



13th Meeting of the GMS Working Group on Human Resource Development (WGHRD-13)



SUMMARY OF PROCEEDINGS

Meeting Theme: Strengthening Human Resource Development Cooperation in the Greater Mekong Subregion

I. Introduction

1. The Thirteenth Meeting of the Greater Mekong Subregion (GMS) Working Group on Human Resource Development (WGHRD-13) was held in Ha Noi, Viet Nam on 29-30 October 2014 with the theme ***“Strengthening Human Resource Development Cooperation in the Greater Mekong Subregion.”***

2. The Meeting was co-organized by the Government of the Socialist Republic of Viet Nam and the Asian Development Bank (ADB), and attended by participants from the six GMS countries (Cambodia, People’s Republic of China [PRC], Lao People’s Democratic Republic [Lao PDR], Myanmar, Thailand, and Viet Nam). Resource speakers from the public and academic sectors, intergovernmental organizations, as well as observers from development partners, and individual experts also attended. ADB provided secretariat support. The List of Participants is in Appendix 1 and the Meeting Program and Agenda is in Appendix 2.

3. The WGHRD-13 aimed to (i) share knowledge and experiences to improve human resource development (HRD) cooperation; (ii) harmonize HRD programs, projects, and activities within the context of the GMS economic corridors and HRD strategy; and (iii) help enhance regional networks and partnerships in HRD.

II. Plenary Sessions

A. Opening Session:

4. **Welcome Remarks by the Government of Viet Nam.** Mr. Hoang Viet Khang emphasized that investments in HRD have served as catalyst for sustainable growth in Viet Nam the past two decades. According to him, Viet Nam has experienced rapid economic growth through the implementation of market-oriented reforms, anchored on sound development policies and political and social stability. Viet Nam has been consistently involved in various GMS HRD activities in education, health, labor and migration, and cross-cutting areas like prevention of HIV transmission and human trafficking, and will continue to play an active role in strengthening regional cooperation. He noted that strengthening capacity for global competitiveness as well as addressing the challenges of greater integration would be the highlight of the meeting, and looked forward to learning from the other countries’ achievements



in HRD and proposals for more opportunities for regional cooperation through their national action plans. He also looked forward to working closely with development partners as they present their plans and programs for the region.

5. **Opening Statement by the Asian Development Bank.** In his opening statement, Mr. Tomoyuki Kimura noted the substantial achievements in the GMS Program, including the HRD sector. He said that the GMS HRD Strategic Framework and Action Plan (SFAP) for 2013-2017 endorsed at the 18th GMS Ministerial Conference sets the strategic directions in HRD in the GMS to facilitate regional integration and address negative consequences of greater integration. He added that ADB continues to respond to the growing needs of the GMS countries in HRD but cannot do it alone and would need to continue working in meaningful collaboration and partnership with other development partners. He looked forward to hearing about the national action plans as the GMS moves to further implementation of the HRD SFAP.

6. **Country Statements – Presentation of National Action Plans by Heads of Delegation.** The heads of delegation of each GMS country delivered a brief statement on their national HRD action plan, highlighting achievements by the national HRD working group and HRD initiatives to implement the GMS HRD SFAP 2013-2017.

7. **Cambodia.** Mr. Tep Oeun described the institutional arrangement for GMS HRD cooperation in Cambodia and the government's Rectangular Strategy Phase III as guiding framework. This includes HRD as one of its key elements. He outlined the key achievements in health, education, social development, and labor and migration. Among the priorities and opportunities for cooperation identified were (i) harmonization, standardization, and mutual recognition and skills certification system; (ii) labor migration and social protection; (iii) enhancing cross-border health activities; and (iv) baseline data preparation/study on labor and migration. The strategic priorities identified for HRD cooperation include the following: in technical and vocational education and training (TVET)—development and piloting of a framework for mutual recognition of technical and vocation skills in the GMS; in higher education—higher education harmonization and networking; in health—GMS Regional CDC Project Phase 3; and in labor and migration—improving access of cross-border migrant workers to basic social services.

8. **PRC.** Ms. Song Rui stated that the Chinese government's 12th Five Year Plan on Human Resource and Social Security emphasizes people's welfare and education, and that enhancing cooperation and exchanges on human resource issues under the GMS framework is of paramount importance to their government. She described the national institutional arrangement for HRD involving representatives of the public, private, and civil society sectors, and enumerated the various achievements in health, TVET and higher education, and migration. The Chinese government, she added, continues to provide scholarships to GMS students and training in various fields to GMS officials. Among the priorities and opportunities for HRD identified were (i) enhancement of cooperation on cross-border communicable disease control in health; (ii) mutual recognition of TVET and occupational standards; (iii) exchanges in vocational training and qualifications system; (iv) joint education programs; and (v) capacity building programs for officials in GMS border control and immigration offices.

9. **Lao PDR.** Mr. Khamphao Chanphengxay stated that their 9th Party Congress recognizes the important role of HRD in the country's socio-economic development. As the country transitions to become a modernized and industrialized economy, Lao PDR needs a qualified labor force with knowledge and skills needed for economic development by 2020. As such, Lao PDR's national HRD plan addresses the need for regional integration preparedness in



education, health, and social development. He described the national GMS HRD working group and outlined the country's achievements in HRD. Among the challenges in HRD in Lao PDR were (i) the development of the education system, especially the establishment of the National Qualification Framework, which includes the fields of higher education, TVET and skills development; (ii) difficulties still faced by people in remote areas in accessing social services such as education and health care services; (iii) although there has been periodic improvement of access to information and communications technology (ICT), limitations and ineffective capacity to use ICT to promote HRD still remain; and (iv) funding for the social sectors, including education and health, is limited.

10. **Myanmar.** Dr. Win Naing, presenting the country statement in behalf of Dr. Soe Lwin Nyein, Deputy Director General, Disease Control, Ministry of Health, described the national health committee chaired by the Prime Minister, and composed of the ministers of health and other health-related agencies. A national HRD Working Group is proposed with the Director General of Department of Health as the focal person, and with representatives from the ministries of education, labor and employment, and social welfare as members. The National HRD Plan emphasizes enhancing collaboration with GMS countries to foster integrated subregional cooperation and capacity building in carrying out projects in the following areas: (i) communicable and highly infectious diseases; (ii) prevention and control of counterfeit and substandard medications; (iii) implementation of international health regulations; and (iv) identifying and sharing best practices in human health.

11. **Thailand.** Ms. Sayan Konkoeay talked about the Eleventh National Economic and Development Plan as the guideline for Thailand's development policies covering the period 2012-2016, whose key elements are "Philosophy of Sufficiency Economy", "people at the center of development", balanced development in all aspects, and human development toward a life-long learning society. The National GMS HRD Working Group is headed by TICA, with representatives from the ministries of Education, Labor, Public Health, and Social Development and Human Security. She cited several key achievements in HRD and emphasized priorities for HRD cooperation as outlined in the SFAP to address challenges in HRD including (i) increased ownership of GMS member countries of regional HRD program; and (ii) ADB to play a more active role in mobilizing financial support from public and private sources to support the SFAP.

12. **Viet Nam.** Ms. Tran Thanh Minh gave an overview of the National HRD Strategy for 2011-2020 approved in April 2011, which focuses on "Regional and International Cooperation in the Subsectors TVET and Higher Education and Research, and Health in Controlling Community Epidemic Diseases." She described the institutional arrangement for Viet Nam National HRD Working Group and enumerated ongoing and planned projects in HRD. Opportunities in HRD identified were (i) more support from international agencies in terms of expertise and finance in such areas as quality assurance to meet GMS standards; (ii) credit transfer system for selected universities; (iii) control of communicable epidemic diseases; and (iv) enhanced government budget for implementation of HRD Strategy.

13. The Welcome Remarks, Opening Statement, and the Country Statements are in Appendix 3.

B. Session 1: Panel Discussion on Regional Economic Cooperation and Integration: Implications, Challenges, and Strategic Directions for HRD

14. This session provided an overview of the GMS Regional Investment Framework (RIF) including the prioritized list of HRD investment and technical assistance projects endorsed by



the 19th GMS Ministerial Meeting held in December 2013, as well as the preparation of the RIF Implementation Plan (RIF-IP) and M&E System as a key deliverable for the 5th GMS Summit scheduled on 19-20 December 2014 in Bangkok, Thailand. The session also discussed the accomplishments in the first phase of implementation of the regional policy and advisory technical assistance (R-PATA) 8549: Implementing the GMS HRD SFAP 2013-2017.

15. Mr. Shunsuke Bando of ADB briefed the meeting on the latest developments in the preparation of the RIF-IP and M&E System covering the period 2014-2018, which is a key deliverable for the upcoming 5th GMS Summit. The RIF-IP has taken into consideration the sector projects list including those under the HRD sector that are included in the RIF endorsed by the 19th GMS Ministerial in December 2013. The sector projects lists have been further prioritized in consultation with the various sector working groups and the top-ranked investment and technical assistance projects have been included in the RIF-IP. Under the HRD sector, the top-ranked projects in the RIF-IP are the following investment projects: (i) GMS Communicable Disease Control Project (Phase III); and (ii) GMS Technical and Vocational Education and Training Development; and technical assistance projects; (i) Project Preparation Technical Assistance (PPTA) for GMS Communicable Disease Control Project (Phase III); and (ii) PPTA for GMS Technical and Vocational Education and Training Development. Mr. Bando informed the meeting that the name of the Communicable Disease Control Project Phase III may change to Health Security Project. Mr. Bando discussed the elements of the M&E System and the institutional mechanism involved where the various sector working groups would be playing a significant role. Timelines leading to the endorsement of the RIF-IP by the GMS Senior Officials and GMS Ministers, and eventual presentation at the 5th GMS Summit were explained. He also briefed the meeting about two Summit-related items of interest to WGHRD, namely: (i) the 2nd GMS Youth Forum as one of the component events of the Summit, and which is one of the priority initiatives under the RIF HRD pipeline; and (ii) the HRD section in the draft Joint Summit Declaration.

16. Mr. Joel Mangahas of ADB gave an overview of the GMS Economic Cooperation Program established in 1992 which includes HRD as one of the priority areas of cooperation under the auspices of the Working Group on HRD established in 1995. He noted the importance and significance of HRD in the context of providing vital inputs to the economy, enhancing productivity through the creation of human and social capital, providing opportunities for vulnerable groups to better manage externalities arising from increased connectivity and mobility, and contributing directly to human welfare. Key instruments for supporting HRD are (i) efficient and effective investments in education, health, labor and migration, and social development; and (ii) national, regional, and international policies that promote efficient and equitable utilization of human resources. He recalled the previous HRD SFAP for 2009-2012, followed by the current SFAP for 2013-2017 and its seven strategic thrusts that are aimed at sharpening priorities to meet the HRD needs of GMS economic corridor development and the ASEAN economic blueprint. He recalled the achievements under the earlier ADB-financed technical assistance to support implementation of the HRD SFAP Phase 1. For Phase 2, under the new ADB-funded R-PATA 8549, covering January 2014-December 2017, concurrence letters from GMS countries were received recently. The project will build on the gains of the previous one and aims at improved cooperation in TVET and higher education, and strengthened national implementation of SFAP. To date, consultants have been deployed, country consultation missions were done between August-September 2014, and national HRD action plans have been prepared. He noted some implementation challenges including (i) sustaining government support to HRD cooperation; (ii) strengthening coordination of different ministries and stakeholder groups; (iii) financing of HRD initiatives; (iv) balancing



regional and country HRD priorities; (v) achieving consensus at the national and subregional levels; and (vi) ensuring continuity in the composition of the national HRD working group.

17. Ms. Song Rui stated that while PRC has received significant support from ADB over the years, financing for HRD cooperation has been a lingering challenge. Notwithstanding efforts to seek funding from other sources, including counterpart funding from the government, there is still significant shortage. A good model would be to combine financial support with technical knowledge sharing as exemplified by the ADB-financed Guangxi Baise Vocational Education Development Project. She also stressed the importance of establishing a GMS knowledge sharing platform, which PRC strongly supports. PRC launched in 2012 an ADB-PRC Regional Knowledge Sharing Initiative (RKSI) as a vehicle to promote South-South cooperation through mutual learning and sharing of development experiences between the PRC and other developing member countries. She suggested that the GMS knowledge sharing platform could build on the successful experience of the RKSI.

18. Dr. Sukhum Piriyaornpipat of Thailand talked about the government's universal coverage service, which goal is "to equally entitle all Thai citizens to quality health care according to their needs, regardless of their socioeconomic status. Focus is on health promotion as well as curative care, effective service, proper referral to hospitals, and providing subsidies for public health spending to ensure that all citizens can access health care. Given the emphasis to achieve universal health coverage and essential services, the government has invested in local health infrastructure. The factors that are contributing to the successful implementation include political and financial commitment, strong civil service acting in the public interest, active civil society organizations, and technical capacity to generate and use research evidence, economic growth, and policies to increase fiscal space. They are open to share their experience with the other GMS countries.

19. In response to a query from Mr. Guntur Sugiyarto of ADB, Ms. Song Rui confirmed that they collaborate with institutions such as the International Labour Organization (ILO) and the International Organization for Migration (IOM) that work on HRD, as described in their national action plan. Many of their projects are nationally funded as funding from ADB is limited. PRC sees the opportunity to explore other sources of financial and technical support.

20. In reply to a query from Mr. Tep Oen, Mr. Shunsuke Bando explained that the RIF-IP for 2013-2022 is intended to operationalize the GMS Strategic Framework and that it covers about 200 projects under nine sectors of cooperation, including HRD. These projects have been further prioritized under the RIF-IP for implementation in 2014-2018.

21. Ms. Sayan Konkoey inquired why the mutual skills recognition qualifications framework covers only three countries. Mr. Joel Mangahas replied that out of the four original participating countries, only three countries (excluding Cambodia) eventually endorsed the framework. ADB would like to take opportunity of the consultation meetings with the member countries to arrive at a decision or consensus on the additional skills areas to be included in the expanded qualifications framework, and which countries would participate in the next pilot testing.

22. Copies of the Presentations in Session 1 are in Appendix 4.



C. Session 2: Panel Discussion on Improving Cooperation in Technical Vocational Education and Training

23. This session discussed the relevance of harmonizing skills recognition frameworks in TVET in the GMS, its implications on the impending ASEAN economic integration and the value of increased skilled labor mobility to support GMS economic corridor development.

24. Ms. Tania Melanie Rajadel of ADB noted that policy makers are essentially working in a fog within fast-evolving economies that are increasingly integrated both regionally and internally, and with different training and education systems. TVET is a difficult area from that point of view, she said, with incomplete information on labor market trends. In this context, many policies seek to lift the fog, when, according to her, it might be more realistic to navigate the fog or uncertainty. Tools such as Qualification Frameworks are essential for providing clarity to students, workers, etc., and engaging all stakeholders in conversation in skills development. Mastering core competencies is essential, and it is also important that workers are able to adapt to new production processes. She illustrated this with data from a study conducted by the World Bank in Lao PDR and Yunnan Province on specific job-relevant skill like operating specialized machinery and equipment involving three occupational groups and computer use at work. Use of skills at work, she emphasized, provides an incomplete picture of actual skills. The study suggests that workers may have skills outside of work and may be more adaptable. However, employers are not using those skills. Other skills, such as non-cognitive skills and personality traits like openness to new experiences, are important for workers to adapt. Professionals with their higher level of education are more open to new experiences and tend to problem solve. The key, she said, is to get workers at all levels to problem solve. Industries, she added, are looking for workers who are able to adapt to new processes and new ways of working, and able to apply knowhow. She concluded that it is important to build in mechanisms to ensure that tools such as qualifications frameworks: set the right path for skills development; adapt teaching and training methods; provide incentives; help workers adapt to different occupation requirements across borders; and be more forward looking.

25. Ms. Carmela Torres of ILO talked about labor migration in ASEAN—mostly from Myanmar, Lao PDR, and Cambodia into Thailand, from Indonesia and Viet Nam into Malaysia, and from Malaysia, the Philippines and other ASEAN nations into Singapore and Brunei Darussalam. The services sector, followed by the industry sector, hosts the most number of migrants. High-skilled occupations are limited and major migrations are in low to medium skilled occupations. The ASEAN Qualifications Reference Framework (AQRF) is a common reference framework to function as a translation device to enable comparisons of qualifications across countries. It will provide a basis for mutual recognition of formal and informal learning and facilitate the free flow of skilled labor and the on-going development of ASEAN Mutual Recognition Arrangements (MRAs) for professional services. MRAs serve as a tool for establishing skills or experience for professionals and facilitate the easier movement of professional service providers in ASEAN. However, MRAs do not guarantee the free movement of labor and market access. Mutual Recognition of Skills (MRS) will focus on technical/vocational skills and are necessary for countries with less developed skills system. Overtime, MRS arrangements for medium to low-skilled occupations may provide a more manageable, transparent and safer channel for migrant workers. Technical skilled workers with modest skills set can have their skills recognized through MRS within the AQRF. She cited ILO's various initiatives on the MRS and action plans proposed by ASEAN member countries. Under the ADB-funded RETA Implementing GMS HRD Strategic Framework and Action Plan, ILO has worked with GMS countries on a framework for mutual recognition of skills and



qualifications for three skills areas (domestic housekeeping, automotive mechanic, and welding), and will continue to work on Phase 2 covering additional skills and components.

26. Mr. Sophea Mar of ADB stressed the importance of MRS and AQRF. He noted that countries have different levels of development and preparation, and each country has its priorities for industrial development in the context of the changing macro-economic climate in the region. He welcomed ILO's move to come up with action plans and countries should feel comfortable to proceed. Skills audit is important, and countries need to balance the skills requirement of the national economy in terms of skills competency standards important for industry. Countries need to ensure the participation of employers in developing skills standards because they are the ones who choose the standards. Country initiative and GMS initiative have to be harmonized in terms of priorities. In some cases, the country program can help set the TVET priorities.

27. Mr. Tep Oeun highlighted issues on how to organize regional labor market information for sharing with one another, how to align programs of development partners interested in TVET with country programs and priorities. He also stressed the need to do benchmarks and pre-feasibility studies before projects are implemented, the need to strengthen the capacity of government officials, and the need for commitment to implement the ASEAN agreements and instruments, how to harmonize them, and align them with the country programs and policies.

28. Mr. Nguyen Quang Viet of Viet Nam recalled their experience on the pilot mutual skills recognition project and the recommendations by Ms. Carmela Torres. He noted that the AQRF has not yet been endorsed and that ASEAN has to conduct referencing system to ensure confidence on certificates from sending to receiving countries. He agreed with ILO's observation to disengage MRS and MRA, and stressed that ADB and ILO should work together towards full recognition of the three skills areas that have been piloted and move to include other skills areas.

29. Mr. Guntur Sugiyarto noted that qualifications frameworks can be done by anyone but there is a skills recognition qualifications framework that is developed as part of ASEAN qualification framework at the regional level. The national qualifications framework should be in line with the ASEAN qualifications framework. It would be better to work together to make sure that there is good synergy and to ensure that work is proceeding properly. Once the national qualifications framework and the ASEAN qualifications framework are set, the rules of the game would be clear for everyone, and each could decide whether they would like to play the game or not. MRA could be expanded to cover all occupations and professions.

30. Ms. Dong Jing of PRC emphasized the need for unified standard on mutual recognition of skills. She said that comparison and matching of standards and qualification skills of different occupations will be a great challenge. The Chinese government, she added, is willing to cooperate with neighboring countries, and hopes to use financial and technical support from ILO and ADB.

31. Ms. Carmela Torres noted that AQRF is still a work in progress, and under the process, they are looking at the national level so that agencies are working together in a unified effort to be able to benchmark the different occupations. ILO is trying to help in technical and vocational skills where benchmarking process is a very technical process. ILO would like to work with PRC on this benchmarking process.

32. Copies of presentations are in Appendix 5.



D. Session 3: Panel Discussion on Improving Cooperation in Higher Education

33. This session discussed HRD initiatives in higher education cooperation including the GMS University Consortium, the Academic Credit Transfer Framework for Asia (ACTFA), and the Quality Assurance (QA) Systems in GMS countries.

34. Ms. Chantavit Sujatanond gave an overview of the Southeast Asian Ministers of Education Organization (SEAMEO), its members (ASEAN plus Timor Leste) and associate and affiliate members, and 20 centers hosted by member countries. SEAMEO-RIHED is one of such centers, which mission is to foster efficiency, effectiveness and harmonization of higher education in Southeast Asia. She described RIHED's 4th Five-year Development Plan, programs and activities. These include empowering higher education institutions, developing harmonization mechanism, cultivating globalized human resources, advancing knowledge frontiers in higher education management, and promoting university social responsibility and sustainable development. She cited examples of related activities and projects under these programs.

35. Ms. Nantana Gajeseni of ASEAN University Network (AUN) presented the AUN mandate and their experience in quality assurance development, including AUN QA Timeline, and program assessments done in several member countries. She presented the elements of a 5-year ASEAN Work Plan on Education, the current higher education development systems in ASEAN member countries classified in relation to national economic status, the AUN flagship program for uplifting higher education quality in ASEAN, and the components of a project proposal for an AUN-ADB project for CLM on AUN QA system. She stated that the AUN QA System has gained international recognition as an example of good practice, and noted that ASEAN QA System, Credit Transfer System, and Qualification Reference Framework are helping ensure quality education, promote student mobility, and enhance professional/workforce mobility.

36. Mr. Khamphao Chanphengxay of Lao PDR noted that work on internal quality assurance has started at the university, whereas external quality assurance has not yet been initiated. Mutual recognition framework has been done at the policy level, but without concrete action at the university level. In the field of TVET, work on mutual qualification framework has advanced to some extent. Discussions have started on credit transfer but the process is not easy as there are many issues involved from standardizing the curriculum to personnel development.

37. Ms. Nongnuch Chunbandhit of Thailand shared that in the area of higher education and research, the office of the Higher Education Commission offers to share experiences in quality assurance - both internal and external – and establishment of the national qualification framework for GMS countries through consultancy services and training.

38. Ms. Khamtanh Chanthay of ADB recognized the importance of quality assurance system and credit transfer system developed by SEAMEO-RIHED and AUN. These schemes will be taken into account in developing and designing new projects to be financed by ADB and in looking for opportunities for providing support and building the capacity of universities. ADB also assists borrower countries to explore ways for universities to strengthen their cooperation with foreign universities. The ongoing project on supporting higher education is seeking partnerships with other universities abroad (Republic of Korea, University of Hanoi, universities in Japan, Thailand, and PRC) besides scholarships. Lao PDR, she said, is sending teaching staff to study



abroad and to expand the university network; inviting professors from universities abroad to exchange knowledge and skills, the cost of which is lower than engaging consultants; and, also engaging private companies to get involved in the improvement of higher education system.

39. In response to the query raised by Mr. Tep Oeun, Ms. Nantana Gajeseni stated that AUN has a clear political mandate to support human resource development. As to benefit to individual university, the strong ones support the weak ones. There is cost-sharing in the interest of the whole region, i.e., the whole ASEAN. Success areas are shared with others, and impact since 2009 are being recognized by other universities. AUN QA ensures that program can produce qualified graduates that meet the standards of the region. AUN QA is different from national QA system which is institutional level. AUN QA is at the program level but supports the institutional level.

40. Copies of presentations are in Appendix 6.

E. Session 4: Panel Discussion on Improving Health and Social Protection for Migrant Workers

41. This session focused on health and social protection for migrant workers including areas for cooperation and capacity building for health workers.

42. Mr. Eduardo Banzon of ADB talked about improving health and social protection for migrant workers. He presented global migration trends, changing internal migration pathways, and examples of multilateral agreements on social protection (CARICOM Agreement on Social Security of 1997, MERCUSOR work on harmonizing of social security benefits, Ibero-American Agreement on Social Security). He discussed actions for social protection by sending countries in the context of the experiences of the Philippines and Indonesia. With regard to mandatory but separate migrant-specific health insurance scheme in receiving countries, he mentioned hospitalization and surgical scheme for foreign workers in Malaysia (paid for by the foreign workers), compulsory migrant health insurance scheme in Thailand, mandatory but separate migrant-specific health insurance scheme in receiving countries where employers pay, and health insurance for migrant workers in Singapore. With regard to employer-provided access to health care services, he mentioned the experience of Bahrain, the Sultanate of Oman, and the Kingdom of Saudi Arabia. Another approach is incorporation into the national scheme or “UHC (Universal Health Care) approach” as in the case of United Arab Emirates and Qatar which are similar to the South Korean and Japan approach. Moving forward and beyond policy declarations, he suggested the following: (i) come up with multilateral social protection agreement within the GMS/ASEAN; (ii) promote actions of sending countries building on the Philippine experience; (iii) expand mandatory health insurance in receiving countries to other social protection benefits; and (iv) continue the “UHC approach” of Abu Dhabi and Qatar.

