



PROJECT NOTIFICATION

Ref. No.: 21-CL-08-GE-OSM-B-PN2100047-001

Date of Issue	22 June 2021
Project Code	21-CL-08-GE-OSM-B
Title	Multicountry Observational Study Mission on Enhancing Equal Opportunities for Inclusive Engagement of the Workforce
Timing and Duration	28–30 July 2021 (three days)
Hosting Country(ies)	Republic of Korea
Modality	Digital Multicountry
Implementing Organization(s)	Korea Productivity Center and APO Secretariat
Participating Country(ies)	All Member Countries
Overseas Participants	19
Local Participants	12
Qualifications of Participants	Government officials involved in promoting diversity in the workforce, gender mainstreaming, and social inclusion; and academics and representatives of associations promoting diversity and inclusion in the workplace
Nomination of Participants	All nominations must be submitted through National Productivity Organizations of member countries
Closing Date for Nominations	12 July 2021

1. Objectives

- a. Familiarize participants with the concepts and practices of, as well as imperatives for, diversity and inclusiveness in the workplace.
- b. Share good practices from the public and private sectors of the Republic of Korea (ROK) and selected countries in promoting equal employment opportunities.
- c. Provide references for government policies and organizational strategies for inclusive engagement of the workforce.

2. Background

Amid the COVID-19 pandemic, governments, businesses, and individuals have witnessed a convergence of three major trends: the accelerated use of digital technologies; disruptions in the employment landscape due to technologies and the pandemic; and stronger calls for equality and social justice. In response to the demand for social protection as well as innovation momentum, governments and global initiatives have placed more emphasis on social inclusiveness, especially through promoting diversity, equality, and inclusion in the workplace, to ensure that contributions to and gains from productivity improvement are shared by all.

Diversity in general refers to the uniqueness and different traits of individuals; inclusion further indicates the recognition and acceptance of that diversity. A range of characteristics has been observed to pose risks of exclusion, preferential treatment, or discrimination, such as age, gender, mental and physical abilities, sexual orientation, ethnicity, religion, nationality, and socioeconomic status. Research findings from the World Economic Forum and McKinsey in 2020 and 2018, respectively, have demonstrated that greater diversity in the workforce leads to higher productivity in the long run and contributes to profitability and innovation potential. It is therefore imperative for governments, businesses, and other organizations to strengthen their inclusiveness policies to ensure competitive advantage and enhanced productivity.

Considering new forms of employment enabled by digital technologies, cross-country policy benchmarking is essential for reviewing and updating strategies for inclusiveness in businesses and society. This study mission aims to provide references on government and organizational strategies, especially the experiences from the ROK, for an inclusive engagement of the workforce and assist APO member countries' policy formulation for productivity enhancement and a more inclusive society.

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:

- Diversity and inclusion in the workplace
- Opportunities and challenges offered by digital technologies

Day 2:

- Diversity and inclusion trends in the Asia-Pacific region
- Case studies from APO member countries

Day 3:

- Equal labor force participation: Challenges and suggestions
- Policy implications and strategies for APO member countries

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.

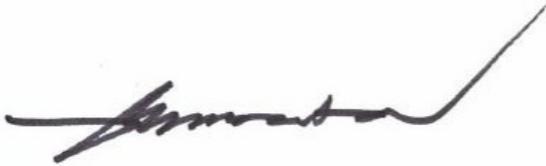
The participants are required to attend all sessions. This full participation is a prerequisite for receiving the APO certificate of attendance.

4. Financial Arrangements

- a. The APO will meet the assignment costs of overseas resource persons and honorarium for up to two local resource persons.
- b. The host country will meet the costs 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.

A handwritten signature in black ink, appearing to read 'Dr. AKP Mochtan', with a long, sweeping flourish extending to the right.

Dr. AKP Mochtan
Secretary-General