



ONLINE

DECENT WORK

PRODUCTIVITY ECOSYSTEMS FOR DECENT WORK

8 – 19 MAY 2023

 2 WEEKS, 20 HOURS

Information Note



International
Labour
Organization



International Training Centre

BACKGROUND

Productivity growth is a key driver of economic growth, job creation, and higher living standards. Small and medium-sized enterprises (SMEs) play a critical role in the economy, accounting for the majority of businesses and jobs in many countries. However, SMEs often face a number of challenges that can hinder their productivity and competitiveness, such as limited access to finance, technology, and skilled labour. In order to address these challenges and unlock the potential of SMEs, it is essential for policy makers to understand the factors that drive productivity growth and to design and implement policies that support productivity-enhancing investments and practices.

Moreover, improving productivity is crucial for meeting the Sustainable Development Goals (SDGs), including SDG8 and SDG9, which aim to promote sustainable industrial diversification, higher productivity, and innovation. Achieving these goals requires governments to adopt policies that support the development of small enterprises, foster entrepreneurship, creativity, and innovation, and promote the diversification of productive activities towards higher value-added products and services, while also creating decent jobs. By supporting SMEs in their productivity journey, policy makers can contribute to sustainable economic growth and development, and improve the well-being of their citizens.

In recognition of the complex and dynamic nature of productivity growth and its relationship with decent work, the International Labour Organization has introduced the **Productivity Ecosystem for Decent Work** approach. The approach acknowledges that enterprises and their workers are embedded in an “ecosystem” in which the drivers of productivity growth and decent work are interlinked across policy, market, and enterprise levels. The ILO aims to address these complexities by targeting productivity and decent work deficits at multiple levels within a selected sector or segment of the local productivity ecosystem. By adopting this ecosystem approach, the ILO seeks to promote sustainable and inclusive economic growth that supports both productivity and decent work.

COURSE OBJECTIVES

This training course aims to enhance the skills of policy makers and practitioners in assessing and designing policies to improve productivity and working conditions in SMEs. Adopting a systemic approach to SME productivity and decent work, the course will explore the interfacing dynamics contributing to productivity growth and more decent work at the national, sectoral and enterprise level. While enabling course participants to understand better what constitutes an effective combination of macro and meso-level policies to stimulate productivity growth, the course will also zoom in on how to create a conducive business environment and strengthen SME support institutions to promote productivity. Special attention will be given to strategies at the enterprise level to bolster organizational performance.

LEARNING OBJECTIVES

By the end of the training, participants will be able to:

- Define and understand the main concepts surrounding productivity
- Calculate, interpret, and compare different productivity measurement methods and indicators
- Identify the main drivers of productivity growth in SMEs and their interrelation
- Understand the linkages between productivity and working conditions in SMEs;
- Assess the effectiveness of productivity-enhancing initiatives at the micro, meso, and macro level
- discuss and examine methods to share the gains of productivity enhancement in SMEs.

TARGET AUDIENCE

The training course is specifically designed for policymakers and practitioners involved in the design and implementation of policies and related interventions affecting the productivity and working conditions of SMEs, such as decision-makers and managers representing governments, workers' and employers' organizations, productivity organizations and SME agencies.

COURSE CONTENT

The course is structured around three modules. The first module, "Why productivity matters," will introduce you to the concept of productivity and its importance for economic growth, job creation, and improved working conditions. The second module, "What drives productivity," will examine the key factors that contribute to productivity growth, at the macro, meso, and micro level. Finally, the third module, "Promoting productivity enhancement," will explore effective policy interventions to support productivity-enhancing investments and practices, with a focus on SMEs. Through these three modules, you will gain a comprehensive understanding of productivity and its drivers, as well as the policies that can be implemented to promote productivity enhancement.

Module 1: Why does productivity matter?

