



Productivity & Working Conditions in SMEs: A Course for Policy Makers

Productivity & Working Conditions in SMEs

New estimates of employment by firm size, suggest that **the number of employees within SMEs in the formal sector almost doubled in the 132 countries** for which data are available; with median employment share of SMEs at 67%. SMEs and young firms are also often more dynamic with respect to employment growth.

Despite this, there are persisting **decent work deficits in these contexts**, particularly in developing and emerging economies. Often, they show significantly **lower levels of productivity** than large enterprises. In SMEs low productivity often coexists with poor working conditions, low market share, a low skilled workforce and ineffective management practices.

What can we do to address this?

The ITCILO/OECD/ILO training course: Productivity & Working Conditions in SMEs enhances the skills of policy makers and practitioners to assess and design policies to improve productivity and working conditions in SMEs. Participants in this training course will:

- Identify some of the links between productivity and working conditions in SMEs;
- Analyse the relationship between productivity, growth, and employment;
- Interpret productivity data and trends at the macro, meso and micro level using different types of productivity measurement methods;
- Gain an improved understanding of the role of universalist policy measures and SME policies in enhancing SME productivity and working conditions;
- Analyse policy options and generate policy recommendations to improve SME productivity and working conditions.

The course aims to inspire policy makers and practitioners to adopt a systemic approach to SME productivity that encompasses an effective combination of macro- and meso-level policies, the creation of a conducive business environment, the strengthening of SME support institutions together with interventions at the enterprise level.

Special attention will be given to **strategies to promote productivity at the firm level and ways to scale-up firm level productivity programmes.**



Experts & speakers

Regular speakers often include experts from the **OECD (The Organization for Economic Cooperation and Development)**, **The World Bank**, **ITCILO (The International Training Centre of the International Labour Organization)**, and the **ILO (The International Labour Organization)**.



“Achieving higher productivity levels in SMEs requires a constructive collaboration between entrepreneurs, employees and the public sector. It is a complex tasks with no pre-defined prescriptions.

The ILO-OECD capacity building course aims to orient policy makers, employers & employees’ representatives and other stakeholders in the identification of concrete actions and policy interventions that may lead to higher productivity performance.”

Antonio Fanelli, former Senior Advisor, Global Relations, OECD

Who should attend?

The training course is specifically **designed for policy makers 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
- Business Development and Support Organizations
- SME agencies and other relevant ministries

Content

The course will be delivered by ILO and OECD specialists with the assistance of trainers from the ITCILO. The course will also incorporate relevant experiences from other national and international agencies.



FIND OUT MORE

To learn more about courses and academies on offer at the ITCILO, or to find out when the next Academy will be held, visit:

<https://www.itcilo.org/en/areas-of-expertise/enterprise-development>

For more information contact: scoreglobal@ilo.org or productivity@itcilo.org