

Compensation & Benefits

This training equips participants with the knowledge and skills to design and manage factory payment and incentive schemes in a fair, equitable and consistent manner, in accordance with Cambodia's labour law.



Course Content

- ◆ Compensation, bonuses and benefits for different contracts
- ◆ Wage systems, payroll, payslips and deductions
- ◆ Wage calculation
- ◆ Bonus and benefits - legal requirements
- ◆ Indemnity for contract termination - FDC and UDC

Learning Objectives

- ◆ Establish solid wage systems and clearly communicate this to workers
- ◆ Apply the correct wage calculation
- ▶ ◆ Set up bonus and benefits scheme to promote high performance
- ◆ Understand termination and indemnity - FDC and UDC
- ◆ Understand statutory maternity pay

Benefits

- ◆ Decreased turnover
- ◆ A well designed compensation and benefit plan to attract workers
- ◆ Increased motivation and loyalty among employees



Participants
HR Managers, Management Representatives, Unions



Class Size
25 per class



Venue
BFC Office or Factory



Duration
2 days, 08:30 - 16:30



International
Labour
Organization



IFC International
Finance Corporation
WORLD BANK GROUP

Registration

Better Factories Cambodia Office
No. 9 St 322, Phnom Penh

Email: bfctraining@ilo.org
Tel: +855 23 212 847 / 23 220 362