albert Tan先生为2023-2024年的联合会主席。在交接仪式上，Albert Tan先生感谢柬埔寨纺织服装制鞋箱包协会名誉主席Van Sou Ieng先生给他的荣誉和机会主持这个崇高的组织。他还感谢和赞扬越南纺织服装协会（VITAS）在武德江先生的领导下，在过去的两年中，尽管面临着Covid-19危机，但仍然做了大量的工作。Albert Tan先生还提到，尽管AFTEX已经做了很多工作，但仍有更多工作要做。纺织服装是一个全球性的产业，所以我们的挑战总是在全球层面上。除了我们政府的各种援助和支持政策外，国家和地区层面的协调努力对于克服这些挑战是非常关键的。

交接仪式结束后，柬埔寨、老挝、缅甸、泰国和越南纺织服装行业协会与中国纺织工业协会签署了《关于澜沧江-湄公河流域国家在水资源管理和环境-社会-治理（ESG）方面合作的联合声明》。



## SECTOR DEVELOPMENT STRATEGY 行业发展战略

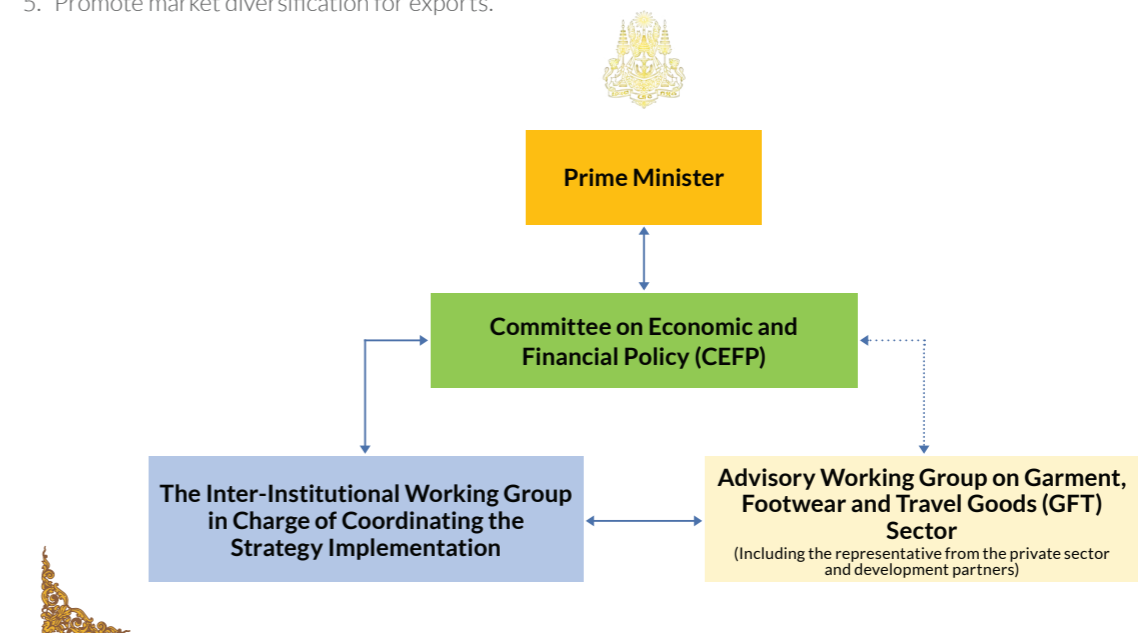
On 21 March 2022, the Royal Government of Cambodia launched a Cambodian Garment, Footwear, Travel Goods Sector Development Strategy 2022-2027 with a vision to the sector into an industry that is environmentally sustainable, resilient, high value-added, focused on high-end and unique products, highly competitive, and supportive of economic diversification before the end of 2027.

2022年3月21日，柬埔寨王国政府启动了《2022-2027年柬埔寨服装、鞋类、旅行用品行业发展战略》，其愿景是在2027年底前将该行业发展成为环境可持续、有弹性、高附加值、注重高端和独特产品、具有高度竞争力、支持经济多元化的行业。

The sector development strategy determines the overall development direction, enhance independence, and strengthen the predictability and stability of the sector. 5 strategic measures have been put out:

该部门的发展战略决定了总体发展方向，增强了独立性，并加强了该部门的可预测性和稳定性。已经提出了5项战略措施。

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. Further strengthening human resources to increase productivity and create career paths for Cambodian workers/employees.</li> <li>2. Continue to improve working conditions and welfare for workers/employees.</li> <li>3. Promote the domestic and foreign investment in the industry, which has high value-added, and high-end and unique products focused.</li> <li>4. Attract investment in supporting industry.</li> <li>5. Promote market diversification for exports.</li> </ol> | <ol style="list-style-type: none"> <li>1. 进一步加强人力资源，提高生产力，为柬埔寨工人/雇员创造职业发展道路。</li> <li>2. 继续改善工人/雇员的工作条件和福利。</li> <li>3. 促进国内外对该行业的投资，该行业具有高附加值，以高端和独特产品为主。</li> <li>4. 吸引配套产业的投资。</li> <li>5. 促进出口市场的多样化。</li> </ol> |
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# STRATEGIC COOPERATION FRAMEWORK AGREEMENT BETWEEN TAFTAC, CTAC AND EPIAC

