



Productivity Ecosystems for Decent Work

Addressing productivity and decent work deficits across policy, sector and enterprise levels for win-win solutions that improve productivity and create decent jobs.

The International Labour Organization (ILO), the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development Cooperation (NORAD) have jointly launched a new Programme to address constraints to productivity growth and decent job creation, ensuring through social dialogue that gains are equally distributed.

Rationale

Achieving a virtuous cycle between productivity and decent work is required if economic growth is to lead to poverty alleviation and higher living standards. To create and strengthen this virtuous cycle, the ILO has developed, together with SECO and NORAD, the Productivity Ecosystems Programme. The Programme is built on the recognition that productivity growth and the pre-Covid slow-down are determined by a myriad of interfacing dynamics, including the prevalence of the informal sector, across policy, markets and enterprises (see figure below). Furthermore, the virtuous cycle between productivity and decent work, where productivity growth leads to decent job creation and vice-versa, is not automatic.

The Productivity Ecosystems approach

Rather than using a "one size fits all" approach or intervening at a single level, the Programme addresses productivity and decent work deficits across policy, sector and enterprise levels for win-win solutions that improve productivity and that ensure that gains are distributed equitably through social dialogue. For this purpose, the Programme will select a "slice" of the local productivity ecosystem, i.e. a sector and associated segment of the overall ecosystem in which the potential for productivity growth and decent job creation are aligned with feasibility to intervene.

The Programme aims to achieve lasting change by addressing the root causes of low productivity, including through tackling informality; and by promoting the capacity and ownership of local and national actors. Implemented by the ILO's Enterprises and Employment Departments, the Programme is piloted in South Africa, Ghana and Viet Nam.

SECO country/region

Ghana, South Africa,
Vietnam

Executing agency

International Labour
Organization (ILO)

Duration

2021-2026

Total budget

CHF 15,604,821

SECO contribution

CHF 9,080,000



Objectives and activities for Phase I

The Programme works to achieve two outcomes:

Outcome 1: Increased capacity of ILO constituents and key ministries to formulate and implement national employment policies and productivity frameworks.

- The programme works with national statistics offices to improve productivity measurement and supports national ministries, employers' and workers' organizations to use productivity data in their policy-making and advocacy.

Outcome 2: Sectoral and enterprise constraints to productivity and decent work addressed and relaxed.

- The programme undertook in-depth analysis and consultations with key stakeholders to identify industries with a high potential for productivity growth and decent work creation. The identified subsectors are:
 - **Ghana:** Textiles and garments, and shea sectors
 - **South Africa:** Leather and footwear, and automobile sectors
 - **Vietnam:** Machine and equipment, and wood and wood products sectors.

Based on systemic sector analyses in each country, the Programme designed 4-5 intervention strategies in each subsector, to support productivity and decent work promotion in enterprise development as well as gender equality, formalization, and environmental sustainability as cross cutting objectives across enterprise, sector and national-level with possible spillover effects.


Further information and contact details


- For more information, you can visit the ILO website:
[Productivity Ecosystems for Decent Work | International Labour Organization](#)
- To learn more about the impact of the programme:
[Through my business, I see the value of investing in women | ILO Voices](#)
- You can also write to ILO Programme Manager Stephan Ulrich at ulrich@ilo.org or SECO at: info.wehu.cooperation@seco.admin.ch

seco-cooperation.admin.ch

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WEHU/DAIN 2026