



RBhraCaNacRkkm&ca
Cati sasna RBHmhaksRt

RkmRbikSaGaCakNpI

mCÄmNp Pibj / GaKar (A) / vifl
sFars/sgät;Tend;asak/ xPibMarmn
TisBÄTisar³-855-231220793

sMÄTigel x³ 30/03

kal bräcÄenesckpögäb³ éföfn³ 9 Exmkra qä³ 004

esckpögäbGaCakNpI

-eFÄLgedayEpktammaKta 313 énc, absPbkargar!

PaKhieyaCk³ Rkmhmkatedr ExmbDa GabpaErI GindasRsp **Cambodia Apparel Industry**!
sÄenApüCatel x4 PibicÄk; XMI & RsksmagTg extpKgsÄ. PaKhieyaCk GvtpaneBI svnakar .
nig

PaKkmkrnieyaCit³ shCB RbCaFbetyüesrl éneragcRkkatedr ExmbDa GabpaErI GindasRsp
Edl tÄNageday el akRslqn sÄa CaRbFanshBnshCBRbCaFbetyükpkrkatedrkm&ca nig el ak
Gat; Fn; CamRnshBnshCBRbCaFbetyükpkrkatedrkm&ca . TisÄkarshCB³ enAküRkmhmk
katedr ExmbDa GabpaErI GindasRsp.

bBaÄgivaT

-enAkürr)aykarNpShpSaminSHCa!

- 1- kmkrnieyaCitTamTar [nieyaCk TTV ykkmkr3nakKW 1-km tu a/ 2- yUvaNÄl nig 3-
tÄ sÄXÄd Edl CafÄkdknashCBRbCaFbetyüesrl Edl RtU)anbBaÄbBkargar [cU eFV
karvij .
- 2- kmkrnieyaCitTamTarmin [RkmhmkéfoFNÄMal xÄfj.

- Éksar)anTTV BPakkmkrniyaCit³

1- I xitrbshfakdiknaM skmCn nigsmackshCBRbCaFbetyuesrénéragcRkkatedr
Cambodia Apparel Industry Co., Ltd eppsITN sma%shCBRbCaFbetyükmr
katedrkm&ca chéfT11 4 Exmkra qal2004 .

2- r)aykarN_bEnmsBkarbBaAb,fakdiknaMshCBRbCaFbetyuesrl éneragcRkkatedr
Cambodia Apparel Industry Co., Ltd rbsRbFansma%shCBRbCaFbetyü
chéfT108 Exmkra qal2004 .

3- BakübNgrbsshCBRbCaFbetyuesrl nigsmas%shCBRbCaFbetyübgeTARKsvj
sgnkic©nigkargar GEl ak sm rtn³ nig el ak exov savF chéfT102 Exmkra
qal2004 .

4- FmpBaSma%shCBRbCaFbetyükmrkatedrkm&ca

5- I k%³shCBRbCaFbetyükmrénéragcRkExmbDa GabpaErI GindasRsp

- r)aykarNsbkaredaHrsayvivaTkargarrrbbsRksvjsgnkic©nigkargar chéfT125 ExFü qal
2003 .

- karbgøj nig kareqbyCaksSINsakSén tINagkmkrénAküsvnakar .

eday sarPakhiyaCkGvt(panmin)ancU rnküsvnakar³ esckpögábenhincgkatBKic@ I
PaKPameT .

esckpögberOgkpb

Rkmhmkatedr ExmbDa GabpaErI GindasRsp Cambodia Apparel Industry | Sft enApü
CateI x4 Phickk; Xvll s RsksbtagTg extkBgsw. RkmhmanCV kmkrniyaCit cMh416nak; .
enAéfT11 2 ExFüqal2003 niyaCkbBaAbkmkrEdI CafakdgnakshCBTabjohakBkargar . kmkrtvafa
karbBaAb,fakdiknaMshCBTabjohak; enHeday sarBkeK)anpéppneFtskmpaBshCB nig)andakBakü
sMrcaCamYniyaCkGvll k%³nkargarenAéfT11 5 Extu a qal2003 . enAéfT122 ExFü qal2003
kmkrniyaCit)annaMaeFkdükmjedm,ITamTar [RkmhntTV ykkkmkrCafakdiknaMtabjohakenaH [cU eFV
karvij . bEnbneI enHeTotkmkrTamTar [niyaCkbBaAbkarGnutp_karkatR)ak;Qü kmkrniyaCitedm,I

bgéfoFbNÍŠMal xüenAeBl Edl)at; bæt . tMnagkmkrnéyaCit bBaakfa néyaCk)ankatR)ak;
5/000erol smbeFbNÍŠMal xüfCMsbNÍŠMal xüEdl)at; nigkat500erol smbeFbNÍŠMal xüf
CMsbNÍŠMal xüEdl xt .