Productivity is a crucial element for economic growth, job creation, and improved working conditions. This training module is divided into three sections, each addressing a key aspect of productivity enhancement. Firstly, participants will learn about defining productivity and the concept of a productivity ecosystem, which considers the various dynamics across policy, markets, and enterprises that impact productivity growth. Secondly, the module will cover the measurement of productivity, including methods

for quantifying productivity and the various factors that can influence measurements. Finally, the module will explore the relationship between productivity and working conditions, highlighting the importance of decent work and favourable working conditions for enhancing productivity. By the end of this module, participants will have a solid understanding of these concepts and their practical implications for enhancing productivity.

- Defining productivity and the productivity ecosystem
- Measuring productivity
- The relationship between productivity and working conditions

Module 2: What drives productivity?

The second Module of the course focuses on understanding the drivers of productivity. In this module, we will explore the role of policies targeted at SMEs and industrial policies that can enhance productivity growth. Additionally, we will examine productivity drivers at the sectorial level, including factors that affect productivity in different industries. We will also discuss enterprise-level determinants of productivity, such as technology adoption, skills development, and management practices. By the end of this module, participants will have a comprehensive understanding of the various factors that drive productivity and will be able to identify strategies for enhancing productivity at different levels.

- The role of SME policies and industrial policies
- Productivity drivers at the sectorial level
- Enterprise-level determinants of productivity

Module 3: How can we promote productivity enhancement?

The final module of this course focuses on practical strategies for promoting productivity enhancement. Participants will learn about the various approaches that can be used to support productivity growth, such as investment in technology, employee training, and process improvements. The module also explores the role of different actors in the productivity ecosystem, including government, employer's and worker's organizations. Access to finance and innovation policies for SMEs will be discussed in detail, with an emphasis on identifying the most effective ways to provide support. Finally, participants will learn about the concept of gain-sharing, which involves distributing the benefits of productivity enhancements fairly among workers and employers. By the end of this module, participants will have a clear understanding of how to promote productivity enhancement within their own organizations and industries.

- Strategies to support productivity growth
- The role of ecosystem actors in productivity promotion
- Access to finance and innovation policies for SMEs
- Sharing the gains of productivity enhancements

COURSE SCHEDULE

The course will take place online over two weeks, from the 8th to the 19th of May. To make the most of your learning experience, we have designed a variety of interactive tools and resources, including webinars, self-guided modules, and video lessons. These tools will allow you to engage with the course content at your own pace and convenience, while also providing opportunities for discussion and feedback with your peers and instructors.

| | Monday 8 May | Tuesday 9 May | Wednesday 10 May | Thursday 11 May | Friday 12 May |
|---|--|---|---|--|--------------------------|
| | Module 1 - Why does productivity matter? | | | Module 2 - What drives productivity? | |
| Webinar 11h00-12h30 (CEST) | Defining productivity and the productivity ecosystem | | Linking productivity to the ILO agenda: job creation and working conditions | Productivity drivers at the sectorial level | |
| Self-learning | Measuring productivity | Productivity and SMEs | SME policies for productivity enhancement | | |
| | Monday 15 May | Tuesday 16 May | Wednesday 17 May | Thursday 18 May | Friday 19 May |
| | Module 2 - cont. | | Module 3 - How can we promote productivity enhancement? | | |
| Webinar 11h00-12h30 (CEST) | Enterprise-level determinants of productivity growth | | The role of ecosystem actors for productivity promotion | Sharing the gains for productivity enhancement | |
| Self-learning | | Strategies to support productivity growth | Access to finance and innovation policies for SME development | | |

PRACTICAL INFORMATION

The course is offered in English, with a total estimated time commitment of 20 hours. The course runs from the 8th to the 19th of May, 2023, and will be held on the ITCILO's digital learning platform, the eCampus. The participation fee is of 995 EUR, go to this link to apply <https://oarf2.itcilo.org/MIF/A9716105/en>. On completion of all required course activities, participants will obtain an ITCILO Certificate of Participation.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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