- A guidebook for each module to support ongoing work; (Materials will be provided in Khmer, English and Chinese)
- Factory-based support from the ILO Remediation Unit to help with implementing improvements;
- A series of good practice sheets on ideas from other Cambodian factories on how to improve productivity, quality and working conditions;
- Networking opportunities with other participating factories.

Information Seminar

A half day seminar will be hosted by the ILO and GMAC on 4th October 2004 from 8:30am to 12:30pm at Hotel Cambodiana to share the experiences of factories who participated in the pilot program and to provide more detailed information about the Program.

Training Provider

The program will be conducted in conjunction with Cambodia's leading training organization with an established reputation for professional delivery of quality training, VBNK.

Cost

The training fee for the participating factories will be an up-front payment of $USD1750. This covers all training session, materials and factory level support associated with the program. This fee is a cost-sharing contribution with the ILO Garment Sector Project meeting all other costs.

Further details

Please apply to participate in the Program by filling in the attached form. This should be sent by email or fax to Mr. Va Phearun at phearun@ilogsp.org.kh or 023 212 903 by 21st October 2004. For further information regarding the Program, please contact Ms. Motthida Chin, Assistant Program Manager, ILO Remediation Program, telephone: 023 212 847 ext. 114, email: motthida@ilogsp.org.kh

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Better Factories Training Program

ILO – Garment Sector Project

Overview

The garment industry is Cambodia's leading earner of export income and will face increased competition with the country's membership of the WTO and the end of the quota system.

In an effort to take advantage of expanding market opportunities the International Labour Organization Garment Sector Project and VBNK, in conjunction with GMAC, are organizing a modular training program that aims to prepare the industry for the challenges ahead.

The training

In 2003 and 2004 a pilot training program was conducted that involved seven factories and produced impressive results. Factory representatives reported significant and measurable improvements in the areas of productivity, efficiency and working conditions. A second round of training covering a number of additional topics and incorporating new material particular to Cambodia is currently being organized. Fourteen factories will be given the opportunity to participate in the next round of training. To maximize learning outcomes there will only be 28 participants in each seminar. Each factory will be entitled two management and two worker representatives.

All training sessions will be conducted with simultaneous interpretation into Khmer, Chinese and English. Written materials will also be provided in these languages.

Methodology

With an increasing interest in working conditions, allied to a competitive international environment, there is a need to provide quality training that allows participants to identify issues of concern and find practical solutions. The training will use a participatory methodology to ensure that everyone has an opportunity to share their views and build on their own experiences. Two days training will include a self designed Factory Improvement Program where participants will return to the workplace and put into practice the ideas generated in the classroom. The course will be designed in conjunction with international experts and representatives of some of Cambodia's biggest buyers to ensure that the training and its implementation is relevant.

Content

There will be seven modules over a 12 month period. Between each module there will be an opportunity to implement the learning with support from the ILO Remediation Unit.

The modules are:

- The Global Context
- Work Place Cooperation
- Quality
- Occupational Health and Safety
- Productivity
- Human Resources Management and Employment Conditions
- Continuous Improvement

Participating factories will be entitled to:

- An individual factory needs analysis to set priorities for each module;
- A set of factory-level key indicators so that progress can be measured;
- Both seminar and factory-based training with an international or national expert;