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'Special Supplement on the Occasion of Declaration of
National Productivity Day'

02 October 2011

National Productivity Organisation(NPO)
Ministry of Industries
www.npobd.orgরাষ্ট্রপতি
গণপ্রজাতন্ত্রী বাংলাদেশ
ঢাকা।১৭ অক্টোবর ১৯৮৫
০২ অক্টোবর ২০১১

বাণী

শিল্প মন্ত্রণালয়ের অধীন ন্যাশনাল প্রোডাক্টিভিটি অর্গানাইজেশন (এনপিও) এবং এশিয়ান প্রোডাক্টিভিটি অর্গানাইজেশন (এপিও) সোসাইটি ফর বাংলাদেশ এর যৌথ উদ্যোগে 'প্রোডাক্টিভিটি মুভমেন্ট ইন বাংলাদেশঃ স্ট্র্যাটেজি ফর ২০২১' শীর্ষক বহুপাক্ষীয় 'জাতীয় উৎপাদনশীলতা সম্মেলন' অনুষ্ঠিত হচ্ছে জেনে আমি খুশি হয়েছি।

উৎপাদনশীলতা বৃদ্ধিতে যুগোপযোগী পরিকল্পনা ও দীর্ঘ মেয়াদী রূপকল্প প্রণয়নের পাশাপাশি দক্ষ মানব সম্পদ ও আধুনিক প্রযুক্তির ব্যবহার অতীব গুরুত্বপূর্ণ। উৎপাদন বৃদ্ধিতে সরকারি-বেসরকারি শিল্প প্রতিষ্ঠান, কল-কারখানা ও ব্যবসা প্রতিষ্ঠানকে নির্ধারিত নীতি ও কৌশলের আওতায় সঠিক দিক নির্দেশনা ও তদারকি প্রয়োজন বলে আমি মনে করি। এই পরিপ্রেক্ষিতে সম্মেলনটির গুরুত্ব অত্যাধিক। ২০২১ সালের মধ্যে দেশকে একটি মধ্যম আয়ের দেশে পরিণত করতে এ ধরনের উদ্যোগ নিঃসন্দেহে প্রশংসনীয়।

আমি এই সম্মেলনের সাফল্য কামনা করছি।

খোদা হাফেজ, বাংলাদেশ চিরজীবী হোক।

ত্বিঃ
মোঃ জিন্নুর রহমানThe Importance of Productivity in the National Economic
Development and the role of NPO.

An essential element of any successful strategy for raising the level of well-being is a sustained increase in productivity. The quantities of inputs for products available in a developing economy usually grow over time, but are not faster than population. Therefore, increase in productivity remains as the key element in achieving sustained growth of income per capita.

What is NPO:

National Productivity Organisation (NPO) is a Government department under the Ministry of Industries established in 1989. It is a national level specialized organization to promote productivity and thereby accelerate pace of economic development through its multidimensional activities like creation of productivity awareness, development of productivity infrastructure and implementation of productivity improvement program. NPO is the only organization responsible for formulation and implementation of productivity policy of the Government. NPO also implements the plans and programs of the Tokyo based Asian Productivity Organization (APO) which is an inter-government body for the Asia Pacific Region.

Background of National Productivity Organisation (NPO):

On the basis of the second five year plan (1980-85) stipulation the National Centre for Monitoring Labour Productivity (NCMLP) was established by the Government in 1983 as a development project under the Ministry of Labour and Manpower. The fundamental objective for establishing the NCMLP was only to cater to the needs for measuring and monitoring labour productivity in the six selected sectors of the economy namely, jute industries, textile industries, chemical industries, engineering industries, transport and communication and health, education and allied services. The NCMLP was subsequently renamed as Bangladesh Productivity Centre (BPC) with wider scope of activities to play the role of a catalyst for promotion of productivity under the same ministry. After that the need of productivity was given stress by the government of Bangladesh a consequence of higher productivity and rapid industrialization in the country BPC further renamed as National Productivity Organisation (NPO) in 1989. The NPO was then transferred to the regular revenue budget of Government of Bangladesh and was also transferred from Labour and Manpower to the Ministry of Industries.

The Main Objectives of NPO's are:

- Act as a promoter to create productivity consciousness and awareness to the mass people of the country particularly industrial enterprises;
- Evolve institutional framework for productivity movement in the country;
- Undertake program for Human Resources Development (HRD) for productivity improvement and skill development;
- Conduct survey, study and research work on productivity;
- Work as a catalyst to promote plant-level productivity through consulting services;
- Convert industrial enterprises into an efficient, profitable and productive organizations by adopting productivity improvement activities continuously and systematically and
- Assist the Government in formulating productivity policy.