43. Mr. Mom Virak of Cambodia noted the importance of social protection of migrant workers in the context of globalization. Migrant workers contribute to the labor force and growth of the local economy. He mentioned their separate memorandums of understanding (MOUs) with Thailand, Malaysia, and Viet Nam, and emphasized the importance of honesty and commitment to implementing these.

44. Dr. Chanthone Khamsibounheuang of Lao PDR mentioned their cooperation with the Thai Government on improving access to health services for migrant workers, and that the possibility of improving access to health services in a host country is higher for recorded/registered migrant workers than for non-recorded/non-registered workers. There are



problems concerning the movement of workers who need medical treatment, and medical record is crucial to provide the history of treatment. This would require a referral system where information can be shared about the migrant workers and which health services they can access when they return. For HIV/AIDS positive migrants, it is important to know what course of medication has been undertaken so that it could be determined whether such treatment could be continued. Consultations are underway with relevant ministries/authorities in order to arrive at a consolidated approach and solution.

45. Mr. Surasak Thanaisawanyangkoon shared Thailand's experience in improving health services and joint activity for migrants. Under the new health policy, migrant workers from Cambodia, Lao PDR and Myanmar (CLM) can now access health services through a new health insurance policy. However, undocumented migrants cannot afford the annual health insurance cost and as a result still have no access to health services. Thailand, he said, is developing a referral case system, especially in areas along the border and organizing monitoring and evaluation meetings with CLM countries on HIV/AIDS case referral system development in the context of the MOU for joint action in reducing HIV vulnerability related to population movement in the GMS.

46. Mr. Dang Quang Tan of Viet Nam expressed appreciation to ADB for its support to CDC II in strengthening the national surveillance system, improving capacity of health staff, and improving communication activities in the prevention and control of communicable diseases that contributed to the overall reduction of morbidity and mortality. Viet Nam is cooperating with other GMS countries, especially with Lao PDR and Cambodia along the borders. ADB also supported a project on improved infrastructure for preventive medicine in provincial centers. However, they still need continued ADB support under the new proposed Health Security Project, which shall be implemented at the district level. Specifically, the project's objectives are to support capacity development for the prevention and control of infectious diseases and preventive medicine activities in project areas; strengthened surveillance and rapid response capacity for health staff; enhanced diagnosis and treatment of infectious diseases; and improved regional coordination, cooperation and sharing of experiences on emerging and re-emerging infectious diseases.

47. Mr. She Zhiwen of PRC shared information about health cooperation with other GMS countries including PRC support for cross border joint prevention and control of communicable diseases (malaria, dengue fever, plague and HIV/AIDS) project for migrant workers, training programs on communicable disease control, health policies, health insurance and traditional medicine. These programs have achieved great success and have served to strengthen regional health systems, including knowledge management surveillance and response, improved communicable disease prevention and control capability, and integrated project management. This year, PRC is planning to use the PRC-ASEAN Public Health Cooperation fund to support three more new health human resource training projects, for health officers, health personnel and health education for migrant workers in the border areas. PRC is working closely with other GMS countries and partners such as ADB, World Health Organization (WHO) and the Global Fund in health human resource development.

48. Dr. Win Naing stated that migrant workers mostly go to Thailand, Malaysia, Singapore, and that proximity with Thailand encourages migrant workers to travel there. He discussed ongoing initiatives to provide health services for migrant workers and cited the issues concerning transmission of HIV, provision of access to treatment and care services, increasing incidence of crime, social security and social protection, and scarcity of manpower. He emphasized key action areas, including identification of additional funding sources,



strengthening of legal and policy framework on migrant health, increased collaboration among health and labor partners, and training and capacity building for health practitioners.

49. Mr. Guntur Sugiyarto emphasized the following: health protection that must be seen as part of holistic protection; need to define the roles of government, the recruiter, and the sponsor; coverage of social protection and transferability across different jobs and different countries; need to avoid creating additional burden on the part of migrants, for example in the context of double charging of insurance coverage; open and clear negotiations; and, learning from best practice, not just from success but also from failures.

50. Dr. Eduardo Banzon emphasized the need to ensure that all people, including migrants, are treated the same in the context of health and social protection.

51. Copy of presentation for Session 4 is in Appendix 7.

F. Summary of Discussions for Day 1:

52. Mr. Dante Canlas summarized key points discussed on Day 1 as shown in Appendix 8.

Day 2: Thursday, 30 October 2014

G. Recap of Day 1:

53. Mr. Joel Mangahas gave a recap of Day 1, copy attached as Appendix 9.

H. Session 5: Panel Discussion on Strengthening Labor Migration Management Programs

54. This session discussed labor migration management programs implemented or proposed to be implemented in the GMS and their importance on regional cooperation and economic integration.

55. Ms. Yuko Hamada of IOM gave an overview of the dynamic and complexities of labor migration in ASEAN. She cited three main drivers of labor migration, namely, (i) differences, (ii) demography, and (iii) democracy, which GMS and ASEAN have in common. Other factors are diversity of industries in ASEAN, and the primary sector as a percentage of the economy, which varies across countries. Much of migration flow in the GMS is still dominated by low-skilled migration. She discussed the challenges relating to migration including those prevailing prior to migration, families left behind, during employment and upon return or integration. She highlighted four policy priorities for labor mobility, including (i) mixed flow of migration/irregular migration; (ii) protection of migrant workers; (iii) talent management; and (iv) mainstreaming of migration into sustainable development. She introduced three pillars in GMS labor migration strategy in the context of the HRD SFAP, namely, (i) capacity building in labor migration governance; (ii) protecting the rights of cross-border migrants; and (iii) supporting ASEAN in moving towards increased mobility of skilled labor. IOM will collaborate with ADB on safe cross-border labor migration facilitation by improving the flow of information to cross-border labor migrants in sending countries and major receiving countries, improving access of cross-border migrant workers to basic social services and enhancing social protection. She shared information on some existing initiatives of IOM with other partners, highlighting synergies with other interventions.



56. Mr. Guntur Sugiyarto gave a presentation on Strengthening Labor Migration Management Programs in ASEAN. He discussed the key drivers of migration including the strong historical links between countries in the region that share cultural, and social similarities, global economic and demographic imbalances across countries and regions, increasing globalization and global production networks, adverse effects of climate change, diaspora and other networks, and “labor exporting policies” of developing countries. International migration is now an integral part of development issue and agenda. Migration is important in the context of remittances that keep increasing despite inflation in the local economy. He outlined the positive and negative economic impacts of migration and remittances. Dynamic demographic variables and socio-economic developments in the ASEAN region have further induced economic migration. He summarized the key trends that strongly suggest a call to policy makers for social protection for labor migrants and the implementation of agreements which so far has been slow and uneven due to complexities of the issue, regulations, and institutional arrangements. He outlined a number of good policies, including (i) facilitating labor migration as a choice; (ii) lowering migration overall costs; (iii) lowering remittance fees; (iv) facilitating the productive use of remittances; (v) facilitating financial and real investments of remittances; (vi) protecting the welfare and the rights of migrants especially women by mainstreaming gender policies in migration; and (vii) adopting Migration for Development Framework. Moving forward, there is no one-fit-for all solution. He said policies should be win-win-win solutions that call for national, regional, and global consistent actions. Migration should be viewed in a circular fashion and summed up as: Earn, Learn, Return.

57. Mr. Ren Kun of Cambodia shared information about their labor migration management program, including the (i) issuance of a legal framework for the management of recruitment and selection of migrant workers by private agencies; (ii) piloting of database systems for management of migrant workers and of complaint handling system; and (iii) development of pre-departure curriculum for migrant workers. Cambodia continues to update the legal framework, monitor its implementation, explore the labor market in the region and in developed countries, and seek opportunities for sending migrant workers. Cambodia needs the support and cooperation of development partners, especially ADB and other GMS countries to address remaining issues.

58. Mr. Onevong Keobounnavong said that majority of Lao labor migrants go to Thailand, and the two countries have an existing MOU. He mentioned problems concerning illegal migration and human trafficking and the conditions contributing to the problem, and discussed measures that the government has taken to manage cross-border labor migration, including community awareness campaign, and the production of a travel smart-work smart handbook, besides the bilateral MOU with Thailand. He stressed the need for capacity development in labor migration management for government officials at the central and local levels, and technical and psychological knowledge and training on handling returnees and victims of human trafficking.

59. Ms. Ta Thi Thanh Thuy of Viet Nam said that there are about 200 licensed agencies, and also non-profit organizations that facilitate labor migration. More than 90,000 workers have been sent abroad over the last 10 months of 2014, one-third of which were women. Viet Nam has signed an MOU with Lao PDR, and is now negotiating one with Thailand. Viet Nam also participates in the tripartite project called Triangle Project implemented since 2010 and funded by AusAID that aims to strengthen migrant policies, and protect the rights of migrant workers. Viet Nam is revising the existing law to make it more suitable to the current situation. It has issued circulars relating to protection of migrants and supported capacity building of recruiters.



60. A Cambodia participant inquired if there has been a study regarding the contribution of returning migrants in the context of transfer of knowledge. Another question is whether there is information on workers in the informal sector. Ms. Sayan Konkoe referred to ADB-ILO-IOM collaboration and inquired if there is a common issue that they can cooperate on for the ASEAN region.

61. In her response, Ms. Yuko Hamada said that there are studies concerning transfer of skills and experience that migrants earn from countries of destination. IOM has a signature program on contribution of skills of returning migrants—for example in Afghanistan, through advisorship to the government and the private sector. She urged GMS countries to examine this. On the informal sector, the information is difficult to grasp, hence there is need for labor migration information system to address this. On ASEAN initiatives, IOM is working on practical tools to promote skills through the MOUs already in place, also on issues on access to services that need further strengthening. IOM is working with other development partners on these and other initiatives.

62. Mr. Guntur Sugiyarto noted that on social capital of remittances, there are anecdotal evidence on successes and failures – and mixed evidence on impact of remittances. The role of remittance is analyzed at the local level, he said. He added that progress is slow on the synergy among entities working on the issues. He expressed his commitment to work on MRAs to ensure that each country has a qualification framework. He stressed the need for government to government (G to G) arrangements within ASEAN on top of MOUs, similar to G to G with non-ASEAN countries. Code or framework of good conduct for recruiters need not start from scratch as there are existing models, he added. On pre-departure orientation, he emphasized the need to involve family members, not just workers.

63. Copies of presentations under this session are in Appendix 10.

I. Session 6: World Café Setup: National Action Plans

64. Mr. Joel Mangahas briefed the participants on the guidelines for the World Café format for the discussions on the national action plans. Each country team would be assigned a table where copies of the national action plan would be available. Delegates from the other countries would move from one country table to another. The respective country specialists would be available to answer queries from the visiting delegates from the other countries. About 15 minutes would be spent per table, until the rounds of all tables were completed. Reflections on the discussions would be recorded on the flip charts provided around the room and summarized by the WGHRD Secretariat.

J. Session 7: Feedback and Reflections

65. Mr. Joel Mangahas summarized the key elements of the national action plans; their commonalities and differences (copy in Appendix 11). He noted that in TVET, the national action plans are generally in line with the SFAP priorities. Of interest is the case of Thailand which is specific on development of skills in construction, transport and logistics. PRC mentioned the Guangxi Baise project. In Higher Education, Viet Nam is specific on development of two universities and included twinning arrangements between Viet Nam and German universities. In Health and Social Protection, impact of climate change in the health sector has been mentioned. On Labor and Migration, flow of information between sending and receiving countries, raising awareness on issues related to migrant workers, improving access



to basic social services, and concerted efforts towards anti-human trafficking were mentioned. Other items mentioned were support for GMS HRD SFAP implementation, Youth Forum, and job coaching in language proficiency, business development skills, and capacity development of GMS government officials. The WGHRD Secretariat will complete the comparative analysis and send it to the countries shortly.

66. Following are some comments on the World Café exercise:

- Learning from the other countries about their national action plans was a good experience, and inputs learned could help in further improving their own action plans.
- The exercise provided a good opportunity for cross-checking information at the country level.
- On labor migration, the suggestions for G to G arrangements and labor market information to help manage labor migration could be integrated in the national action plans.
- Sharing information on skills standards was emphasized.
- Countries have similar initiatives with regard to communicable disease control.
- Country programs should support regional initiatives and vice-versa.
- The exercise provided opportunity to clarify bilateral initiatives from regional initiatives.
- Although some countries are not participating in certain activities, there are alternative arrangements for sharing information and experience at the subregional level to benefit the others.
- Efforts will continue to exchange information and experience as the countries move forward towards regional integration.

K. Statements by Development Partners

67. IOM representative, Mr. David Knight, stressed that properly managed migration is a prerequisite for sustainable human development. IOM is actively engaged in helping with the facilitation and management of human mobility among GMS countries and beyond, including work in the areas of labor migration, migration health, post-conflict assistance to the displaced, counter-trafficking, and assisted voluntary return and reintegration. He gave examples of activities in these areas that IOM is doing with GMS and ASEAN, including work involving ADB and other development partners. IOM also works in other thematic areas including immigration and border management and disaster preparedness and response. He reiterated IOM's commitment to support GMS governments' work in the context of the HRD SFAP.

68. SEAMEO Secretariat representative, Assoc. Prof. Dr. Witaya Jeradechakul, noted that the work and accomplishments through the GMS HRD has clearly intensified and augmented the initiatives of SEAMEO in the GMS countries which are also SEAMEO members, namely, Cambodia, Lao PDR, Myanmar, and Thailand. He also noted the active involvement of some of SEAMEO centers such as SEAMEO RIHED (on higher education harmonization and mobility), SEAMEO VOCTECH (on vocational and technical education and training) and SEAMEO TROPMED (on tropical medicine) in the implementation of the GMS HRD SFAP. He reiterated SEAMEO's resolve to strengthen their participation and support to GMS initiatives at the subregional and national levels. With more than four decades of experience in HRD and diverse expertise of their 21 specialist institutions, SEAMEO stands ready to support the implementation of the various activities under the GMS SFAP for 2013-2017.



69. Representative of Mekong Institute, Dr. Watcharas Leelawath, shared its vision, and their work on three thematic areas: (i) transport and trade facilitation, (ii) agricultural development, and (iii) capacity building. He gave the following examples of their projects: enhancing capacity and understanding of small and medium enterprises on trade liberalization and free trade agreements; training on contract farming and other agricultural practices; development projects for inclusive and sustainable growth along the East-West Economic Corridor; and training of farmers linking them with local and regional supply chains. They partner with NZAID, GiZ, and USAID on various projects and look forward to exploring opportunities for partnership with GMS countries, ADB and other development partners on GMS HRD cooperation.

70. Copies of the statements are in Appendix 12.

L. Way Forward: WGHRD-14 Theme

71. Ms. Ayako Inagaki of ADB summarized the way forward including the finalization of the national action plans, continuation of dialogue and sharing of information in an interactive website, and implementation of priority projects for some of which ADB would be providing funding and technical assistance. She stressed that donor cooperation and cooperation among all is very important as there are very capable donor agencies that could extend assistance and share their expertise. She mentioned a couple of things to remember when designing projects, as follows: must be backed-up by credible feasibility studies; implementation arrangements among concerned agencies must be clearly defined, such as, their roles and responsibilities, performance targets, monitoring and evaluation framework, and impact evaluation upon completion. She stated that the next meeting would be held in Cambodia next year.

M. Closing Remarks:

72. In his closing remarks, Mr. Hoang Viet Khang expressed appreciation to the participants for working hard the past two days and contributing to the successful conduct of the WGHRD-13 Meeting. While he recognized great achievements in the health and education sectors, he called on his colleagues from the governments in the GMS to pursue greater cooperation in the field of vocational training, which he said has only achieved satisfactory outcomes. He sought further collaboration with GMS countries and called on ADB and development partners to mobilize more resources to implement the GMS HRD framework. He then wished everyone a safe journey home.

73. Ms. Ayako Inagaki expressed her thanks to all the participants, speakers and panelists, development partners, and the host—the Government of Viet Nam, and looked forward to seeing all again at the 14th WGHRD meeting in Cambodia.



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Meeting Theme:
Strengthening Human Resource Development Cooperation in the Greater Mekong Subregion

I. Background

1. The Greater Mekong Subregion (GMS) Human Resource Development (HRD) Strategic Framework and Action Plan (SFAP) 2013–2017,¹ which was endorsed by the GMS ministers at the 18th GMS Ministerial Conference in December 2012, aims to contribute to achieving inclusive growth and sustainable social development within the GMS by strengthening cooperation in HRD. The GMS HRD SFAP supports the development and achievement of harmonized frameworks and systems in post-secondary education, improved regulation on cross-border labor migration, and stronger health and social protection for groups vulnerable to negative externalities arising from increased labor mobility and migration.

2. The preparation of the GMS HRD SFAP was supported by the Asian Development Bank (ADB) through a regional policy and advisory technical assistance (RETA) (Phase 1), which was implemented from 2009 to 2013.² RETA Phase 1 also supported the conduct of four annual meetings of the Working Group on HRD (WGHRD) as well as the formulation of a framework for mutual recognition of technical skills and qualifications and credit transfer system in higher education in selected GMS countries.³

3. In response to the request of GMS countries, ADB approved RETA (Phase 2) in December 2013 to support the country-level implementation of the GMS HRD SFAP. Building on the gains of its predecessor project,⁴ RETA (Phase 2) assists GMS countries in improving cooperation in post-secondary education and enhancing mechanisms for GMS HRD SFAP implementation and monitoring. In this connection, the RETA supports the national HRD working group in each GMS country in the formulation, coordination, monitoring, and reporting of country-level implementation of the GMS HRD SFAP. The national HRD action plans will be presented at the 13th WGHRD meeting in Hanoi, Viet Nam on 29-30 October 2014.

4. The 13th WGHRD meeting aims to identify concrete actions, at the country and subregional levels, to implement the GMS HRD SFAP, in line with its seven strategic thrusts.⁵ More specifically, the 13th WGHRD meeting seeks to:

- (i) Share knowledge and experiences to improve HRD cooperation;
- (ii) Harmonize HRD programs, projects, and activities within the context of the GMS economic corridors and HRD strategy; and
- (iii) Help enhance regional networks and partnerships in HRD.

¹ SFAP 2013-2017:

<http://www.gmseoc.org/uploads/resources/284/attachment/ADB%20Strategic%20Framework%20and%20Action%20Plan%20for%20Human%20Resource%20Development%20of%20GMS-2013-2017.pdf>

² RETA 7275: Implementing the GMS HRD SFAP. <http://www.adb.org/sites/default/files/projdocs/2009/41369-REG-TAR.pdf>

³ RETA 8549: Implementing the GMS HRD SFAP (Phase 2). <http://www.adb.org/sites/default/files/projdocs/2013/46071-001-tar.pdf>

⁴ RETA 7275 Technical Assistance Completion Report: <http://www.adb.org/sites/default/files/projdocs/2014/41369-012-tcr.pdf>

⁵ These are (i) developing capacity in the economic corridors, (ii) cooperating in technical and vocational education and training, (iii) cooperating in higher education and research, (iv) addressing regional health issues, (v) facilitating safe cross-border labor migration, (vi) mitigating social costs in the economic corridors, and (vii) strengthening institutions and mechanisms for GMS HRD cooperation.



II. Agenda of the WGHRD 13th Meeting

Time	Activity
DAY 1: Wednesday, 29 October 2014 Venue: Ballroom 1, Level 1	
0830 – 0900	Registration
0900 – 0930	<p>Welcome Remarks Hoang Viet Khang Director General Foreign Economic Relations Department, Ministry of Planning and Investment Socialist Republic of Viet Nam</p> <p>Opening Statement Tomoyuki Kimura Country Director, Viet Nam Resident Mission Asian Development Bank</p>
0930 – 1030	<p>Country Statements – Presentation of National Action Plans by Heads of Delegation <i>The Heads of Delegation of each GMS country will deliver a brief statement on their national HRD action plan, highlighting achievements by the national HRD working group and HRD initiatives to implement the GMS HRD SFAP 2013-2017.</i></p> <p>Cambodia: Tep Oeun, Deputy Director General, Technical Vocational Education and Training, Ministry of Labour and Vocational Training</p> <p>People’s Republic of China: Song Rui, Project Officer, International Financial Institution Division, International Department, Ministry of Finance</p> <p>Lao People’s Democratic Republic: Khamphao Chanphengxay, Deputy Director General, Department of Higher Education, Ministry of Education and Sports</p> <p>Myanmar: Dr. Win Naing, Director, Epidemiology, Ministry of Health</p> <p>Thailand: Sayan Konkoe, Development Cooperation Officer, Thailand International Development Cooperation Agency</p> <p>Viet Nam: Tran Thanh Minh, Official, ASEAN Cooperation Division, International Cooperation Department, Ministry of Labour, Invalids and Social Affairs</p> <p>Moderator/Facilitator Joel Mangahas, Social Sector Specialist, Human and Social Development Division, Southeast Asia Department (SEHS), ADB</p>
1030 – 1100	Health Break Ballroom 1 Foyer



Time	Activity
	Group Photo Ballroom 1, Level 1
1100 – 1145	<p>Session 1: Panel Discussion on Regional Economic Cooperation and Integration: Implications, Challenges, and Strategic Directions for HRD <i>The session will provide an overview of the Regional Investment Framework for HRD and discuss the prioritized listing of HRD projects endorsed by the GMS Ministers. The session will also discuss past and ongoing ADB support to GMS HRD.</i></p> <p>Lead Discussants Shunsuke Bando, Senior Regional Cooperation Specialist, Regional Cooperation and Operations Coordination Division, Southeast Asia Department (SERC), ADB Joel Mangahas, Social Sector Specialist, SEHS, ADB</p> <p>Panelists/Commentators: Country Focal Points: PRC, Thailand</p> <p>Moderator/Facilitator: Dante Canlas, Regional HRD Cooperation Specialist/Consultant, SEHS, ADB</p>
1145 - 1200	Open Forum on Session 1
1200 - 1330	Lunch Break El Patio Restaurant, Ground floor
1330 – 1415	<p>Session 2: Panel Discussion on Improving Cooperation in Technical Vocational Education and Training <i>The session will discuss TVET cooperation, particularly on mutual skills recognition frameworks, their implications on the impending ASEAN economic integration and the GMS economic corridors.</i></p> <p>Lead Discussants Tania Melanie Rajadel, Education Specialist, Poverty Reduction, Social Development, and Governance Division, Regional and Sustainable Development Department (RSPG), ADB Carmela Torres, Senior Skills and Employability Specialist, International Labor Organization</p> <p>Panelists/Commentators Country Focal Points: Cambodia, Viet Nam Sophea Mar, Senior Social Sector Officer, Cambodia Resident Mission, ADB</p> <p>Moderator/Facilitator Joel Mangahas, Social Sector Specialist, SEHS, ADB</p>
1415 – 1430	Open Forum on Session 2



Time	Activity
1430 – 1515	<p>Session 3: Panel Discussion on Improving Cooperation in Higher Education <i>The session will discuss HRD initiatives in higher education cooperation and how GMS countries may benefit from the GMS University Consortium, Quality Assurance System, and the Academic Credit Transfer Framework for Asia (ACTFA).</i></p> <p>Lead Discussants Chantavit Sujatanond, Special Advisor, Southeast Asian Ministers of Education Organization, Regional Center for Higher Education and Development</p> <p>Nantana Gajesen, Executive Director, ASEAN University Network</p> <p>Panelists/Commentators Country Focal Points: Lao PDR, Thailand</p> <p>Khamtanh Chanthy, Social Sector Officer, Lao PDR Resident Mission, ADB</p> <p>Moderator/Facilitator Joel Mangahas, Social Sector Specialist, SEHS, ADB</p>
1515 – 1525	Open Forum on Session 3
1525 – 1545	Health Break Ballroom 1 Foyer
1545 – 1630	<p>Session 4: Panel Discussion on Improving Health and Social Protection for Migrant Workers <i>The session will focus on health and social protection for migrant workers including strengthening regulatory frameworks and institutional arrangements.</i></p> <p>Lead Discussant Eduardo Banzon, Senior Health Specialist, RSPG, ADB</p> <p>Panelists/Commentators Country Focal Points: Cambodia, PRC, Lao PDR, Myanmar, Thailand</p> <p>Guntur Sugiyarto, Senior Economist, ERDI, ADB</p> <p>Moderator/Facilitator Gerard Servais, Senior Health Specialist, SEHS, ADB</p>
1630 – 1645	Open Forum on Session 4
1645 – 1700	<p>Summary of Discussions Dante Canlas, Regional HRD Cooperation Specialist/Consultant, SEHS, ADB</p>
1730 – 1900	Welcome Reception Ballroom 2, Level 1



Time	Activity
DAY 2: Thursday, 30 October 2014 Venue: Ballroom 1, Level 1	
0830 – 0845	Recap of Day 1 Joel Mangahas, Social Sector Specialist, SEHS, ADB
0845 – 0930	Session 5: Strengthening Labor Migration Management Programs <i>The session will discuss labor migration management programs implemented or proposed to be implemented in the GMS and their importance on regional cooperation and economic integration.</i> Lead Discussants Yuko Hamada, Senior Regional Labor Migration/Migration and Development Specialist, International Organization for Migration Guntur Sugiyarto, Senior Economist, Development Indicators and Policy Research Division, Economics and Research Department (ERDI), ADB Panelists/Commentators Country Focal Points: Cambodia, Lao PDR, Viet Nam Moderator/Facilitator Dante Canlas, Regional HRD Cooperation Specialist/Consultant, SEHS, ADB
0930 - 0945	Open Forum on Session 5
0945 - 0950	Administrative Announcements
0950 – 1000	Briefing on the Guidelines for World Café Setup: National Action Plans Moderator/Facilitator Joel Mangahas, Social Sector Specialist, SEHS, ADB
1000 – 1030	Health Break Ballroom 1 Foyer
1030 – 1200	Session 6: World Café Setup: National Action Plans <i>The session will facilitate collaborative dialogue and sharing of knowledge and ideas on GMS HRD initiatives through the respective National Action Plans of each country. The World Café method hopes to stir conversation, actions and recommendations to implement the GMS HRD SFAP 2013-2017.</i> Moderator/Facilitator Joel Mangahas, Social Sector Specialist, SEHS, ADB
1200 – 1330	



Time	Activity
	Lunch Break El Patio Restaurant, Ground floor
1330 – 1430	Session 7: Feedback and Reflections <i>Participants will fill out feedback forms.</i> Moderator/Facilitator Secretariat
1430 – 1530	Statements by Development Partners Moderator/Facilitator Joel Mangahas, Social Sector Specialist, SEHS, ADB
1530 – 1600	Health Break Ballroom 1 Foyer
1600 – 1615	Discussion on the Way Forward: WGHRD 14th Meeting Theme <i>The Moderator/Facilitator will give a summary and highlights of the 13th WGHRD Meeting and propose the next year's meeting theme.</i> Moderator/Facilitator Ayako Inagaki, Director, SEHS, ADB
1615 – 1630	Wrap-up
1630 – 1700	Closing Remarks Viet Nam Hoang Viet Khang Director General, Foreign Economic Relations Department Ministry of Planning and Investment Socialist Republic of Viet Nam ADB Ayako Inagaki Director Human and Social Development Division Southeast Asia Department, ADB

ADB = Asian Development Bank; ERDI = Development Indicators and Policy Research Division, Economics and Research Department; PRC = People's Republic of China; SEHS = Human and Social Development Division, Southeast Asia Department; RSPG = Poverty Reduction, Social Development, and Governance Division, Regional and Sustainable Development Department; SERC = Regional Cooperation and Operations Coordination Division, Southeast Asia Department; TBD = to be determined; WGHRD = Working Group on Human Resource Development.