enAef¶12 ExFü qá2003 kmkrnéyaCit)andakBaküeTAnaykdanGFkarkicRargar edm,Cb
dMNgGbkareFkdkmpdm,edaHRsayvivaTenH . eRkayB)anTTV BaküenH mRnGFkarkicRargar)anch
eTACYPaKITajBredm,edaHRsayvivaTenH rht)ansMckarRBtheRBogKä)an9cMncéncMncbBaäTajGs;
11cMnc . cMncbBaäTajBredl PaKminGacRBmerBogKä)an ehly)andakCbmkRkmRbkSaGaCakNpI
enAef¶29 ExFü qá2003 enahman³

1-k;-etkarbBaäbkmkrnéyaCitCatMnagshCBTajbhakenahmansBl PaBbet
ehlyethéyaCk KYTTY ykBkeK [cU eFkarvij bet?

2- ethéyaCk GackatR)ak5/000erol nig 500erol BkmkrnéyaCitedm,eFbNÍŠMal xüf
CMsbNÍŠMal xüEdl)at;nigxt bet?

enAef¶102 Exmkra qá2004 RkmGaCakNpI)anepSbNCak;l akmYcMheTAPaKITajBr
[pI CbRkmRbkSaGaCakNpI . sMNTajjenahmandt teTA³

1- kicSnüakrgarrbskmkrnéyaCitTajbhakEdl)anbBaäbenah .

2- bTbBaäepkgrbsRkmhmkatedr ExmbDa GabpaerI GindasRsb.

3- KMGtSbaäNbnÍŠ.

sMNTogenH)ankM teFbSvnakarnaef¶109 Exmkra qá2004 .

enAef¶108 Exmkra qá2004 el xaFkardanénRkmRbkSaGaCakNpI)anTTV I kitmYsnkEdl
mancMngeCbfa kicSnüa : Edl kjenahmandakeQpH to sXxat/ km tu a nig yUvNÍŠ RBm
TajSämptemédrrbsBkeK nigkarbBaakfa)aneXij edayeQpH sX enOn naef¶131 ExFü qá2003 .

PaKITajBrmin)anpI Éksar bBtmanNaepSgeTot tamSbNfbsRkmRbkSaGaCakNpI naef¶
102 Exmkra qá2004 eT .

enAef¶109 Exmkra qá2004 RkmGaCakNpI)anebksvnakarrbsxü . enAküsvnakar tMnag
PaKkmkrnéyaCit cU rheday el akRslqn sXa - RbFansmašhCBRbCaFbetyükmkrkatedrkmCa

GBkarkat(R)ak; edm, bgefeFBXISMal xhenaHdI kmkrnèyaCitCammeT . k^{3/4}
 bñp éfèMaysmehtpl mly smbeFBXISMal xhnmly² RbmaNCarTm
 1/000 erol baNñH . kar)atbXISMal xh bxt PaKerch bNpl mkBXab
 smabKabngGavmnsUCab; nigbNpl mkBPaBBkpyénbXIN eRbaHbXINPaKerch
 RtU)aneRbR)aseI sBryHeBI mlyqam. enAkçRkmhmlycmh nèyaCkpl ExS
 smabcg bXISMal xhenaHBakngk ehlynèyaCk pèstbXISMal xhfpI ;
 kmkr nèyaCitTajGsCaerogral qam. enAkçeragcRk EdI erbExSsmabBakngk
 nigbXINlyqamgTajenH minsUmankar)atbgbXISMal xheT . edayPaKI
 nèyaCkmin)ancU rnkçsvnakarenHeT karGHGagrsPaKkmkrnèyaCit xag
 edmenH RkmRokSaGaCakNpl TTV ykfaCakarRtmRtU .

