



PROJECT NOTIFICATION

Ref. No.: 21-CL-15-GE-WSP-A-PN2100039-001

Date of Issue	17 May 2021
Project Code	21-CL-15-GE-WSP-A
Title	Workshop on Productivity Gainsharing Models in Agribusiness Enterprises
Timing and Duration	14–16 July 2021 (three days)
Hosting Country(ies)	Malaysia
Modality	Digital Multicountry
Implementing Organization(s)	Malaysia Productivity Corporation and APO Secretariat
Participating Country(ies)	All Member Countries
Overseas Participants	19
Local Participants	12
Qualifications of Participants	Policymakers, agricultural professionals, and CEOs and managers of agribusinesses; and researchers working on inclusive development and productivity gainsharing issues in agriculture
Nomination of Participants	All nominations must be submitted through National Productivity Organizations of member countries
Closing Date for Nominations	14 June 2021

1. Objectives

- a. Discuss the concept, management, and models of gainsharing for improving employee-management relations and enhancing productivity in agribusiness enterprises.
- b. Share best practices of gainsharing in agribusiness enterprises and explore prospects for their adoption in and dissemination to APO member countries.

2. Background

Productivity and employment are key factors in the performance of an enterprise, and gainsharing relates to both closely and positively. Gainsharing is a management system applied by an organization or enterprise to enhance its performance through the involvement and participation of its employees. The basic tenet is that as performance improves, the enterprise will gain higher profits, which in turn are redistributed and shared with employees. Thus, employees always try to make maximum efforts for higher productivity, which ultimately benefits them.

Gainsharing may also take the form of ownership by employees. This may include stock ownership plans, cooperatives, or profit-sharing schemes. Depending on the individual company, productivity gainsharing schemes can range from simple ones such as giving a fixed percentage of profit to all employees to more complex arrangements based on the interests and groups of employees. The arrangements benefit not just individual workers, but companies as well since productivity gainsharing sustains employee commitment to increasing productivity.

The APO Vision 2025 aspires for inclusive, innovation-led productivity growth. They are prerequisites for achieving sustainable socioeconomic development in the region, which is the mandate of the APO. In this context, the gainsharing concept and practices support the APO's aspiration and intent for realizing inclusive engagement and shared prosperity.

The gainsharing approach, however, is not widely practiced or popular in the agribusiness sector other than the cooperative gainsharing models in the ROC, Japan, and the ROK. Another APO member country that has adopted the gainsharing concept and practices in general is the Philippines. The National Wages and Productivity Commission of the Philippines has created the Wage Rationalization Act for the promotion of productivity and gainsharing between workers and employers. Other than this, the application of the gainsharing approach and practices in the agriculture and agribusiness sectors of member countries needs more encouragement.

This workshop will discuss the expanded concepts of gainsharing in small-scale agriculture and agribusiness enterprises and how to adopt and disseminate them among member countries to make enterprises more productive and profitable for all stakeholders.

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:

- Concepts and tools of productivity gainsharing.

Day 2:

- Digital scope and opportunities for productivity gainsharing in agribusiness.

Day 3:

- Best practices of productivity gainsharing models and policies in agribusiness.

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 for overseas resource persons.
- b. The host country will meet the assignment costs of 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.

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

Dr. AKP Mochtan
Secretary-General