13th Meeting of the Working Group on Human Resource Development
(WGHRD-13)

29-30 October 2014
Bangkok, Thailand

Welcome Remarks

Mr. Hoang Viet Khang,
Director General, Foreign Economic Relations Department,
Ministry of Planning and Investment

Good morning

Mr. Tomoyuki Kimura Country Director, Viet Nam Resident Mission, ADB

Ms. Ayako Inagaki, Director, Human and Social Development Division, Southeast Asia
Department, ADB

Distinguished participants from the Greater Mekong Subregion countries,

Representatives of Development Partners,

Ladies and Gentlemen,

On behalf of the government of Viet Nam, welcome to the 13th Meeting of the Working Group on Human Resource Development, here in Hanoi. It is always a pleasure working in partnership with you to attain our common goals for a more prosperous subregion.

Investment in human resources development has served as catalyst for sustainable growth in Viet Nam. In fact, in the past two decades, Viet Nam has experienced rapid economic growth through the continuous implementation of market-oriented reforms, anchored on sound development policies and political and social stability.

Under the GMS Program, Viet Nam has consistently been involved in various regional human resource development activities and will continue to play an active role in strengthening regional cooperation. Viet Nam has participated in various GMS HRD programs in education, health, labour and migration and cross-cutting issues like HIV and human trafficking.

As we enter an era of greater economic integration, strengthening capacity for global competitiveness as well as addressing the challenges of greater integration would be the highlight of this year's meeting.

We hope that you will be able to share some of your country's achievements in HRD and present proposals for more opportunities for regional cooperation through your National Action Plans. We also hope to work closely with our development partners as they present their plans and programs in the region.



Let us learn from each other's experiences, identify areas of cooperation and forge meaningful partnerships as we go through each of the six interactive sessions for this two-day meeting.

Again, welcome to all of you and I hope you will enjoy, too, the beautiful Hanoi weather and the hospitality of our people.

Thank you very much.



**13th Meeting of the Working Group on Human Resource Development
(WGHRD-13)**

29-30 October 2014
Bangkok, Thailand

Opening Statement

Mr. Tomoyuki Kimura

Country Director, Viet Nam Resident Mission, ADB

Mr. Hoang Viet Khang, Director General, Foreign Economic Relations Department, Ministry of Planning and Investment,

Distinguished participants from the GMS countries,

Representatives of Development Partners,

ADB colleagues,

Ladies and Gentlemen,

A pleasant good morning to everyone. On behalf of the Asian Development Bank, I join our country host Viet Nam in welcoming all of you to the 13th Meeting of the Working Group on Human Resource Development in Hanoi.

More than two decades ago, the six countries of the Greater Mekong Subregion, with assistance from ADB, have entered into a program of subregional economic cooperation to unlock the subregion's vast potential for growth and development from its human and natural endowments.

Since then, substantial progress has been achieved in terms of implementing projects that paved the way for various initiatives to develop the GMS economic corridors. One of the key components of the GMS Program is the focus on the development of human resources. Human resource development or HRD broadly covers activities on capacity building, education, skills development, health, labor and migration.

The Strategic Framework and Action Plan 2013-2017, endorsed by the GMS ministers at the 18th GMS Ministerial Conference in 2012, sets the strategic direction for GMS HRD cooperation in this rapidly developing subregion. It supports human resource development initiatives that facilitate GMS integration and address the negative consequences of greater integration. These twin goals call for greater cooperation in improving education and training systems to bridge skill gaps, providing effective communicable disease surveillance through strengthened health systems, harmonizing labor migration policies to meet labor demands, and putting in place social safety nets for highly vulnerable groups.



ADB continues to respond to the growing needs of GMS countries, supporting projects and programs on HRD and strengthening institutional mechanisms for HRD cooperation. We, at ADB, however, cannot do it alone. We enjoin all our development partners represented here today to continue their advocacy and work alongside us. Through meaningful collaboration and partnerships, we could hasten growth in the region that is both inclusive and sustainable.

Today it is widely understood that accumulation of human capital in its many forms is a critical element of self-sustaining and inclusive growth. This testifies to the reach of the vision that was laid down by the leaders of the GMS when they met more than two decades ago to forge a program of sub-regional cooperation in this area. Much progress has been achieved since then. I have no doubt that as we further move forward on the strategic framework and action plan in the coming years, greater opportunities far more abundant than we're seeing today will open up for people of the GMS countries.

For the next two days, we will have an opportunity to share knowledge and learn from each other's experiences, as we hear the country level implementation of the GMS HRD SFAP through the presentation of the National Action Plan of each GMS country. Let us harness the synergies of this meeting to resolve common national issues on a regional setting.

Again, my warmest welcome to all participants and our sincerest appreciation to the government of Viet Nam for organizing and hosting the 13th Meeting of the WGHRD in Hanoi.

Thank you and good day.



13th Meeting of the GMS Working Group on
Human Resource Development
29-30 October 2014 | Hanoi



GMS HRD Working Group, Cambodia



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Cambodian Delegates/Institutional Arrangement

1. Ministry of Labour and Vocational Training
Mr. Tep OEUN, D.DG of TVET
Mr. Khin Chantha, Director of TVET management Dept.
2. Ministry of Education, Youth and Sports
Mr. Ren Kun, Deputy Director of Personnel Dept.
3. Ministry of Social Affair, Veteran and Youth Rehabilitation
Mr. Mom Virak, Deputy Director of International Cooperation.
4. National HIV/AIDS Authority
*Mr. Huot Sereyath, Chief of Training Office of Prevention,
Care and Support Dept.*
5. ADB
Mr. Mar Sophiea, Educational Specialist
Mr. Kimsrun Sreng, National Action Planning Specialist, Cambodia

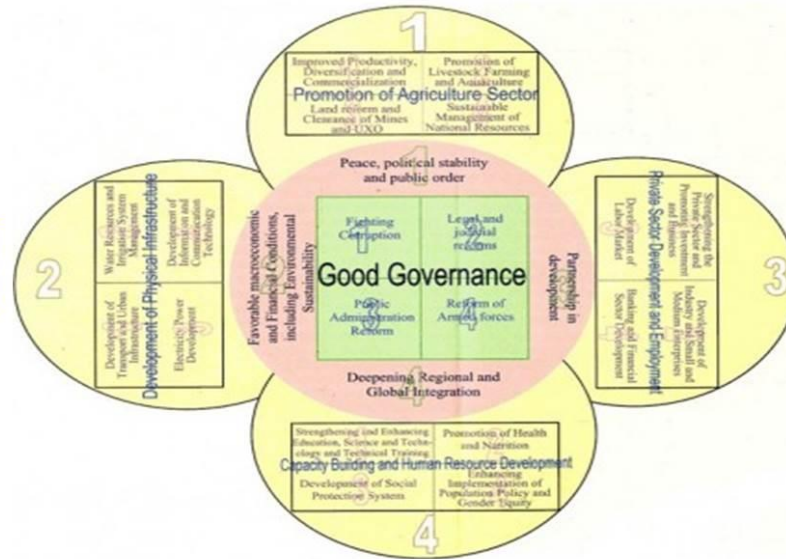


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Diagram of Rectangular Strategy
(Phase III)



 "Strengthening Human Resource Development Cooperation in the GMS" 

Rectangle IV: Capacity Building and HRD

1. Strengthening and Enhancing Education, Science and Technology, and Technical Training
2. Promoting Health, and Nutrition
3. Developing Social Protection System
4. Enhancing Implementation of Population Policy and Gender Equity

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Key Achievements

HEALTH/CDC:

- Successfully implemented and responded all project raised : (1) GMS CDC 2; (2) IHR/ APSED implementation; (3) Surveillance of priority diseases; (4) Zoonosis; and (5) GMS Drug and Food Emergency),
- Preparedness to Emerging Infectious Diseases (laboratory, a risk communication unit, a chemical and toxic events, Setup an Emergency Operation Center)

TVET:

- CQF, QAF, LMIS, TVET program introduce delivery of CBT
- 2 TVET Centers(1-Thai Government & 1-Royal Thai Family)

HE/Education:

- Identified 3 Universities (Battambang Uni., Svay Rieng Uni. and Royal Uni. of Phnom Penh),
- Master plan of capacity strengthening for officials on English and IT and Actively participated in regional HRD programs



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Key Achievements (continued)

SOCIAL DEVELOPMENT:

- HIV/AIDS: Effective prevention, care and treatment and surveillance on HIV/AIDS (0.7% in 2014, treatment coverage > 80%) but AIDS-related death still high (3000 death/year)
- Law on the prevention and suppression of human trafficking, and sexual exploitation is being implemented
- MOU on Social Welfare cooperation (between the Ministry of Labor, Invalids and Social Affairs of Social Republic of Viet Nam and the MOSVY, 2012)

Labor & Migration:

- Legal framework about management and sending migrant worker of private agencies.
- Piloting 2 Database System: 1) management of migrant worker & 2) complaint handling (supported by Winrock)
- Developed "Pre-departure curriculum for migrant worker (supp. by ILO)



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Priorities/Opportunities

1. Harmonization, standardization, mutual recognition and Certificate System,
2. Labour Migration, and Social Protection (*laws, policy, MoU, planning, mechanism, but low commitment*)
3. GMS Strategic plan for enhancing **cross-border health activities** (communicable diseases esp. malaria, TB), while HIV/AIDS sector has regional action plan but no funding.
4. Baseline data preparation/study on labor & migration



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Challenges

1. Feasibility study and/or impact assessment of GMS projects, alignment of the country programs
2. Implementation and Institutional Arrangements
3. Monitoring and Evaluation



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HRD Priorities Action Plan

1. TVET: Development and piloting of a framework for the **mutual recognition** of technical and vocational skills in the GMS
2. H.E: GMS higher education **harmonization and networking**
3. Health: GMS **Regional CDC Project** (Phase 3)
4. Labor & Migration: Improving access of cross-border migrant workers to basic social services
5. Social Development: Building the intellectual capital for offering an **"ASEAN Studies"** course



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13th Meeting of the GMS Working Group on
Human Resource Development
29-30 October 2014 | Hanoi



Country Statement

— National Action Plan of People's Republic of China

Presented by Song Rui
Ministry of Finance
29 Oct 2014, Hanoi



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Overview

- The Chinese government has always attached great importance to the development of human resource.
- The 12th Five Year Plan on Human Resource and Social Security emphasizes people's welfare and education.
- Enhancing cooperation and exchanges on human resource issues under the framework of GMS is of paramount importance to the Chinese Government's commitment to develop the nation as a human resource power.
- In recent years, cooperation and exchanges are deepened with GMS countries in various fields including employment, social security system, academic exchanges, higher education and research, education cooperation mechanism, youth and women exchanges, cross-border transportation and BCP facilitation.



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Institutional Arrangements

- **National Working Group**
- Ministry of Finance (MOF)- Focal point
- Ministry of Foreign Affairs(MFA)
- National Development and Reform Commission(NDRC)
- Ministry of Education (MOE)
- State Ethnic Affairs Commission (SEAC)
- Ministry of Public Security (MPS)
- Ministry of Human Resources and Social Security (MOHRSS)
- Ministry of Commerce(MOFCOM)
- National Health and Family Planning Commission (NHFPCC)
- All-China Women's Federation (ACWF-NGO)
- Export-Import Bank of China(EXIMBank)



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Key Achievements

- **Health**
- Cross-Border Communicable Disease Joint control and Prevention Program
- Avian Influenza H7N9 Laboratory Testing Training
- Helminthiasis Diagnosis Workshop
- Traditional medicine
- Health policy
- **TVET**
- The Reform on the public administration of national vocational qualifications system
- National Conference on Vocational Education
- The Amendment on <The Dictionary of Occupational Titles of the People's Republic of China>



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Key Achievements

- **Education**
 - GMS Phnom Penh Plan
 - Educational exchanges and cooperation, institutional building
 - Expansion of students' exchanges
 - Provision of 1-year MPA program
 - Support of HRD training bases and training programs
 - Confucius Institutes
 - Promotion of GMS region and country studies
- **Migration**
 - Port visa issuance
 - 72 hours transit without visa
 - Border crossing facilitation for migrant children
 - Employment service program
 - Regular social insurance meeting



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Priorities and Opportunities

- **Health**
 - Enhancement of cooperation on cross-border communicable disease control programs
- **TVET**
 - Mutual recognition of TVET definition, categorization, and occupational standards of related occupations
 - Communications and exchanges on occupational development status, vocational training and vocational qualifications system
- **Education**
 - Further support on and expansion of cooperation with GMS countries
 - Innovation in exploring cooperation areas and models, to encourage more joint education program, e.g. the Soochow University in Laos.
- **Immigration**
 - Capacity building programs for officials in GMS Border Control and Immigration offices.



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13th Meeting of the GMS Working Group on
Human Resource Development

29-30 October 2014 | Hanoi



Thanks for attention!



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29-30 October 2014 | Hanoi



Myanmar

Country Statement



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Institutional Mechanism

National Health Committee chaired by the Prime Minister and composed of ministers from health, and other health –related agencies such as the Ministry of Agriculture and Irrigation, Ministry of National Planning and Economic Devt, Ministry of Education, Ministry of Sports, Ministry of Immigration and Population

- Strengthening of intersectoral cooperation activities



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Ministry of Health

- Department of Health
- Department of Health Planning
- Department of Medical Science
 - University of Medicine 1, Yangon
 - University of Medicine 2, Yangon
 - University of Medicine, Mandalay
 - University of Medicine, Magway
- Department of Traditional Medicine
- Department of Medical Research (Lower Myanmar)
- Department of Medical Research (Upper Myanmar)
- Department of Food and Drug Administration
- ❖ Health and Health Related Laws



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Proposed National HRD Working Group

Focal: Director General, Department of Health

1. Deputy Director General, Disease Control
2. Director, Epidemiology
3. Director, International Health Division
4. focal points one each from the ministries of education, labour and employment, and social welfare



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Basis of National HRD Plan

Enhance collaboration with GMS countries to foster integrated subregional cooperation and capacity building in carrying out projects and activities in the following:

- Communicable and highly infectious diseases
- Prevention and control of counterfeit and substandard medications
- Implementation of international health regulations
- Identifying and sharing best practices in human health



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Updates

- Signed TA letter only in July 2014 by DOH
- Realigning of programs and projects based on key priorities on communicable disease control and increased quality of health education for health practitioners
- Continuous and dynamic identification of action areas in collaboration with the Greater Mekong Subregion



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Way Forward

The National Strategy for Human Resource Development will be an active evolving document and will be integrated into long-term visionary plan, the National Comprehensive Development Plan (NCDP) - Health Sector (2010-2011 to 2030-2031)



"Strengthening Human Resource Development Cooperation in the GMS"





13th Meeting of the GMS Working Group on
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29-30 October 2014 | Hanoi



Implementing the Greater Mekong Subregion Human Resource Development Strategic Framework and Action Plan (Phase 2)

Lao PDR



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Brief Background

- Lao transition to a modernized and industrialized economy; the needs for qualified labor force
- The draft 8th social economic plan for 2016-2020 highlights the need for regional integration, HRD is a key of this plan.
- The GMS HRD action plan focuses in four priority areas: education, health, labor migration and social development.

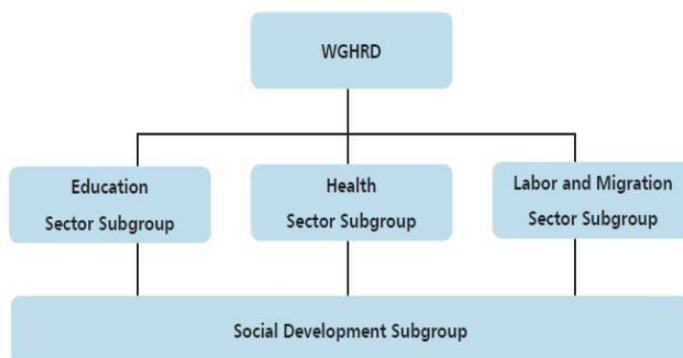


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Institutional Arrangements for national HRD working group



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List of Key Achievements in HRD

- National HRD strategy and action plan for 2020 has updated
- The national education strategy reform focuses on quality of TVET and higher education to align the country development and regional integration
- HE: Strengthening Higher Education Project (phase I) towards an end. Phase II is under preparing
- TVET: a framework for mutual recognition of three skills and qualifications in the GMS was piloted.
- Labor migration: develop a tool for raising awareness and preparedness for labor migration
- CDC: Support national health surveillance and response systems to prepare for and deal with communicable disease outbreaks and epidemics
- HIV/AIDs: Improved access to HIV prevention outreach among target populations



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List of HRD Priorities

- Strengthen institutional capacity on strategic planning and management
- Enhance cooperation and arrangement mechanism between line ministries, ministries and development partners
- Apply the regional qualification framework for higher and TVET education
- Ongoing communicable disease surveillance and response and improve training systems for skills development for individual and organisation
- Strengthen capacity for officials providing assistance to unskilled labor returnees and victims of human trafficking and social exploitation



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Challenges in HRD

- Skills competency is limited at all levels, technical and English skills need to be improved
- Social perception on technical and vocational education is under value
- Capacity on the use of technology is an issue
- Insufficient funding for social welfare, education and health



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Thank you very much



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Country Statement

Thailand



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National HRD Plans

- The Eleventh National Economic and Social Development Plan is the guideline for Thailand's development policies covering the period of 2012 – 2016.
- Key elements: "Philosophy of Sufficiency Economy", "people at the center of development," and "balanced development" in all aspects"
- **Human development toward a life-long learning society**



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Thailand National GMS HRD Working Group

- Thailand International Development Cooperation Agency (TICA)
- Ministry of Education: Office of Higher Education Commission and Office of the Vocational Education Commission
- Ministry of Labour: Department of Skill
- Ministry of Public Health: Bureau of Policy and Strategy, Department of Disease Control
- Ministry of Social Development and Human Security.



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Key Achievements in HRD

- The Zero Plus Draft Guidelines for TIP Victim Identification within GMS and the Zero Plus Draft Checklist for Identifying Victims of Human Trafficking within GMS
- Support of health infrastructure along the border with neighbouring countries
- Capacity building and networking on border health focusing on communicable diseases surveillance and information sharing between provinces along Thailand and Cambodia, Lao PDR., and Myanmar
- Development of referral system for HIV/AIDS patients between Thailand and neighbouring countries



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Priorities for Subregional Cooperation in HRD

- In line with the Strategic Framework and Action Plan for Human Resource Development in the Greater Mekong Subregion (2013 – 2017)



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Challenges in HRD

- Enhance the ownership of GMS member countries on the regional HRD Programme
- ADB should play more active role in mobilizing financial support from both public and private sources



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VIETNAM

COUNTRY STATEMENT NATIONAL ACTION PLAN



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NATIONAL HUMAN RESOURCE DEVELOPMENT PLANS

- Government's Initiated the National HRD Strategy period 2011-2020, approved on 19th April 2011
- All Ministries and sectors to implement strategy include: MPI, MOLISA, MOET, MOH etc
- Overall objectives of the Strategy to bring the Vietnam's HR become the most advantaged in national sustainability development, global integration and stabilizing the society, increase the competitiveness of HR at the same level of the regional neighbor countries, in which there are some sectors to meet the international standards



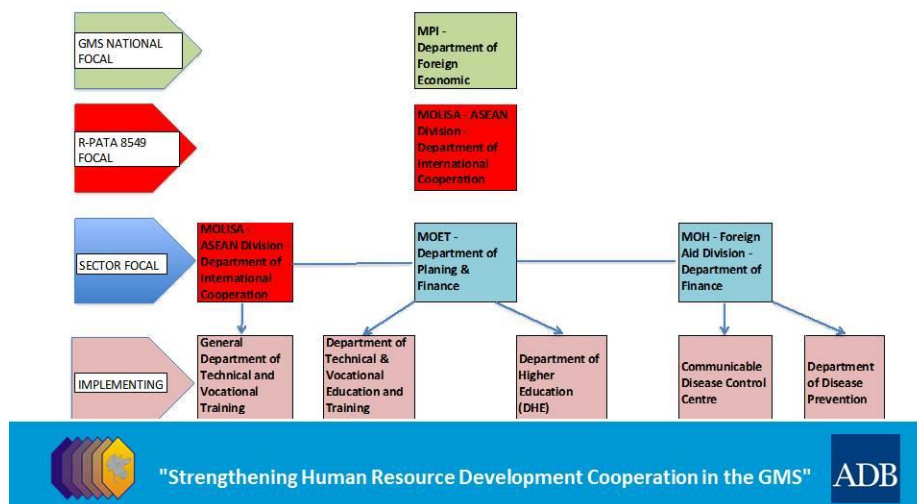
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INSTITUTIONAL ARRANGEMENT FOR VIETNAM NATIONAL HRDWG

FUNCTIONAL CHART OF VIETNAM WGHRD



KEY ACHIEVEMENTS IN HRD

TVET

- Piloted and now Planning to Implement full three technical skills areas: Welding, Automotive technology and Domestic housekeeping
- Planning to Development and Implement GMS technical and vocational skills and qualifications recognition frameworks for proposed three additional skills: **Transport and Logistic, Nursing and their TVET Trainers**; Development of a system for the mutual recognition of TVET teacher training standards, standard learning materials for TVET and TVET QA system; and Reforming R&D in TVET and Skill Development System

Higher Education:

- Implementing Development common credit transfer system (CTS), and strengthen networking in GMS universities.
- Support the development of Hochiminh National University and Hanoi National University by strengthening them in the areas such as facilities development and Quality Assurance & and CTSs

Health:

- Vietnam is implementing the on-going projects in: Second Greater Mekong Subregion Regional Communicable Diseases Control Project (CDC 2), CDC 3, and Field Epidemiology Training Program

Facilitating Safe Cross-Border Labor, Migration including Anti-Human Trafficking: Vietnam is implementing the on-going projects:

- Promote Safe-cross border labor migration from Vietnam project. The project to established piloted an Immigration Information Office (Phase 2 – HRD TA). IOM funded, Triangle projects and Improving access of cross-border migrant workers to basic social service





HRD PRIORITIES

- Continue to implement the National HRD Strategy 2011-2020, focus on:

Regional and International Cooperation in the sub-sectors TVET and Higher Education & Research, and Health in controlling community epidemic diseases



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OPPORTUNITIES IN HRD

- Enhance Government Budget for implementation of HRD Strategy
- Support from International Agencies, i.e Technical Assistance from the International Donors/Organizations where Vietnam is still lacking of expertise and experience: i.e GMS Quality Assurance system to meet GMS standards, Credit Transfer system for selected Universities, Control of communicable epidemic diseases.



