



Cambodian Labor Law Guide

Application for Iphone & Android

For corporate social responsibility (CSR), labor strategy, and manufacturing stakeholders who need quick and easy access to the most current version of Cambodian Labor Law while onsite at factories or while traveling abroad, the newly launched Better Factories Cambodia *Mobile Labor Law Guide* is a searchable, user friendly resource for iPhone and Android users. The interactive app is guaranteed to reflect the most recent version of the law.

BACKGROUND AND OBJECTIVES

The [Better Factories Cambodia](#) office of the International Labour Organization created and developed this application to remove obstacles impeding the industry's use of current labor law information. In carrying out this effort, BFC aims to:

- Increase the accessibility of legal information: both physically and conceptually;
- Open a new channel for the diffusion of good management practices; and
- Foster higher awareness and application of labor law that will lead to enhanced working conditions for a larger base of employees.

The Cambodian *Mobile Labor Law Guide* application will initially target Cambodia's garment and footwear sectors. In the future it will also target other industries in Cambodia's formal employment sector.

The app contains:

- a topical guide helping locate relevant articles in laws, decrees and other official texts;
- a set of field photographs and other visuals that illustrate and reinforce good management practices;
- quizzes designed to test retention of information and refresh managers' understanding; and
- an interactive maternity leave calculator.

The Mobile Labor Law Guide is made available to users as both [Apple](#) and [Android](#) versions, free of charge. It displays information in Khmer, English, and Chinese. The app is constantly synchronizing to display the most up-to-date content. The app also has a crowd-sourcing component where users can contribute photographs illustrating good practices.

App Users:

Cambodian employers, trade union representatives, business association managers, NGO managers, supply chain and sustainability consultants, researchers, academics, journalists, bloggers, etc.

User Group Demographics:

English and Khmer speaking professionals from Cambodia, United States, Europe, and elsewhere.

User Group Specifics:

This is a niche offering for a targeted group of over 6,000 professionals in three main user groups:

- **Cambodian garment and footwear sector stakeholders:** ~1500 Cambodia-based users
- **Cambodian business associations, small to medium size enterprises, chamber of commerce affiliates, and industry bodies:** ~ 2000 Cambodian-based users
- **Sustainability and supply chain practitioners and experts:** supply chain and sustainability consultants, researchers, academics, journalists, bloggers, etc. ~3,000+ worldwide users
- **User Group Needs:** The users of this app are looking for:
 - trustworthy and meaningful services while traveling abroad,
 - new job opportunities with companies who have robust CSR programs,
 - technologically savvy partners with whom they can contract and partner in Cambodian projects, and
 - alternative news channels and business networks.

— ADVERTISING SPACE THAT INDUCES AN IMPACT!



POTENTIAL AREAS AND EXTENT OF IMPACT

By purchasing paid advertising space, sponsors will contribute to BFC's fundraising program and help broaden the reach of this Mobile Labor Law Guide in its current and future versions.

ALIGNMENT WITH THE UNITED NATIONS GLOBAL COMPACT'S PRINCIPLES

By promoting the adoption of good practices and legal requirements over a wider base of Cambodia employers and managers, the Mobile Labor Law Guide is expected to help induce marginal to significant progress with respect to each of the four Labor-related principles of the UN Global Compact, namely:

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

ALIGNMENT WITH THE ILO'S PERFORMANCE STANDARDS 2 (PS2)

The Mobile Labor Law Guide explains contracts, working hours, overtime, leave, payment of wages, bonuses, allowances such as healthcare and transport, as well as deductions and fines. It also covers record keeping for the company. All such aspects may help a company increase its performance with respect to ILO PS2 *Working Relationship* indicator.

Quick Stats:

448 registered garment factories in Cambodia

More than 400,000 workers in registered Cambodian factories.