## 柬埔寨纺织工业协会 (TAFTAC) 与中国驻柬埔寨纺织协会 (CTAC) 和柬埔寨环保产业协会 (EPIAC)

Cambodia exports significant amount of apparel, footwear and travel goods to the global markets. It's a small country but is among the top 10 suppliers. However, there is a problem of material supplies, especially fabric, limiting the country's ability to compete to its fullest potential. In order to promote the development of the upstream supply chain, especially fabric, TAFTAC together with China Textile Association in Cambodia (CTAC) and the Environmental Protection Industry Association in Cambodia (EPIAC) reached a consensus on the establishment of a Cambodian "Textile Printing & Dyeing Industry Base" Ecological Environmental Protection Industrial Park Demonstration Zone. In August 2022, the 3 associations entered into a Strategic Cooperation Framework Agreement in order to speed up the implementation of the Cambodian "Textile Printing & Dyeing Industry Base" Ecological Environmental Protection Industrial Park Demonstration Zone and integrate the advantageous resources of the 3 associations. Under this framework agreement, the 3 associations will jointly establish the preparatory office for Cambodian "Textile Printing & Dyeing Industry Base" Ecological Environmental Protection Industrial Park Demonstration Zone.

柬埔寨向全球市场出口大量的服装、鞋类和旅游商品。它是一个小国，但却是十大供应商之一。然而，有一个材料供应的问题，特别是面料，限制了国家的能力，使其无法充分发挥竞争的潜力。

为了促进上游供应链的发展，特别是面料，柬埔寨纺织工业协会与中国驻柬埔寨纺织协会 (CTAC) 和柬埔寨环保产业协会 (EPIAC) 就建立柬埔寨 “纺织印染产业基地” “生态环保产业园示范区达成共识。

2022年8月，为加快推进柬埔寨 “纺织印染产业基地” “生态环保产业园示范区建设，整合三家协会的优势资源，三家协会签订了战略合作框架协议。根据该框架协议，三家协会将共同成立柬埔寨 “纺织印染产业基地” “生态环保产业园示范区筹建办公室。

While CTAC and EPIAC are responsible for the investment promotion and project display of Cambodian "Textile Printing & Dyeing Industry Base", TAFTAC undertakes to give guidance to enterprises in the "textile printing & dyeing base" in term of Cambodia's preferential policies, labour regulations and export trade policy among many others.

CTAC和EPIAC负责柬埔寨 “纺织印染产业基地” 的招商引资和项目展示，TAFTAC负责对 “纺织印染基地” 的企业在柬埔寨的优惠政策、劳动法规和出口贸易政策等方面进行指导。

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Dara Airport City hotel & Spa has become a hub for business travelers and entrepreneurs due to its location near Phnom Penh International Airport and the Special Economic Zone. Its businessrooms and fully equipped function rooms make Dara Airport hotel & Spa the ideal place for conferences and marketing launches.

Another hotel located in the city center is (Olympic Elite hotel) by Dara, which provides an all-in-one experience for guests looking to relax while enjoying Phnom Penh's premium shops, cafes, cinemas, and other recreational facilities.

But this is far from everything! Further options are The Status Serviced Apartment by Dara and located at a stone's throw from Wat Phnom, and The Duplex Serviced Apartment by Dara, 37 units located in San-Poch along the riverbank, an up-and-coming area.

For guests looking to have a great time at a beach resort, the Intergalactic Hotel by Dara and Spa villas are located among acres of tropical forest and lush gardens in the Sihanoukville bay, complete with an infinity swimming pool toward the ocean, Sunset Beach along the seagard private beach, and an ocean playground.

**WELLNESS AND RELAXATION**

With its individual brands, Jouvence Fitness by Dara and Jouvence Spa by Dara, Dara Hotels provide relaxation and wellness - these can be found in all Dara's properties.

As a trusted fitness authority for over ten years, Jouvence Fitness by Dara offers a variety of high-quality equipment, studio classes, group exercise and much more.

Jouvence Spa by Dara offer the ultimate spa treatment, combining aromatherapy, traditional massage, beauty care and heat therapies in the state and steam room.

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**STAY IN TOUCH WITH US**

与我们保持联系

Administration Department : info@taftac-cambodia.org +855-23 622 8888  
 行政部门:

Membership Department : memberservice@taftac-cambodia.org  
 会员部:  
 +855-16 821 822 (Khmer & Chinese speaking Receptionist)  
 +855-12 563 082 (Khmer & English)

Legal Department : legalteam@taftac-cambodia.org  
 法律部:  
 +855-88 8122133 (Khmer & English)  
 +855-88 8080228 (Khmer & Chinese)

Facebook Page & Website : Textile, Apparel, Footwear & Travel Goods Association in Cambodia  
 脸书页面和网站:  
 www.taftac-cambodia.org

Address : Royal Group Phnom Penh Special Economic Zone, Phum Trapeang Kul, Sangkat Kantaok, Khan Kamboul, Phnom Penh, Cambodia 120906  
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**NEW TAFTAC DEPARTMENT**

如何联系我们

To improve membership engagement, TAFTAC has established a new "Membership Department."

为了提高会员的参与度，TAFTAC已经建立了一个新的“会员部”。

Members can contact the new department to ask for general information, seek referrals to other members, make suggestions, submit requests or report on business challenges.

会员可以与新部门联系，询问一般信息，寻求其他会员的推荐，提出建议，提交请求或报告业务挑战。

Please make use of the new department via the contacts below!

请通过以下联系方式利用新部门!

E-mail : memberservice@taftac-cambodia.org

Hotline : 855-16 821 822 (Khmer, English-Chinese)

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