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Appendix 4

Presentations in Session 1: Panel Discussion on Regional Economic Cooperation and Integration: Implications, Challenges, and Strategic Directions for HRD



Status Report on RIF Implementation Plan (2014-2018) and Summit Related Issues

**13th Meeting of the GMS Working
Group on Human Resource
Development (WGHRD-13)**

29 October 2014

**Shunsuke Bando
Southeast Asia Department
Asian Development Bank**



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Status Report on RIF Implementation Plan (2014-2018)



ADB



Preparation of the RIF Implementation Plan

- Preliminary prioritization of sector pipeline projects done by ADB sector divisions
- Prioritized projects lists presented/discussed at sector working groups and/or circulated to working groups for confirmation
- As of 21 Aug, confirmation had been secured for HRD Sector



ADB

HRD Top ranked Priority Projects (RIF IP 2014-2018)

	Name of Project	Country Coverage	Cost Estimate (\$ million)
Investment Projects			
1	GMS Communicable Disease Control Project (Phase III)	Cambodia, Lao PDR, Myanmar, Viet Nam	60.0
2	GMS Technical and Vocational Education and Training Development	Cambodia, PRC, Lao PDR, Myanmar	155.4
Technical Assistance Projects			
1	PPTA for GMS Communicable Disease Control Project (Phase III)	Cambodia, Lao PDR, Myanmar, Viet Nam	0.8
2	PPTA for GMS Technical and Vocational Education and Training Development	Cambodia, PRC, Lao PDR, Myanmar	3.15



ADB



Preparation of the RIF Implementation Plan

- Prioritized sector lists and context write-ups form part of RIF Implementation Plan paper
- Draft RIF Implementation Plan and M&E System paper discussed in recent meetings of the Summit Task Force and targeted to be finalized for Senior Officials' endorsement by 30 October 2014
- Ad referendum endorsement by GMS Ministers targeted by 7 November
- Presentation at the 5th GMS Summit on 20 Dec 2014.



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Proposed Elements of the M&E System

Objectives

- To provide a regular mechanism for determining and assessing progress in the IP
- To support the periodic review and updating of the Plan
- To identify problems and bottlenecks in implementing projects
- To provide feedback and guidance in the identification and formulation of new initiatives



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Proposed Elements of the M&E System (1)

Components

- Milestones and indicators for monitoring progress of proposed projects
- Institutional arrangements and mechanisms for collecting, analyzing, collating and reporting project information
- Agreed procedures, frequency and timing of collection and reporting



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Proposed Elements of the M&E System (2)

Milestones/Indicators

- Pre-feasibility study (on-going; completed)
- Feasibility study (on-going; completed)
- Financing (source identified; financing being negotiated; agreement on financing reached)
- Approval (project submitted for approval; project approved)
- Implementation (prior conditions for commencement completed; implementation commenced)



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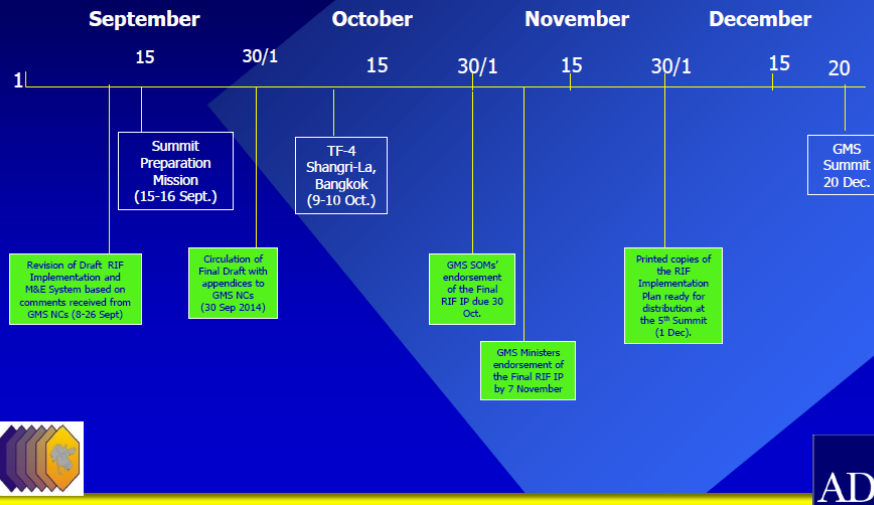
Proposed Elements of the M&E System (3)

Task	Responsibility
1 Initiate preparation of Project Status Reports for all sectors	GMS National Secretariats
2 Prepare Project Status Reports for individual projects in all sectors	Responsible ministry or agency for defined sectors
3 Consolidate the Project Status Reports for individual sectors across all GMS countries into Sector Progress Reports	GMS Secretariats and/or Working Group, Sector Forum, or Task Force
4 Review and verify Sector Progress Reports, and indicate any need for amendments to the RIF and the RIF-IP	Working Group, Sector Forum, or Task Force
5 Consolidate Sector Progress Reports into a single RIF-IP Progress Report, including recommendations for amendments to the RIF and RIF-IP if any, on a bi-annual basis	GMS Secretariat
6 Disseminate the RIF-IP Progress Report on a bi-annual basis to Senior Officials Meeting for review	GMS Secretariat
7 Based on the timing of the GMS Ministerial Conference, prepare RIF-IP Progress Report and present amendments to the RIF and RIF-IP for endorsement by GMS Ministers	GMS Secretariat, Senior Officials, and GMS Ministers
8 Prepare a Review of the RIF-IP	GMS Secretariat, Senior Officials, and GMS Ministers



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Timeline of the RIF Implementation Plan and M&E System



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Issues related to HRD at the 5th GMS Summit



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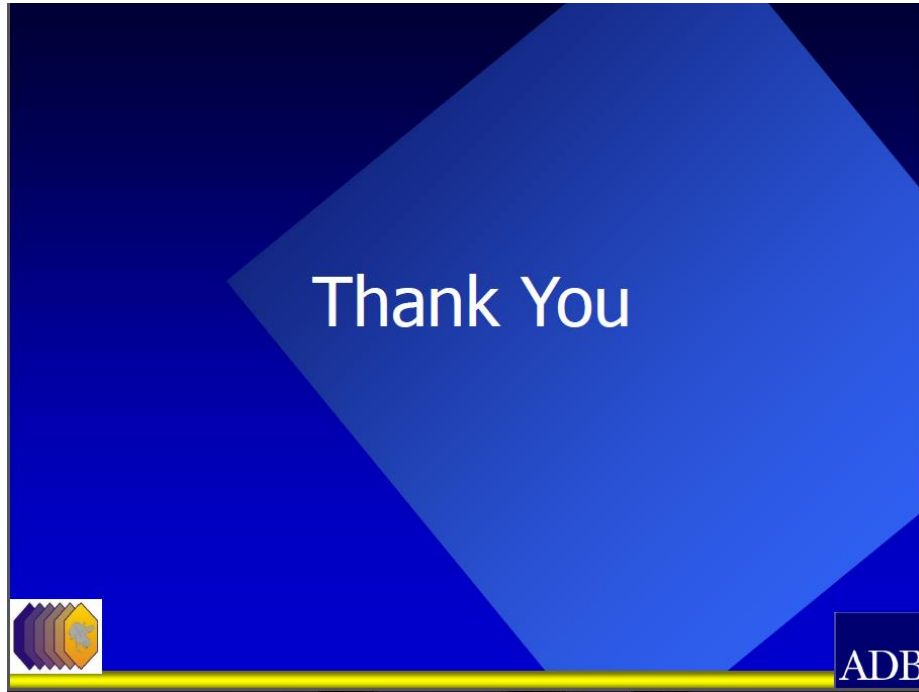
Issues related to HRD at the Summit

- Second GMS Youth Forum
 1. National Youth Consultations
 2. GMS Youth Caravan
 3. GMS Youth Forum
- Joint Summit Declaration

In human resource development (HRD), implementation of the HRD Strategic Framework and Action Plan (2013-2017) has commenced. In line with the ASEAN Qualifications Reference Framework to facilitate the free flow of skilled labor and strengthen the competitiveness of the GMS labor force, a pilot framework for the mutual recognition of skills and qualifications has been implemented and will be expanded to cover more skill areas. The second phase of the Communicable Disease Control Project is further improving the GMS countries' capacities to respond to outbreaks and contain the spread of diseases across borders. We laud the Phnom Penh Plan (PPP) for Development Management as it nears conclusion after a decade of successful implementation. The PPP has helped our GMS officials, and our research and training institutions, to better manage the complex GMS development agenda, and laid a solid foundation for developing skills, sharing knowledge, networking, and strengthening institutional capacities throughout the GMS.



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13th Meeting of the GMS Working Group on Human Resource Development
29-30 October 2014 | Hanoi



Supporting Human Resource Development in the Greater Mekong Subregion

Joel V. Mangahas
Social Sector Specialist
Human and Social Development Division
Southeast Asia Department
Asian Development Bank



"Strengthening Human Resource Development Cooperation in the GMS"



Presentation Outline

- Greater Mekong Subregion (GMS) Economic Cooperation Program
- Significance and importance of human resource development (HRD)
- GMS HRD Strategic Framework Action Plan (SFAP)
- Implementing the GMS HRD SFAP (Phases 1 and 2)



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GMS Economic Cooperation Program

- Promote economic and social development
- HRD as one of the nine areas of cooperation
- HRD as one of the eight sector and multisector priorities in the GMS
- Establishment of the Working Group on Human Resource Development (WGHRD) in 1995 to support HRD initiatives



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Significance and Importance of HRD

- Provides vital inputs to the economy
- Enhances productivity (creates human and social capital)
- Provides opportunities for vulnerable groups to better manage externalities arising from increased connectivity and mobility
- Contributes directly to human welfare



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Significance and Importance of HRD

- Key instruments
 - Efficient and effective investments in education, health, labor and migration, and social development that increase the levels and equitable distribution of human and social capital
 - National, regional, and international policies that promote efficient and equitable utilization of human resources



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GMS HRD SFAP

- SFAP 2012-2012
 - Improve subregional cooperation in HRD
 - Strengthen links with other subregional initiatives (e.g., ASEAN)
- SFAP 2013-2017
 - Sharpen priorities to meet the HRD needs of GMS economic corridors and the ASEAN Economic Blueprint



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GMS HRD SFAP: Strategic Thrusts

- Developing capacity in the economic corridors
- Cooperating in technical and vocational education and training
- Cooperating in higher education and research
- Addressing regional health issues
- Facilitating safe cross-border labor migration
- Mitigating social costs in the economic corridors
- Strengthening institutions and mechanisms for GMS HRD cooperation



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Implementing the GMS HRD SFAP

- Phase 1 (April 2009 – December 2013)
 - Strengthened institutional arrangements for subregional HRD cooperation
 - Agreed framework for mutual recognition of technical skills and qualification in the GMS
 - Improved labor market information and labor management programs
 - Social impact assessments of GMS economic
- Phase 2 (January 2014 – December 2017)
 - Improved cooperation in TVET
 - Improved cooperation in higher education
 - Strengthened national implementation of SFAP



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Key Achievements (Phase 1)

- Supported the conduct of five WGHRD annual meetings, including subgroup meetings on health and social development
- An agreed framework for mutual recognition of technical skills and qualifications was formally endorsed by Lao PDR, Thailand, and Viet Nam
- Training on labor and migration for Lao PDR and Cambodia
- GMS higher education harmonization and networking
- Knowledge products
 - Profiling risks and vulnerabilities of migrants
 - Migrants' access to HIV and AIDS services
 - HIV service finance for migrants
 - Rapid Assessment of the Comprehensive Education Sector Review in Myanmar



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Status of Project Implementation (Phase 2)

- Deployment of consultants (national action planning specialists)
- Country consultation mission (August – September 2014)
- Preparation of national HRD action plans



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Implementation Challenges

- Sustaining government support to HRD cooperation
- Strengthening coordination of different ministries and stakeholder groups
- Financing of HRD initiatives
- Balancing country and regional HRD priorities
- Achieving consensus (national and subregional levels)
- Ensuring continuity in the composition of national HRD working group



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Thank you.



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Appendix 5

Presentations in Session 2: Panel Discussion on Improving Cooperation in Technical Vocational Education and Training



ADB

Regional Cooperation in Human Resource Development | Preparing for Tomorrow

Tania Rajadel

Asian Development Bank

Regional and Sustainable Development Department

13th Meeting of the GMS Working Group on Human Resource Development

Hanoi, Vietnam

29-30 October, 2014

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Navigating the Fog

- Policy makers are working in a fog
 - Fast-evolving economies
 - Increasingly integrated – both regionally and internationally
 - Different training and education systems
 - Incomplete information on labor market needs – current and future

- Many policies seek to lift the fog...
- ... when it might be more realistic to navigate the fog



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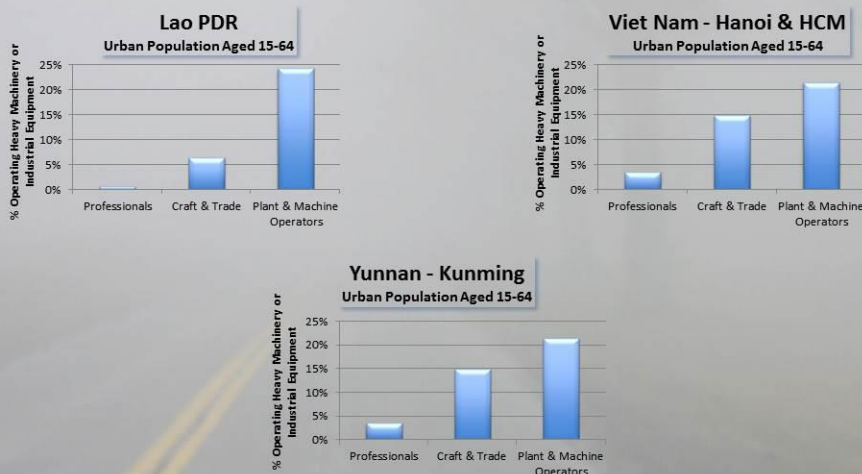
Navigating the Fog

- Tools such as Qualifications Frameworks are essential
 - Provide clarity to students/workers, training providers, and employers – domestic and international
 - Engage all stakeholders in a conversation about skills development
- In practice, the process is very much rooted in the here and now
 - Often starts with specific industries and occupations
 - Based on today's reality
- But what about labor force mobility? And tomorrow?
 - Mastering core competences is important
 - But so is adapting to new production processes or other industries

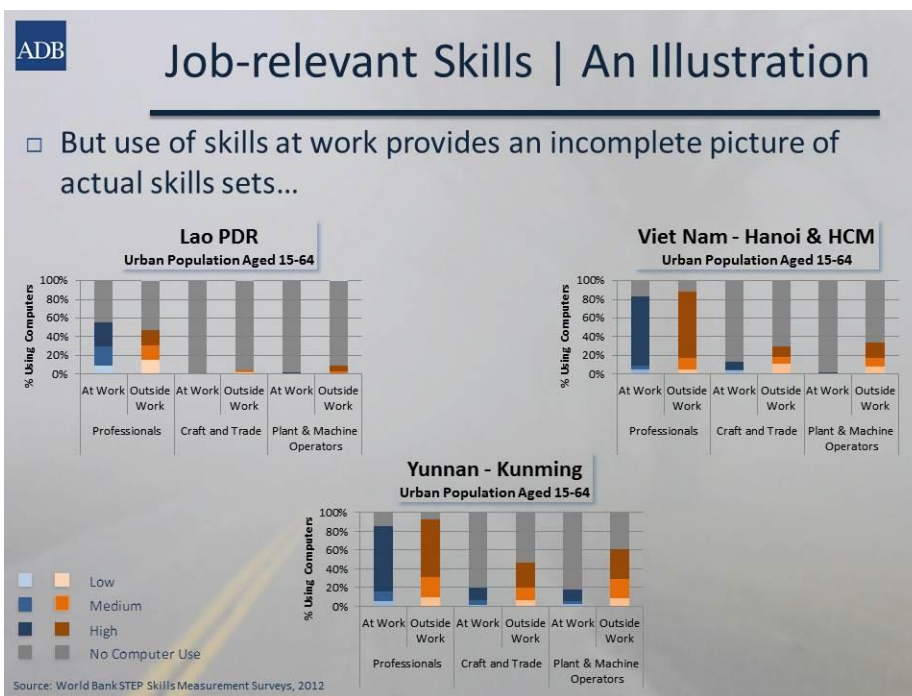
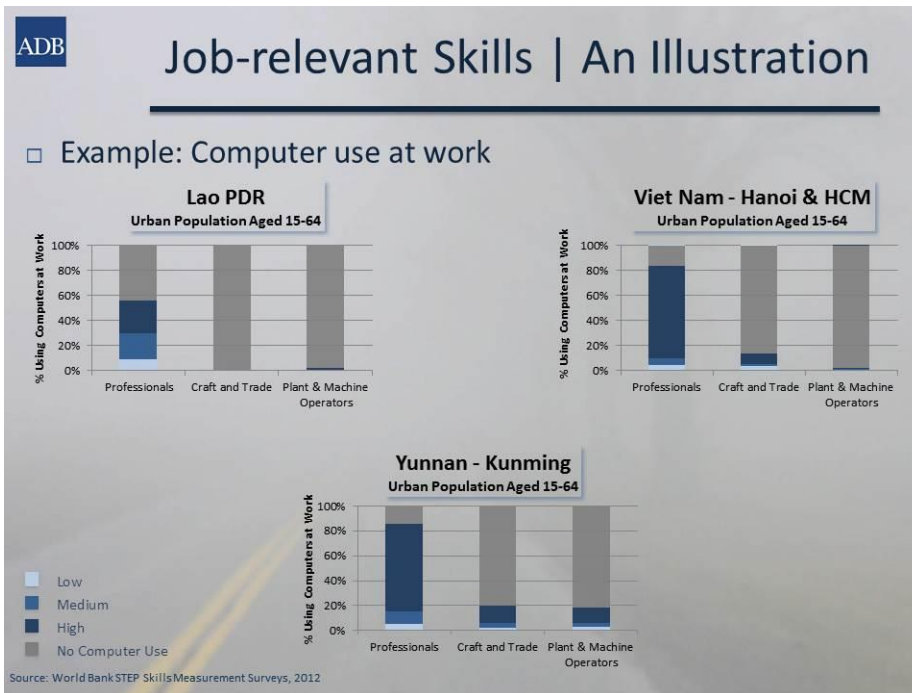
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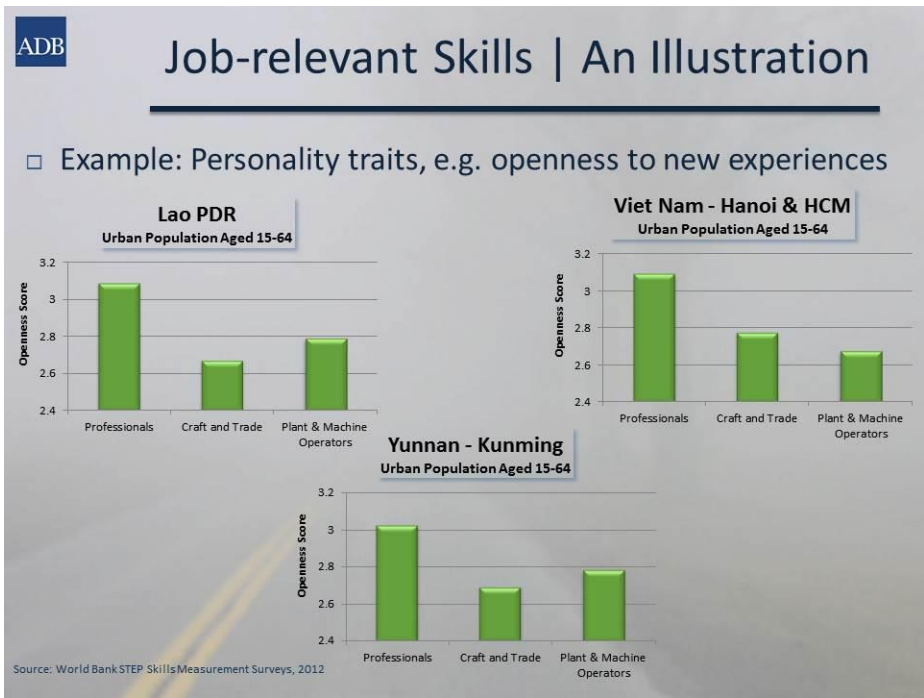
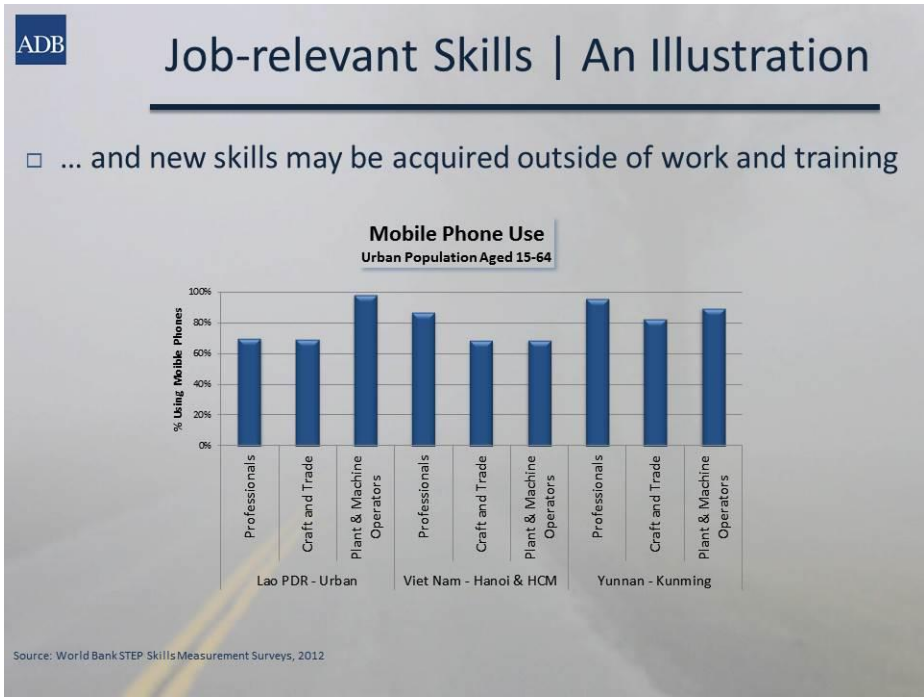
Job-relevant Skills | An Illustration

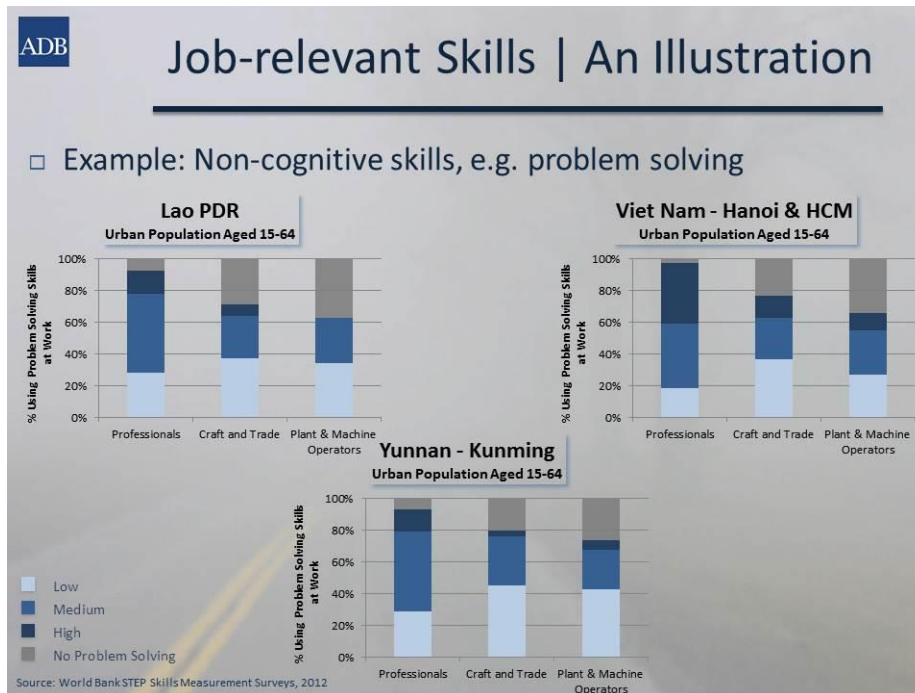
- Example: Operating specialized machinery and equipment



Source: World Bank STEP Skills Measurement Surveys, 2012







ADB **Take-Away**

□ Uncertain, foggy, environment

□ What do we know?

