

**PAKISTAN HOSIERY MANUFACTURERS & EXPORTERS ASSOCIATION**  
**PHMA House, 37-H, Block-6, P.E.C.H.S, Karachi. Tel: 0092-21-**  
**34522769, 34522685, 34544765**  
**Fax: 0092-21-34543774, E-mail: [info@phmaonline.com](mailto:info@phmaonline.com)**

*To: All Members of the Association (Southern & Northern Zone)*

Ref. No. PHMA/ Cir-028/2023  
Dated: 15<sup>th</sup> April 2023

### **EXPRESSION OF INTEREST IN ILO SCORE PROJECT**

PHMA has been approached by ILO Pakistan apprising that the ILO enterprise improvement programme titled "Sustaining Competitive and Responsible Enterprises (SCORE) is the ILO global tool and has been implemented in many countries around the globe. In Pakistan, the ILO is offering this support to selected enterprises under the European Union funded project "International Labour and Environmental Standards Application in Pakistan's SMEs (ILES)". So far, ILO has completed SCORE intervention with 26 enterprises and further they are planning to facilitate enterprises in Karachi, Lahore, Faisalabad & Sialkot.

SCORE is a training and in-factory consulting programme that aims to improve productivity and working conditions in enterprises, it complete in 5~6 months' time, within factory training of enterprise improvement team and then follow up support by the national certified expert on SCORE methodology. SCORE covers the following thematic areas:

1. Workplace cooperation,
2. Application of Lean techniques & 5S for improvement
3. Quality management

Enterprise improvement team composed on management and workers from horizontal and vertical cross department and functions, who mainly drive the improvement at the workplace and sustain the interventions. Please also note that the ILO do not change any fee from the enterprises, however, the management ownership and commitment to the programme implementation is mandatory. EoI for enterprises and participation criteria is attached for easy reference. Interested members may show their interest and convey their confirmation in writing replying to email: [ansarim@ilo.org](mailto:ansarim@ilo.org) with cc to: [phmausa@phmaonline.com](mailto:phmausa@phmaonline.com) positively by **Tuesday 18<sup>th</sup> April, 2023.**

With best regards,

**KHADIM RASOOL**  
**SECRETARY GENERAL**



## **Call for Expression of Interest from Textile/Ready-made garments/leather garments Enterprises from Karachi/Lahore/Faisalabad/Sialkot To Participate in Pakistan SCORE Lean Manufacturing Training Programme**

### **The ILO**

The International Labour Organization (ILO) is a specialized agency of the United Nations (UN) and is devoted to promoting social justice and internationally recognized labour rights and decent work. The ILO's strategic objectives include promoting rights at work, encouraging decent employment opportunities, enhancing social protection and strengthening dialogue on work-related issues.

### **Pakistan SCORE Project**

The ILO under its EU funded project, "International Labour and Environmental Standards Application in Pakistan's SMEs (ILES)" is providing support to selected enterprises in the textile, ready-made garments and leather garments sectors with the aim of improving productivity and working conditions by implementing ILO's Global program, "Sustaining Competitive and Responsible Enterprises" (SCORE) Lean Manufacturing course. The program consists of a combination of practical training on the factory floor with in-factory consulting. The SCORE programme apply world tested tools of lean and kaizen at the factory level.

For further details on SCORE please visit: <https://www.ilo.org/empent/Projects/score/lang--en/index.htm>

### **Expression of Interest (for enterprise participation):**

The ILES project is inviting expression of interest from enterprises from textile, readymade garments and leather garments sectors and nominations from employers'/trade associations to participate in the SCORE short course. Those enterprises/units fulfil the following criteria and are interested to participate in the programme can send their Expression of Interest at email [ansarim@ilo.org](mailto:ansarim@ilo.org)

Expressions of interest should be clearly marked as "Eol Pakistan SCORE Lean Manufacturing Training Programme 2023" in the subject line:

### **Enterprises Participation Criteria:**

The interested enterprises should fulfill the following criteria;

1. Enterprises from textile, ready-made garments and leather garments.
2. Enterprise/unit has workforce 200 or above;
3. Enterprise/unit has at least 20 percent of total workforce on a permanent basis/long time affiliated with the enterprise/unit;
4. Willing to share their order status for the next 6 months (confirmed and in pipeline);
5. Willing to share their actual data regarding quality, productivity and working conditions for the baseline purpose and to suggest improvement in areas where required (ILO maintains confidentiality of the data).



6. Availability of the CEO/owner for the SCORE training workshops or nominate a senior officer who possess direct decision-making authority (having the CEO or a person who possesses direct decision-making authority participating in the training workshops has proven high and sustainable impacts at enterprise level).
7. Availability of the CEO/owner for a monthly meeting with the ILO staff and SCORE trainer to share progress, challenges, and way forward in person or online.
8. Willing to provide internet and laptop facility to key staff involved in the SCORE programme (due to COVID 19, if fact to face trainings and physical visit of the enterprise not possible then we may use digital learning tools which require good bandwidth internet and atleast one laptop)

For any query and question please contact Mr. M. Naeem Ansari at [ansarim@ilo.org](mailto:ansarim@ilo.org) cell no 03003461668

**Note:**

1. Please note that ILO does not charge any fee or contribution from participating enterprises, it is completely free in terms of financial contribution. However, enterprises are required to contribute through sparing and allowing their required staff members to participate in class room based training/online trainings, regular meetings and practically implement the approved improvement ideas.
2. ILO will treat all kind data as confidential and will ask for data only for problem diagnostic purpose or impact analysis.

Sustaining Competitive and Responsible Enterprises (SCORE) is an ILO global programme that improves productivity and working conditions in enterprises. It helps enterprises to improve business performance by eliminating delays, defects and waste, building workforce engagement and creating workplace environments that promotes productivity and quality. SCORE Training demonstrates best international practices in the manufacturing and services sectors and helps enterprises to participate in global supply chains.

The training methodology will be as follows:

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### Trainina of Enterprises (ToE) cvcle



The duration of the pilot intervention will be a maximum of four months. At the end of the intervention, key productivity improvements expected in the trained enterprises will be as follows:

- ✓ Reduced labour turnover and absenteeism
- ✓ Reduction in scrap
- ✓ Reduced machine downtime
- ✓ Reduction in rework
- ✓ Reduction in energy and water use
- ✓ Reduction in product defects
- ✓ Increase in production
- ✓ On time delivery

Sending trainer candidates on this training would:

- ✓ Build the capacity of your institution in a global service on improving SME productivity and competitiveness
- ✓ Certification from the ILO and recognition of institutional capacity
- ✓ Expand the institution's product portfolio and tap into unserved markets
- ✓ Ability to offer SCORE Training at a charge to SMEs and increase institutional revenue

The ILO is implementing SCORE course as part of its project "International Labour and Environmental Standards Application in Pakistan's SMEs", funded by the European Union.