ehnpil sMbeFVskpèç

cMncbBaènvivaT³

cMncbBaèT1-k^{1,3} RsbtammaRta293énc, abkargar karbBaèkargartMnagkmkrnèyaCit
 GaceFVLg)an EteRkayB)anTTV karGnBaètBmRnçFkarkicRargarEtbaNñH .
 Rbkar4énRbkasel x305 chéFç22 Exvicka qam001 rbsRksçsgñkic©
 kargar bNplbNpl vCç³ nigyuntism, Ta)anBRgkkargarkarBarenHdI sàbnk
 shCB smaCkshCB nigGikdiknashCBpgEdr . RkmRokSaGaCakNpl mineXij
 manÉksarNamlyCaPsttagbBaèkGBkaryI RBmrbsmRnçFkarkicRargar bfa
 nltivFénmaRta293 RtU)anykmkGnutpl karbBaètMnagkmkrTajbhak; enAkç
 sMncbBogenHeT . dèçkikarbBaèbenHBitCaminsmRsbtam nltivFKINtkçmaRta
 293énc, abkargareT .

cMncbBaèT1-x^{1,3} I xitT1 EdI RkmGaCakNpl)anTTV BhèyaCkrhhdI éfçFVsvnakarKp
 kmkrNamakénkmkrTajbhakEdI ptemédenaH bsakSedI)andçBaNamak;)an
 cU rnkGHGag kçsvnakaredm, pl PsttagbBaèkSBI PaBénkicRmeRbogenHeT .
 kçfinp RkmRokSaGaCakNpl TTV)anÉksarftçMLg énkicRmeRBogeFVLgrrvag
 kmkrTajbhakenH nig nèyaCk EdI kçgenahèyaCkpl ; [kmkrmak²700du a

Gaerik edlm, dthngkar Tam TarCU eFKarvij rbsBkek ehlykmkrTajbhakenHsx
cit(TVI ykR)akenH nig sxcitpehlysnüafangmin Tam TarCU eFKarvij RBmTaj
sxcitpinbnkar Tam TarGBheyaCkeToteT .

enAkjkarptj eh t p l RtgcINcT11-k!xage l l)anbBaakfa karbBaAb;
kmkrTajbhakenH minRsb tamntivFenc, ab)ankINteT . kZinpedaysarmankar
RBmerBogKärvagkmkrTajbhak; nig neyaCk Ed l)anedaRsaykar Tam Tar
CU eFKarvij enHcbSBRKbehly RkmRbikSaGaCakNpl nigmineFKarbgAb; Namly
epSgBkicRBmerBogenaHeT .

cNucBaäT²³ Rsb tamnaRta127enc, abkargar neyaCkGackatR)ak, QÜ BkmkrneyaCit
edlm, ITUat, Camly] bkrNnigsPar³caMac, sbabBj kargarEd l kmkrmin)anRbKI ;
[Rkmhm vij enAeBl cbkargar .

RkmGaCakNpl rkeXij fa bZinHCaRTBüsm, tpbS Rkmhm ehlyvaCa
] bkrNcaMac, sbabkal bNgbBj kargarkjRKWsän Ed l BkeKeRbR)asvaedm, l
sMal kmkrnigktRtavtmanEd l CaktjcaMac, sbabBNrkarRKWsänrbsneyaCk .
kZinRkmGaCakNpl rkeXij fa c, abGnBaät [neyaCkkatRtmEtchmlyes
tll énRTBüEd l)atenaHtbeNÄH . KanPsttag NamlybBaakfa éfBitR)akdedm, l
eFbZinFCMSbZinEd l)atbxatxatenaHGschmmpneT . I Tpl Ed l RkmRbikSaGa
CakNpl)anrkeXij BakBhsngsINyEd l)anecaTstyeLgenH KWfa éfcaNaysab;
eFbZinFCMSbZinEd l)aneRbR)askjgeragcRkenH CamFümesng600erol . rÉ400
erol eTot él TiksbakarcINayépkrdjal ddtCarbft nig karcbBaäLgvij Tak;
TgnngBtmanepSg² . RkmRbikSaGaCakNpl snlanfa éfsmeh t p l sbabefbZin
nmly²Ed l)an)atesng1000erol . tNagkmkrneyaCit Ed l)ancU rhkj sv
nakar)anyl RBmfa tll smeh t p l mlysbabefbZinFCMSbZinEd l xtxat KW
500erol . RkmGaCakNpl TTM ykcmhenHTkCaéfbZinFCMSbZinPaBmly
sbabefbZinFCMSbZinEd l xtxat .