- Employers value an adaptable workforce, able to apply know-how in different settings
- And to adapt to new production processes, new ways of working
- Employment trajectories will involve holding different occupations, working in different sectors



ADB

Take-Away

- Build in mechanisms to ensure that tools such as qualifications frameworks set the right path for skills development
- Adapt teaching and training methods
 - So they are not solely geared towards the mastery of core competences...
 - ... but are based on an understanding of underlying concepts to facilitate transferability of competences
 - ... and foster broader – adaptive – competences
- Incentives
 - Assessment of competences should evolve to reflect the importance of these competences

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Take-Away

- This will help workers adapt to different occupation requirements across borders
- And will be more forward looking to prepare for the future





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Towards the Mutual Recognition of Skills in ASEAN, and its implication to the GMS economic corridors

Carmela I. Torres
DWT Bangkok

ILO Regional Office for Asia and the Pacific
13th Meeting of the GMS Working Group on
Human Resource Development
Hanoi, Vietnam
29-30 October, 2014

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Outline



1. Labour Migration in ASEAN and its implication to labour mobility

- General trends
- Characteristics of Intra-ASEAN Migration

2. ASEAN Qualifications Reference Framework (AQRF) - for recognizing skilled labor across ASEAN; MRAs and Mutual Recognition of Skills (MRS)

- AQRF
- MRA and MRS
- Linkage between AQRF and MRS

3. ILO's commitments on skills recognition frameworks through MRS

- ILO's initiatives on the MRS
- Outcomes of the latest AMS meeting in Jakarta, Indonesia
- Follow-up and Next Steps

4. ILO-ADB collaboration in mutual recognition of technical skills and qualifications in the GMS

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1. Labor Migration in ASEAN and its implication to labor mobility

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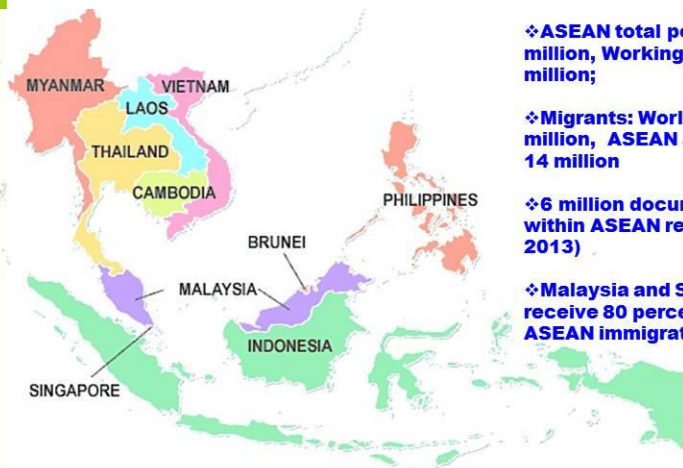


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1.1 Labor Migration in ASEAN



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❖ ASEAN total population: 616 million, Working population :263 million;

❖ Migrants: World total 232 million, ASEAN approximately 14 million

❖ 6 million documented move within ASEAN region (UNDESA 2013)

❖ Malaysia and Singapore receive 80 percent of intra-ASEAN immigration

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1.2 Labor Migration Trends in ASEAN

- Significant intra-ASEAN labor migration:
 - from Myanmar, Lao PDR, and Cambodia into Thailand
 - from Indonesia and Vietnam into Malaysia
 - from Malaysia, the Philippines and other ASEAN nations into Singapore. Brunei Darussalam also attracts migrant workers.
- Services sector followed by industry host most of migrants
- High-skilled occupations limited
- Low to medium skilled occupations majority

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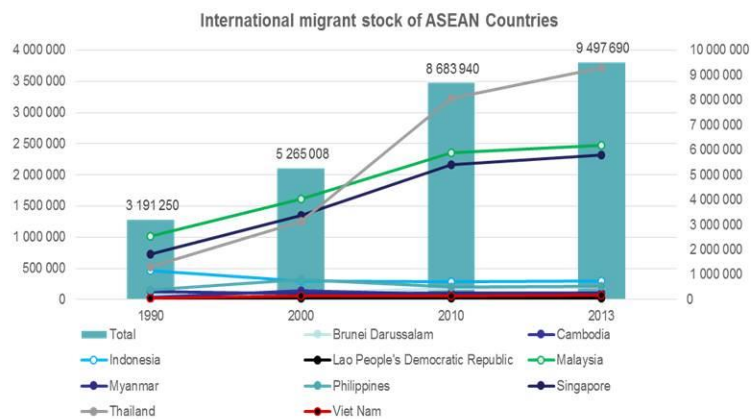
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1.3 Characteristics of Intra-ASEAN Migration

- Intra-ASEAN migration: growing in past two decades



Source: United Nations, Department of Economic and Social Affairs (2013). Trends in International Migrant Stock

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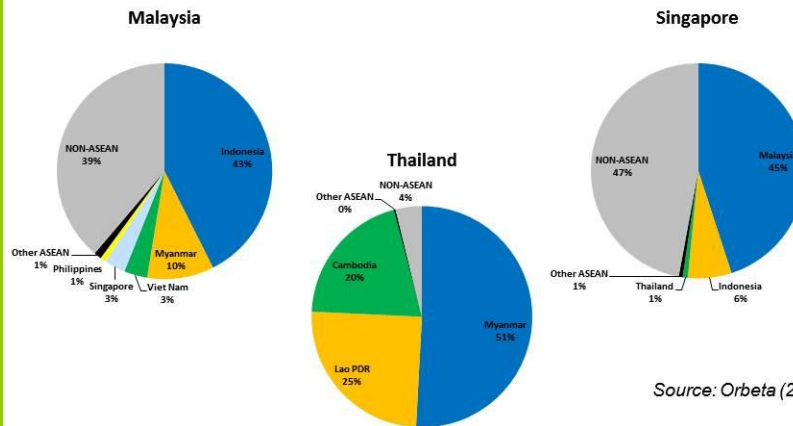
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1.4 Characteristics of Intra-ASEAN Migration

➤ **Main destinations for Intra-ASEAN Migrants: Singapore, Malaysia and Thailand**



Source: Orbeta (2012).

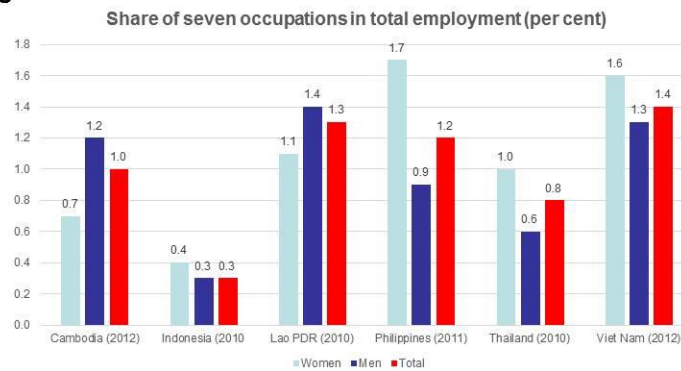
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1.5 Characteristics of Intra-ASEAN Migration

Seven of the occupations covered by Mutual Recognition Arrangements (MRAs) account for only between 0.3 % and 1.4 % of total employment in AMS



Note: Sex-disaggregated figures may not add up to total due to rounding; the seven occupations refer to accountants, architects, dentists, engineers, medical doctors, nurses and midwives, and surveyors

Source: ILO (2014) ASEAN community 2015: Managing integration for better jobs and shared prosperity

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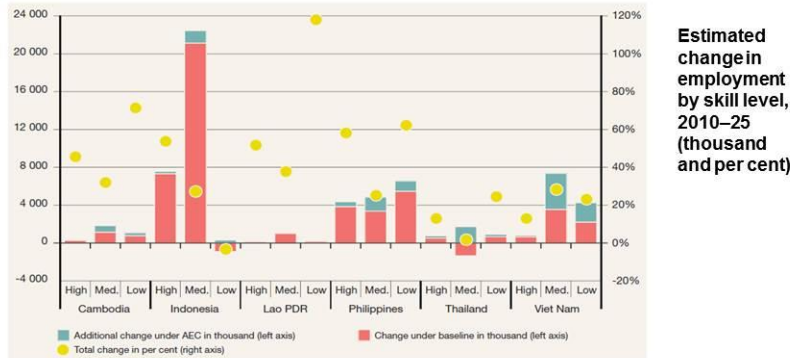




International Labour Organization

1.6 Characteristics of Intra-ASEAN Migration

Labour migration largely occurs under temporary migration regimes and for mid to low-skilled work



Note: ILO estimates based on S. El Achkar Hilal: The impact of ASEAN economic integration on occupational outlooks and skills demand, background paper for ASEAN Community 2015: Managing integration for better jobs and shared prosperity (Bangkok, ILO, forthcoming)

Source: ILO and ADB (2014) ASEAN community 2015: Managing integration for better jobs and shared prosperity(Figure 4-2: 53)

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2. ASEAN Qualifications Reference Framework (AQRF) - for recognizing skilled labor across ASEAN, and its modality tools: (MRAs & MRS)

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2.1 ASEAN QUALIFICATIONS REFERENCE FRAMEWORK (AQRF)



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AQRF, a common reference framework, will function as a translation device to enable comparisons of qualifications across participating ASEAN Countries.

AQRF will cover:

- a. Senior schooling
- b. Technical and Vocational Education and Training (TVET)
- c. Higher Education

The establishment of the AQRF will provide a clear basis for:

1. mutual recognition of formal and informal learning
2. facilitate the free flow of **skilled labour** and the on-going development of **ASEAN Mutual Recognition Arrangements (MRAs) for professional services.**

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2.2 ASEAN QUALIFICATIONS REFERENCE FRAMEWORK (AQRF)



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Task Force on AQRF: (ASEAN level) undertake design & management of AQRF to support development of mutually comparable NQF

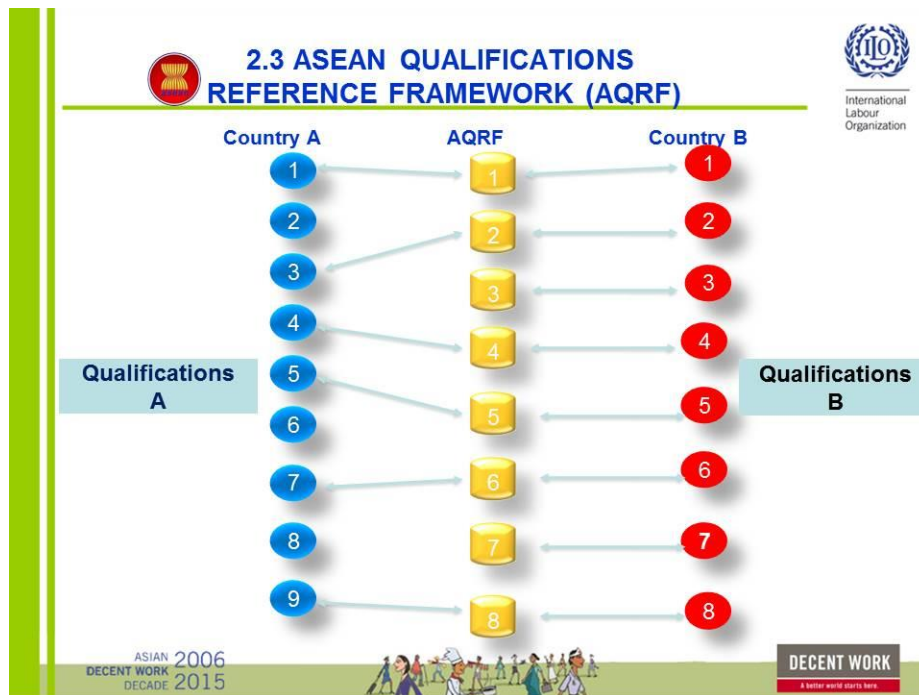
Focus on comparability, benchmarking and concept of “best fit”

Principles: voluntary in nature; neutral influence on NQFs; support & enhance each country’s NQF

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2.4 Skills Mobility Tool: MRAs

Mutual Recognition Arrangements (MRAs):
a key tool which establishes skills or experience professionals need to work & ultimately be certified in a destination country which is signatory Member States-- thus facilitating easier movement of professional services providers in ASEAN

It aims to:

- **Promote the mobility of skilled professionals**
- **Attract regional talent to meet staffing shortages**
- **Boost regional competitiveness**
- **Improve the quality of services throughout ASEAN**

MRAs do not guarantee the free movement of labour & market access

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90 years working for social justice

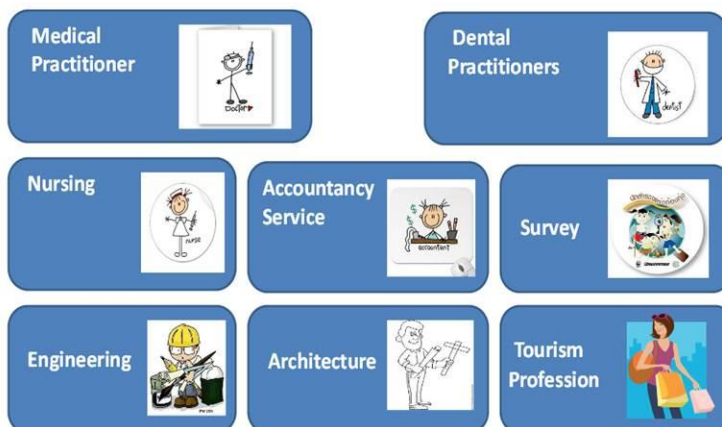




2.5 Skills Mobility Tool: MRAs



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2.6 Skills Mobility Tool: MRS



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- **MRS will focus on technical/vocational skills**
- **MRS will be necessary for countries with less developed skills systems**
- **Progress in implementing MRS: varying levels of readiness of AMS (ILO study 2014)**
- **ASEAN Countries could well benefit from and would need to employ low skilled migrant workers**
- **Over time, mutual skills recognition arrangements for medium to low-skilled occupations (e.g. construction, garments, agri & fishery sectors) may provide a more manageable, transparent & safer channel for migrant workers—will boost overall caliber of workers**
- **Technical skilled workers with a modest skill set (e.g. tiling, shrimp farming) can have skills recognized through the MRS within the AQRF**

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2.7 Institutional Framework of AQRF



2.8 Readiness of AMS for Implementation of the Commitment to the Free Flow of Skilled Labour (ILO Study)



Readiness	Countries
Can be ready for recognition for many occupations	Malaysia; Philippines
Can be ready for recognition for some occupations	Brunei Darussalam; Viet Nam; Singapore; Indonesia; Thailand
With support, can be ready for recognition for key migrant worker occupations	Cambodia; Lao PDR; Myanmar

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3. ILO's commitments towards the mutual recognition of skills (MRS)

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3.1 ILO Initiatives on the MRS



	Progress	Outputs
Dec. 2012	Capacity Building Workshop: Towards a Mutual Recognition on Skills for ASEAN [Bangkok, Thailand]	Initial Identification of skills areas for mutual recognition; Initial discussion with collaborating countries
Sept. 2013	1) Report: Assessment of the Readiness of AMS for Implementation of the Commitment to the Free Flow of Skilled Labour within AEC from 2015 2) Consultation Meeting on the Findings of the Scoping/Assessment Exercise Conducted on the Free Flow of Skilled Labour [Bangkok, Thailand]	Assessed the readiness status of all the AMS; confirmed the findings of the report to move ahead with identifying priority skills sectors for mutual recognition;
Oct. 2013	ASEAN Employers' regional Workshop [Bali Indonesia]	Presented the identified skills sectors to the employers; requested them to determine the demand for skilled migrant labour;
Sept. 2014	Consultation/Validation Workshop On the Implementation of Mutual Recognition of Skills in ASEAN Countries [Jakarta, Indonesia]	1) Identified and validated two specific occupations for MRS implementation in a tripartite manner; 2) Developed detailed action plans for the MRS process.

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3.2a Action Plans proposed by AMS (GMS Countries)



Country	Priority Skills Areas	Proposed Collaborating AMS
Cambodia	Building/Masonry Electrical Wiring	Thailand
Lao PDR	Bricklaying Plastering	Thailand
Myanmar	Welding Sewing machine operator	Singapore Thailand
Thailand	Construction Sewing machine operator	Cambodia Myanmar Lao PDR
Viet Nam	Tourism & hospitality Housekeeping Automotive technology	Thailand Malaysia

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3.2b Action Plans proposed by AMS



Country	Priority Skills Areas	Proposed Collaborating AMS
Malaysia	Tourism & hospitality Housekeeping	Indonesia
Indonesia	Construction sector Tourism & hospitality	Singapore Malaysia Brunei
Philippines	Tourism Domestic work	Myanmar Cambodia

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3.3 Next Steps on MRS Implementation

A. ASEAN Member states (overall)

1. Identification of focal point for follow-up and implementation
2. Follow-up on developments of action plans
3. Technical assistance; sharing of experiences & good practices

B. CLM Member states (Cambodia, Lao PDR and Myanmar): direct technical assistance

1. Benchmarking and referencing of skills standards in priority occupations
2. Development of curriculum & learning materials; additional RMCS
3. Consultation meetings with governments, employers, workers, training providers and other stakeholders to advance MRS activities
4. Capacity building activities
5. Support to the ASEAN Secretariat on AQRF activities
6. Regional conference to share experiences and common concerns

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4. ILO-ADB collaboration in mutual recognition of technical skills and qualifications in the GMS

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4.1 Phase 1: Pilot framework for MRS & Qualifications



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R-PATA: Implementing GMS HRD Strategic Framework & Action Plan Output 2: Agreed framework for mutual recognition of technical skills and qualifications in the GMS

Countries: Cambodia, Lao PDR, Thailand & Viet Nam

**•Benchmark tool to which national qualifications can be mapped:
(1) ILO's Regional Model Competency Standards (RMCS); (2)
Relevant national or international competency standards**

**•Three (3) skills areas:
--Domestic & hotel housekeeping
--Automotive mechanic
--Welding**

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4.2 Phase 1: Recommendations



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- 1) ADB and ILO continue to work together on skills/ qualification recognition of migrant workers and continue to support the strengthening of competency-based TVET in all participating GMS countries;**
- 2) Follow-up project should include development of harmonised national qualifications frameworks through GMS framework mechanisms and processes for the promotion the skills and qualifications recognition modality at national level;**
- 3) Follow-up project should offer migrant worker certification for a full occupational area;**
- 4) inter-country coordination mechanisms be established to progressively achieve the skills and qualifications recognition modality;**

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4.3 Phase 1: Recommendations



5) Follow-up project develop standards for vocational assessors and trainers

6) The ILO Guidelines for the Development of Regional Model Competency Standards (RMCS) can be adopted as the format for all GMS competency standards;

7) The WGHRD facilitates the acceptance by GMS national immigration authorities, industry and employer associations of certificates awarded through the piloted skills and qualifications recognition modality;

8) Receiving countries be encouraged to observe and provide feedback on the development of mutual recognition of skills and qualifications for migrant workers;

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4.4 INSTRUMENT for MRS Implementation: ILO's Regional Model Competency Standards



What is the Regional Model Competency Standards (RMCS)?

- ✓ **a set of competency skills standards which acts as a generic guide to countries developing their skills standards/competencies; it is a guide for a range of occupations across a certain industry**
- **Employers and workers need help to clearly specify their skill requirements to training organizations**
- **Reduce time for countries to develop their own competency standards**
- **Potential for use as regional standards in: ASEAN, APEC or GMS**
- **Important implications to migration & skills recognition**

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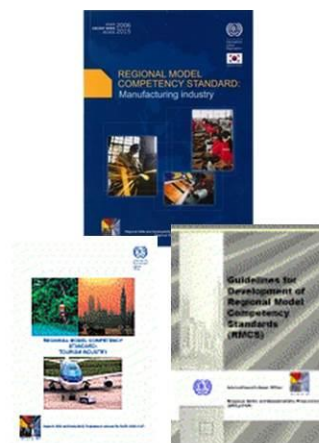


4.5 Developed RMCS



**RMCS developed
(published and to be finalized)**

- Welding**
- Domestic Work**
- Construction**
- Aquaculture/Agriculture**
- Generic Units/Generic Set of Selected Core Competencies**
- Tourism & Hospitality**
- Mechanical Services**
- Manufacturing**



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4.6 Phase 2 [Pipeline]: REGIONAL FRAMEWORK ON MRS AND QUALIFICATIONS Component 1: Skills/Competency standards



Proposed Project 1: Developing and implementing a skills recognition framework in the Greater Mekong Sub-region (GMS)

OBJECTIVES

- Build on earlier work (Phase1) to complete the development of technical skills & qualifications recognition framework
- Develop technical and vocations skills & qualifications recognition framework for two additional skills most critical for development of economic corridors

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**4.7 Phase 2 [Pipeline]: REGIONAL FRAMEWORK ON
MRS AND QUALIFICATIONS
Component 1: Skills/Competency standards**



OBJECTIVES: Cont'd

- **Ensure connectivity with existing government mechanisms in the respective countries to ensure that it is readily accessible, cost effective and more likely to be used**
- **Connectivity with the ASEAN Secretariat will be established for relevance and complementation with existing programmes & activities in relation to the MRS**

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**4.8 Phase 2 [Pipeline]: REGIONAL FRAMEWORK ON
MRS AND QUALIFICATIONS
Component 1: Skills/Competency standards**



Key Activities

Review and assess status of Phase 1 skills standards; conduct consultation with partners;
Pilot test skills standards in countries where pilot test has not been conducted

Identification, consultation and development on next set of skills/occupations considered most critical for development of the GMS economic corridors.

Selection and training of country recognition staff and relevant partners/institutions

Implementation of development work and also link up with Project 2 on teacher training

Develop data collection and management system – links to Knowledge Platform for future

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4.9 Phase 2 [Pipeline]: REGIONAL FRAMEWORK ON
MRS AND QUALIFICATIONS
Component 2: Teachers training



Proposed Project 2: Development of system to the mutual recognition of TVET teacher training standards

OBJECTIVES:

- Design teacher training standards in the skills areas for welding, auto mechanic and domestic house keeping (Phase 1) and in the skills areas for Phase 2 to support development of economic corridors
- Train teachers and develop manuals/guides

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4.10 Phase 2 [Pipeline]: REGIONAL FRAMEWORK ON
MRS AND QUALIFICATIONS
Component 2: Teacher training



Key Activities

Consultation with governments and conduct mapping exercise to assess current status of TVET teacher training standards

Review teacher training outcomes of pilot-tested countries (i.e. Lao PDR, Thailand and Viet Nam) and continue the teacher trainings for countries which have not been pilot-tested (i.e. Cambodia, Myanmar)

Identification and consultation on developing a comprehensive teacher training program for the mutual recognition system for TVET teacher training standards (in the three selected sectors)

Development work and regular meeting with focal officials and observers Competency Based Training (CBT) and Assessment Training and Consultations

Develop data collection and management system – links to Knowledge Platform for future

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THE END

THANK YOU FOR YOUR ATTENTION

For further information please contact:

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Appendix 6

Presentations in Session 3: Panel Discussion on Improving Cooperation in Higher Education



Improving Cooperation in Higher Education

By Dr. Chantavit Sujatanond
Special Advisor to SEAMEO RIHED
@ WGHRD-13 Meeting,
29-30 Oct 2014, Hanoi



Regional intergovernmental organization established in 1965 among governments of Southeast Asian countries to promote regional cooperation in education, science and culture in the region.



