WHAT NEXT?

Work Improvement in Small Enterprises In Tanzania

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May 9-10, 2013, Geneva
A. WISE+: The Methodology

B. Tanzania Context

C. Process, Accomplishments and Lessons Learned

D. Research Points to Ponder

E. What next?

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A. WISE+: The Methodology

Six principles:

• Build on local practice.
• Focus on achievements.
• Link working conditions with management goals.
• Use learning-by-doing.
• Encourage exchange of experience.
• Promote workers' involvement.

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B. Tanzania Context

1. More than 90% are considered micro-enterprises – employing less than 5 people
2. More than 65% are family owned and run
3. More cluster-based enterprises
C. Process, Accomplishments and Lessons Learned

- Linking *working conditions* to business productivity;
- Contributes towards the *empowerment of employees*; Employees feel valued and empowered after implementing their first actions;
- Low cost/based on local reality;
- Trusts - boosts local capacities (of employees);
- Reinforces planning capacities of trainers as well as enterprises (action planning);
- Strengthens business networks based on sharing of best practices.

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C. Process, Accomplishments and Lessons Learned

Participating Manager Quote

Mr. V.G. Uiso Centre Manager of VETA (URT) :
“WISE/R actually promotes a mentality switch which culminates in a new culture of creative thinking”

Participating Employee Quote

Ms. Mwanahamisi, Mtwara Youth Mecanics (URT) :
“WISE/R taught us that each of us can contribute to improving working conditions and that most actions are very simple but can have a major impact. Myself, I started implementing some improvements at my home as well.”

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D. Research Points to Ponder

What were the factors that enabled adoption of good practices?

What were the most important outcomes that need to be sustained?

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E. What next?

1. Institutionalizing the process
   - ILO/VETA on informal apprenticeship

2. Public Private Partnerships
   - Develop a core of supporters.

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