More precisely National Productivity Organisation (NPO) act as a promoter of productivity consciousness and awareness to the mass people. It undertakes program for Human Resources Development (HRD) for productivity improvement and skill development. Also it acts for converting industrial enterprises into an efficient, profitable and productive organization by adopting productivity improvement activities continuously and systematically. Moreover, NPO assist the government in formulating productivity policy.

The Main Activities of NPO's are:

- Conduct regular and special training courses on productivity for management personnel and trade union officials;
- Organize seminars, symposia, workshops and discussion meetings on productivity issues at national, sectoral and firm levels;
- Collect and compile productivity-related information and store them on a data bank for dissemination;
- Render guidance and consultancy services to persons and enterprise for improvement of productivity;
- Organize inter-firm comparison and business clinic for members of management to enable them to compare their level of productivity and reap benefit from each others experience;
- Encourage and assist enterprises to set up productivity improvement cells (PIC) to transform the establishment into a profitable and productive organization;
- Undertake survey and study on productivity and prepare research report on various aspects;
- Organize productivity awareness campaigns through mass media, leaflets, posters and brochures;
- Assists the government in formulating national plans, programmes, strategies and policies for productivity improvement at the enterprise, industry, sector and national levels;
- Disseminate information and distribute research and other publication and
- Act as APO Liaison Office and implement projects sponsored by APO, ILO and other international and national agencies.

NPO, Bangladesh, is striving to fulfill its entrusted responsibilities and successfully introduced regular training programs on different subjects of productivity targeted at management and trade union officials in the public and private sector. Research and study reports on productivity trends and analysis have been published regularly. Productivity awareness campaigns have been strengthened by introducing various new measures.

The systematic productivity improvement efforts have been undertaken with the involvement of the NPO, Bangladesh in the areas like formation of productivity improvement cells at enterprise and corporate level, missions for motivation of management to improve productivity, skill development through training, productivity seminars, distribution of productivity motivation manuals, implementation of APO programs, etc. with full support from the government. The NPO is now working to motivate workers, employers and others at all levels and undertaking programs and policies for improvement of productivity.

Management of National Productivity Organisation (NPO):

For proper implementation of the activities of National Productivity Organisation or in other words to accelerate productivity activities through making policy and strategy there is a high level committee namely National Productivity Council (NPC) chaired by the Honourable Minister, Ministry of Industries. Besides there is a productivity executive committee chaired by the Secretary, Ministry of Industries and eight productivity advisory committees at the bottom level.

Important activities done by National Productivity Organisation (NPO):

In the context of globalization trade barrier on products and services has now been opened. So everyone is now in fierce competition. To face the competition there is no alternative rather than productivity improvement. Productivity play vital role to make the business competitive. National Productivity Organization has been providing assistance in agriculture, manufacturing and service sector to improve productivity level through conducting training and provides consultancy services on regular basis.

NPO is acting as liaison office of Japan based Asian Productivity Organization (APO). Bangladesh is a member of Asian Productivity Organization (APO) which is an inter-governmental regional organization established in 1961. In a convention held in Manila, eight signatory countries were there viz. Republic of China, India, Japan, Republic of Korea, Nepal, Pakistan, Philippine and Thailand. In 1982 Bangladesh became the member of APO. Presently APO has got 20 member countries. The Mission, Vision and Strategic of APO are directed to towards development of Asia, the Pacific and beyond. This year APO is celebrating its 50th Anniversary. Bangladesh as a member of APO plays vital role in decision making for productivity related issues which are being done by APO. NPO is sending yearly on an average about 100 participants of different organization of Bangladesh to APO member countries for training on productivity.

With the assistance of APO, NPO is participating in different e-learning courses through Global Distance Learning Network (GDLN) on different productivity issues. From the e-learning courses participants are able to learn productivity tools and techniques and other relevant issues.

International Labor Organization (ILO) has given responsibility to NPO to improve productivity level of selected industries namely tannery, bakery and electronics industry through KAIZEN activities. Launching ceremony of KAIZEN Productivity Program was inaugurated by the Honourable Minister, Ministry of Industries Mr. Dilip Barua. NPO team had done properly their arrangement on KAIZEN activities and able to improve productivity level of respective industries.