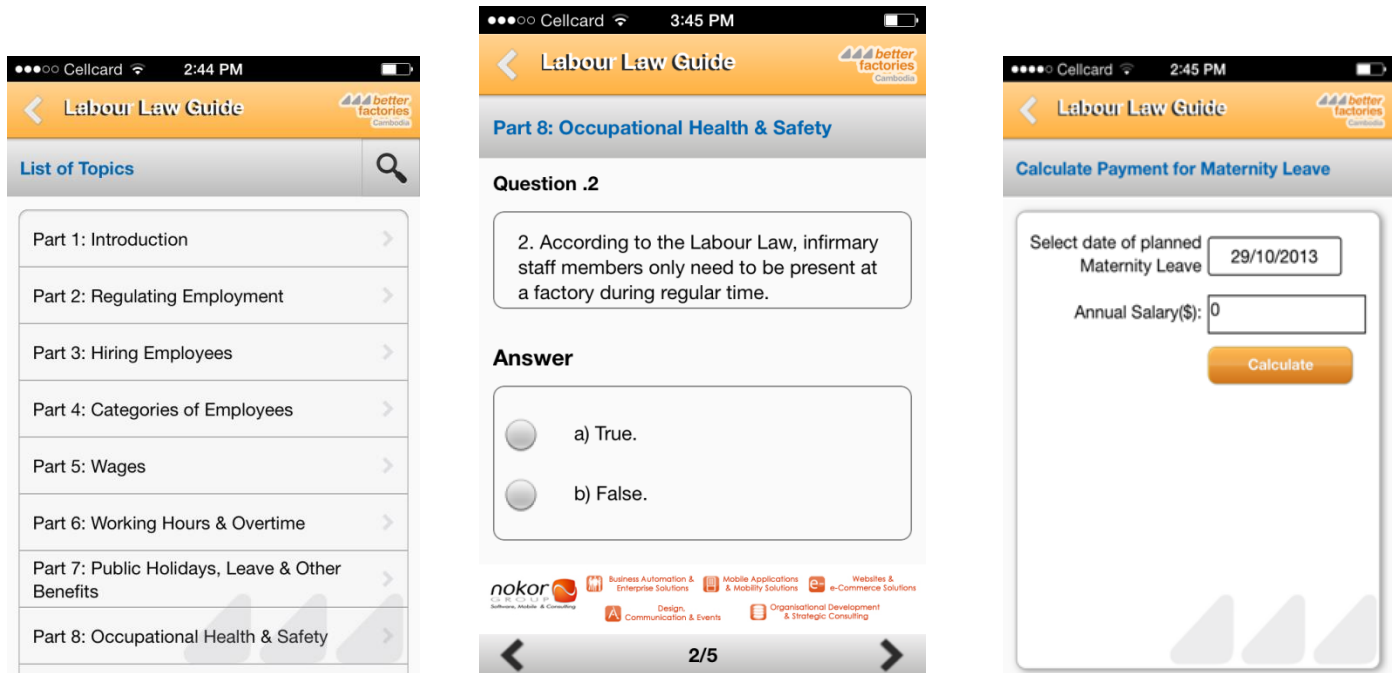
Better Factories Cambodia monitors 100% of these factories.

In addition, the app carries information on legal benefit minimums and covers aspects related to collective bargaining agreements. The application's calculators apply to areas such as maternity leave. Such features may help an employer strengthen its performance against PS2 *Working Conditions & Terms of Employment*.

Finally, the guide displays legal requirements regarding (PS2) *Non-Discrimination and Equal Opportunity*, (PS2) *Child/Forced Labor*, as well as a range of considerations about (PS2) *Workers' Organizations*.

Funding of the Mobile Labor Law Guide

While the initial software development and launch effort was funded by BFC, further program activities will rely on fundraising. If you are interested in aligning your brand with this technology and want to learn about pricing, terms, and conditions, please click [here](#). The Mobile Labor Law Guide is a unique opportunity for brands that wish to increase their visibility with a niche user group in search of targeted services and opportunities.



Contact Details

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