



# Factory Pricing 2025

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Advisory, Training & Assessment Services



International  
Labour  
Organization



WORLD BANK GROUP  
*Creating Markets,  
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# Pricing Categories



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## About Us

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**Better Factories Cambodia (BFC)** operates in the Garment, Footwear and Bags and Travel Goods sector in Cambodia since 2001. The programme helps factories to improve relations between unions and management, make improvements on working conditions and help build capacity of factory staff on labour related issues.

At the factory level, BFC delivers the following services:

<b>Enterprise Assessments</b>	Enterprise assessments create a framework for assessing compliance with core international labour standards and national labour law, with the provision of recommendations to improve systems that will support proactive management and compliance. Since the start of the programme, this has been mandated by the government for all garment exporting producers in Cambodia, as well as for travel goods and bag factories.
<b>Advisory Services</b>	BFC's Enterprise Advisors (EAs) provide advisory services. EAs work directly with each factory to develop a Performance Improvement Consultative Committee (PICC) with both management and union/worker representatives. The EA guides the PICC in the development and implementation of an improvement plan, which addresses both non-compliance issues and management systems, through the development of social dialogue, following a 12-month cycle. While factories are responsible for creating and implementing improvement plans, advisory services ensure a tailored approach that provides direction and capacity building.
<b>Training Services</b>	Training courses support assessment and advisory services with a strong focus on building capacity and ensuring enterprise engagement in the long term. Targeted factory floor and classroom-based instruction gives participants the chance to identify issues of concern, learn from the experience of others in the industry and find practical solutions for themselves. Training topics range from ILO core labour standards and workers' rights and responsibilities to human resources management, supervisory skills and occupational safety and health, among others.

All BFC services are available for factories operating in the sector. The pricing of its services for 2025 are set out in this document and vary depending on whether the factory is an exporting garment, footwear or bags and travel goods factory.



# Bundled Services

## Who are Bundled Services for?

Footwear Factories

## What do Bundled Services Include?

Service	Per Cycle	Description
Advisory	6 factory visits	Factories are supported through virtual and in person bipartite committee meetings /visits and tailored coaching to resolve workplace issues on an ongoing basis, identify and resolve needed improvements
Assessment	2 full days	Unannounced & Independent Assessment carried out by 2 BFC Assessors. Includes interviews with managers, workers, unions and other relevant people, document review and assessment of factory conditions
Training	15 participant days	Factories choose training based on prioritized area of improvement. A factory can use 5 participant days for BFC public training and 10 participant days for on-site training offered by the factory advisor
Learning Seminar	4 learning seminars	Seminars are participatory, learner-centered workshops that aim to tackle areas of needed improvement, complete quarterly action plan which is incorporated into the factory's Improvement Plan and followed up on in BFC advisory visits

## How much do Bundled Services cost?

Fees per annum (\$) * Employees	Phnom Penh (2025)
301 to 500	\$3,630
501 to 1,000	\$5,900
1,001 to 2,000	\$6,200
2,001 to 3,500	\$6,450
3,501 to 5,000	\$6,990
5,001 to 8,000	\$7,500
8,001 to 10,000	\$8,750
> 10,001	\$10,000

\* BFC charges an additional \$2,000 for factories which involves an overnight stay.



## Advisory Services

### Who are Advisory Services for?

All Garment Exporting Factories, as well as Bags and Travel Goods Factories in Cambodia

### What do Advisory Services Include?\*

Service	Per Cycle	Description
Advisory	6 factory visits	Factories are supported through virtual and in person bipartite committee meetings/visits and tailored coaching to resolve workplace issues on an ongoing basis, identify and resolve needed improvements.
Training	15 participant days	Factories choose training based on prioritized area of improvement. A factory can use 5 participant days for BFC public training and 10 participant days for on-site training offered by the factory advisor
Learning Seminar	4 learning seminars	Seminars are participatory, learner-centered workshops that aim to tackle areas of needed improvement, complete quarterly action plan which is incorporated into the factory's Improvement Plan and followed up on in BFC advisory visits

### How much do Advisory Services cost?

Fees per annum (\$) ** Employees	Phnom Penh (2025)
301 to 500	\$3,500
501 to 700	\$4,300
701 to 800	\$4,600
801 to 900	\$5,000
901 to 1,000	\$5,400
1,001 to 2,000	\$5,500
2,001 to 3,500	\$5,600
3,501 to 5,000	\$5,700
5,001 to 8,000	\$5,800
8001 to 10,000	\$5,900
>10,000	\$6,000