Brunei Darussalam



Cambodia



Indonesia



Laos PDR



Malaysia



Republic of the Union of Myanmar



Philippines



Singapore



Thailand



Timor-Leste



Socialist Republic of Vietnam

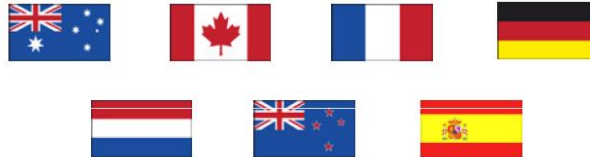
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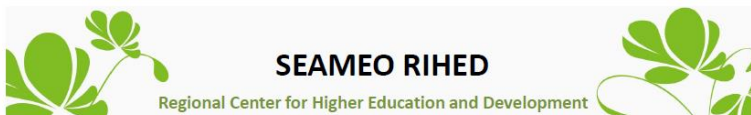
SEAMEO Centers



- SEAMEO BIOTROP
- SEAMEO CELLL
- SEAMEO CHAT
- SEAMEO INNOTECH
- SEAMEO QITEP in Language/Mathematics/Science
- SEAMEO RECSAM
- SEAMEO RELC
- SEAMEO RETRAC
- SEAMEO RIHED**
- SEAMEO SEAMOLEC
- SEAMEO SEARCA
- SEAMEO SEN
- SEAMEO SPAFA
- SEAMEO TROPMED
- SEAMEO VECTECH

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OUR MISSION

To foster efficiency, effectiveness, and **harmonization of higher education** in Southeast Asia through system research, empowerment, development of mechanisms to facilitate sharing and collaborations in higher education.



Request for:

- 1 Close collaboration among countries
- 2 Commitments of governments
- 3 Involvement of higher education sector, and HEIs





Elements of Harmonization Process of Higher Education in SEA



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SEAMEO RIHED The 4th Five-Year Development Plan





Our Activities

based on the 4th five-year development plan

Programmes serving 5 objectives	Higher Education Policy Dialogues	Regional Higher Education Information Gateway
Empowering higher education institutions <ul style="list-style-type: none"> • Study Visit Programmes to the US, the UK, Australia and China • Training courses for International Relation Offices in Southeast Asian HEIs • Workshops on governance and management, leadership development for HEIs • GMS University Consortium (ADB support) 	Annual Meeting of Directors General, Secretary General and Commissioner of Higher Education in Southeast Asia Southeast Asian HEI Presidents, Rectors, Chancellors and Vice Chancellors Conference SEAMEO RIHED Governing Board Meeting Annual Seminar organized back-to-back with the SEAMEO RIHED Governing Board Meeting SEAMEO College	Publications on Southeast Asian Higher Education Database of HEIs in Southeast Asia with website links (upcoming) Depository of international programmes offered by HEIs in Southeast Asia (upcoming)
Developing harmonization mechanisms <ul style="list-style-type: none"> • Internationalization Award (IAward) • Workshops on Academic Credit Transfer Framework for Asia (ADB support) • Southeast Asian Quality Assurance Framework 		
Cultivating globalized human resources <ul style="list-style-type: none"> • The ASEAN International Mobility for Students (AIMS) Programme 		
Advancing knowledge frontiers in higher education system management <ul style="list-style-type: none"> • Policy Action Research: Building Academic Credit Transfer Framework for Asia (ADB support) • ARC & ACI 		
Promoting University Social Responsibility and Sustainable Development <ul style="list-style-type: none"> • Seminar on University Social Enterprise 		

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Empowering higher education institutions

1. Study visits
 - Themes:
 - University Governance and Management (US, with AGB)
 - University Research Management (UK)
 - Internationalization (Australia, with AEI)
 - University-Industry Collaboration (China, with ACC)
 - Regional participants
2. Workshops on Management of Higher Education (collaborate with UNESCO-IIEP, policy forum back-to-back with GBM)
3. International Relations Officers (IRO) Training





Developing harmonization mechanism

CTS

- Action research on Regional Credit Transfer System
- Developing Academic Credit Transfer Framework for Asia (ACTFA)

QA

- Southeast Asian Quality Assurance Framework (collaborate with AQAN)
- Collaborate with DAAD



Academic Credit Transfer Framework for Asia (ACTFA)

Principles

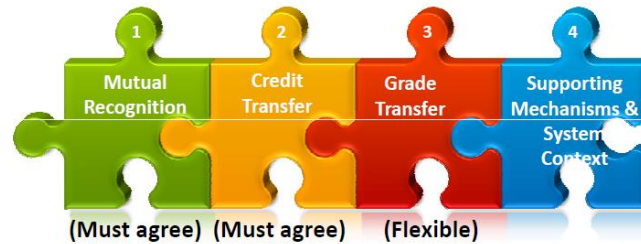
1. Focus at course regardless program requirement

2. Manage at the level of system components





ACTFA's 4 Key Components

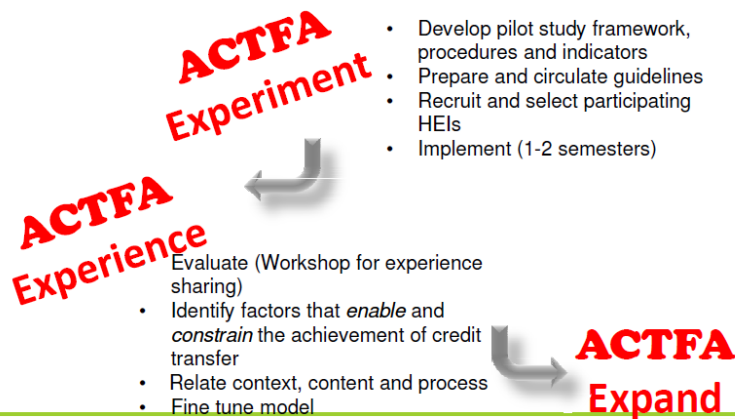


Manage at the level of system components

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ACTFA in action



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Cultivating Globalized Human Resources


Regional Joint Efforts

SEAMEO RIHED AIMS Programme




Programme Structure

-  Multi-lateral collaboration platform
-  Government commitment
-  Selected higher education institutions
-  Collectively agreed study fields




2010

2011




2012




2013

2014



SEAMEO RIHED AIMS Programme

Current Status




member countries

PHILIPPINES
THAILAND
VIETNAM
CAMBODIA
INDONESIA
MALAYSIA

700+
undergraduate students


60
participating universities

over 500
government scholarships in 2014



7
study fields

FOOD SCIENCE & TECHNOLOGY
HOSPITALITY & TOURISM
AGRICULTURE
LANGUAGE & CULTURE
INTERNATIONAL BUSINESS
ECONOMICS
ENGINEERING





Advancing knowledge frontiers (ARC & ACI)

- As a vehicle for systematic and strategic investment in the development of long-term regional competitiveness and sustainability
- As a platform for HE contributions to regional prosperity and peace

Thailand work closely with SEAMEO RIHED:

- To coordinate regional expertise for meeting regional and global challenges
- To discover, develop, and disseminate SEA intellectual resources in advancing frontier of knowledge



Areas of Strength Identified for ASEAN Research Clusters

discussed at 1st ARC Conf, Nov 2010

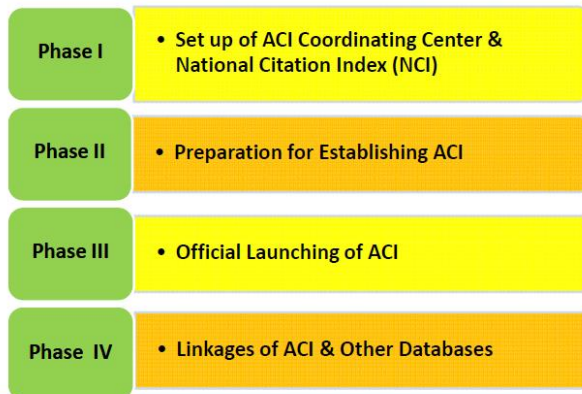
	<p>Health & Medicine</p> <p> </p>	<p>Establishing targeted research clusters (virtual) 2011</p> <ul style="list-style-type: none"> - Using 2-3 core countries and core universities-based model for each cluster - Selecting universities with strong research activities in the topics as the cores
	<p>Environment & Biodiversity</p> <p> </p>	
	<p>Agriculture & Food</p> <p> </p>	
	<p>Social Science</p> <p> </p>	

The proposed areas were based on Elsevier's Scopus Database 2006-2010





The plan for establishing ASEAN Citation Index



Facilitating Regional Policy Dialogue

Promoting multilateral collaboration in the region and beyond

Current Mechanisms

➤ Regional Policy Forum (B2B GBM)

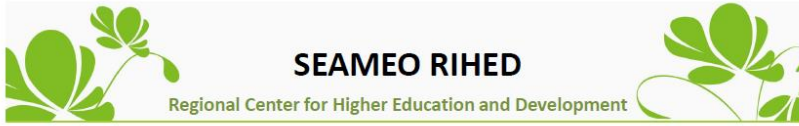
- Higher Education in Southeast Asia in 2005
- Quality Assurance in Higher Education in Southeast Asia in 2006
- ICT in University Teaching/Learning and Research in Southeast Asia in 2007
- University Governance in Southeast Asia in 2008
- Student Mobility in Southeast Asia in 2009
- Quality Assurance in Southeast Asia in 2010
- University Research Management in Southeast Asia in 2011
- Internationalization in Higher Education in Southeast Asia in 2012
- Teacher Education in Southeast Asia in 2013
- Linkage and Collaboration between Universities and Industries

Current Mechanisms

➤ DG Meetings

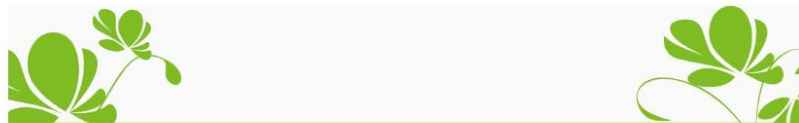
- 1st and 2nd Meeting in 2005 and 2007, in Kuala Lumpur, Malaysia
- 3rd Meeting in 2009, in Bangkok, Thailand
- 4th Meeting in 2010, in Jakarta, Indonesia
- 5th Meeting in 2011, in NhaTrang, Vietnam
- 6th Meeting in 2012 in Bangkok, Thailand
- 7th Meeting in 2013 in Siem Reap, Cambodia; and
- 8th Meeting in 2014 in Ho Chi Minh City, Vietnam





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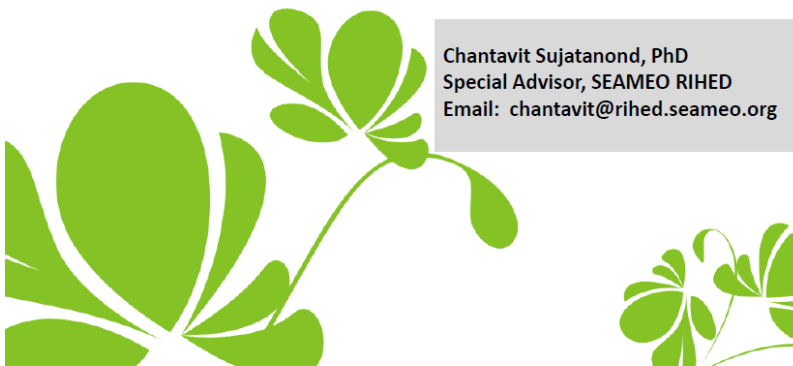
To foster efficiency, effectiveness, and **harmonization of higher education** in Southeast Asia through system research, empowerment, development of mechanisms to facilitate sharing and collaborations in higher education.





Thank You

Chantavit Sujatanond, PhD
Special Advisor, SEAMEO RIHED
Email: chantavit@rihed.seameo.org





AUN-QA

A Touch of Quality



Was born on 
4th AUN Board of Trustee Meeting in 1998

Status Update like comment share


- AUN-ADB Project (Phase 2: 2014-2016)
- ASEAN-QA Project (Phase 2)
- EU SHARE Project (2014-2018)

 **Prezi**
Work Experience



  




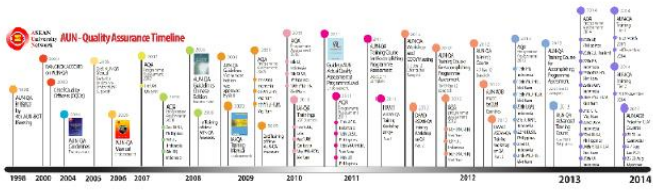
Was born on




4th AUN Board of Trustee Meeting in 1998




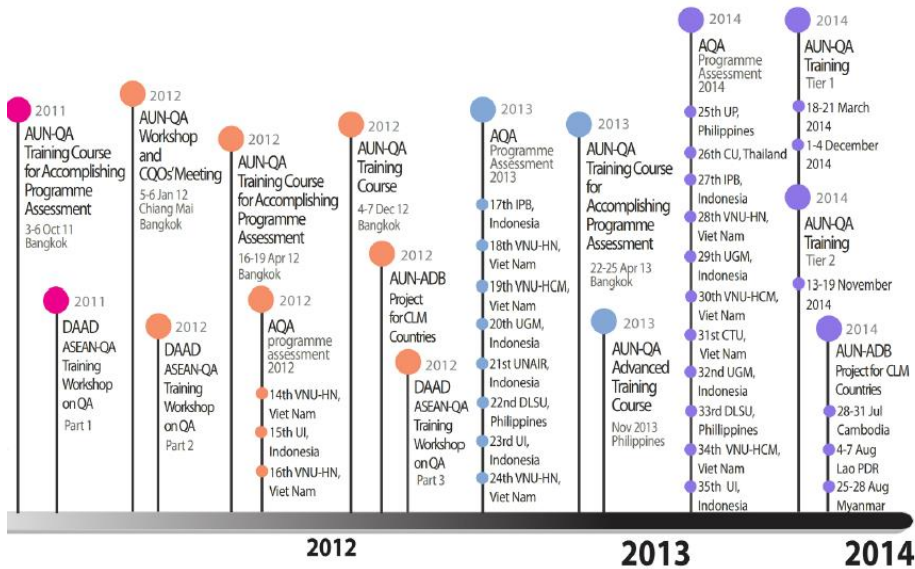
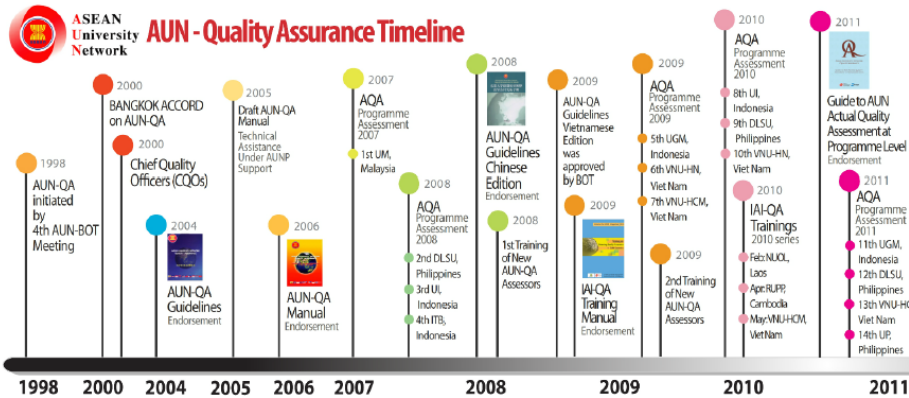
Work Experience

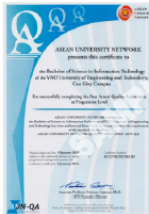





FAQs and Facts: AUN-QA Quality Assessment at Programme Level







FAQs and Facts: AUN-QA Quality Assessment at Programme Level



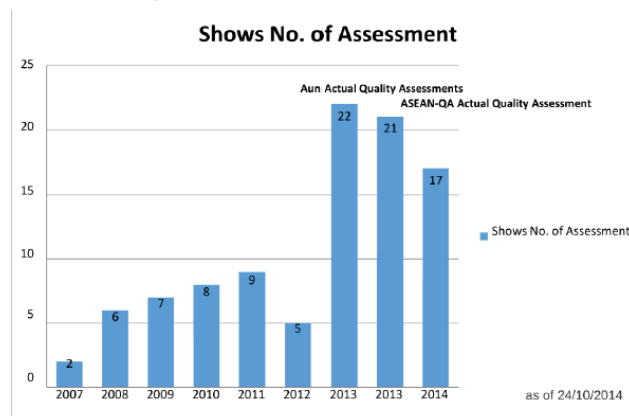
- AUN-QA Quality Assessment is the External Quality Assessment for the purpose of improvements, not an accreditation
- 4- Year AUN-QA Certificate is given as the evidence that programme has been assessed and found to be in accordance with regional Standard of the AUN-QA. After 4 years, the programme is suggested to undergo another assessment for the continued improvements.
- Report suggesting improvements is submitted to the programmes approximately 1 month after the assessment.



Photos



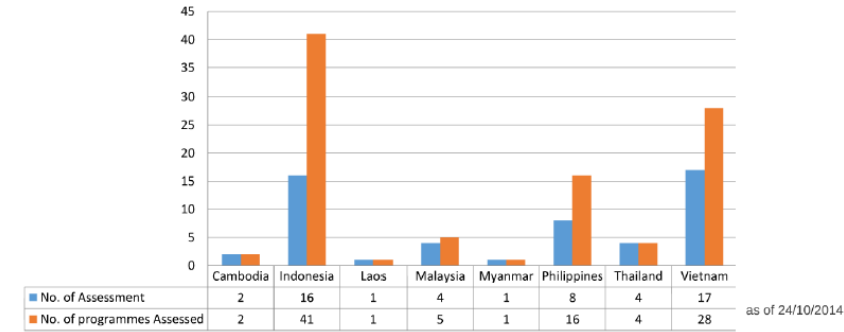
Numbers of AUN-QA Quality Assessment at Programme Level per annum



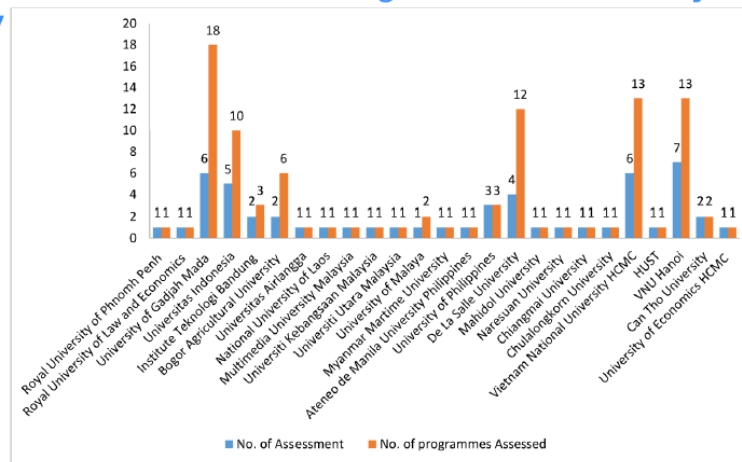


No. of Assessments and No. of Programmes assessed by country

No. of Assessments and No. of Programmes assessed by Country



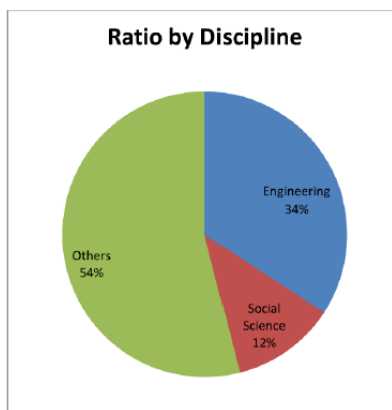
No. of Assessments and No. of Programmes assessed by university

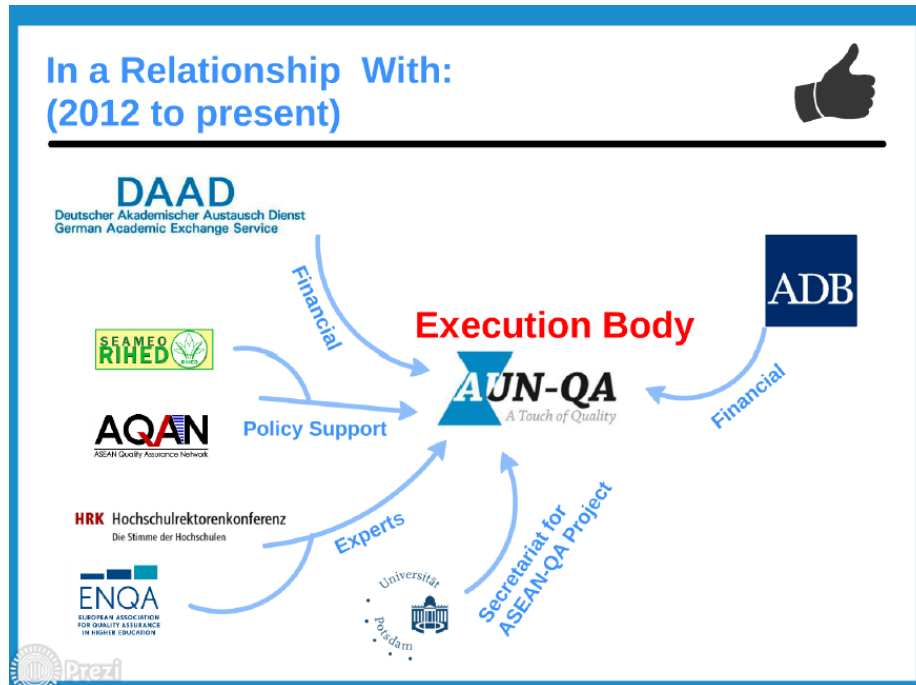




Ratio of AUN-QA Quality Assessment by disciplines

as of 24/10/2014





AUN-QA

Status Update like comment share

- AUN-ADB Project (Phase 2: 2014-2016)
- ASEAN-QA Project (Phase 2)
- EU SHARE Project (2014-2018)

AUN-ADB Project Phase 2 (2014-2016)

ASEAN-QA Project (Phase 2)

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AUN-ADB Project Phase 2 (2014-2016)

Project Objectives

This project proposal will support a process that builds country and stakeholder engagement and draws on national and international expertise in QA. Specifically, the project aims to:

- 1) enhance and strengthen the knowledge on QA system implementation and management particularly based on AUN-QA system,
- 2) build up the big pool of qualified University QA personnel team in CLM countries,
- 3) establish QA system and ensure QA implementation to leverage the quality of education management in CLM countries, and
- 4) provide counties with higher education quality recognition for harmonizing university QA system to ensure applicability across ASEAN.

Methodology and Key Activities

Quality consulting
- Training workshops
- Seminars

By the end of 2-year project, participating institutions will have an established QA framework and systems and have strong systematic QA personnel to manage the QA systems at their own institutions.

Program Report for Year 2014

Workshop on Quality Assurance (QA) Framework and System were held during 28-29 July and 14 September 2014. 13 participants from 10 countries were involved in training for Quality Assurance (QA) Framework and System.



Project Objectives:

This project proposal will support a process that builds country and stakeholder engagement and draws on national and international expertise in QA. Specifically, the project aims to:

- (i) enhance and strengthen the knowledge on QA system implementation and management particularly based on AUN-QA system,
- (ii) build up the big pool of qualified University QA personnel team in CLM countries,
- (iii) establish QA system and ensure QA implementation to leverage the quality of education management in CLM countries, and
- (iv) provide counties with higher education quality recognition for harmonizing university QA system to ensure applicability across ASEAN.





Methodology and Key Activities:

- On-site consultancy
- Training workshops
- Site visits

By the end of 3-year project, participating universities will have an established QA instruments and systems and have enough competent QA personnel to manage the QA system at their own universities.



Progress Report for Year 2014

- More than 70 trainees from Cambodia, Lao PDR, and Myanmar were trained during 28-31 July and 3-6 September 2014
- 3 on-site consultancy visits were conducted to develop the Generic QA Handbook (on criteria 1-8)





ASEAN-QA Project (Phase 2)

ASEAN-QA Quality Assurance Training Course

DAAD Deutscher Akademischer Austausch Dienst German Academic Exchange Service

HRK German Rectors' Conference The Voice of the Universities

AQAN ASEAN Quality Assurance Network

ENQA

RIMEB

ASEAN University Network

DIES Deutscher Akademischer Austausch Dienst

Action Lines of ASEAN-QA II
The Partners have identified the following key action lines to be carried out for the realization of the overall objectives of ASEAN-QA II:

1. Intensive training course for QA officers at Higher Education Institutions (HEIs) in Southeast Asia (TrainIQA)
2. Additional dialogue events for university leadership and higher education stakeholders

Objectives of TrainIQA - Intensive training course for QA officers at Higher Education Institutions (HEIs) in Southeast Asia

- Enable participants to manage QA at their home institutions efficiently and effectively
- Address a group of about 20 QA Officers (QAOs) or other senior higher education managers who are in charge of QA
- TrainIQA covers leadership and management aspects of QA and aims to support the participating universities on their road to ISO/IEC 15686:2013 accreditation
- Focus on the effective QA systems and change management of QA with case studies, visits, site visits and other activities. Also focus on funding arrangements and the linkage between QA and higher education management strategy of the country

Additional dialogue events for university leadership and HE stakeholders

High Level Informative Visit to Germany
High Level Informative Visit to Germany will be carried out in order to allow the HEIs of the participating universities to be able to learn, become acquainted and establish contacts with the German higher education and research institutions of Germany

First TrainIQA Working Group Conference
The first meeting to bring together all participants (QAOs and QAOs) involves and partners to discuss and exchange views on the participating change management systems. The first meeting will be held in a neutral national perspective, partner for arrangement in the aspect of quality system.



