

SnapShot



SUSTAINING COMPETITIVE AND RESPONSIBLE ENTERPRISE (SCORE)



Objective

Cleaner, more productive and competitive SMEs in India provide sustainable and decent employment

Key Partners

- Ministry of Labour and Employment (MOLE)
- Ministry of Micro, Small and Medium Enterprises (MoMSME)
- All India Organisation of Employers (AIOE)
- Standing Conference of Public Enterprises (SCOPE)
- All India Trade Union Congress (AITUC)
- Indian National Trade Union Congress (INTUC)
- Hind Mazdoor Sabha (HMS)
- Ahmednagar Auto and Engineering Association (AAEA)
- Ambattur Industrial Estates Manufacturers Association Technology Centre (AIEMATC)

Who can participate?

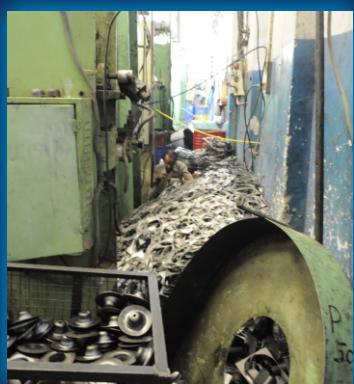
Small and Medium Enterprises (SMEs) with 40 -300 employees

SCORE Modules : At A Glance

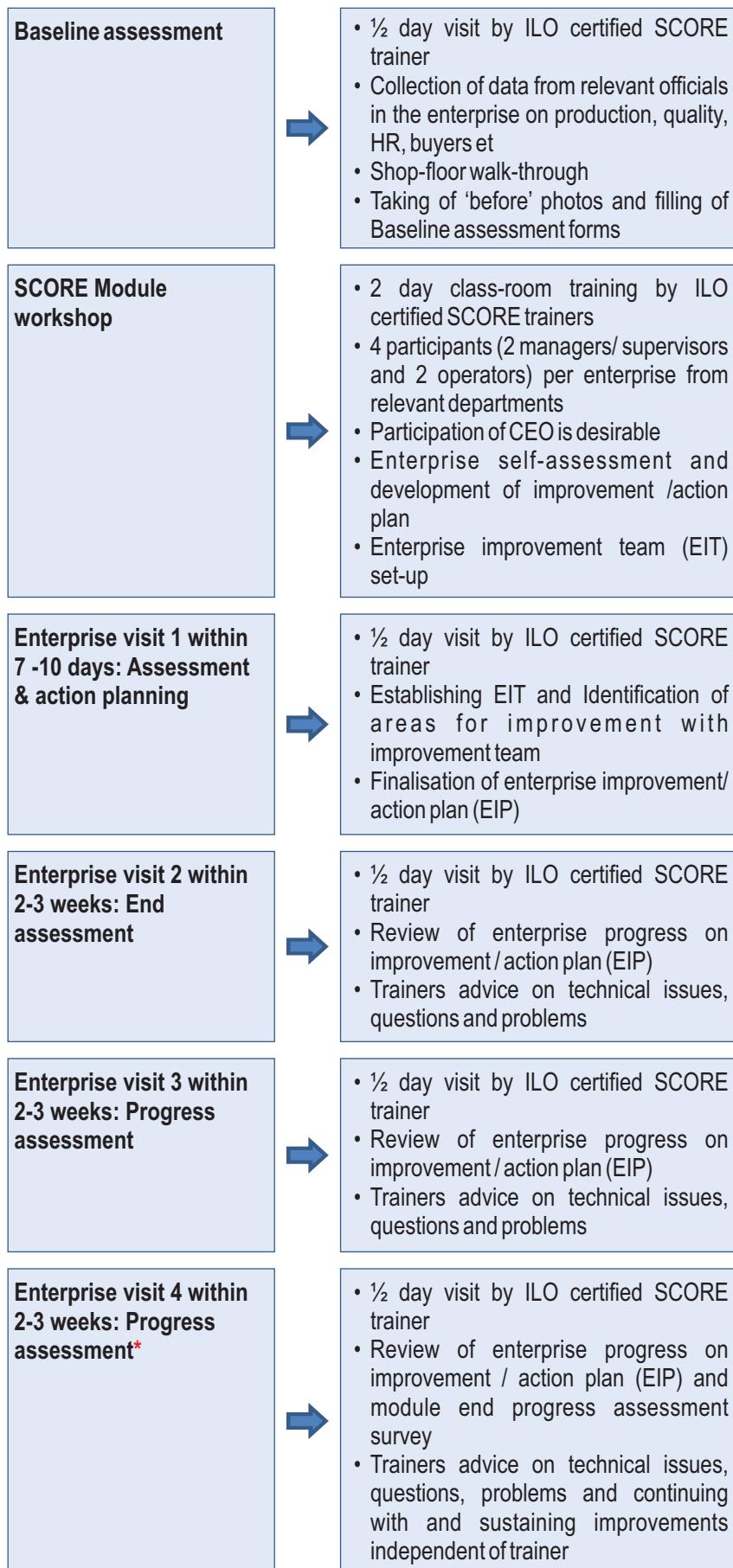
Module – 1 (mandatory)	Workplace Cooperation	<ul style="list-style-type: none"> Analyze and set goals for your business. Understand workplace cooperation and achieve results through people Implement steps to improve workplace cooperation through: <ul style="list-style-type: none"> <i>better communications and information sharing</i> <i>enterprise improvement teams</i> <i>5S initiatives for workplace improvement</i> Tools and resources Measure key performance indicators and progress in improvements
Module - 2	Quality	<ul style="list-style-type: none"> Apply key quality concepts to your business Set quality goals for your business Promote a quality assurance culture Use different tools to analyze and solve quality problems Increase customer satisfaction by: <ul style="list-style-type: none"> <i>reducing production defects</i> <i>enhancing product and service quality delivering on time</i>
Module - 3	Productivity and Cleaner Production	<ul style="list-style-type: none"> Understand the concept of productivity Understand the concept of cleaner production and the benefits of the process of integrated pollution prevention Complete the Cleaner Production Assessment Implement and continue CP and improve productivity within the company
Module - 4	Organise Your People	<ul style="list-style-type: none"> Identify gaps in current and future HR needs Explain how good HRM matters for productivity and quality Implement structured procedures and policies that support an effective HR system regarding: <ul style="list-style-type: none"> <i>recruitment, induction and training</i> <i>compensation & promotion</i> <i>discipline and dismissal</i> <i>non-discrimination policy</i>
Module - 5	Organise Your workplace	<ul style="list-style-type: none"> Identify major improvement areas of health and safety Make your workplace less accident prone Reduce incidents of hazards and financial / assets loss or damage

