

TRAINING OF TRAINERS WORKSHOP ON WORK IMPROVEMENT IN SMALL AND MEDIUM SCALE ENTERPRISES (WISE)



The ILO programme on *Improving Job Quality in Africa* organized and facilitated a workshop on Work improvement in Small and Medium Enterprises (WISE) and its extension WISE-R from 13 to 24 July in Mtwara, Tanzania. The 10-day Training of Trainers workshop was based on the ILO training modules on the WISE methodology. The aim of the Training of Trainers was to create a network of trainers who will continue to work with enterprises in Lindi and Mtwara regions to facilitate the implementation of this participatory methodology in micro, small and medium enterprises.

Background

Recognizing the significance of micro, small and medium enterprises in creating more and better employment in developing countries, the ILO has developed a number of methodologies that aim at improving working conditions in these enterprises. One such methodology is the Work improvement in Small and Medium Enterprises (WISE) its extension WISE-R. Disseminated in terms of training modules, the WISE methodology provides practical guidance to participatory approaches towards improving working conditions in micro, small and medium enterprises through low-cost workplace level interventions to improve the quality of life and work. The ILO training modules on the WISE methodology are important instruments that have been tested elsewhere. This July, *Improving Job Quality in Africa* programme facilitated the implementation of this participatory methodology in micro, small and medium enterprises in Tanzania through a training of trainer's workshop.



The Strategy

The implementation of WISE in Tanzania is being achieved within the ILO Dar es Salaam's holistic approach to the development of productive, profitable and sustainable enterprises in the country. Working through the UN Joint Programme on Wealth Creation and Economic Empowerment, this piloted approach targets not only the promotion of good work place practices for sustainable productivity increases but also creating an enabling environment for micro, small and medium-sized enterprises for the enterprises to sustain economic development and employment opportunities.

Towards that end, the ILO Dar es Salaam office is making strategic interventions in Mtwara and Lindi regions in the form of:

1. Strengthening institutional capacity to implement the National Employment Creation programme, and to mainstream employment and income opportunities into national policies (UN JP1 – United Nations Joint Programme on Wealth Creation and Economic Empowerment)
2. Implementing management programs that focus on starting and improving small businesses such as The Start and Improve Your business (SIYB), Improve Your Exhibition Skills (IYES), and GET Ahead (WEDGE – Women Enterprise Development and Gender equality)
3. Fostering entrepreneurial skills and culture through alternative forms of enterprise creation such as cooperatives (COOP Africa)
4. Making effective use of the potentials of informal apprenticeship in skills development (Apprenticeship programme through UN JP1)

Achievements

- Training modules were disseminated to participants aimed at providing practical guidance to participatory approaches towards improving working conditions in micro, small and medium enterprises through low-cost workplace level interventions to improve the quality of life and work. The modules were disseminated along with Trainer's Guides and Power-point presentations using generic illustrations and photos.
- All of the 11 modules disseminated were successfully adapted for a Tanzanian audience, including translation into Swahili and the use of locally obtained photos to depict several key points in the modules.
- A total of 17 trainers, 5 of them women, were trained on the WISE methodology drawn from vocational training centres, in particular VETA Mtwara, the Small Industry Development Organization (SIDO) in Mtwara and Lindi, labour officers at the regional and local governments, and a few entrepreneurs.