Action Lines of ASEAN-QA II

The Partners have identified the following key action lines to be carried out for the realization of the overall objectives of ASEAN-QA II:

1. Intensive training course for QA officers at Higher Education Institutions (HEIs) in Southeast Asia (TrainIQA)
2. Additional dialogue events for university leadership and higher education stakeholders





Objectives of TrainQA - Intensive training course for QA officers at Higher Education Institutions (HEIs) in Southeast Asia

- Enable participants to manage QA at their home institutions efficiently and effectively
- Addresses a group of about 30 QA Officers (QAOs) or other senior higher education managers who are in charge of QA
- TrainQA covers leadership and management aspects of QA and aims to support the participating universities on their road to build up QA structures at institutional level.
- Issues such as effective QA systems and change management, QA tools and procedures, curriculum development and revision, data-based information management, and the linkage between QA and higher education management are key parts of the course.



Additional dialogue events for university leadership and HE stakeholders

High Level Information Visit to Germany

Prior to the first training module a "sensitisation phase" will be carried out in order to inform the DVCs of the participating universities on the objectives, learning outcomes and teaching methods of TrainQA.

Final TrainQA workshop | Closing conference

The final workshop brings together all participants (QAOs and DVCs), trainers and partners to (1) discuss and share the results of the participants' change management projects (PAPs) and (2) to address QA topics from a wider institutional perspective, particular as regards to the aspect of quality culture.





A Step Forward from A Programme Level to Institutional Level Assessment

Programme Assessment	Institutional Assessment
<ul style="list-style-type: none"> - Since 2007, AUN-QA has assessed 86 undergraduate and graduate programmes of 17 AUN Member Universities, 1 AUN-QA Associate Member, and 5 non-Member Universities in 8 ASEAN Countries. The activity involves more than 30 assessors 	<ul style="list-style-type: none"> - The institutional approach to quality assurance considers the institution as a whole, to assess the effectiveness of systemic IQA system.
<ul style="list-style-type: none"> - Analysis shows that quality of the assessed programmes has improved over the last six years after each round assessment 	
<ul style="list-style-type: none"> - However, the effect in improving the quality of institutional management is limited at the programme level 	



EU SHARE Project (EU Support to Higher Education in ASEAN Region)

Objectives:

- Strengthen regional cooperation, enhance the quality, regional competitiveness and internationalisation of ASEAN higher education institutions contributing to an ASEAN Community in 2015 and beyond.
- Contribute to harmonisation of ASEAN higher education area through the formulation of ASEAN higher education frameworks taking into account the EU experience
- Support mutual recognition and student mobility among higher education institutions in ASEAN to strengthen people-to-people connectivity.





Progress is a beautiful thing





Appendix 7

Presentation in Session 4: Panel Discussion on Improving Health and Social Protection
for Migrant Workers



Improving Health and Social Protection for Migrant Workers

Eduardo P. Banzon
Senior Health Specialist
RSDD/RSPG
Asian Development Bank

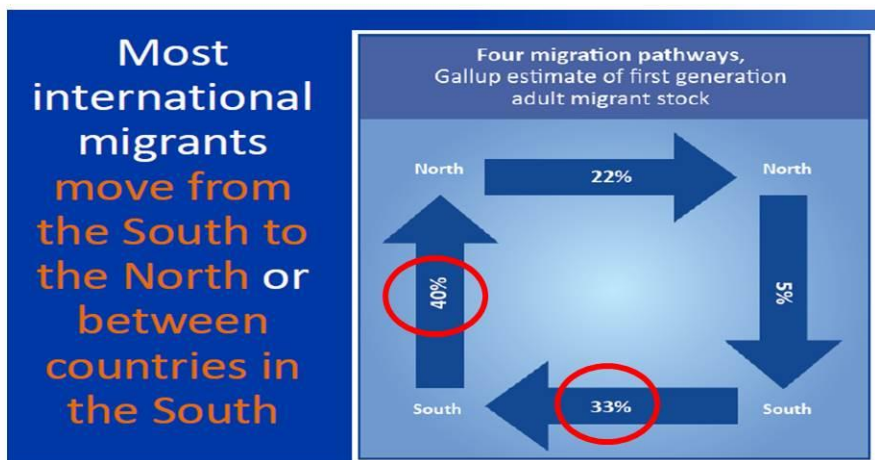
Migration

- estimated 1 billion migrants
 - 214 million international migrants
 - 740 million internal migrants
- wide range of populations including workers, refugees and students

Source: www.who.int



Changing International Migration Pathways



Source: International Organization for Migration(IOM) 2013 Report

Migrant Workers in Malaysia, 2011

Source ASEAN country	Estimated number
Indonesia	785,236
Myanmar	146,126
Vietnam	53,473
Philippines	44,359
Cambodia	36,282
Thailand	5,838

Source: Ministry of Human Resources, Malaysia



Migrant Workers in Thailand, 2010

Source ASEAN country	Estimated number
Myanmar	812,984
Laos	62,792
Cambodia	56,479

Source: Ministry of Labor, Thailand

Undocumented/ Non-registered migrant workers estimated at over a million

Labor Force in Singapore, 2011

Total population	5,076,700
Singapore Residents	3,771,700
Resident Labor Force	2,047,300
Employed	1,962,900
Unemployed	84,400
Foreign/Migrant workers	1,113,200

Source: Department of Statistics Singapore



GLOBAL AND REGIONAL POLICY DECLARATIONS

MULTI-LATERAL AGREEMENTS



CARICOM Agreement on Social Security (1997)

Countries

- Antigua and Barbuda; Bahamas; Barbados; Belize; Dominica; Grenada; Guyana; Haiti; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Suriname; Trinidad and Tobago; United Kingdom

Elements

- Equality of treatment for residents whatever their nationality
- All workers and their dependents who are registered in one of the thirteen ratifying Member States are covered by the Social Security system of the country of employment and will not lose the social security rights acquired while working in another contracting State
- Covers:
 - invalidity pensions
 - disablement pensions
 - old age or retirement pensions
 - survivors' pensions
 - death benefits

Joint database for MERCOSUR social security institutions

Organizations

- National Social Security Administration of Argentina (ANSES)
- Ministry of Social Welfare of Brazil
- Social Welfare Institute of Paraguay
- Social Welfare Bank of Uruguay.
- *Supported by the Inter-American Development Bank and the Ibero-American Social Security Organization*

Elements

- Single database for Social Security Institutions in the MERCOSUR region.
- Data Transfer and Validation System to process retiree benefits under MERCOSUR's Multilateral Social Security Agreement



**MULTILATERAL IBERO-AMERICAN AGREEMENT ON
SOCIAL SECURITY (14 countries)**



Population of the countries that have already signed: **450 million**

ACTIONS BY SENDING COUNTRIES



Philippines

Social Security System (SSS)

- Voluntary (self-employed) membership
- Voluntary provident fund (Flexi-Fund) program

Home Mutual Development Fund (PAG-IBIG)

- Compulsory payment to a provident fund which primarily provide access credit for housing

Overseas Workers Welfare Administration (OWWA)

- Reparation and other “insurance” (except health insurance) benefits

Philippine Health Insurance Corporation (PhilHealth)

- Compulsory One year health insurance coverage

PhilHealth

- Family membership
 - Justified as more than covering the migrant worker but also ensuring health insurance coverage of the dependents left in the country
- Covers for medical services in both sending and receiving countries
- Need to coordinate coverage with other health insurance provided to the migrant worker in receiving countries



Indonesia

Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI)

- Compulsory social insurance required with worker having to pay premium of IDR 400,000 (US\$47) with one of around 30 eligible private insurance companies

MANDATORY BUT SEPARATE MIGRANT-SPECIFIC HEALTH INSURANCE SCHEME IN RECEIVING COUNTRIES (WORKERS MOSTLY PAY)



Hospitalization and Surgical Scheme for Foreign Workers in Malaysia

- Since 2011 – migrant workers are mandated to enroll in the scheme
 - Migrant workers have to pay a premium of RM 120 (~38 USD) per person
 - except for the plantation industry and domestic maids where premiums would be borne by the employer
 - Annual coverage of RM 10,000 (~ 3,150 USD)
 - Hospital benefits at a Third (3rd) Class hospital room and board, up to a maximum of RM60 per day
 - covers injuries, accident and sickness

17

Foreign Workers Centralized Management System (FWCMS)

Managed by the Ministry of Home Affairs and the Immigration

- common platform to access data and manage the various processes associated with employing migrant workers.
 - Bio-Medical module effectively captures, processes and stores medical data of a migrant worker using fingerprint scanning.
 - Alert module for employers to receive alerts on renewal of work permits
 - E-Complaints module for migrant workers to voice their concerns
- incorporates information on health insurance coverage which all migrant workers will eventually have to purchase on-line

18

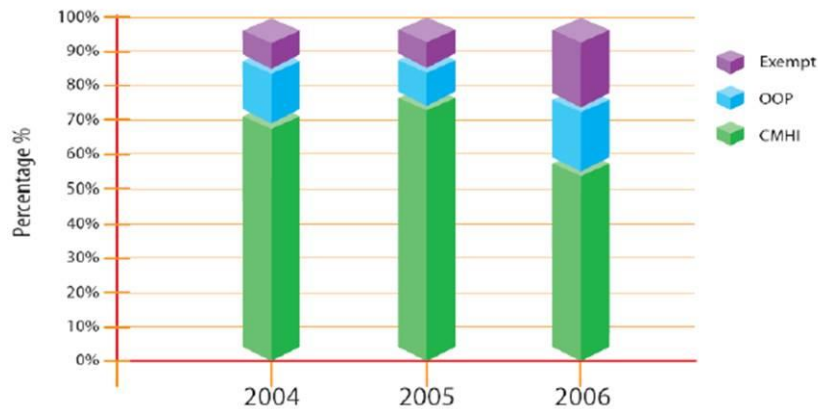


Compulsory Migrant Health Insurance (CMHI) scheme in Thailand

- Registered migrant worker have to pay 300 Baht for annual health screening and 1,200 Baht for curative services
 - Required copayment @ 30 Baht per visit
- In 2004, annual premium increased
 - Screening @ 600 Baht
 - (Curative) services @ 1,300 Baht
- In 2013, CMHI for children <15 year at 365 Baht

19

Financing sources of health expenses of migrant workers in Thailand





MANDATORY BUT SEPARATE MIGRANT-SPECIFIC HEALTH INSURANCE SCHEME IN RECEIVING COUNTRIES (EMPLOYERS PAY)

Health Insurance for migrant workers in Singapore

- Migrant workers registered as Permanent Residents are allowed to be members of the central provident fund (and Medi-save component) and access to Med-shield and Medi-fund

- **Migrant workers holding just work permits must be provided by Employer-financed Medical Insurance**
 - The employers of migrant workers must purchase and maintain medical insurance with coverage of at least S\$15, 000 (US\$12,430) per 12-month period of the employment



HEALTH PROTECTION OF MIGRANT WORKERS IN THE MIDDLE EAST

Total Population and estimated migrants in selected Middle Eastern countries (2010)

	Total population	Migrant stock	Migrants as % of total population
Bahrain	807,000	315,403	39.1
Kuwait	3,051,000	2,097,527	68.8
Oman	2,905,000	826,074	28.4
Qatar	1,508,000	1,305,428	86.5
Saudi Arabia	26,246,000	7,288,900	27.8
United Arab Emirates	4,707,000	3,293,264	70.0
TOTAL	39,224,000	15,126,596	38.6



EMPLOYER-PROVIDED ACCESS TO HEALTH CARE SERVICES

Kingdom of Bahrain

Article 95

An establishment employing more than fifty workers shall provide for the basic care of their health in accordance with Orders to be made by the Ministry for Health in agreement with the Minister for Labour and Social Affairs, in this respect.

Source: Bahrain Labour Law 2008



Sultanate of Oman

Article 33:

If the worker is treated in a government or private hospital, the employer shall incur the cost of treatment, medicine and in-patient care at the hospital in accordance with the regulations and financial rules applicable in such hospitals

Source: ROYAL DECREE NO. 35/2003 ISSUING THE LABOUR LAW

27

Kingdom of Saudi Arabia

Article 1

This system is designed to provide health care and organize all residents to non-Saudis in the Kingdom, and may be applied to other citizens and the decision of the Council of Ministers.

Source: Saudi Health Insurance Law by The Royal Decree No M/20 August 1999

Article 144

An employer shall provide his workers with preventive and therapeutic health care in accordance with the standards set forth by the Minister, taking into consideration whatever is provided for by the Cooperative Health Insurance Law.

Source: Saudi Labor law Royal Decree No. M/51 September 2005 (23 Sha'ban 1426 / 27)

28

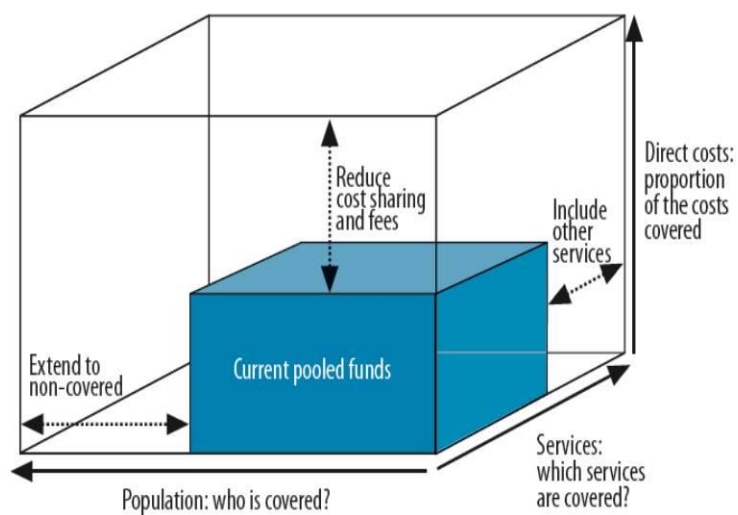


INCORPORATION INTO THE NATIONAL SCHEME OR THE “UHC APPROACH”

Universal Health Coverage

- Provide all people with access to needed health services (including prevention, promotion, treatment, rehabilitation, and palliation) of sufficient quality to be effective;
- Ensure that the use of these services does not expose the user to financial hardship“

- World Health Report 2010, p.6



31

UHC embodies specific aims

- **Equity in service use** (reduce gap between need and utilization);
- **Quality** (sufficient to make a difference); and
- **Financial protection...**
...for ALL (nationals and non-nationals including migrants)



United Arab Emirates

Law No. (23) of 2005
Concerning Health Insurance
in the Emirate of Abu Dhabi and the
Implementing Regulation

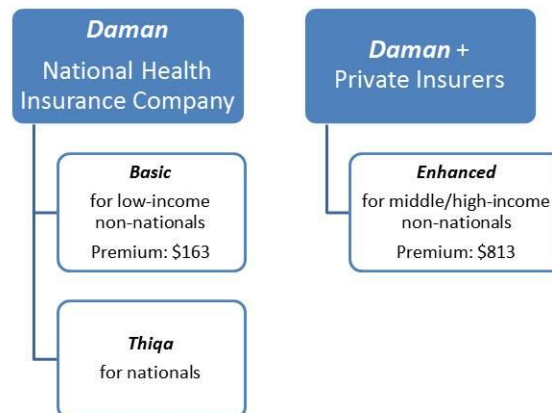
Article 2

Pursuant to the provisions hereof, the health insurance scheme shall apply to non-UAE national residents and their families in the Emirate of Abu Dhabi.

Source: www.haad.ae

33

Abu Dhabi Health Insurance Plans



Source: Health Statistics 2012 (Health Authority Abu Dhabi) for the year 2012.



Qatar

NATIONAL HEALTH INSURANCE SCHEME

Law 7, Article 2

“The health insurance system shall be mandatory to ensure the provision, in accordance with this Law and the Bylaw, of basic health services to all Qatari citizens, GCC citizens, residents of the State and visitors.”

Law 7, Article 13 (paraphrase)

1. Government shall be responsible for payment of health insurance premiums for Qatari citizens;
2. Employer shall be responsible for expatriate employees and their dependents;
3. Sponsor shall be responsible for sponsored individuals.

Source: SCH. “National Health Accounts Report – 2012.”

Qatar

NATIONAL HEALTH INSURANCE SCHEME

Four Phases

1. Qatari women aged 12 and above for maternity and related women’s health conditions
Implemented on July 17, 2013
2. All Qatari nationals are covered for all basic services from select government and private providers. **Implemented on April 30, 2014**
3. All Qatari nationals and skilled migrant workers and visitors are covered for all services from select government and private providers. Phase expected to be launched in Q1 of 2015.
4. Unskilled migrant workers are covered for all services from select government and private providers. Phase expected to be launched in 2015.

Source: SCH. “National Health Accounts Report – 2012.”



Similar to the South Korean approach

National Health Insurance (NHI) program covers the whole population, whether national or non-national, and requires any company that employs more than five foreign workers to enroll their foreign/migrant workers in the NHI with the company expected to pay half of the premiums

37

Similar to the Japanese approach

Employer's Insurance Program (Shakai Hoken)** generally covers foreign/migrant workers BUT some subcontracting companies encourage their workers to join the **National Health Insurance Program (Kokumin Kenko Hoken)** which is a municipality-based program and primarily for the self-employed and the non-employed who are also required to pay contributions to the **National Pension Program (Kokumin Nenkin)

38



MOVING FORWARD

Beyond the policy declarations

- Come out with Multi-lateral social protection agreement
 - Within the region/GMS/ASEAN
 - outside the region similar to Ibero-American
 - Joint database/information management system as an initial step
- Promote actions of sending countries
 - Build on the Philippine experience
- Expand “Mandatory” health insurance in receiving countries to other social protection benefits
 - Employer need to fully or partially subsidize
 - Invest in databases/information systems and monitoring and evaluation
- Continue the “UHC approach” of Abu Dhabi and Qatar
 - Migrant workers are considered part of a broader national scheme and NOT of a separate scheme



Summary of Discussions

13th Meeting WGHRD in the GMS

29 October 2014

Opening Session

- DG Hoang Viet Khang
 - Welcomed the GMS delegations
 - Looked forward to a fruitful meeting
- CD Tomoyuki Kimura
 - Cited the progress made since 1992
 - Noted the need to sharpen focus and enhance cooperation and create further opportunities for inclusive growth



National Action Plans

- Overview, Institutional Arrangements, Achievements, Priorities, & Opportunities
- Emerging Priority Areas for Cooperation in Some Regional Public Goods
 - Mutual recognition of skills (specific training)
 - Harmonization of standards (levelling up quality, centers of excellence in HEd)
 - Cross-border control of communicable diseases
 - Anti human trafficking and access to social protection programs
 - Enriching data base on labor mobility

Regional Investment Framework and Implementation Plans

- Translating SFAP into capital and technical assistance on the ground
- Mobilizing domestic and external resources for programs and projects eligible for cooperation in GMS



Improving Cooperation in TVET

- Expanding Scope of Skills and Discovering Comparative Advantage in each GMS Country
- Private Participation in Mutual Recognition of Standards and Skill Prioritization
- Enhancing Data Base of GMS on Labor Mobility/Migration (definition, scope, and frequency)

Improving Cooperation in Higher Education

- Continuing cooperation in mutual recognition and credit transfer (convergence or catching up)
- Quality assurance towards global standards
 - Facilitate mobility of professionals and skilled labor
 - Advancing knowledge (R&D) towards regional competitiveness



Improving Cooperation in Health and Social Protection for Migrant Workers

- Within GMS: a Case of South-South Migration
- Approaches in Sub-Regional Blocs outside GMS: no discrimination, “like a most-favored-nation” principle
- Within ASEAN Middle-Income Countries: retirement and pension funds; medical and health insurance, public or private
- Sending and receiving countries talking to forge mutually beneficial schemes



RECAP OF DAY 1

MR. JOEL MANGAHAS
Social Sector Specialist, ADB

Topic	Take Away/Issue
1. National HRD Action Plans	<ul style="list-style-type: none"> • Development impact • Information sharing and coordination • Financing
2. RIF and GMS HRD SFAP	<ul style="list-style-type: none"> • Development assistance • Sustained government support
3. Improving Cooperation in TVET	<ul style="list-style-type: none"> • Qualification framework - databases • GMS – ASEAN frameworks
4. Improving Cooperation in higher education	<ul style="list-style-type: none"> • Mutual recognition and credit transfer • Quality assurance
5. Improving cooperation in health and social protection for migrant workers	<ul style="list-style-type: none"> • Models and systems • Readiness of country systems • Regulatory frameworks



Appendix 10

Presentation in Session 5: Panel Discussion on Strengthening Labor Migration Management Programs



ADB

IOM • OIM

13th Meeting of the GMS Working Group on Human Resource Development (WGHRD-13)

Hanoi, Vietnam
28-30 October, 2014

Strengthening Labour Migration Programs

Yuko Hamada
Senior Regional Labour Migration/ Migration and Development Specialist