Multinational conference on productivity has been arranged to introduce "Productivity & Quality Award" and to declare "Productivity Day". In context of quality, best performer, establishment/industry will be able to get "Productivity & Quality Award." Industrial policy of 2010 will be effective through promotional productivity activities of NPO. To include some productivity context in the curriculum of class vi, vii and viii is now under very active consideration.

Recent activities of National Productivity Organisation (NPO): NPO conducted 30 productivity training courses for different level of 880 participants to improve their capability. 8 productivity research reports showing productivity trends of selected industries are going to be published. Conducted 5 package program and 42 productivity awareness campaigns. Implemented 5s program and Quality Control Circle (QCC) in 8 factories and 10 "Productivity Improvement Cell" in different industries. Distributed about 3513 productivity related materials. 30 officers of various government and private organizations has been sent to various APO member countries for to attend seminar, symposium, and training courses. With the assistance of APO arranged 2 international seminars and provided 4 Technical Expert Services (TES) in different industry to improve productivity. NPO also arranged 6 e-learning courses with the assistance of APO on IMS, ISO 9000, ISO 14000, ISO 22000 including knowledge management, agricultural productivity and marketing of agricultural product through Distance Learning Network. Under the member country support program APO assisted through NPO professionals to improve productivity in Jute mills, Textile dyeing industries, Food processing industry and private jute industries by application of 5s. By the end of this year Bangladesh Pharmaceuticals societies will also receive TES from APO through NPO Bangladesh for an important training related to pharmaceutical industries.

Japan International Cooperation Agency (JICA) already implemented recently a pilot project to 4 Jute mills to improve productivity through KAIZEN activities. NPO professional were associate members of JICA team. The KAIZEN activities have been proved that Jute mills are able to improve their productivity level around 5% to 10% and in some cases upto 15% without having any financial involment. So with the assistance of foreign experts NPO professionals will be able to inculcate their consultancy capability more effective way by providing consultancy in others Jute mills gradually. In due course of time NPO can also expand their consultancy service to other industries. By considering the situation a project proposal has been prepared for a period of 2 (two) years to conduct KAIZEN activities in Jute and Textile industries. In Bangladesh, resources are limited resulting in a poor per capita income. We can only give emphasis on human factors to raise productivity. Awareness of labour productivity is to be created through labour efficiency. Unless labour contributes more towards GDP, productivity cannot be attained at a satisfactory level in the country. The productivity movement declared by the Hon'ble Prime Minister will aware the general people for economic development and for a better quality of life. Last but not the least let us give drive to improve productivity of our country unitedly.

Dr. Md. Nazrul Islam
Director
National Productivity OrganisationPRIME MINISTER
Government of the People's
Republic of Bangladesh17 Ashwin 1418
02 October 2011

Message

I am happy to learn that the National Productivity Organisation (NPO) and APO Society for Bangladesh is jointly organizing a "Multilateral Conference on Productivity Movement in Bangladesh: Strategy for 2021" in Dhaka.

The increase in productivity is essential to boost economic development of the country. The present government has been working to turn Bangladesh into a middle-income country by 2021. All of us should be more active for increasing productivity in all sectors, including industry, services and trade with a view to achieving the goal.

I wish the conference a grand success.

Joi Bangla, Joi Bangabandhu
May Bangladesh Live Forever

Sheikh Hasina

Dilip Barua
Minister
Ministry of Industries
Government of the People's
Republic of Bangladesh

MESSAGE

I am happy to know that the National Productivity Organization (NPO) under the Ministry of Industries & APO Society for Bangladesh is going to organize jointly a "Multi-lateral Conference on Productivity Movement in Bangladesh : Strategy for 2021" in Dhaka. I am confident that this conference would be able to play a positive role in upgrading over all productivity level of the country.

The Ministry of Industries is working relentlessly under the dynamic and visionary leadership of Hon'ble Prime Minister Her Excellency Sheikh Hasina with a desired goal of transforming Bangladesh into an industrially developed, digital middle level income country by 2021. Our grand alliance government is committed to improve the quality of life of the common people through establishing hi-tech and knowledge based society. In order to fulfill the commitment we have no other options except improving industrial productivity. We have to boost the trend of present economic advancement for the achievement of desired level of productivity not only in industry, but also in all sectors of development including agriculture.

I am hopeful that the Multi-lateral Conference on Productivity would be able to find out the appropriate ways and means to guide our industrial sector to the right path encountering the upcoming national and global challenges. It is our strong aspiration that this conference will undoubtedly play an effective role in building mass awareness at nation level about productivity promotion.

