


# The Factory Improvement Toolset (FIT)

A sustainable, scalable approach to factory upgrading

The Factory Improvement Toolset (FIT) is an innovative self-facilitated, activity-based learning approach designed by the International Labour Organization (ILO) to create more decent and sustainable employment. FIT supports manufacturers in global supply chains to improve productivity, competitiveness and working conditions by upgrading production systems and factory practices.

FIT has been developed to be a sustainable, time- and cost-efficient option for supporting factories to enhance productivity through improved business practices and working conditions. FIT focuses on areas of production improvement and actions to be taken specific to each participating factory. It can be utilized as stand-alone learning tools or to complement other training programmes.

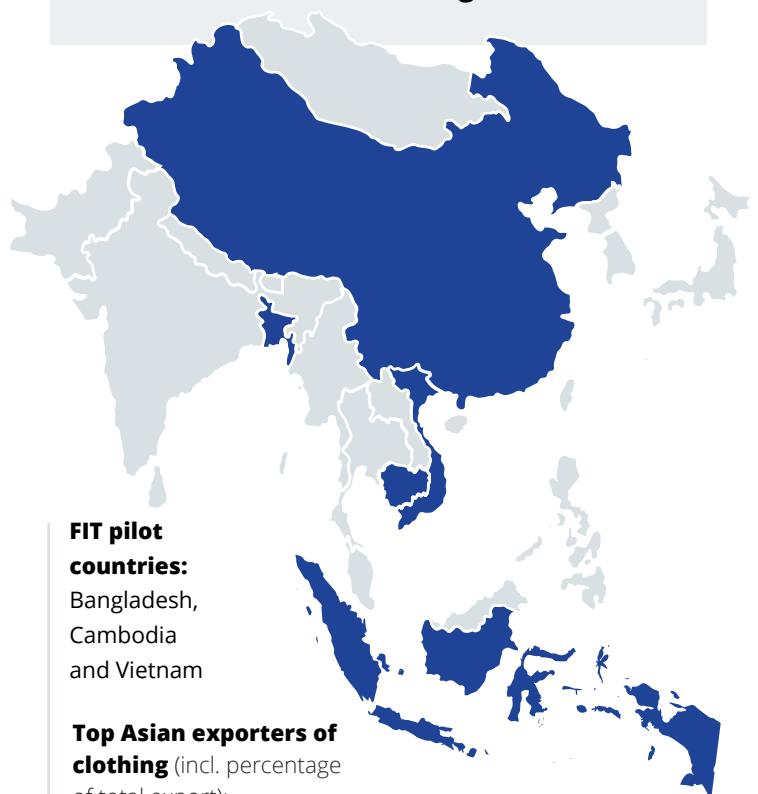
With each module lasting no more than 2.5 hours, FIT enables businesses to reach more personnel than a conventional training, whilst minimizing interference to production realities. The easy-to-use methodology makes it possible to rapidly scale the implementation to reach a large cohort of trainees across multiple production facilities.

 **FIT is available in the following languages:** English, Bengali, Khmer, Vietnamese and Chinese.



## Key attributes of the FIT Toolset:

- ✓ Time and cost-efficient
- ✓ Sustainability built in from the start
- ✓ Flexible delivery model
- ✓ Practical and output-based
- ✓ Self-driven and fully participatory learning approach
- ✓ Highly scalable
- ✓ Built on internationally recognized approaches such as lean manufacturing and 5S

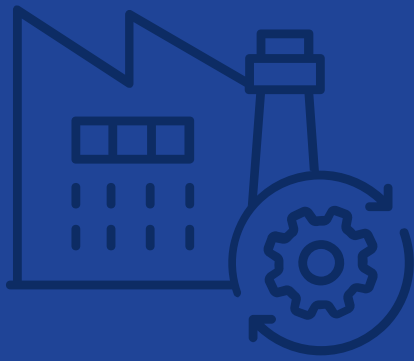


**FIT pilot countries:**  
Bangladesh,  
Cambodia  
and Vietnam

**Top Asian exporters of clothing** (incl. percentage of total export):

<b>China</b> (31.3 %)	<b>Vietnam</b> (6.2 %)	<b>Indonesia</b> (1.8 %)
<b>Bangladesh</b> (6.4 %)	<b>India</b> (3.3 %)	<b>Cambodia</b> (1.6 %)

Source: WTO, World Trade Statistical Review 2019



## The ILO FIT can help factories:

- ✓ Boost productivity
- ✓ Reduce costs
- ✓ Improve environmental practices
- ✓ Upgrade the work environment
- ✓ Strengthen employee's communication, critical thinking and problem-solving ability

### How does the FIT methodology work?

Working in small groups, participants review real-life situations and engage in discussions to determine improvements to be made in factory without an external trainer or specialist. This self-facilitated, activity-based and highly participatory learning approach positions participants as both student and teacher and makes the toolset self-tailored to the needs and interests of each group.

### Who can take the FIT training?

FIT is being piloted in Asia in collaboration with key partners, including other ILO programmes, business sector associations, training centres, brands, and other institutions.

FIT can be utilized as a stand-alone learning toolset or to complement other development or training approaches, to build the operational and technical skills and capacity of underserved factories. FIT learning modules are available for both managers and workers.

### How do I get started with FIT?

FIT is licensed under a Creative Commons Attribution copyright license that enable the free distribution and further modification of the toolset. If you are interested in the FIT toolset, get in touch with ILO staff or local partners to learn more about the programme and how it is being implemented.

### What kind of FIT modules are available?

FIT consists of a wide range of gender and environmentally responsive modules, divided into three categories; production, support systems and working conditions:



#### Production

The series covers the different production departments of a factory. Examples: Material inspection, Developing a line layout, Receiving fabric, etc.



#### Support systems

The series covers different aspects of operating a factory. Examples: Communicating in the factory, Production planning, Cleaner production, etc.



#### Working conditions

The series covers different aspects related to working conditions in the factory. Examples: Occupational health & safety, Worker's welfare, Gender equality & non-discrimination, etc.



FIT is being piloted in Asia under the regional Decent Work in the Garment Sector Supply Chains in Asia project funded by the Government of Sweden



#### For more information about FIT, contact:

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