



Factory Pricing 2023

Advisory, Training & Assessment Services



Pricing Categories



Bundled Services

1



Advisory Services

2



Training Services

3



Assessment Services

4



Bundled Services

Who are Bundles Services for?

Non Garment Exporting Factories, Footwear and Plush Toys Factories.

What do Bundles 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 e.g a factory may choose to send 5 participants to a 3 day supervisory skills training (15 days)
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 Bundles Services cost?

Fees per annum (\$)*	Phnom Penh (2023)
Employees	
301 to 500	\$3,375
501 to 1,000	\$5,500
1,001 to 2,000	\$5,750
2,001 to 3,500	\$6,000
3,501 to 5,000	\$6,500
5,001 to 8,000	\$7,000
8,001 to 10,000	\$7,500
> 10,001	Price to be negotiated with factories

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



Advisory Services

Who are Advisory Services for?

All Garment Exporting Factories, 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 e.g a factory may choose to send 5 participants to a 3 day supervisory skills training (15 days)
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 (\$)*	Phnom Penh (2023)
Employees	
301 to 500	\$3,000
501 to 2,000	\$4,000
2001 to 3500	\$4,500
3501 to 5000	\$5,000
> 5,001	\$5,500

* 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 2)

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

No.	Public Training Topics	Days	Per Training
1	Boiler Safety	1	90\$
2	Child Labour Prevention	1	90\$
3	Accident Investigation	1	90\$
4	Electrical Safety/ Fire Safety	1	90\$
5	Hazard Risk Assessment & Control	1	90\$
6	Labour Dispute Resolution	1	90\$
7	Chemical Management	1	90\$
8	Machine Safety	1	90\$
9	Effective Communication	1	90\$
10	Safe Workplace Arrangement	1	90\$
11	Effective Problem Solving	1	90\$
12	Disciplinary Action and Termination Procedure	1	90\$
13	Good Housekeeping with 5S	1	90\$
14	OSH Problem Solving with A3	1	90\$
15	OSH Management System	1	90\$
16	Personal Protective Equipment (PPE)	1	90\$
17	OSH for Gender	1	90\$
18	Performance Appraisal	1	90\$
19	Peaceful/ Respectful Relationship at Workplace	1	90\$
20	Negotiation Skill	1	90\$
21	Discrimination and Gender	1	90\$
22	Stress Management	1	90\$
23	Sexual Harassment Prevention	1	90\$
24	Effective Team Work	1	90\$
25	Crisis Leadership	1	90\$
26	Human Resource Management	2	120\$
27	Compensation and Benefit (CB)	2	120\$
28	Occupational Safety and Health	2	120\$
29	Labour Law Training	2	120\$
30	Workplace Cooperation	2	120\$
31	Industrial Relations Between Worker Representatives and Employer	2	120\$
32	Effective Facilitation	2	120\$
33	Grievance Handling Mechanism	2	120\$
34	Gender Mainstreaming	2	120\$
35	Advanced Risk Assessment and Control	2	120\$
36	Internal Audit Skill	2	120\$
37	Social Compliance	3	120\$
38	Supervisory Skills Training	3	120\$

- 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.



Assessment Services

Who are Assessment Services for?

All factories register under BFC program

How much do other Assessment Services cost?

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 investigation cost

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



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