



TPSA Project Organizes Workshops, Training, and Technical Assistance to Help SME Partners Improve Environmental Performance

Helping SMEs improve their environmental performance will help Indonesia create a greener and more productive economy.

The Canada-Indonesia Trade and Private Sector Assistance (TPSA) Project, which is funded by Global Affairs Canada and administered by The Conference Board of Canada, aims to reduce poverty in Indonesia by contributing to sustainable economic growth through the expansion of Indonesian trade with Canada and the encouragement of Canadian investment in Indonesia.

To ensure that the expanded trade is sustainable, TPSA organized a program of workshops, training, and technical assistance to help its small- and medium-sized enterprise (SME) partners in the apparel and footwear sectors improve their productivity through reduction and better management of resource use, pollution, and waste. Improved green productivity can enhance competitiveness, an Indonesian SME policy priority.

The Importance of Environmental Sustainability

Reduced and better-managed pollution/waste and resource use are environmentally preferable, socially responsible, and contribute to a healthier work environment for SME employees. This is in line with Canadian Official Development Assistance (ODA) sustainable development and environmental integration goals.



Jeff Kristianto and Elisabeth Natalia from BEDO give an overview of the SCORE program.

TPSA's environmental improvement program focuses on helping participating SMEs plan and implement cleaner production (CP) measures suited to their capacity and needs. These CP measures aim for better and more efficient resource use and lower pollution and waste generation. This includes (but is not limited to) such measures as better housekeeping, reduced resource consumption and inputs (e.g., using less energy, water, and chemicals), and increased outputs (e.g., reducing waste, product defects, and inventories).



Program undertaken with the financial support of the Government of Canada provided through Global Affairs Canada

IN PARTNERSHIP WITH





SCORE (Sustaining Competitive and Responsible Enterprises) Program

The International Labour Organization (ILO) developed the SCORE (Sustaining Competitive and Responsible Enterprises) Program for SMEs employing between 50 and 250 workers. Through a series of classroom training modules and personalized consultancy and assessment, SCORE aims to increase efficiency, productivity, and sustainability. The program has been implemented by over 600 enterprises in nine countries.

SCORE consists of 10 sequential activities (as shown in the diagram above). TPSA contracted the Business Export Development Organization (BEDO), an ILO-approved SCORE delivery partner, to deliver the program to TPSA partner SMEs in the apparel and footwear sectors. The first three activities have now been completed.

Introduction to SCORE Workshop

The first activity, the Introduction to SCORE workshop, was held on September 8, 2017, in Bandung, Indonesia. It was attended by 34 participants representing 24 apparel and footwear SMEs (8 footwear and 16 apparel). Nine of the SMEs were owned by women (eight apparel and one footwear).

The workshop's objectives were to introduce the SCORE cleaner production program to apparel and

footwear SMEs and to invite interested SMEs to participate in the subsequent six-month program of training and technical assistance. Eighteen of the 24 SMEs applied to join the TPSA-sponsored program. However, some were ineligible due to their size (more than 300 employees or less than 10 employees).

Baseline Data

The second SCORE activity was a baseline assessment. BEDO gathered baseline data on two aspects of each participating SME: workplace cooperation and cleaner production. This information will be referred to throughout the technical assistance period to monitor implementation and improvement.

Training Module: Workplace Cooperation

The third activity was the Workplace Cooperation training module, held on September 19–20, 2017, in Bandung. Successful adoption of cleaner production processes can only take place if those processes are collectively understood, supported, and collaboratively planned and executed by both employers and employees. The training aims to unite employees around shared targets and involve the entire workforce in continuous improvement.

"With this SCORE training program, I sincerely hope to get more knowledge on the environmental impact, not only for me as company owner, but also for my employees."

—ELLY SUSILAWATI
Owner, PT Ethree Abadi



Participants at the workplace cooperation training.

Seven apparel and three footwear SMEs participated. Each sent multiple representatives from their management and operational divisions for a total of 45 participants (23 men and 22 women) attending the training.



Participants interacting to demonstrate the power of collaboration.

The training module focused on bringing employers and employees together to assess their firm's strengths, weaknesses, opportunities, challenges, and current level of employer-employee communication and collaboration, and identifying desirable changes and ways to achieve them. The training also provided methods to assess indicators of change.

Participant Feedback

Feedback from the participants indicated that the workshops were successful and overall levels of satisfaction were high.

"We are so lucky to receive an offer from the TPSA Project to participate in this activity. It is what our firm really needs at this time."

—DANNY YULIUS AVIANTO
Operations Director, CV Tiga Selaras Bersama

All respondents (44 out of 45 participants) reported that their knowledge and skills related to the training subject had increased: 64 per cent said "significantly" and the remainder said "to some extent." Most participants also noted that their new level of confidence in applying the knowledge gained from the training was "good" or "very good." Ninety-eight per cent said that they will use the knowledge from the training either "very frequently" or "frequently."

Next Steps

Seven steps remain to be completed in the SCORE program:

Steps 4 and 5: BEDO trainers will visit each SME twice to assess their implementation of collaborative learning and provide one-on-one coaching on how to improve their results.

Step 6: A training workshop on cleaner production will be held for all participating SMEs covering such topics as how to reduce costs, increase efficiency, and reduce waste and energy usage.

Steps 7-9: BEDO trainers will visit each SME three times to assess their implementation of cleaner production and provide one-on-one coaching on how to improve their results.

Step 10: A final workshop will be held where all participating SMEs will report on their results and improvement from baseline.

Conclusions

The Introductory SCORE Workshop attracted high SME interest. The six-month SCORE program requires a significant time commitment, effort, and dedication from both employers and employees. Nevertheless, 18 of 24 SMEs who attended the introductory workshop applied to join the program. Some of the SMEs who had already heard about the program were grateful for the opportunity TPSA has provided to join SCORE.

In the teamwork collaboration session, participating SMEs sent both employers and employees. For most SMEs, it was a rare opportunity for the two parties to sit at the same table and candidly discuss their firm's strengths, weaknesses, opportunities, and challenges. It was also an opportunity for them to think about changes to their company. Employee-employer collaboration and teamwork is the first step towards meaningful change.

About the TPSA Project

TPSA is a five-year C\$12-million project funded by the Government of Canada through Global Affairs Canada. The project is executed by The Conference Board of Canada, and the primary implementation partner is the Directorate General for National Export Development, Ministry of Trade.

TPSA is designed to provide training, research, and technical assistance to Indonesian government



Employees working together to address the efficiency of their workplace layout.

agencies, the private sector—particularly small and medium-sized enterprises (SMEs)—academics, and civil society organizations on trade-related information, trade policy analysis, regulatory reforms, and trade and investment promotion by Canadian, Indonesian, and other experts from public and private organizations.

The overall objective of TPSA is to support higher sustainable economic growth and reduce poverty in Indonesia through increased trade and trade-enabling investment between Indonesia and Canada. TPSA is intended to increase sustainable and gender-responsive trade and investment opportunities, particularly for Indonesian SMEs, and

to increase the use of trade and investment analysis by Indonesian stakeholders for expanded trade and investment partnerships between Indonesia and Canada.

The expected immediate outcomes of TPSA are:

- improved trade and investment information flows between Indonesia and Canada, particularly for the private sector, SMEs, and women entrepreneurs, including trade-related environmental risks and opportunities;
- enhanced private sector business links between Indonesia and Canada, particularly for SMEs;
- strengthened analytical skills and knowledge of Indonesian stakeholders on how to increase trade and investment between Indonesia and Canada;
- improved understanding of regulatory rules and best practices for trade and investment.

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