

# राष्ट्रीय उत्पादकता परिषद्

(वाणिज्य एवं उद्योग मंत्रालय, भारत सरकार के अन्तर्गत)  
उत्पादकता भवन, 5-6, इंस्टीट्यूशनल एरिया,  
लोदी रोड, नई दिल्ली -110 003



National Productivity Council

## NATIONAL PRODUCTIVITY COUNCIL

(Under Ministry of Commerce & Industry, Govt. of India)

Utpadakta Bhavan, 5-6, Institutional Area,  
Lodi Road, New Delhi - 110 003

No. 31203/21

Dt. 24-06-2021

**Sub: 21-CL-08-GE-OSM-B : Observational Study Mission on Enhancing Equal Opportunities for Inclusive Engagement of the Workforce from 28-30 July 2021, Digital Multicountry (DMC). (Visit [www.npcindia.gov.in/NPC/User/InternationalServices](http://www.npcindia.gov.in/NPC/User/InternationalServices) for detailed Project Notification.**

Dear Sir,

We invite your kind attention to NPC <https://www.npcindia.gov.in/NPC/User/InternationalServices> with regard to above Asian Productivity Organization (APO) project. The project notification and the APO bio data form are available on the above mentioned page and the same are also attached herewith. The duly filled in **single copy** of Performa enclosed (in excel form only) of the suitable officers for participation as per the para (**Qualifications for Participants**) of the project notification may kindly be forwarded to reach us latest by **12<sup>th</sup> July, 2021**. In this regard, the following points may be noted.

- **Fees and Charges**

The Participation fees (NON-REFUNDABLE) of Rs. 500/- for MSME Sector, Trade Unions and NGO's and Rs. 1000/- for others is payable along with the nomination form for each participant.

The requisite amount can be paid through a demand draft/cheque/ECS drawn in favour of National Productivity Council, New Delhi. In the regard, the bank account of NPC details is attached herewith. Kindly e-mail the details of the ECS/RTGS/NEFT payment made, **mentioning the name of applicant in remarks**, to [mayank.verma@npcindia.gov.in](mailto:mayank.verma@npcindia.gov.in), [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in), [rk.rawat@npcindia.gov.in](mailto:rk.rawat@npcindia.gov.in) Please note, in the absence of application fee, the nomination will not be considered.

- **Nomination Procedure**

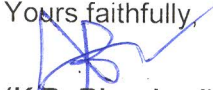
**All nominations should be routed through proper channel and as per the attached APO bio data form.** The nominations received after the last date will not be considered. It is the responsibility of the candidates to complete all the official formalities required by their organizations/department for participating in the program.

It is requested to send nominations by e-mail to [mayank.verma@npcindia.gov.in](mailto:mayank.verma@npcindia.gov.in), [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in), [rk.rawat@npcindia.gov.in](mailto:rk.rawat@npcindia.gov.in) (application in prescribed excel format) and one hard copy by post along with the covering letter of the competent authority on company's letter head. All information pertaining to nominations will be treated as confidential and classified. The nominated officers may be invited as a faculty in programs on the relevant subject/s, organized by NPC.

We look forward to receiving of nominations from your esteemed organization.

Thanking you,

Yours faithfully,

  
(K.D. Bhardwaj)  
Director & Head (Int'l Serv.)  
for Director General  
e-mail: [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in)



## PROJECT NOTIFICATION

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

<b>Date of Issue</b>	22 June 2021
<b>Project Code</b>	21-CL-08-GE-OSM-B
<b>Title</b>	Multicountry Observational Study Mission on Enhancing Equal Opportunities for Inclusive Engagement of the Workforce
<b>Timing and Duration</b>	28–30 July 2021 (three days)
<b>Hosting Country(ies)</b>	Republic of Korea
<b>Modality</b>	Digital Multicountry
<b>Implementing Organization(s)</b>	Korea Productivity Center and APO Secretariat
<b>Participating Country(ies)</b>	All Member Countries
<b>Overseas Participants</b>	19
<b>Local Participants</b>	12
<b>Qualifications of Participants</b>	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
<b>Nomination of Participants</b>	All nominations must be submitted through National Productivity Organizations of member countries
<b>Closing Date for Nominations</b>	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.

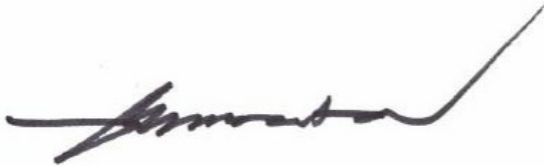
The participants are required to attend all sessions. This full participation is a prerequisite for receiving the APO certificate of attendance.

#### 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 upwards and to the right.

Dr. AKP Mochtan  
Secretary-General