



PROJECT NOTIFICATION

Ref. No.: 22-CL-16-GE-TRC-A-PN2200076-003

Date of Issue	10 August 2022
Project Code	22-CL-16-GE-TRC-A
Title	Training Course on Productivity Gainsharing in Agribusiness Enterprises
Timing and Duration	7–11 November 2022 (five days)
Venue and Hosting Country(ies)	Islamabad, Pakistan
Modality	Face-to-face
Implementing Organization(s)	National Productivity Organization, Pakistan
Participating Country(ies)	All Member Countries
Overseas Participants	19
Local Participants	12
Qualifications of Participants	Policymakers, agricultural professionals, 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	9 September 2022

1. Objectives

- a. Introduce the concept, management, and models of productivity gainsharing in agribusiness enterprises.
- b. Acquire the knowledge and skills necessary for dissemination of gainsharing in the agribusiness sector.
- c. Share best practices of gainsharing in agribusiness enterprises and explore prospects for their adoption in APO member economies.

2. Background

Gainsharing is an organization-wide performance-based pay system whereby both workers and management receive increased benefits as a result of improved productivity. This practice is common in the manufacturing sector. However, its application in the agriculture and agribusiness sectors of APO members still needs encouragement. Other than cooperative gainsharing models in the Republic of China, Japan, and the Republic of Korea, the gainsharing approach is not widely practiced in the agribusiness sector in other APO members.

Gainsharing has the potential to contribute to agricultural productivity as farmers are empowered, actors in supply chains are motivated, staff involved in agriculture develop an increased feeling of ownership, and companies receive greater profits due to higher productivity and enhanced efficiency throughout supply chains. Successful gainsharing plans result in quality and productivity improvements of employees. In the Philippines, for example, the Wage Rationalization Act promotes the gainsharing concept and practices to increase productivity. Gainsharing also has the potential to encourage youth to become involved in the sector and support small-scale growers.

This training course will provide knowledge on the application of gainsharing tools and share best practices to make agribusiness enterprises more productive and profitable.

3. Scope, Methodology, and Certificate of Attendance

The program comprises presentations by resource persons, group discussions, field visit(s), and other relevant learning methods. The indicative program schedule is below.

Day 1:

- Concepts and tools for productivity gainsharing
- Gainsharing and pricing policies in agribusiness enterprises

Day 2:

- Digital scope and opportunities for productivity gainsharing in agribusiness
- Policy changes and requirements for promoting gainsharing in agribusiness

Day 3:

- Best practices of productivity gainsharing models and policies in APO member economies
- Group work

Day 4:

- Visits to successful agribusiness enterprises

Day 5:

- Group work
- Action plan presentations

The detailed program and list of resource persons will be provided a month prior to the program 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

4.1. To be met by the APO

- a. All assignment costs of overseas resource persons and honorarium for up to two local resource persons.
- b. Airfare:
 - Workshop and Conference: Round-trip economy-class international airfare by the most direct route between the international airport nearest to the participants' place of work and project venue.
 - Training Course and Observational Study Mission: Round-trip economy-class international airfare by the most direct route between the international airport nearest to the participants' place of work and project venue for those from NPOs, SMEs, and public-sector and nonprofit organizations.
 - Arrangements for air tickets for participants will be made by a designated travel agent endorsed by NPOs.
- c. Accommodation and Per Diem Allowances:
 - Hotel accommodations and per diem allowances for overseas participants for up to six days.

4.2. To be met by participants

- a. Participants from profit-making organizations attending training courses or observational study missions, except those from Bangladesh, Cambodia, Fiji, Lao PDR, Mongolia, and Nepal:
 - Round-trip international airfare between the international airport nearest to the participants' place of work and project venue.
 - Participating Country Expenses at USD200.00/person.
- b. For All Participants:
 - Travel insurance to cover accident and illness, including hospitalization and death, with adequate coverage as may be required by the host country but not less than a minimum coverage value of USD10,000.00.
 - All expenses related to PCR testing, visa fees, and airport taxes.
 - Any expenses incurred for stopovers on the way to and from the project venue as well as for extra stay at the project venue before and/or after the official project period because of early arrival or late departure, for example, due to either limited available flights or any other reason.
 - Any cancellation charges for airfare and hotel accommodations arising from withdrawals after letters of acceptance have been issued by the APO.

4.3 To be met by the implementing organization

- a. Transportation expenses of participants between the airport and hotel designated for the project.
- b. All other local implementation costs.

5. Implementation Procedures

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

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

Dr. AKP Mochtan
Secretary-General