enAkj svnakar tNagkmkrneyaCit)anbgaj Psttagfa bZinPaKerch
RtU)an)atbg; btxatenaAeBl Ed l BkekkBgeFKar . tNagkmkr bnptotfa kar

)atbgēHPaKerchbNpI mkBXābKabmīnsUCab; ehlyenAkūgeragcRkPaKerch EdI eKerbExSBaknūgkmankar)atbg;tictēCag . tīNagkmkrbnpTotfa bXīdI rēdayCh)askenah dI eBl mlyvanūgBkpy ehlyvadac; EdI Camū eh tēdgen karxtat b)atbg; . BkeKbnpTotfa enAkūgeragcRkTaj LayEdI mankarpsbī bXīCaerogral qāmkar)atbg;bXībēnH ekltmanEt tictēbaNāH . tīNagkmkrsm [nēyaCkptl ExSstābcgbXīBaknūgk ehlysm [nēyaCkeFKarpsbībXīCaerogral mlyqāmlg . RkmGacakNpI rkeXij fa éfēbXīfīCaerogral mlyqāmlg nig karpptl ExSBaknūgk dI kmkrnēyaCīt BitCanūgmīneFm [nēyaCkGakGncitpT BerBahēyaCkCaGktRmū [kmkrnēyaCītBakbXīānH EdI nēyaCkRtUEtbBj I kēXīdIgdNakkal smeh tēl mlyedm,ItbsātRbitkarNkū [mankar)atbg; b= xtxateTot .

edaysGagelI Ggāhtū Ggā,ab/ Psītag nigkarpptl eh tēl xagedm RkmRbīkSaGacakNpI ecj esckpēd nig esckpōgā; EdI CakaredaHrsayeBj el j ēnvīaT kargarrnēnH dēxagerkam³

esckpēd nig esckpōgā;

- 1- tīl kīcRmerBogrvagkmkreQpH km tu a/ yūvNāI nig tē sūXāllnig Rkmhū ExmbDa GabpaErI GīdasRspctēfīB1 ExFūqā2003 Ca kīcSnūamansBī PaB eBl el j tamptē,ab;-dēmanEcgkūgkīcRmerBogPābmkCamky; .
- 2- nēyaCkRtUpasbībXīS Mal xūrbskmkrnēyaCīterogral mlyqāmlg EdI Cabnk rbsnēyaCk CaGkēcj éfēMāy .
- 3- nēyaCkRtUpptl ExSstābcgbXīS Mal xūēnHBaknūgk dI kmkrnēyaCītTajGs; EdI kmkrGacBaknūgk)ankūl kēV³smrmūmky .
- 4- nēyaCkmīnGacykéfēbXīS Mal xūfī CmsbXīS Mal xū EdI)an)at; Bkmkr el lSB1/000erol sūb; bXīS Mal xūfīmky²eT ehlymīnGacykéfēbXīS Mal xūfīCmsbXīS EdI)anxt BkmkrnēyaCītel lSB500erol eT .

htØl xaensmaCkRkmGaCakNpl
GaCakNpl eRCiserIsedayPaKheyaCk³
el ak Ehm hYNariTš
htØl xa

GaCakNpl eRCiserIsedayPaKkmjkrnèyaCit³
el ak Th span;
htØl xa

RbFanRkmGaCakNpl ³
el ak Matthew Rendall
htØl xa

*bnabBry³eBl 8éfñitcabBéfñl PaK)anTTV karCtidlNngGñesckpogábenH ebKpnPaKINamYdak;
BaküCWasCal ayl kGkSr eTAel xaFkardanéRkmRbksaGaCakNpl -kñkMLóeBl 8éfñH;eT esckp
bgábenHnngcU CaFrmanCasáBr .*

*esckpogábenH nngcU CaFrmanCasáBr ehlydak:[GnurtpñBaHPaKPañ ebPaKénvivaT)anRBmeRBogKñ
CannCal ayl kGkSr mmeBl karCtidlNngGñesckpogábenH b=ebPaKlivaTCabkatBKkññU Gnurtp tam
GñsBaññ Edl Ecgfa karCWasnngesckpogábenH GacGñBaññéGayefñaneLly .*