



PROJECT NOTIFICATION

Ref. No.:21-CL-10-GE-WSP-B-PN2100017-001

Date of Issue	26 March 2021
Project Code	21-CL-10-GE-WSP-B
Title	Workshop on Diversity and Organizational Performance in the Public Sector
Timing and Duration	18–20 May 2021 (three days)
Hosting Country(ies)	APO Secretariat
Modality	Digital Multicountry
Implementing Organization(s)	APO Secretariat
Participating Country(ies)	All Member Countries
Overseas Participants	38
Local Participants	Not Applicable
Qualifications of Participants	Policymakers and government officials, representatives of government agencies and enterprises, consultants from public research institute working on human resources management and development innovation, creative and inclusive organizational culture, and multicultural public organization management for enhanced performance management system
Nomination of Participants	All nominations must be submitted through National Productivity Organizations of member countries
Closing Date for Nominations	22 April 2021

1. Objectives

- a. Introduce the concept, methods, and trends of diversity and inclusion (D&I) practices in the public sector.
- b. Review D&I initiatives in the public sector and share challenges and opportunities for improving organizational performance.
- c. Discuss multiculturalism in the Asia-Pacific societies, and assess its managerial and policy implications for public-sector D&I.

2. Background

Continuous changes in demographic composition caused by globalization, immigration, and declining birth rates have made societies more multicultural. Increasing social diversity highlights the importance of the public representation of nondominant groups like women and ethnic minorities. Public organizations that serve and represent all sections of society are attempting to promote greater workforce inclusion to produce improved policy outcomes and civil services for citizens in general. In this context, many public organizations have adopted D&I management that recognizes and values individuals from different backgrounds including culture, gender, ethnicity, age, physical ability, and socioeconomic status.

Most APO member countries are multicultural societies. Southeast Asia alone is home to more than 100 ethnic groups speaking 1,000 languages and dialects. Despite the difficulties in D&I management, many countries have recognized the opportunities and have adopted D&I initiatives. The public sector in Indonesia has enacted gender equality rules and regulations at various levels. Public organizations in Thailand have expanded employment quotas for minority groups. The importance of D&I implementation is supported by many empirical studies that found that its successful management increases employees' work commitment, giving a greater sense of organizational belonging and ownership, which leads to thriving public organizations. A 2020 Forbes article on diversity reaffirmed that this D&I culture boosts innovation, competitiveness, and productivity, resulting in higher returns and better performance.

Today's governments are redesigning their performance management systems (PMS) for public-sector modernization and innovation to address evolving social needs. Public organizations set missions of inclusiveness and align their goals and objectives in the PMS process. Human resources policies have been expanded to behavioral expectations of public servants based on D&I values. This workshop will review various cases of D&I as governance mechanisms and methods for multicultural public organizations. It will also touch upon the challenges and opportunities of D&I for enhanced performance and productivity. After attending the workshop, the participants will be able to understand and develop D&I strategies and their policy implications for the public sector.

3. Scope, Methodology, and Certificate of Attendance

The duration of each day's sessions will be around three hours comprising presentations by experts, group discussions, and other relevant learning methods. The indicative topics of the presentations are:

Day 1:

- Multicultural society and preparedness and actions for the public sector.
- Case studies on linking PMS with D&I in the public sector.

Day 2:

- PMS as a human resources tool for D&I implementation.
- Human capital strategies for D&I: Hiring, promotion, and review processes.
- Organizational and team management in multicultural settings.

- Sharing country cases.

Day3:

- Government initiatives for D&I in the public sector: Systematic management through promotion, documentation, and legislation.
- Action plan: Challenges and opportunities for D&I management and recommendations for enhanced performance in the public sector.

The detailed program and list of speakers will be provided two weeks prior to the sessions with announcement of the names of the selected participants.

The participants are required to attend all sessions. This full participation is a prerequisite for receiving the APO certificate of attendance.

4. Financial Arrangements

The APO will meet the assignment costs for overseas and local resource persons, and for a virtual site visit(s), either broadcast live or recorded as applicable.

5. Implementation Procedures

Please refer to the implementation procedures for APO digital multicountry projects circulated with this document.



Dr. AKP Mochtan
Secretary-General

IMPLEMENTATION PROCEDURES FOR APO DIGITAL MULTICOUNTRY PROJECTS (TRAINING COURSES/WORKSHOPS/CONFERENCES)

1. Modality of Implementation

- a. The sessions will be conducted virtually.
- b. The duration of each day's sessions will be around three hours for training courses and workshops.
- c. The duration of the sessions will be around four hours for conferences.
- d. The APO Secretariat will inform the resource persons and participants of the link to the virtual sessions.
- e. The link will be exclusive to resource persons and participants and should not be shared.

2. Requirements of Participants

- a. Competent in connecting to virtual meetings, including independently undertaking troubleshooting in the event of poor or lost connections.
- b. Proficient in English, both written and spoken.
- c. Have necessary devices comprising a computer, web camera, microphone, and speaker or headphones.
- d. Access to internet connections suitable for videoconferencing. Stable, wired LAN connections are preferred.
- e. Follow the instructions of the moderators/presenters in asking questions, joining discussions, and answering questions.
- f. Wear appropriate business attire during the sessions.

3. Actions by Member Countries

- a. Each participating country will nominate three or more candidates in order of preference for training courses and workshops, and five or more candidates for conferences.
- b. All nominations must be endorsed by an APO Director or Alternate Director and submitted by a Liaison Officer or designated officer. Self-nominations will not be accepted.
- c. Nominations should reach the Secretariat before the deadline.
- d. Each nomination must be accompanied by the APO biodata form and uploaded to the APO Document Management System/Fleekdrive by the NPO. The biodata form is available on the APO website.
- e. If a selected participant becomes unable to participate, the NPO concerned should inform the APO Secretariat and the host country promptly.

4. Actions by the APO Secretariat

- a. Selection of candidates will be at the discretion of the Participant Selection Committee of the APO Secretariat.
- b. Selection of candidates will be completed and announced two weeks prior to the start of the sessions.
- c. Slots that become available due to withdrawal of a selected candidate(s) or lack of nominations by a member country may be filled by alternates to be selected on a merit basis.
- d. The APO Secretariat will inform NPOs of the final program and link of the virtual sessions one week prior to commencement.