

Factory Pricing 2024

Advisory, Training & Assessment Services



International Labour Organization



Pricing Categories





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 in- corporated into the factory's Improvement Plan and followed up on in BFC advisory visits

How much do Bundles Services cost?

Fees per annum (\$) * Employees	Phnom Penh (2024)
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	\$7,000
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.



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 sem- inars	Seminars are participatory, learner-centered workshops that aim to tackle areas of needed improvement, complete quarterly action plan which is in- corporated 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 (2024)
301 to 500	\$3,200
501 to 2,000	\$4,300
2001 to 3500	\$4,800
3501 to 5000	\$5,500
> 5,001	\$5,500

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



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?

1 Boiler Safety 1 90\$ 2 Ohild Labour Prevention 1 90\$ 4 Ceident 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 Communication 1 90\$ 12 Dissipilinary Action and Termination Procedure 1 90\$ 13 Good Housekeeping with 53 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\$ <th>No</th> <th>. Public Training Topics</th> <th>Days</th> <th>Per Training</th>	No	. Public Training Topics	Days	Per Training
2 Child Labour Prevention 1 90\$ 3 Accident Investigation 1 90\$ 4 Electrical Statyl/ 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 Ommunication 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 Management System 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	1	Boiler Safety	1	90\$
4 Electrical Safety' Fire Safety 1 90\$ 5 Hazard Risk Assessment & Control 1 90\$ 6 Labour Dispute Resolution 1 90\$ 7 Ortenical 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 S3 1 90\$ 14 OSH Problem Solving with A3 1 90\$ 15 OSH Management System 1 90\$ 16 Personal Protective Equipment (PPE) 1 90\$ 19 Peaceful/ Respectful Relationship at Workplace 1 90\$ 20 Negotiation Skill 1 90\$ 21 Discrimination and Gender 1 90\$ 22 Sexual Harassment Pre	2	-	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\$ 21 Discrimination and Gender 1 90\$ 22 Stress Management 1 90\$ 23 Saxual Harassment Prevention 1 <td>3</td> <td>Accident Investigation</td> <td>1</td> <td>90\$</td>	3	Accident Investigation	1	90\$
6Labour Dispute Resolution190\$7Chemical Management190\$8Machine Safety190\$9Effective Communication190\$10Safe Workplace Arrangement190\$11Effective Problem Solving190\$12Disciplinary Action and Termination Procedure190\$13Good Housekeeping with 5S190\$14OSH Problem Solving with A3190\$15OSH Management System190\$16Personal Protective Equipment (PPE)190\$17OSH for Gender190\$18Performance Appraisal190\$19Peaceful/ Respectful Relationship at Workplace190\$20Negotiation Skill190\$21Discrimination and Gender190\$22Stress Management190\$23Sexual Harassment Prevention190\$24Effective Team Work190\$25Orisis Leaderdship190\$26Human Resource Management220\$27Compensation and Benefit (CB)220\$28Labour Law Training220\$29Labour Law Training220\$20Workplace Cooperation220\$21Industrial Relations Between Worker Respresentatives and Employer220\$29Effective Realing Mechanism </td <td>4</td> <td>Electrical Safety/ Fire Safety</td> <td>1</td> <td>90\$</td>	4	Electrical Safety/ Fire Safety	1	90\$
7Chemical Management190\$8Machine Safety190\$9Effective Communication190\$10Safe Workplace Arrangement190\$11Effective Problem Solving190\$12Disciplinary Action and Termination Procedure190\$13Good Housekeeping with 5S190\$14OSH Problem Solving with A3190\$15OSH Management System190\$16Personal Protective Equipment (PPE)190\$17OSH for Gender190\$18Performance Appraisal190\$19Peaceful/ Respectful Relationship at Workplace190\$20Negotiation Skill190\$21Discrimination and Gender190\$22Stress Management190\$23Sexual Harassment Prevention190\$24Effective Team Work190\$25Crisis Leaderdship190\$26Human Resource Management220\$27Compensation and Benefit (CB)220\$28Cocupational Settiven Worker Respresentatives and Employer220\$29Labour Law Training220\$30Workplace Cooperation220\$31Industrial Relations Between Worker Respresentatives and Employer220\$32Effective Facilitation220\$33<	5	Hazard Risk Assessment & Control	1	90\$
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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 Leaderdship 1 90\$ 26 Human Resource Management 2 10\$ 27 Compensation and Benefit (CB) 2 10\$ 28 Occupational Safety and Health 2 10\$ 29 Labour Law Training 2 120\$ 20 Workplace Cooperation 2 120\$ 31 Industrial Relations Between Worker Respresentatives and Employer	12	Disciplinary Action and Termination Procedure	1	90\$
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32Effective Facilitation2120\$33Grievance Handling Mechanism2120\$34Gender Mainstreaming2120\$35Advanced Risk Assessment and Control2120\$36Internal Audit Skill2120\$37Social Compliance3120\$	30	Workplace Cooperation	2	120\$
33Grievance Handling Mechanism2120\$34Gender Mainstreaming2120\$35Advanced Risk Assessment and Control2120\$36Internal Audit Skill2120\$37Social Compliance3120\$	31	Industrial Relations Between Worker Respresentatives and Employer	2	120\$
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35 Advanced Risk Assessment and Control2120\$36 Internal Audit Skill2120\$37 Social Compliance3120\$	33	Grievance Handling Mechanism	2	120\$
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37 Social Compliance3120\$	35	Advanced Risk Assessment and Control	2	120\$
	36	Internal Audit Skill	2	120\$
38Supervisory Skills Training3120\$	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.



Who are Assessment Services for?

All factories register under BFC program

How much do other Assessment Services cost?

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



International Labour Organization



For more information, please contact: