BetterFactories Cambodia

Industrial Relations Project: Strengthening Freedom of Association and Collective Bargaining

The Industrial Relations Project aims to advance Freedom of Association (FOA) and Collective Bargaining (CB) in Cambodia's GFT sector—key foundations of decent work, fair workplaces, and sustainable industrial growth.

International Labour Organization | IFC International Finance Corporation, World Bank Group — Creating Markets, Creating Opportunities

Overview

Implemented by the ILO Better Factories Cambodia (BFC) team in Phnom Penh, under the ILO Country Office for Thailand, Cambodia, and the Lao PDR, the project supports the UN Sustainable Development Cooperation Framework (UNSDCF) and contributes to:

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Expected outcomes

Mindset Transformation

- Through assessments, training, and tailored advisory services, workers and managers will gain the capacity to identify rights-related issues and address them constructively. This will foster stronger workplace cooperation and improved compliance with labour standards.

Strengthened leverage and institutional practices

- Using a participatory approach with workers, employers, their representatives, and brand partners, the project will help embed behaviours and systems that consistently uphold workers' rights and promote fair industrial relations.

Objectives:

Building capacity on FOA and CB
Promoting workers' rights to organize and supporting effective social dialogue through improved industry mechanisms.

Stakeholders Empowerment
Workers, employers, government representatives, and industry partners are equipped with the knowledge and tools necessary to address labour issues and resolve disputes fairly

Sectoral support
The project facilitates essential dialogue between national stakeholders and international buyers.

Timeline:

March 2025 — March 2028

This 36-month initiative is supported by the Employment and Social Development Canada (ESDC).

The project is funded in part by the Government of Canada | Canada

Learn more www.betterwork.org/cambodia/