



BetterFactories
Cambodia

Training Programme

Industrial Relations, Human Resources,
Compliance & Supervisory Skills



International
Labour
Organization





Building the skills your business needs

Training is an essential step in the improvement process. Better Factories Cambodia offers a series of training courses in areas such as communication, negotiation, supervisory skills, industrial relations, occupational safety and health and harassment prevention

Our expert trainers focus on helping participants solve real world issues in a practical way

**Find out which course is
best for your
business**

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Better Work Cambodia is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC).

Meet the Training Team



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A guide to BFC's Training Package

Our training package supports factories in Cambodia to improve working conditions and industry competitiveness. To strengthen the impact of our training programme, we have developed a layered approach to our training which aims to support factories where they most need it.

Foundation training* covers the core elements of compliance improvement, it typically covers basic rights, critical issues, with an emphasis on those that present high risks to workers, building basic knowledge and understanding to ensure factories to establish a basis for further improvement.

Modular training offers a clearly defined step-by-step path for knowledge and skills development on complex issues in targeted Occupational Safety & Health (OSH), Human Resources (HR) & Industrial Relations (IR) areas for improvement in factories. Factories may select specific modules in order to target areas where training is most relevant.

Please contact us for information on the best training package for your factory



Supervisory & Leadership Skills

1. Supervisory Skills Training (SST)

SST has been proven to increase the productivity of lines supervised by trained female supervisors, as it reduces the time needed to reach production targets, resulting in a 22 % increase in productivity.

2. SST, Training of Trainers (ToT)

This training is for supervisors who have completed BFC's supervisory skills training. Participants acquire the skills to deliver SST training in factories. This will give factories the opportunity to have their own in house trainers for current and future supervisors.

3. Leadership Skills

Good leaders are invaluable to any organization. This training is aimed at increasing the capacity of participants in their own roles as well as giving them the opportunity to develop and coach others. Good leaders know how to do the right thing, this training aims to empower participants to take the first steps in a leadership role.

Human Resource Management

1. Human Resource Management*

Sound Human Resource Management (HRM) is essential to a productive and compliant factory. The investment of human and financial resource is crucial for a motivated and productive workforce. This training is designed to provide participants with an in depth knowledge of highly functioning HR systems.

2. 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.

3. Disciplinary Action & Termination Procedures

Clear disciplinary and termination procedures make sure that a company's standards of conduct and performance at work are followed. This training provides factories with a built in method to understand, monitor and address human resource challenges.



Improving Health & Safety Training

1. Occupational Health & Safety*

Good OSH is good for business. This course builds awareness of OSH as an integral part of factory management. Focusing on a preventative approach to OSH including risk mapping, it guides participants to spot hazards, meet national and international standards and the understand the role of the OSH committee.

2. Machine Safety

Workplace accidents can occur as a combination of unsafe conditions and unsafe acts. With the right training, they can easily be prevented ensuring that employees remain safe and the workplace remains secure and productive.

3. Chemical Management

The safety precaution of workers against chemical hazards is an essential part of a well-run factory and a healthy work force. This training introduces the safe use of chemicals ensuring factories mitigate the risks associated with chemicals in garment factories.

4. Safe Workplace Arrangements

Safe workplaces are vital for safe, healthy and productive employees. The training introduces simple and low cost practices which participants can apply in their factory to ensure good working conditions and a productive working environment.

5. Electrical/Fire Safety

Electrical and fire hazards are one of the biggest risks to safety in the garment and footwear sector. This training guides factories through essential precautions and behaviours to mitigate the risk of fire.



Industrial Relations Training

1. Workplace Cooperation*

Effective workplace communication is essential in ensuring harmonious workers management relations, and a productive environment. This training provides an overview of ways in which workplace cooperation can be established in factories, including developing internal dispute resolution mechanisms to address and find a solution to grievances.

3. Problem Solving Skills

Problem solving skills in the workplace means minor issues and problems do not escalate into wider conflict which can disrupt production. This training guides participants to successfully address problems within the enterprise, building trust and strengthening labour-management relations in the factory.

5. Freedom of Association

This training provides knowledge of freedom of association and recognition of the rights and protections of trade union organizations and workers. This goes hand in hand with lawful collective bargaining, effective dispute resolution and contributes to factories' good industrial relations.

2. Labour Law

Factories that understand and comply with labour laws and international labour standards tend to have good reputations, repeat orders and better relationships with buyers. This course is designed to give participants a strong understanding of Cambodian Labour Law and how to apply it to day to day activities.

4. Effective Communication

Through effective communication in the factory, workers and managers learn to understand each other's rights, responsibilities and resolve conflict in a fair and harmonious manner. This training outlines the steps required to the improve the communication skills of managers and workers.

6. Performance Improvement Consultative Committee (PICC)

PICC drives improvement in the workplace by ensuring workers and employers communicate and work together to address workplace issues through honest, respectful and informative dialogue.



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