



# Factory Pricing 2017

---

Advisory, Training & Assessment Services



International  
Labour  
Organization



# Pricing Categories



**Bundled Services**

**1**



**Advisory Services**

**2**



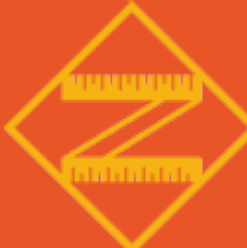
**Training Services**

**3**



**Assessment Services**

**4**



**Other Items & Services**

**5**



# Bundled Services



## Who are Bundles Services for?

Non Garment Exporting Factories. Some examples of such factories include; Toy, Footwear, Bag and the Travel Goods sector

## What do Bundles Services Include?

Service	Per Cycle	Description
Advisory	1 consultation & 6 - 9 factory visits	Factories are supported through factory 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, document review and assessment of factory conditions
Training	15 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?

Employees	Fees per annum (\$)*		
	2017	2018	2019
Up to 100	\$3,125	\$3,125	\$3,125
101 to 500	\$3,375	\$3,375	\$3,375
501 to 1000	\$3,625	\$5,500	\$7,250
1001 to 2000	\$3,875	\$5,750	\$7,750
2001 to 3500	\$4,125	\$6,000	\$8,250
3501 to 5000	\$4,375	\$6,500	\$8,750
5001 or more	Contact Better Factories Cambodia to discuss		

\* BFC charges an additional \$2,000 for provincial factories which involves an overnight stay in the province



## Who are Advisory Services for?

All Garment Exporting Factories in Cambodia

## What do Advisory Services Include?

Service	Per Cycle	Description
Advisory	1 consultation & 6-9 factory visits	Factories are supported through factory visits and tailored coaching to resolve workplace issues on an ongoing basis, identify and resolve needed improvements
Training	15 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 (\$)\*

Employees	Phnom Penh	Province (+\$2,000)
Up to 500	\$3,000	\$5,000
501 to 2,000	\$3,500	\$5,500
2,001 to 3,500	\$4,000	\$6,000
3,501 to 5,000	\$4,500	\$6,500
5,001 to 6,500	\$5,000	\$7,000
6,501 to 8,000	\$5,500	\$7,500
> 8,001	\$6,000	\$8,000

\* BFC charges an additional \$2,000 for provincial factories which involves an overnight stay in the province



## Training Services



### Who are Training Services for?

---

- Garment Exporting Factories in Cambodia & Non Garment Exporting Factories e.g Toy, Footwear, Bag factories and the Travel Goods sector
- Advisory factories can select 15 days of training based on their training needs, this is included

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

---

	Public Training Topics	Days	Per Training
1	Human Resource Management (HRM)	2	\$120
2	Compensation and Benefit	2	\$120
3	Occupational Safety and Health	2	\$120
4	Labour Law Training	2	\$120
5	Chemical Management	1	\$90
6	Safe Workplace Arrangement/Good House Keeping	1	\$90
7	Problem Solving	1	\$90
8	Workplace Cooperation	2	\$120
9	Effective Communication	1	\$90
10	Freedom of Association	1	\$90
11	Electrical Safety /Fire Safety	1	\$90
12	*Making bipartite Committee well-functioning	1	\$90
13	Machinery Safety	1	\$90
14	Disciplinary Action & Termination Procedures	1	\$90
15	*Supervisory Skills Training (SST)	3	\$120
16	*Leadership Skill	2	\$120
17	*SST ToT (Training of trainer)	2	\$120

#### Course 1 to 14

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 (see page 3)

#### Course 12

\*Making bipartite Committee well-functioning is mandatory as part of the 15 day trainings service included in a factories 1st year of advisory and bundled services (see page 3)

#### Course 15 to 17

\*Walt Disney Corporation are subsidizing these trainings for factories, reducing the cost to **\$40/per participant** in 2017



## Who are Assessment Services for?

Garment Exporting Factories in Cambodia & Non Garment Exporting Factories e.g Toy, Footwear, Bag factories and the Travel Goods sector

## Which Training Services are available and how much does it 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
Inception visits, out-of-cycle visits (b)	1 report	\$1,500	\$2,500
Inception visits, out-of-cycle visits for factories with less than 300 workers (b)	1 report	\$750	\$1,500
Spot Check (c)	1 case	\$750	\$1,500
Verification visit (d)	1 case	\$750	\$1,500
Air testing in footwear factories	1 fty	\$1,000	\$1,500
Special investigations as requested by buyers (faintings, FOA investigations, etc.) (e)	1 case	\$1,000	\$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) **Inception visits and out-of-cycle visits** take place before the BFC monitoring visit, BFC can accommodate only 1 inception or out of cycle visit per month

(c) **Spot checks** confirm improvements factories have made on non-compliance issues found in the assessment report. A spot check report is uploaded onto the BW Portal website and can take 1 - 2 days

(d) **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 can take 1 - 2 days

(e) **Air testing in footwear factories** involves on-site pre-assessment and a day of air testing. The need for air-testing is assessed according to the level of chemical use in a factory, cost includes only staff costs for the preliminary analysis and testing. 3M 3520 VOC air test badges (approx \$25/badge) and laboratory analysis (approx \$115/badge) are charged separately and at cost

(f) **Special investigations** involve 2 staff members over 1 - 2 days. BFC has limited resources to conduct in-depth investigations and prioritizes investigations on behalf of Buyer Partners



## Other Items and Services



Items & Services	Unit	Fees per item
Soap Opera DVD	1 DVD	\$30
Induction DVD	1 DVD	\$15
Labour Law guide book (Khmer, English, or Chinese)	1 Book	\$10
Conference room	1 day	\$100
Resource room	1 day	\$60
Refreshments	twice	\$5

### For More Informaion

Email: [betterfactories@ilo.org](mailto:betterfactories@ilo.org)

Tel: +855 23 212 847 / 23 220 362