Additional Features of SCORE

- Systematic capacity building** of the enterprise to identify productivity constraints and improvement areas and jointly solve it by establishing a functional enterprise improvement team (EIT).
- Weekly monitoring of improvement progress** in the shop-floor implementation of the road-map (action plan) developed by the enterprise under a particular SCORE module.
- Monthly tracking of improvements in 12 key performance indicators (KPIs)**
These indicators capture the productivity level of the enterprise in terms of in-line and end-line defect rates, efficiency rate, on-time delivery, energy consumption, absenteeism, labour turn-over rate.
- Better production planning and adoption of innovative practises** in shop-floor due to improved communication flow and trust between workers and managers
- Enabling environment created in shop-floor** for effective adoption and sustainable application of technical tools on quality and productivity.
- Skill development of employees (workers and managers)** on joint-problem solving techniques, shop-floor management and productivity improvement tools such as 5S, 7 Quality control tools, Eco-mapping etc.



SCORE Training Process



Henry Thomas
Production Manager,
Matrix Tools and
Components Ltds
Faridabad

"Production and Quality now jointly work to collect rejection data & analyse it by using quality tools and take action. Now improving quality no longer seems to be big task"



Ajay Anand
Proprietor,
Anand Engineering
Works Ltd.
Faridabad

"AEW has become presentable organised work place and I find my worker more disciplined. We are better organized it helps us identifying abnormality faster. Implementation of 5's has dissolved my entire dead inventory."



R.B. Jadhav
Operator,
Forcas Impex Ltd.
Ahmednagar

"I have a sense of achievement and feel proud in getting associated in the improvement activities/ share my views and to be a member of the Improvement team. I was also happy to propagate the SCORE plans within co-workers."



Avinash Bopardikar
Director,
Neatwind
Ahmednagar

"Our workers are an important asset and it is very important to build strong team work. With all these positive changes, our team work has strengthened and the workers' job satisfaction and motivation has increased."

*Notes :

1. Minimum 4 visits by the certified SCORE trainer are mandatory for the shop-floor implementation of a particular module. The actual number of the visits required (if more than 4) will be determined based upon the baseline assessment of the enterprise.
2. An enterprise may move to the next module as per its needs after completion of the mandatory SCORE Module 1.

Be A Responsible And Competitive Enterprise, Join ILO-SCORE Training, **TODAY!**

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Schweizerische Eidgenossenschaft
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Confederaziun svizra

Swiss Confederation

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State Secretariat for Economic Affairs SECO

About International Labour Organisation (ILO)

The ILO was founded in 1919 to bring governments, employers and workers together for united action in the cause of social justice and better living conditions everywhere. In India, ILO is present since 1928. The most unique feature of the ILO is that it is the only UN Agency with a tripartite structure where workers' and employers' representatives participate in its work on an equal footing with representatives of the governments.

The ILO's mandate of social justice as the basis for peace is expressed today as Decent Work (DW) for all, which is recognized as a global goal. The ILO's work centers on research and advocacy, training and capacity building, knowledge sharing, standard-setting and technical advisory services.

Help make Decent Work for All a reality! Follow the ILO on social media    