

Improving Productivity (for organizations in Bangladesh)

FACT SHEET



International
Labour
Organization



European Union

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WHY IMPROVE PRODUCTIVITY?

Are you looking to eliminate delays, defects and waste? Turn your workforce into your competitive advantage? Satisfy your customers' requirements? All of these fall under improving productivity, a goal which is common to most organizations. Basically, it is about reducing the amount of effort that you have to put in to create something, without decreasing the quality of your product.

Increasing productivity offers many benefits, both at an organizational and at a national level. For your organization, it generally means more income and increased competitiveness, but can also mean improved job satisfaction for your employees. When your organization is concentrating on how they can work better, inevitably you will see gains in other related areas, such as health, safety and usage of materials and facilities. At a national level, growth in productivity raises living standards because more income improves peoples' ability to purchase goods and services, improve housing and education and contribute to social and environmental programmes.

HOW WE DO IT

There are many ways to improve productivity. To capture some of the most simple, effective ways to improve productivity no matter where you are or what you do, the ILO continually develops tools for organizations globally. In Bangladesh, three of these tools have been introduced; SCORE (Sustaining Competitive and Responsible Enterprises), WISE (Work Improvements in Small Enterprises) and KAB (Know About Business), in addition to the Japanese KAIZEN model.

SCORE teaches cutting-edge procedures to increase product quality and production efficiency, and reduce the time from customer order to delivery.

WISE builds on local practice, focuses on achievements, links working conditions with other management goals and promote workers' involvement.

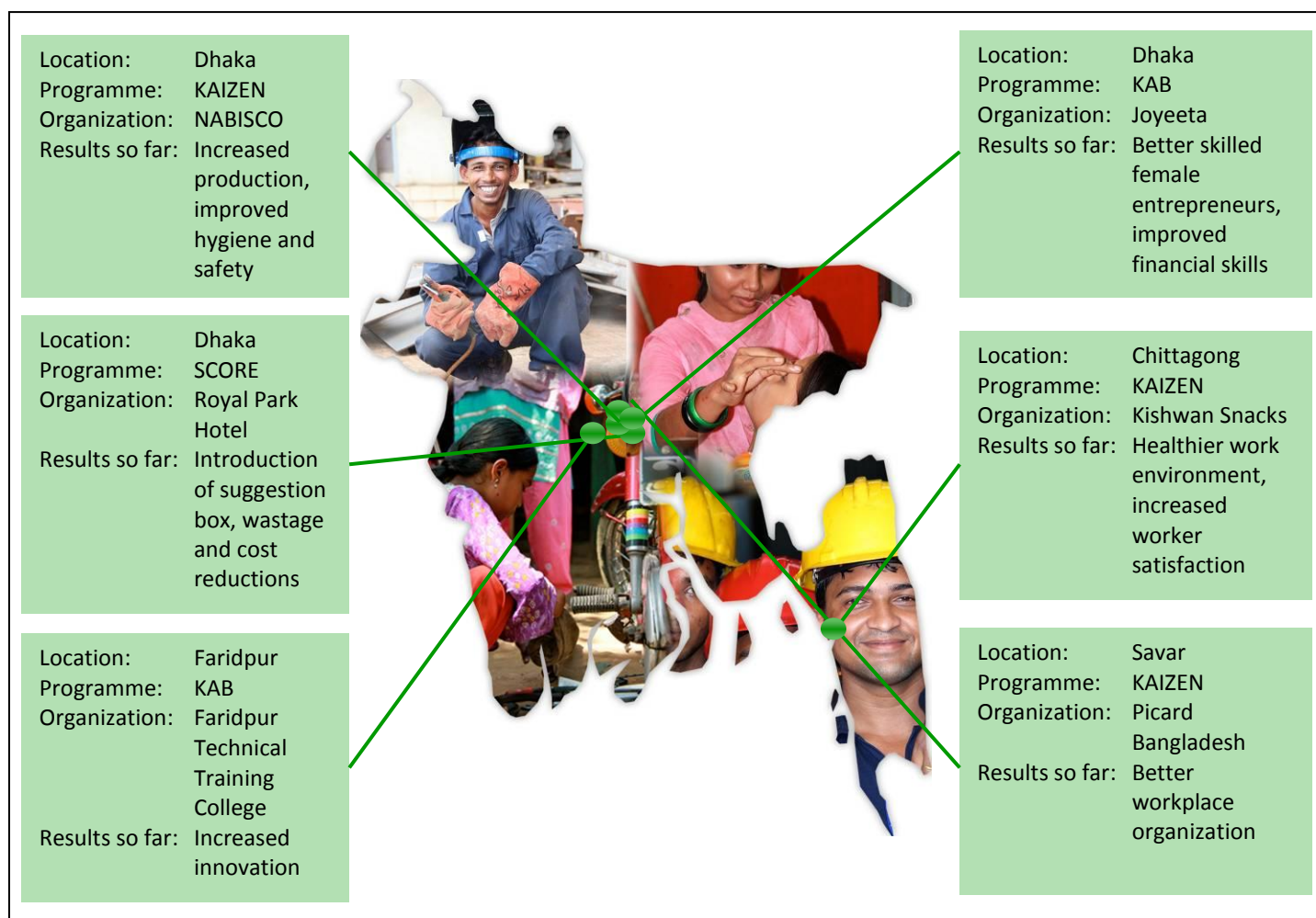
KAB helps people understand the role of business in society, its contribution to the wealth of nations and its social responsibility.

KAIZEN teaches that long-term success requires daily improvements, places importance on respect and promotes lean, green initiatives to deliver ecological and social benefits.

Productivity improvement is an initiative of the TVET Reform Project, implemented by the Government of Bangladesh with the support of the ILO and funded by the European Union. The project is working towards reforming technical and vocational education and training in Bangladesh.



IMPROVING PRODUCTIVITY ACROSS BANGLADESH



WHY IT IS NEEDED

Bangladesh is a fast growing economy constrained by a lack of skilled workers and a lack of knowledge about productivity. Reforming the skills development sector will work towards addressing the skilled worker shortage, but there is still a need for productivity improvement programmes to ensure that skills upgrading translates into high performance work practices and improved productivity growth.

RESULTS ACHIEVED

Approximately 200 people have been trained in KAIZEN practices, 50 people have been trained in the SCORE programme and 46 people have been trained in the WISE programme. These individuals are now using their new skills to improve their organizational practices. In addition, 25 KAIZEN trainers, 26 WISE trainers and 100 KAB trainers have been created. These trainers are now equipping others with skills across Bangladesh.

NEXT STEPS

- Nationally accredited competency standards have been drafted for two of the SCORE modules and are awaiting BTEB accreditation. Drafting of the other modules will follow, making SCORE a nationally-recognised productivity improvement model in Bangladesh.
- SCORE, KAB, WISE and KAIZEN workshops will continue to train hundreds of employers and employees, government institutions and employers' organizations across Bangladesh. Trainers will also continue to facilitate further workshops.

FURTHER INFORMATION

To get skilled and get involved in skills development in Bangladesh, contact the TVET Reform Project at ILO Dhaka via email using tvetreform@ilo.org, on the web: ilo.org/tvet or visit the Bureau of Manpower, Education and Training (BMET) on the web: www.bmet.org.bd/.