\* Note that factory assessments are a legal requirement for garment exporting, travel goods and bag factories in Cambodia. The fee for these assessments are levied from the factories on the rate of \$0.55 per worker per year through TAFTAC (for garment and travel goods and bags factories that register under TAFTAC) and through the Ministry of Labour and Vocational Training (for travel goods and bags factories that are non-TAFTAC members). This levy is reflected in the rates for the (voluntary) advisory services compared to the bundled services fee for the footwear factories for which the assessments are not mandatory.

\*\* BFC charges an additional \$2,000 for factories which involves an overnight stay.



## Training Services

### Who are Training Services for?

- All Garment Exporting Factories, Bags and Travel Goods Factories in Cambodia
- Advisory factories can select 15 days of training based on their training needs, this is included in the advisory service price structure (see page 3)

### Which Training Services are available and how much does it cost?

No.	Public Training Topics	Days	Per Training
1	Boiler Safety	1	\$120
2	Child Labour Prevention	1	\$120
3	Accident Investigation	1	\$120
4	Electrical Safety/Fire Safety	1	\$120
5	Hazard Risk Assessment & Control	1	\$120
6	Labour Dispute Resolution	1	\$120
7	Chemical Management	1	\$120
8	Machine Safety	1	\$120
9	Effective Communication	1	\$120
10	Safe Workplace Arrangement	1	\$120
11	Effective Problem Solving	1	\$120
12	Disciplinary Action and Termination Procedure	1	\$120
13	Good Housekeeping with 5S	1	\$120
14	OSH Problem Solving with A3	1	\$120
15	OSH Management System	1	\$120
16	Personal Protective Equipment (PPE)	1	\$120
17	OSH for Gender	1	\$120
18	Performance Appraisal	1	\$120
19	Peaceful/Respectful Relationship at Workplace	1	\$120
20	Negotiation Skill	1	\$120
21	Discrimination and Gender	1	\$120
22	Stress Management	1	\$120
23	Sexual Harassment Prevention	1	\$120
24	Effective Team Work	1	\$120
25	Crisis Leadership	1	\$120
26	Human Resource Management	2	\$180
27	Compensation and Benefit (CB)	2	\$180
28	Occupational Safety and Health	2	\$180
29	Labour Law Training	2	\$180
30	Workplace Cooperation	2	\$180
31	Industrial Relations Between Worker Representatives and Employer	2	\$180
32	Effective Facilitation	2	\$180
33	Grievance Handling Mechanism	2	\$180
34	Gender Mainstreaming	2	\$180
35	Advanced Risk Assessment and Control	2	\$180
36	Internal Audit Skill	2	\$180
37	Social Compliance	3	\$210
38	Supervisory Skills Training	3	\$210

- A 10% discount is provided to factories who have between 20 and 25 participants.
- A 10% discount is provided to advisory factories who purchase other trainings on top of their 15 free days of training.
- In addition to the above public training, BFC also offers customized training services according to the specific needs of requested factories and buyers
- Customized training at the factory is priced as follows: 1 day \$120, 2 days \$180, and 3 days \$210. (prices may change depending on factory location)



## Assessment Services: child labour and verification visits

### Who are Assessment Services for?

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All factories registered with the BFC programme are subject to its assessments.

### Costing

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Items	Unit	Fees per Unit	
		Phnom Penh	Province
Child labour investigations with remediation (a)	1 confirmed case	\$1,125	\$1,125
Child labour investigations excluding remediation (a)	1 confirmed case	\$708	\$708
Child labour investigations, case confirmed without field investigation, but required remediation (a)	1 confirmed case	\$417	\$417
Child labour investigations for brands excluding remediation (a)	1 Investigated case	\$1,125	\$1,125
Verification visit (b)	1 case	\$750	\$1,500

(a) **Child Labour Investigations** costs are charged on the basis of confirmed cases of workers under 15 years, the cost of remediation is in addition to the investigation cost.

(b) **Verification visits** are for first time factories of the [transparency programme](#), covering 21 critical and 52 low compliance issues. Findings will effect factory status on the BFC transparency programme. Verification visits will take 1 full day and are carried out by two assessors.



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