

Productivity and Development Center

(Center)

2024 PROJECT ACCOMPLISHMENT REPORT**I. Project Information**

Project Code	:	QDIEK
Project Title	:	Training Course on Gainsharing in Agribusiness Enterprises
Project Start	:	08 March 2024
Project End	:	31 July 2024
Project Price	:	PhP 1,800,000.00
Client Organization	:	APO, DAP, Public, and Private Institutions
Status	:	Completed

II. Project Team

Project Manager	:	Kamille R. Moraleja
Supervising Fellow	:	Christian S. Eparwa
Team Members	:	Arnel D. Abanto, Monica D. Saliendres, Eunice M. Botero Danielle Marie Irish T. Solaña, Pauline Marie S. Villar Queenielyn I. Rodade, Jerome John P. Salut
Consultants/ Resource Persons	:	Dr. Sugumaran Muniretnam, Mr. Harjeet Singh, Dr. Nazrul Islam Mr. Jerome P. Yanson

III. Project Details**A. Project Description**

The DAP, as the National Productivity Organization (NPO), along with the Asian Productivity Organization (APO), an intergovernmental organization that seeks to increase productivity in the Asia-Pacific region through mutual cooperation, conducted the “Training Course on Gainsharing in Agribusiness Enterprises”, which aims to enhance productivity among agribusiness stakeholders, including farmers and producers, through a human resource strategy called gainsharing.

The “Training Course on Gainsharing in Agribusiness Enterprises,” held from 20 to 24 May 2024, was conducted in collaboration between the Asian Productivity Organization (APO) and the Development Academy of the Philippines (DAP).

It aimed to acquire knowledge and understanding of the application of gainsharing concepts, tools, and best practices to make agribusiness enterprises more productive and profitable. Demonstrate the capacity to design gainsharing plans and strategies suitable for their organization’s context.

B. Project Objectives

Specifically, the project aimed to:

- 1) Introduce gainsharing concepts, tools, and best practices to make agribusiness enterprises more productive and profitable;
- 2) Examine methodologies to design gainsharing plans and strategies; and
- 3) Explore gainsharing approaches for fostering a more equitable distribution of gains across agricultural value chains.

Productivity and Development Center

(Center)

2024 PROJECT ACCOMPLISHMENT REPORT**C. Focus Area**

The training course focused on the following:

- 1) Concept and tools for gainsharing;
- 2) Gainsharing pricing policies in agribusiness enterprises;
- 3) Policy adjustments and prerequisites for promoting gainsharing in agribusiness; and
- 4) Best practices of productivity gainsharing models and policies.

D. Project Type

Training Course

E. Project Beneficiary

Private and Public Sector

F. Regional Coverage

Nationwide

IV. Project Accomplishments**Key Activities Implemented****1. Pre-Training**

- Mobilization of project staff and preparation of financial plan, workshop design, and program in coordination with the APO;
- Finalization of workshop design and program, administrative requirements; communication with APO, engagement of local RPs, selection of site visit area;
- Preparation and packaging of workshop materials; and,
- Preparation for the conduct of the workshop.

2. Training Proper**Day 1 - May 20, 2024**

- The training started with a brief opening ceremony with the DAP President Majah-Leah Ravago providing her welcome remarks followed by an opening message from APO Program Officer Nobutsugu Miyama. After the messages, the Resource Persons and all the Participants were introduced including the DAP project team.
- A priming question was asked to the participants before the lecture started. Mr. Harjeet Singh was the first one to give his lecture about Gainsharing in global and regional contexts. The afternoon session started with an energizer, followed by a lecture on Key concepts and models of gainsharing by Mr. Harjeet Singh. The last lecture was presented by Dr. Nazrul Islam, which was about the

Productivity and Development Center

(Center)

2024 PROJECT ACCOMPLISHMENT REPORT

importance of policy and leadership support. The last session was a group workshop facilitated by Dr. Muniretnam Sugumaran.

- All the participants, resource persons, and the project team attended the Welcome Dinner hosted by the APO.

