



PROJECT NOTIFICATION

Reference No.: 268

Date of Issue	8 February 2024
Project Code	24-CL-23-GE-TRC-A
Title	Training Course on Gainsharing in Agribusiness Enterprises
Timing	20 May 2024–24 May 2024
Hosting Country(ies)	Philippines
Venue City(ies)	Manila
Modality	Face-to-face
Implementing Organization(s)	Development Academy of the Philippines
Participating Country(ies)	All Member Countries
Overseas Participants	19
Local Participants	6
Closing Date	5 April 2024
Remarks	Not Applicable

Objectives	Introduce concepts and strategies of gainsharing and profit sharing; examine methodologies to design gainsharing plans and strategies; and explore gainsharing approaches for fostering a more equitable distribution of gains across agricultural value chains.
Rationale	As a core focus enshrined in the APO Vision 2025, gainsharing advocates for fair distribution of gains, not only among the top rungs of companies and society, by promoting inclusive engagement. This course will provide knowledge and skills to implement gainsharing strategies effectively at various levels.
Background	<p>Gainsharing, a human resources strategy, aims to enhance employee motivation and innovation, thereby boosting overall corporate efficiency and results. This is achieved by rewarding employees for their contributions to increased productivity and performance, benefiting both staff and management through enhanced output.</p> <p>However, this practice is underutilized in the agricultural sector. A report by Plant Tracker in 2023 stated that the agriculture sector faced profit distribution imbalances, with farmers earning only 13% of global food system profits, as opposed to the 47% and 34% accrued by food retailers and distributors, respectively. Hence, the implementation of systematic gainsharing systems could significantly enhance productivity among agribusiness stakeholders, including farmers and producers.</p> <p>Expanding the scope of gainsharing could also address skewed profit distribution by advocating for national policies such as minimum support price schemes, and showcasing successful global initiatives and approaches.</p>
Topics	Concepts and tools for gainsharing; gainsharing pricing policies in agribusiness enterprises; policy adjustments and prerequisites for promoting gainsharing in agribusiness; and best practices of productivity gainsharing models and policies.
Outcome	Participants will acquire knowledge and understanding of the application of gainsharing concepts, tools, and best practices to make agribusiness enterprises more productive and profitable. They will also be able to demonstrate the capacity to design gainsharing plans and strategies suitable for their organization's context.
Qualifications	Senior practitioners, including managers of agribusiness enterprises, community leaders, and government officers from agriculture and SME development agencies, in agricultural value chains involved in inclusive development and productivity gainsharing.

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



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