ASIAN PRODUCTIVITY ORGANIZATION

PROJECT NOTIFICATION

11 August 2015

1.	**Project Code**	15-RP-18-GE-RES-B
2.	**Title**	Research on Aging Societies and Gender Mainstreaming in Human Capital Development
3.	**Timing and Duration**	November 2015–November 2016 (12 months) Coordination meeting: 24 –26 November 2015 (three days) in New Delhi, India.
4.	**Venue**	APO Secretariat
5.	**Number of Participating Countries**	One chief expert and up to nine national experts from Republic of China, India, Indonesia, Japan, Republic of Korea, Malaysia, the Philippines, Singapore, and Thailand. However, other member countries with special interest in this project may nominate candidates upon consultation with the APO Secretariat.
6.	**Closing Date for Nominations of National Experts**	12 October 2015

7. Objectives

a. To examine gender mainstreaming in human capital-related policies in aging societies through the policies of promoting female labor force participation (FLFP);

b. To analyze the trends of female labor force participation and its impact on labor productivity;

c. To examine the key factors influencing the increase and maintenance of the FLFP rate;

d. To identify and analyze government policies and best practices to boost the FLFP rate in an aging population; and

e. To publish a report on comparisons among participating countries of the trends in, impact of, and policies for increasing FLFP as a measure of productivity issues in aging societies.

8. Background

The most important determinant of a country's competitiveness is its human capital, i.e., the skill and productivity of its workforce. Ensuring the development of human capital requires

the ability to use resources to upgrade labor quality appropriately and efficiently and to enhance productivity. In the context of rapidly aging populations in Asia, APO member economies face the prospect of shrinking labor forces and labor shortages in coming years. Better utilization of the enormous untapped or underutilized pool of female labor is crucial to stimulate productivity growth and develop human capital. Hypothetically, greater FLFP could boost productivity growth by increasing the labor supply, while poor use of women's potential places a significant drag on aggregate productivity. The experience of aged societies like Japan, the Republic of Korea, and Nordic countries shows that government efforts to formulate policies for boosting FLFP or mainstreaming the gender perspective in human capital-related policies result in higher productivity performance; national programs to reduce the negative factors that hinder FLFP are effective measures to deal with aging societies in the long run. In the other words, promoting the participation of women in the labor force through mainstreaming the gender perspective in human capital-related policies is an approach to deal with the challenges of aging societies. More methods to emphasize the legitimacy of this aspect are worth studying.

In 2009, the APO organized a study meeting on women's participation in the labor force. As a continuing effort and against the backdrop above, this research aims to examine the trends and patterns, barriers to, and drivers of FLFP and their impact on productivity in a broader range of member countries. Analysis of policies to promote the participation of women in the labor force through gender mainstreaming for more efficient human capital development in the context of population aging will be conducted. Best practices and lessons learned from advanced countries with experience in driving FLFP will be documented and serve as the basis for recommendations for more active participation of women in the labor force.

9. Scope and Methodology

Scope
1) Coordination meeting of experts: A meeting will be held 24–26 November 2015 in New Delhi, India. The tentative topics to be covered in this meeting are:

a. Discussion and finalization of the methodology and tools for data collection;

b. Determination of key factors influencing the increase in FLFP rates;

c. Discussion and deliberations on policy and best practices to boost FLFP as a measure to tackle the challenges of productivity in aging societies; and

d. Discussion and finalization of the final report format.

2) Conducting in-country research: Each national expert will gather and analyze data under the guidance of the chief expert based on the agreed methodology and framework of the research. The experts will be responsible for analyzing the data and preparing a report for review and acceptance by the chief expert.

Methodology
The research will employ one chief expert who will lead the team of national experts in performing the study.

Chief expert's tasks:
a. Developing the guidelines and formulating the overall research framework for undertaking the research;

b. Presenting the research framework; methodology, and outline of report structure and

format in the coordination meeting;

c. Facilitating and concluding the discussion during the coordination meeting;

d. Providing support and advice to the national experts in conducting the research including the data collection and data analysis;

e. Reviewing the initial draft of the national experts' reports to ensure the quality of the work; and

f. Preparing the final report and submitting it to the APO Secretariat by the deadline.

National experts' tasks:

a. Data collection at national level following the methodology, framework, and timeline agreed in the coordination meeting;

b. Writing country reports on the analyses and findings based on the data gathered;

c. Submitting the report to the chief expert within the time frame and following the agreed format; and

d. Cooperating with the chief expert to ensure the quality and consistency of the final report.

10. Qualifications of National Experts

The national experts are expected to possess the following qualifications:

Present Position	Labor policy specialists and researchers who have sufficient background in and knowledge of productivity-related issues in aging societies, mainstreaming the gender perspective in human capital-related policies, and programs for increasing FLFP.
Experience	At least seven years of experience in the position described above.
Education	University degree or above in economics or labor studies from a recognized university/institution.
Language	Sufficient English proficiency to communicate with the APO Secretariat and the chief expert on the matters relating to the research and excellent writing skills.
Health	Physically and mentally fit to commit him/herself to a one-year period of research.
Age	Candidates who fit the above profile are typically between 35 and 50 years of age.
Other	A strong commitment to undertaking and completing the research within the timeframe is necessary; published articles, books, or substantive reports on labor policies for aging societies are desirable.

11. Qualifications of the Chief Expert

The APO will appoint a chief expert for this project to guide the group of national experts in undertaking the research. The APO-appointed chief expert must possess the following:

a. Extensive knowledge of labor policy in the context of population aging, mainstreaming the gender perspective in human capital-related policies, and policies for the increase and maintenance of female labor force participation; having published in English on those topics is desirable;

b. Excellent English writing and presentation skills as the final report will be written in English; and

c. Strong commitment to undertaking and completing the research project within the given time frame and producing the consolidated analysis of all national reports.

12. Financial Arrangements

To be borne by the APO

a. Honoraria for the chief and national experts to be paid upon completion of the final research report;

b. All assignment costs for the chief and national experts including daily subsistence allowances, miscellaneous expenses, and round-trip international airfare by the most direct route between the international airport nearest to the experts' place of work and New Delhi for attending the coordination meeting for the research;

c. Travel insurance coverage against accident and illness for the entire duration of the coordination meeting and travel; and

d. Local implementation costs for the meeting package including meeting room rental and required equipment.

To be borne by experts or participating countries

a. Any expenses incurred by the experts for extra stay at the venue before and/or after the official project period due to early arrival, late departure, or any other reason must be borne by the experts for attending the coordination meeting; and

b. All local implementation costs incurred by the national experts when conducting the research and related activities at the national level.

13. Actions by Member Countries

a. Member countries included in the research are requested to submit appropriate nominations (preferably more than two for consideration) by 12 October 2015, in line with the provisions in section 10.

b. Each nomination should be accompanied by the candidate's biodata on the standard APO form in duplicate along with a passport-sized photograph. In addition to the standard APO form, nominees should also prepare a list of publications, research, and/or consulting projects they have undertaken in this field. A nomination lacking any of these documents will not be considered.

c. The selection of national experts will be based strictly upon their professional qualifications and experience, academic background, and commitment to this research.

14. Preparatory Work by National Experts

The selected national experts will be instructed to prepare a preliminary report. The preliminary findings will be presented at the coordination meeting in New Delhi and will

form the basis for further deliberations and development of the research. The detailed guidelines for the preliminary report will be provided later.

Mari Amano
Secretary-General