

Manufacturer Brief Cambodia Agreements

Win-Win-Win

For Manufacturers

- ✓ Higher productivity and stability
- ✓ Industrial peace & industry leadership
- ✓ Unparalleled brand support for suppliers: sourcing, Integration of labour costs into purchasing prices, Skills and Training Fund

For Brands

- ✓ Resilient supply chains & productivity increases
- ✓ Tangible impact, risk mitigation & gold-standard due diligence compliance
- ✓ Credible evidence of expected best-practice & reputational gains

For more information for brands visit
<https://actforcambodia.com/brand-infobrief/>

For Workers

- ✓ Wages and working conditions
- ✓ Embedded protections & skills development
- ✓ Stronger industrial relations

ACT for Cambodia

The ACT Cambodia programme creates a win-win-win for manufacturers, workers and brands, through effective trilateral dialogue and a shared commitment to a productive, sustainable and resilient industry.

A key part of this is the ACT-facilitated CBA template, developed jointly by TAFTAC as the employers association and IndustriALL-affiliated trade unions.

Global Brands are supporting this CBA through unparalleled commitments to Cambodia as a production hub. For the first time in history, global brands and retailers have signed legally binding agreements (Cambodia Agreements) including commitments on sourcing, labour costs, and skills training.

Factories can sign the CBA template and, when they do, gain access to a wider framework that supports:

- stronger workplace dialogue
- wage improvements
- skills development

ACT's programme helps support the growth of Cambodia's industry. It strengthens transparency, accountability and stability, while helping manufacturers improve productivity, reduce disruption, build skills and support long-term competitiveness.

Who is involved?

The ACT Cambodia programme is built through collaboration between manufacturers, worker representatives and global brands.

For the latest list of participating brands, visit www.actforcambodia.com



Want to learn more?

To find out more please get in touch with

David Cichon, Head of Programmes, ACT

info@actforcambodia.com

ACT Skills and Training Fund (STF)

Supporting training that works for workplaces, workers and Cambodia's industry

Cambodia's garment, footwear, textile and travel goods industry continues to grow and develop. To stay competitive, workplaces need practical ways to strengthen skills, improve productivity and support future growth. The ACT Skills and Training Fund (STF) helps make that possible.

The fund supports training and skills development in workplaces that have signed the ACT-facilitated CBA and produce for brands contributing to the fund.

The STF is there to support training that responds to real workplace needs and contributes to the continued development of Cambodia's industry in support of national priorities on skills development.

A key feature of the STF is the **Training Allowance**. This allowance provides financial support to workers participating in eligible training. The allowance can help cover bonuses or incentives affected during training, overtime pay, and travel or meal costs linked to participation.

Training supported by the STF is delivered by recognised training providers and can be tailored to your factory's specific needs.



For Manufacturers and Management

Can my workplace benefit from the STF?

You can access this training support if:

- ✓ You have signed the CBA and the agreement is still in place
- ✓ You produce for brands contributing to the fund

How can the STF support your training needs?

If your workforce could benefit from some new skills, the STF is here to help.

Getting started:

- 1. Identify your training needs:** If you already know the skills or production areas you want to strengthen, you can start planning training with a recognised provider.
- 2. Plan training:** Training can be organised at the workplace or off-site, depending on your needs.
- 3. Select participants:** Workplaces are encouraged to engage with trade unions to support a fair process.
- 4. Support allowance payments:** The training provider pays the Training Allowance to participating workers. You just have to verify attendance and the relevant supporting information.
- 5. Follow up on impact:** Management provides feedback on the value and impact of the training to STF.