PROJECT NOTIFICATION

Reference No.: 173

Date of Issue	7 July 2023
Project Code	23-CL-13-GE-TRC-A
Title	Training Course on Work Design for Inclusive Productivity
Timing	19 September 2023–22 September 2023
Hosting Country(ies)	India
Venue City(ies)	Not Applicable
Modality	Online
Implementing Organization(s)	National Productivity Council, India and APO Secretariat
Participating Country(ies)	All Member Countries
Overseas Participants	38
Local Participants	12
Closing Date	1 September 2023
Remarks	Not Applicable

Objectives	Understand the principles of work design and how they impact productivity; learn skills to design work processes that are inclusive of a diverse workforce; and examine inclusive work practices and practical strategies for implementing effective work design.
Rationale	Achieving inclusive productivity is vital for the growth and development of organizations. Inclusive work design practices play a critical role in achieving this by designing work processes that accommodate the needs of diverse employees. Organizations can therefore create more positive workplace cultures and improve employee satisfaction, which can lead to better business outcomes.
Background	According to an ILO report (2022), diversity, equity, and inclusion have become increasingly important topics in the workplace in recent years. Organizations are recognizing the benefits of a diverse workforce and trying to create inclusive cultures that promote productivity and employee engagement. However, designing work processes that are truly inclusive and accommodate the needs of a diverse workforce can be challenging. Furthermore, with the COVID-19 pandemic, remote and hybrid work arrangements have become more prevalent, making it even more important for organizations to design work processes that consider the needs of diverse employees. This training course will provide the knowledge and skills necessary to improve work designs and processes and enhance workplace culture, leading to higher productivity and long-term success in today's changing work environment.
Topics	Introduction to work design and inclusive productivity; Principles of inclusive work design; Benefits of inclusive work design for productivity and employee well-being; Tools and techniques for designing new types of work arrangements; Promoting a culture of inclusion and diversity in the workplace; and Strategies for inclusive work design.
Outcome	Participants will have the knowledge and skills to review and design work processes that are inclusive, accommodating, and effective. They will be able to apply these skills to their own work and share the knowledge with others in their organizations, creating a ripple effect of positive change.
Qualifications	Government officials, policymakers, managers of public-sector organizations, and leaders of industrial associations involved in productivity enhancement, human resources, and work design.

Please refer to the implementation procedures circulated with this document for further details.

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Secretary-General