I congratulate the organizers and wish this conference a grand success. .

Dated: September 18, 2011.

Dilip Barua

Congratulatory Message
APO Secretary-General

I would like to extend my sincere congratulations to the Government of Bangladesh on holding its first Multilateral Conference on the Productivity Movement in Bangladesh and to the National Productivity Organisation (NPO) on leading this significant event. This multilateral conference marks an important milestone for both the government and the NPO, as it will showcase the fruits of the country's productivity programs over the years along with the government's plans for the future. It brings together key productivity stakeholders from the public and private sectors, trade organizations, labor unions, academia, civil society, and other relevant agencies that have all contributed to the country's socioeconomic development.

Bangladesh joined the Asian Productivity Organization (APO) in 1983 and the present NPO established in 1989, has since catalyzed productivity initiatives as integral part of the economic development plans of the government. As the country's leader in productivity enhancement for 22 years, I am confident that the NPO will continue to be an effective beacon of progress as Bangladesh moves towards its transformation into a mid-level income country by 2021. The APO, for its part, remains ready to provide capacity-building knowledge that will enable the NPO to further improve productivity in the country's Industry, Service, Agriculture and the public sector.

In these times of dynamic changes in global markets, it is imperative for countries to remain firmly on the track of innovation and productivity enhancement while maintaining relevance and responsiveness to their domestic socioeconomic concerns. The national productivity organizations of APO member countries, like the NPO of Bangladesh, are critical players in the development process, as affirmed by APO's 50 years of experience. The continued commitment demonstrated by the Government of Bangladesh to the productivity movement is inspiring to all members of the APO. In this light, this multilateral conference is an important step demonstrating the government's commitment to synergize national support from all its stakeholders.

There is no end to the quest for improvement by any country seeking to address any socioeconomic and environmental problem associated with progress. Despite the challenges, a sustainable socioeconomic development path that is based on productivity enhancement, driven by innovation, and inspired by the ideals of human development is achievable. This is an aspiration that the APO has for all its members, including Bangladesh.

The APO Secretariat and other member countries look forward to learning the outcome of the multilateral conference. My congratulations once again and best wishes for successful proceedings!

Ryuichiro Yamazaki

Secretary
Ministry of Industries
Government of the People's
Republic of Bangladesh17 Ashwin 1418
02 October 2011

MESSAGE

It is pleasing to note that National Productivity Organization (NPO), a department of the Ministry of Industries in collaboration with APO Society for Bangladesh is organizing a Multilateral Conference on Productivity Movement in Bangladesh: Strategy for 2021.

Looking back it appears that productivity movement impacted on the economic development of Japan and many other Southeast Asian nations tremendously. Right after the World War II Japan counted productivity as one of their major strategies for fast economic development. Emerged in 1961, Asian Productivity Organization (APO) as a regional intergovernmental organization has been spreading the productivity movement across the Asia-Pacific region through different interventions such as capacity building activities, sharing best practices, disseminating research findings etc.

Productivity should broadly be construed as a culture rather than a mere driver of economic growth as it makes a nation committed to greater excellence. Indeed, commitment to greater excellence creates the natural urge for innovations through research and development.

Today's globalized world has brought significant changes; it has opened markets of the developed nations to many poor countries. But again it has brought stiff competitions. And thus as an emerging economy Bangladesh needs to revisit the productivity issue to sustain the current economic growth and development and exploit the international opportunities currently available. We need to focus on the work culture of our organizations, leadership pattern, staffing procedures and the wellbeing of the staffs to realize the objectives of productivity. Both public sector and private sector organizations should be determined to invest more in R&D to ensure excellence in the work culture of the organizations.

The current government has already set Vision 2021 to generate national momentum for economic development and greater emancipation and in my assessment productivity movement would be a major building block to realize the broader objectives of Vision 2021. Apart from the Ministry of Industries, other stakeholders such as business communities, industries and APO Society have much role to play to make the movement successful and result based.

I strongly believe that this Multilateral Conference would generate new commitment and agility in us and show us new pathways to reach our goals of development and emancipation. Bangladesh has been fairly doing well in many areas of social and economic development and we need to sustain our successes. Productivity movement can be an effective tool to go even beyond that sustenance.

I wish the conference a grand success.

K H Masud Siddiqui

● Capable, motivated & valued employees,
make committed, satisfied loyal customer.● Keep Improving. New ideas and
Improvements make work interesting.● Keep your customer happy
They will keep coming back.

● Push for productivity, go for quality.