Day 2 - May 21, 2023

- The training started with a Management of Learning (MOL) facilitated by the DAP Project team. Dr. Sugumaran started his lecture, about exploring key strategic initiatives to have a successful gainsharing program and then a Case study lecture about the participatory planning and systematic intervention of gainsharing in agribusiness enterprise. The presentation was followed by a group workshop facilitated by Dr. Sugumaran. The last to present during the morning session was Dr. Islam which was about the performance metrics and fair distribution in the agricultural value chain through productivity gainsharing. An energizer facilitated by the DAP project team was done before the start of the afternoon session. Mr. Singh started his lecture about the sustainability and scaling up of gainsharing in agribusiness followed by Dr. Islam's lecture about the future of gainsharing to end the day 2 session.

Day 3 - May 22, 2024

- A management of learning facilitated by the DAP project team started the third-day session followed by the presentation of Dr. Islam about the best practices and productivity gainsharing models and policies, it was followed by a case presentation of India and Philippines by Mr. Singh and Mr. Jerome P. Yanson respectively. After the case presentation, each group was given time to present their workshop outputs. The resource persons were allowed to provide comments for each group output. Before ending the session, the DAP Project Team provided mechanics for the site visit and the Trigger questions from Mr. Singh.

Day 4 - May 23, 2024

- All the participants, resource persons, and the project team traveled to Batangas City. They visited the Sorosoro Ibaba Development Cooperative (SIDC), one of the largest agribusiness cooperatives that practices gainsharing in the Philippines. SIDC Chief Executive Officer (CEO) welcomed the participants and provided a quick background about the SIDC while Ms. Hazel Sastado presented their current operations. After the presentation, participants were allowed to visit the SIDC Balagtas Sales Warehouse, SIDC Feed Mill, and SIDC Coop stores. After the SIDC visit, the participants traveled to the DAP Conference Center in Tagaytay City for a side trip and quick orientation about the DAPCC and snacks.
- From Tagaytay, participants traveled back to Manila to have their Farewell Dinner at Intramuros, Manila hosted by the DAP.

Productivity and Development Center

(Center)

2024 PROJECT ACCOMPLISHMENT REPORT**Day 5 - May 24, 2024**

- On the last day of the training, each group was given 25 minutes to present their Action Plans, and the four Resource Persons commented on the presentations. Dr. Islam also provided an overall summary of all the group action plans.
- At the end of the Training, a closing program was conducted, Dr. Islam and Mr. Nobutsugu Miyama gave their messages and appreciation and three (3) participants gave their Vote of Thanks. DAP President Majah-Leah Ravago made her closing remarks and led in handing out the Certificates of Completion to the participants and the Certificates of Appreciation to the Resource Persons.

3. Post Training

- Conduct of debriefing;
- Tabulation of evaluation; and
- Preparation of terminal report and project management requirements

V. Major Outputs

1. 25 Participants, 19 International, and six local participants participated and completed the training course. Two (2) observers from the National Wages Commission of the Philippines and Sorosoro Ibaba Development Cooperative (SIDC) also joined the five-day training, except for the site visit.
2. Project Terminal Report

VI. Project Impact

The training, which was conducted via face-to-face modality, provided informative lectures, and gained knowledge and understanding about gainsharing concepts, tools, and best practices for agribusiness enterprises to be productive and profitable.

The training also imparts the fundamental considerations that amid the challenges that confront the agriculture sector, it is crucial to strengthen and step up the agriculture value chains and bolster the institutional infrastructure and policies critical to sustain productivity improvement in the agriculture sector. The discussions provided new perspectives for the resource persons, observers, and participants in terms of rethinking and revisiting their respective countries' gainsharing practices if any, and in crafting plans and policies to make agribusiness enterprises more productive and profitable among APO member economies.

VI. Lessons Learned

The Training Course may be further enhanced by ensuring pre-implementation preparation is in place and consider inviting participants from the local government units.

Productivity and Development Center

(Center)

2024 PROJECT ACCOMPLISHMENT REPORT**Summary of Evaluation for Course and Resource Person**

Course	
Training Course on Gainsharing in Agribusiness Enterprises	4.53
Resource Persons	
Dr. M. Sugumaran	4.62
Dr. Nazrul Islam	4.45
Mr. Harjeet Singh	4.69
Dir. Jerome P. Yanson	4.57

VII. Attachments**A. One-Point Lesson****B. Certificate of Project Closure**

- Certificate of Project Closure (for all completed projects) *GAA Funded

Prepared by:
KAMILLE R. MORALEJA
Project Manager**Noted / Approved by:**
ARNEL D. ABANTO
Center Head