

RURAL DEVELOPMENT through DECENT WORK

FOR GROWTH, PRODUCTIVE JOBS, INCOME, FOOD SECURITY, GOOD WORKING CONDITIONS, EQUAL OPPORTUNITIES, RIGHTS, VOICE, SUSTAINABLE DEVELOPMENT, CRISIS RESILIENCE

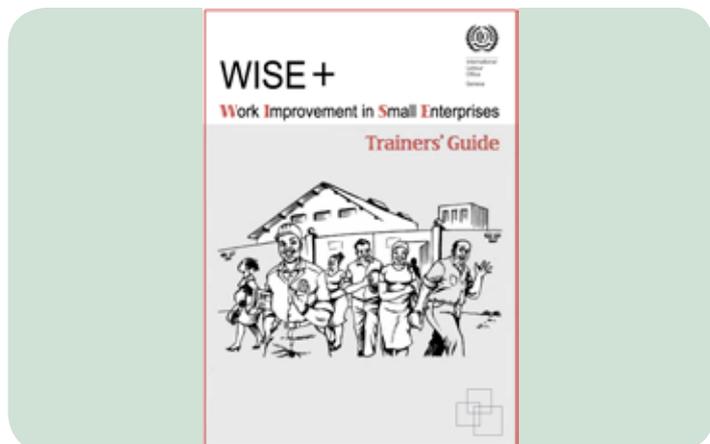


International Labour Office

Rural-Relevant Tools

Work Improvement in Small Enterprises - WISE

Themes



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What is WISE?

A programme to assist micro, small and medium-sized enterprises (M/SMEs) improve working conditions and productivity using simple, effective and affordable techniques that provide direct benefits to owners and workers, in use since 1988

For whom?

- **Direct beneficiaries:** Owners and managers of M/SMEs which do not have regular access to support services
- **Ultimate beneficiaries:** Owners, managers and workers of M/SMEs

For what purpose?

- Provides practical advice to owners/managers of M/SMEs to implement simple, cost-effective changes that improve working conditions in their enterprise. Such improvements are designed to increase productivity, quality and benefits for both the enterprise and its workers in the short- and long-term

How is it delivered?

- Direct training to beneficiaries

What are its components?

Two parts:

- Physical work environment
 - Materials storage and handling
 - Workstation design
 - Machine safety
 - Control of hazardous substances
 - Lighting
 - Work-related welfare facilities
 - Work premises
 - Environment

- Social work environment
 - Working time
 - Positive workplace climate
 - Maternity protection
 - Work organization
 - Managing and motivating employees
 - Wages and benefits
 - Work-family

Which technical areas are covered?

- Occupational Safety and Health
- Social and physical working conditions

Can it cover more technical areas?

Yes, such as M/SMEs in the informal economy. Also, a *WISE-R Action Manual* has been developed extending the reach of WISE beyond the physical work environment, to include issues that are central to workers' recruitment, retention and motivation, and to maximising individual productivity in a safe and healthy way, such as wages, working time, maternity protection, work-family balance, management, motivation and work place relationships.



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Where has it been used?

In over 16 countries: Argentina, Cambodia, Chile, China, Costa Rica, Haiti, Honduras, Indonesia, Lao PDR, Mexico, Mongolia, Peru, Philippines, Republic of Korea, Thailand, and Viet Nam (see map)

Successfully mainstreamed into national policies of 5 countries: Cambodia, Lao PDR, Philippines, Thailand, and Viet Nam

Which languages?

Available in 6 languages: Chinese, English, Khmer, Lao, Spanish, Thai, and Vietnamese

Is it suitable for rural areas?

Yes, although not targeted at them directly, it can reach all M/SMEs in rural areas

What are its strengths?

- Easy, low-cost working practices with clear gains
- Clear and simple voluntary action for improvements that make business sense
- Interactive training sessions
- Founded on a positive approach to learn from one another and avoid negative criticism
- Emphasizes the involvement of both entrepreneurs and workers in generating ideas, prioritizing improvements and making actual changes in the workplace
- Boosts the ability and confidence of both entrepreneurs and workers to implement efficient enterprise changes
- Methodology adapted to other areas, in tools such as: *Work Improvement for Safe Home* (WISH), for home workers; *Work Improvement for Small Construction Sites* (WISCON), for small construction; and *Work Adjustment for Recycling*



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and *Managing Waste* (WARM), for waste collectors

Is there a training course in ITC-Turin?

Yes, in the course "Training on participatory approaches to improve working and employment conditions in the informal economy"

Where to find more information?

- WISE webpage:
www.ilo.org/wise
http://www.ilo.org/travail/whatwedo/instructionmaterials/lang--en/WCMS_121229/index.htm
- International Occupational Safety and Health Information Centre, www.ilo.org/cis, for accessing the following ILO databases:
 - CISDOC to access over 70 000 references
 - Encyclopaedia of Occupational Health and Safety
 - International Chemical Safety Cards (ICSC)

Who to contact?

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