IOM, Regional Office for Asia and the Pacific

Contents

Migration Flows in GMS and ASEAN

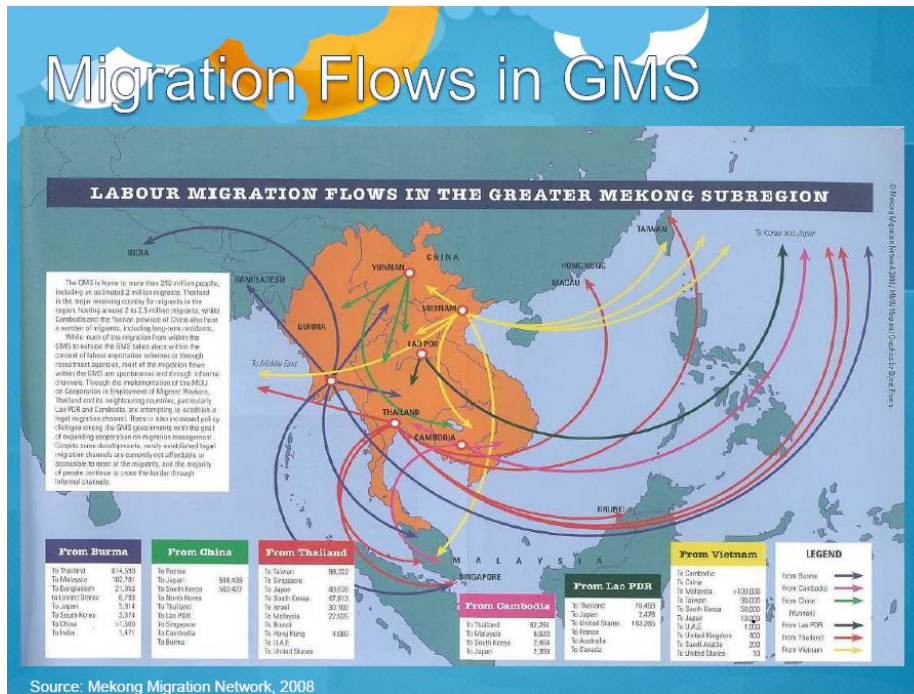
Drivers of Labour Migration

Challenges to Labour Mobility

GMS Labour Migration Strategies and ADB-IOM collaboration



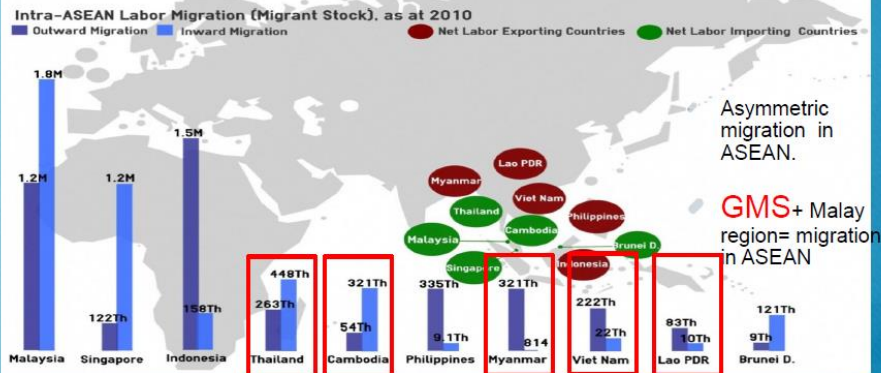
Migration Flows in GMS

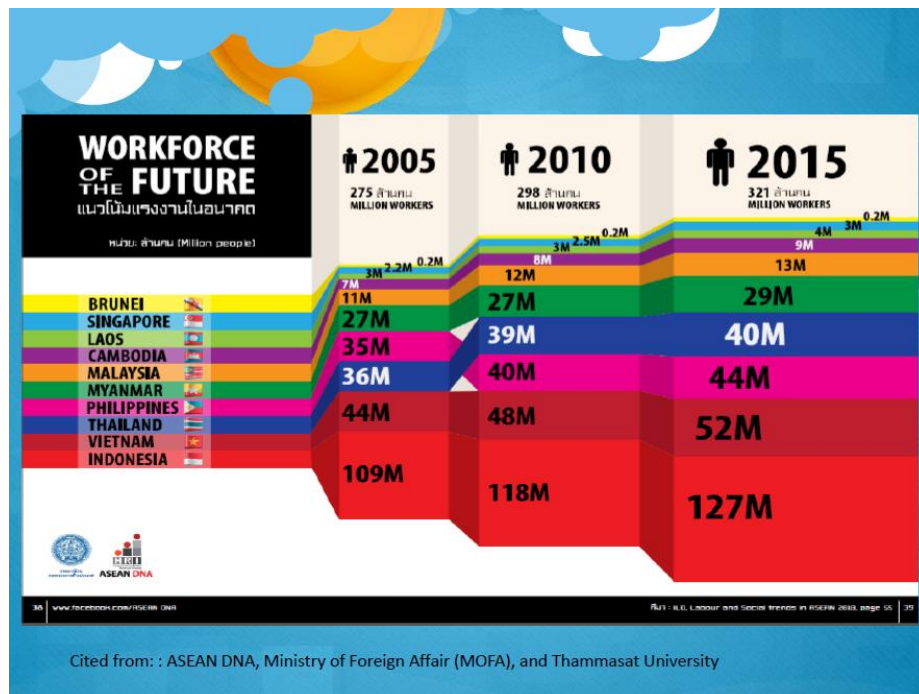
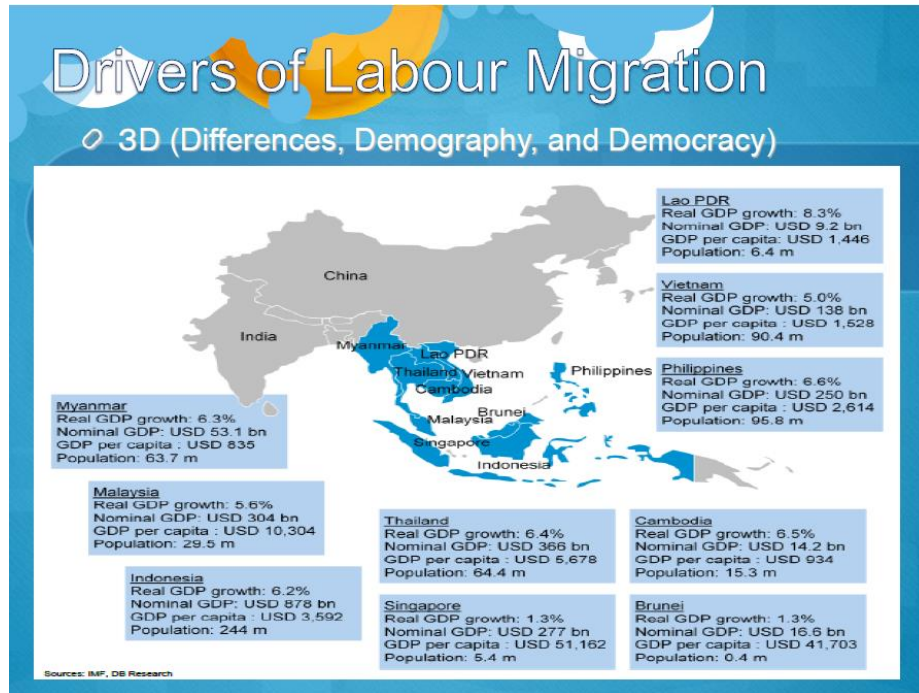


Dynamic and Complexities

- About 40 per cent of the ASEAN population (5.3 million people) is based in other ASEAN member countries.

Intra-ASEAN Labor Migration is Asymmetrical
Some ASEAN countries have more inward migration from other ASEAN countries than outward migration

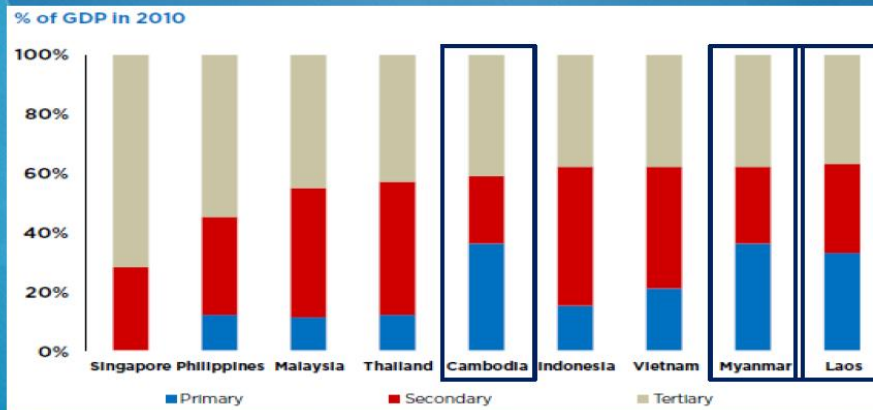




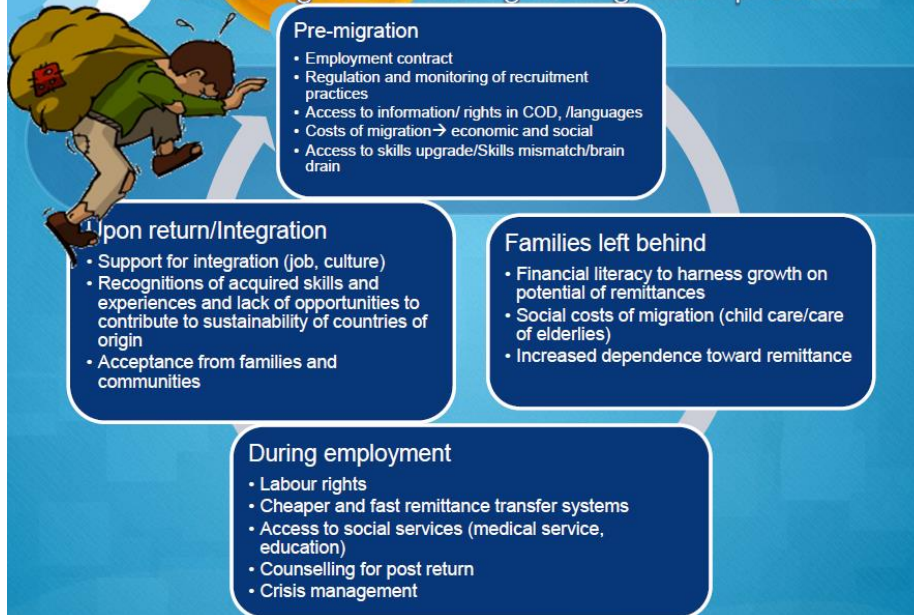


Diversities of Industries in ASEAN

- Primary sector as a percentage of the economy varies between countries.



Challenges according to migration process





Policy Priorities for Labour Mobility



Mixed flow of migration/Irregular migration
(Registration, MOU, Natural Verification Framework)



Protection of migrant workers
(UN/ILO convention, ASEAN Forum on Migrant Labour, Global forum on migration and Development, Regional Consultative Process such as Colombo Process and Bali Process)



Talent management (ASEAN, highly skilled, skills development/return and integration, brain drain, diaspora engagement)



Mainstream migration into sustainable development (Post 2015)

GMS Labour Migration Strategies

GMS Human Resource (HRD) Strategic Framework and Action Plan (SFAP), 2013-2017

Capacity building in labour migration governance

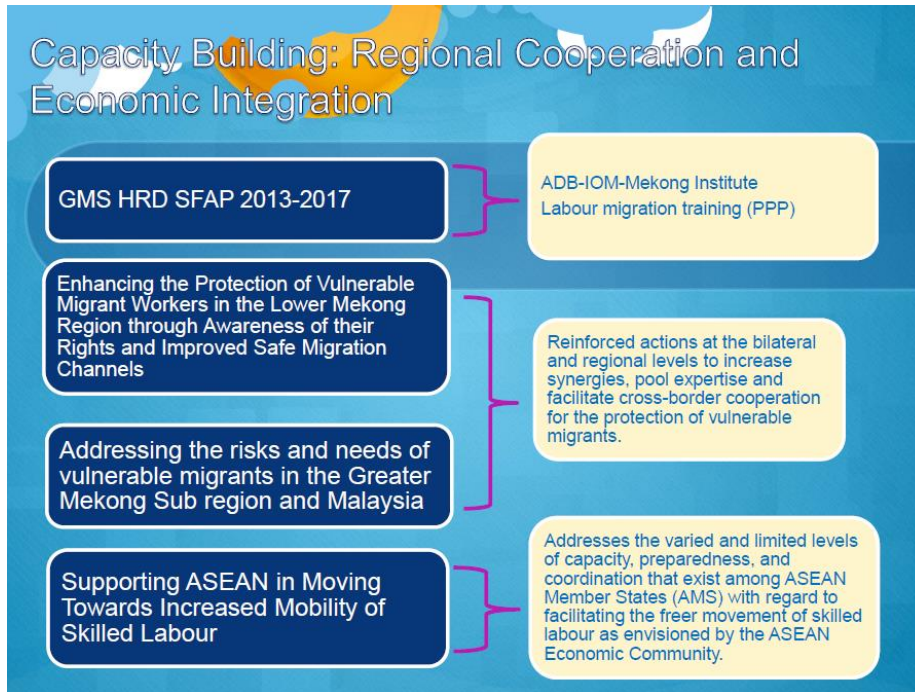
- Strengthen capacities to develop/implement labour migration policies to handle any levels through synchronizing international/regional migration framework

Protecting the rights of cross-border migrants

- Improving the flow of information to cross-border labour migrants (pre-departure orientation, migrant resource centers, one-stop service center in both countries of destination, transit, and origin.)

Enhancing social protection for migrant workers in GMS and ASEAN in view of AEC

- Feasibly study to review current access of migrant workers and their dependents to basic social service in receiving countries, identify issues, and propose solutions highlighting specific issues relevant for men and women.



Output 3: Safe cross-border labor migration facilitated ADB-IOM collaboration

Improve the flow of information to cross-border labor migrants in sending countries and a major receiving country

- Needs assessment workshops and surveys to identify vulnerable 6 communities and areas with focus on border areas in CLM countries;
- Monitoring and evaluation mechanisms;
- Pre-departure and pre-employment orientation through the Migrant Resource Center; Job fair



Output 3: Safe cross-border labor migration facilitated ADB-IOM collaboration

Improve access of cross-border migrant workers to basic social services and enhancing social protection for migrant workers.

- Review current access of migrant workers and their dependents to basic social services in the receiving countries;
- Identify issues and propose solutions;
- Country-specific studies to look into existing systems in CLMV countries; and
- Workshops and consultation meetings to present the outcomes of each study and come up with action points to respond to challenges.

Existing Initiatives



Information dissemination to empower workers (PDO/MRC/LMIS)



Incorporate informal workers under existing labour laws (ILO domestic workers convention)



Expand the coverage of public programmes (Incentive for the use of remittance, diaspora engagement, Student mobility)



Explore and strengthen links between stakeholders (ASEAN Forum on Migrant Labour engaging CSO, Trade union, Employers)



Strongly encourage the use of codes of conduct (Colombo Process countries, ILO fair recruitment, IRIS)



Encourage public-private partnership (assistance to returned migrants, recruitment agencies, employers)



Synergies with other Interventions



Immigration and Border Management

- Strengthening Border Security to Prevent Migrant Smuggling & Related Crimes in Cambodia
- Document Examination Support Center (DESC)- Phase II, Bangkok
- Building Comprehensive Capacity to Combat Migrant Smuggling in Vietnam

Migrant Assistance

- Addressing the Risks and Needs of Vulnerable Migrants in the Greater Mekong Sub-region and Malaysia
- Building M&E Capacity to Strengthen Counter-Human Trafficking in Viet Nam
- Strengthening Reintegration Support for Cambodian Migrants Returned from Thailand

Migration Health

- Study on Trafficking, Exploitation and Abuse in the Mekong Sub-Region (STEAM), Thailand
- Reducing the Vulnerabilities of Rohingyas through Community Outreach and Increasing their Access to Social and Health Services Phase III, Thailand

Summary

Changing face of labour migration
(evidence based, labour market assessment, research, migration profile)

Cooperation between COO and COD
(Global/regional: UN High level dialogue on international migration and development, ASEM meeting, Asia-EU dialogue, Abu Dhabi Dialogue, Colombo Process, Bali process)

Growing global value chain, public-private sector engagement
(Asian Association of Overseas Employers, ILO fair recruitment, IOM International Recruitment Integrity System)

Holistic Policy (immigration, migrant assistance, social services, capacity buildings, labour attaché training)



Thank you!



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IOM Regional Office for Asia and the Pacific
Email: Ihdroap@iom.int



Strengthening Labor Migration Management Programs in ASEAN

Guntur Sugiyarto
Economics and Research Department
Asian Development Bank

Key Drivers of Migration...

- Historical links
- Global economic and demographic imbalances across countries and regions.
- Increasing globalization and global production networks.
- Adverse effects of climate changes.
- Diaspora & Other networks.
- 'Labor exporting' policies of developing countries.

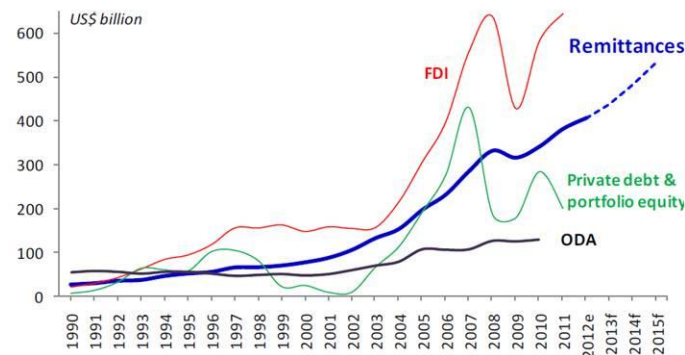
International migration is now an integral part of development issue and agenda.



Increasing Trends and Role..

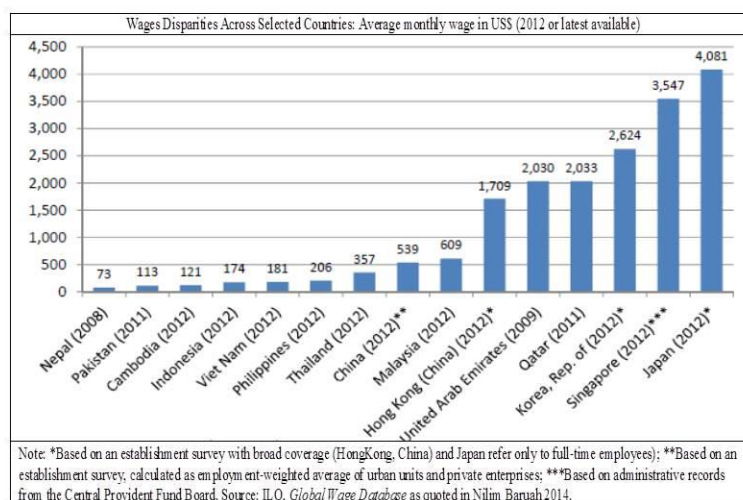
Migration will be more important in the development issue and policy agenda.....
 (UN Special Assembly, GFMD, Post MDGs etc).

Remittances and other flows to developing countries



Source: THE WORLD BANK: Migration and Development Brief No 19. November 20, 2012

Sources: World Development Indicators and World Bank DECPG estimates



Economic Impacts of Migration and Remittances

- **Positive**
 - Expanding domestic demand
 - Spurring entrepreneurial activity
 - Improving labor productivity
 - Stimulating investment
- **Negative**
 - Increase inflation
 - Reducing Trade competitiveness
 - Disincentives to work among recipients
 - Create social problems such as marital conflicts and family stress

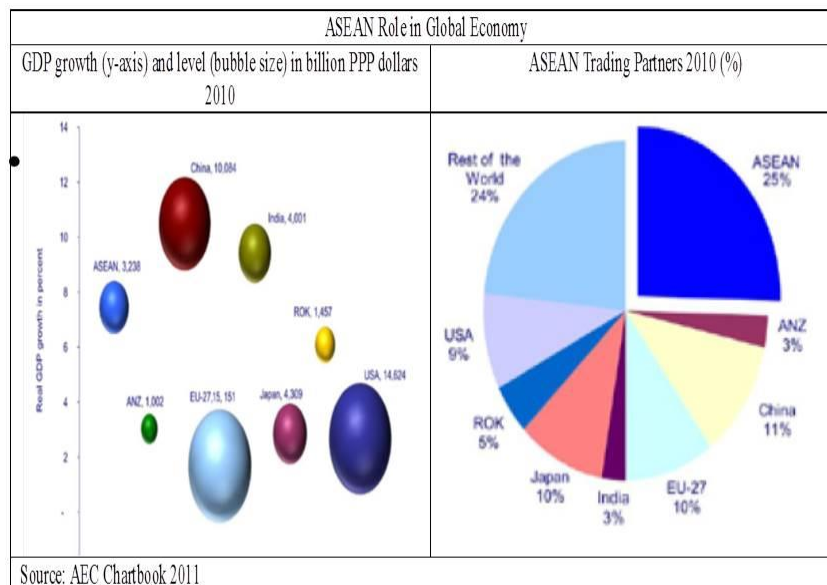


Key Development in ASEAN region...

- Very dynamic socio-economic developments, bringing significant changes.
- They have created economic and other gaps/imbbalances, making people move across areas and countries.
- A challenge for governing migrations within and across countries.

ASEAN Position and Role...

- ASEAN region is the third most dynamic in the world (only below PRC and India with the growths in 2010, were 10.5%, 9.7%, and 7.4%, respectively).
- ASEAN economy size is a significant: 75% of the Japan's economy and 32% of the PRC's economy.
- Among the most open economy in the world (exports 60% of GDP or 7.5% of global exports) and play a key role.



Basic Key Indicators of Countries in the SEA Region

COUNTRIES	LAND	POPULATION							
	Total Surface Area	Total	Average Annual Growth Rate	Density	Total Fertility Rate	Age Dependency Ratio	Infant Mortality Rate	Maternal Mortality Ratio	Per Capita GNI, Atlas Method
	('000 km ²)	(million)	(%)	(persons per km ² of total surface area)	(births per woman)	(Number of persons aged <15 and ≥ 65 to Number of persons aged 15-64 years, %)	(deaths per 1,000 live births)	(per 100,000 live births)	(US\$)
		2013	2008-2013	2013	2012	2012	2012	2010	2012
Brunei Darussalam	5.77	0.41	1.6	70	2.0	42	7	24	31,590
Cambodia	181.04	14.68	1.5	81	2.9	57	34	250	880
Indonesia	1,904.57	248.82	1.5	131	2.4	52	26	220	3,420
Lao PDR	236.80	6.66	2.2	28	3.1	65	54	470	1,270
Malaysia	330.80	29.95	1.7	91	2.0	47	7	29	9,820
Myanmar	676.59	61.65	1.1	91	2.0	44	41	200	...
Philippines	300.00	97.40	1.5	325	3.1	62	24	99	2,500
Singapore	0.72	5.40	2.2	7,540	1.3	36	2	3	47,210
Thailand	513.12	64.62	0.4	126	1.4	39	11	48	5,210
Viet Nam	330.96	89.71	1.1	271	1.8	42	18	59	1,550

Source: ADB Basic Statistics, 2013



Migration in ASEAN...

- Historical links: some countries have migration history for centuries (Ananta and Arifin 2004).
- Similarities in culture, tradition and language help migration process by reducing barriers, including among low educated and skilled.
- Country boundaries ignore socio-cultural aspects of the (indigenous) populations making same ethnic groups live in different countries.
- Increasing globalization, global production networks, and regional integration in ASEAN.
- Adverse impacts of climate change in ASEAN.

Complex problems involving national, regional and global issues.

Intra-ASEAN Migration..

- A common phenomenon
- Strong historical links
- Similarities among the neighboring countries
- Involving the low educated, the poor, and the women...
- The number and coverage are increasing



	Population ('000)	Labor Force ('000)	Outward Migration ('000)	Inward Migration ('000)	Net Migration Flow ('000)	
Singapore	5,184	2,632	297	1,967	1,670	Net Import
Malaysia	28,251	12,250	1,481	2,358	876	
Thailand	63,878	38,977	811	1,157	346	
Brunei Dar.	414	202	24	148	124	
Cambodia	14,953	8,050	350	336	(15)	Net Export
Lao PDR	6,437	3,179	367	19	(348)	
Myanmar	61,187	27,337	515	98	(417)	
Indonesia	237,641	117,578	2,504	397	(2,107)	
Viet Nam	88,257	47,936	2,226	69	(2,157)	
Philippines	94,010	39,639	4,276	435	(3,840)	
ASEAN	600,212	297,780	10,626	6,915	(3,710)	

Source: World Bank. Bilateral Estimates of Migrant Stocks in 2010

Southeast Asia	1990-1995	1995-2000	2000-2005	2005-2010	2010-2015
Brunei Darussalam	2.2	3.1	3.5	2.0	1.8
Cambodia	3.4	3.0	1.6	-1.8	-3.7
Indonesia	-0.3	-0.8	-0.8	-1.1	-1.1
Lao PDR	0.0	-1.3	-3.5	-4.2	-2.5
Malaysia	5.4	3.3	3.8	3.2	0.6
Myanmar	-0.7	-0.6	0.0	-4.4	-2.1
Philippines	-1.0	-2.1	-2.1	-2.8	-2.8
Singapore	8.5	14.3	13.7	11.36	30.9
Thailand	1.8	-3.8	1.9	3.4	1.5
Viet Nam	-1.0	-0.9	-0.8	-1.1	-1.0

Source: ADB Key Indicator Data Base



Key Trends ...

1. Historical Links: among the neighbouring countries
2. Increasing: in scale and magnitude.
3. Destination changes: following the dynamics in the destination countries and in the world.
4. Mostly semi and unskilled workers: casual jobs in construction, manufacturing, **service and domestic workers**.
5. Low education: primary and secondary levels
6. Increasing temporary contract: on fixed and short term basis.
7. Irregularity: significant number of illegal migrants vulnerable to abuse and exploitation (e.g. Thailand and Malaysia).
8. Feminization: increasing number of women.
9. Commercialization: recruiters also act as employer causing malpractice and irregular migration (e.g. “fly now, pay later”, no formal/clear contract).
10. More complex: involving diaspora and other private networks.

Strong Call for Social Protection!!!

Commitments among ASEAN Countries ...

- To “create a single market and production base that is stable, prosperous, highly competitive and economically integrated with an effective facilitation for trade and investment in which there are free flow of goods, services and investment, as well as freer movement of skilled labor” (ASEAN, 2012).
- The Mutual Recognition Agreements(MRAs) have been signed for 8 occupations: Engineer, Nursing, Architect, Surveyor, Accountant, Medical Practitioners, Dental Practitioners and Tourism Professionals.
- ASEAN Declaration on the protection and promotion of the rights of migrant workers (Cebu 2007)

These agreements must be implemented and the progress so far is too slow and uneven due to complexities of the issue, regulations and institutional arrangements.



Good Policies ...

- Facilitating labor migration as a choice
- Lowering migration overall costs (economic and non-economic costs)
- Lowering Remittance Fee (“5 by 5 in 5.....”)
- Facilitating the productive use of remittances ..(but please don’t expect migrant to be entrepreneur too!).
- Facilitate financial and real investments of remittances (...Diaspora Bond, Matching remittance investment etc).
- Protect the welfare and the rights of migrants, especially women by mainstreaming gender policies in the migration .
- Adopt Migration for Development Framework....

**Implementation, Implementation,
Implementation!!!**

**Progress so far has been too slow and uneven
(Complexities of the issue, regulations and
institutional arrangements at country and
regional levels).**

ADB stands to help.....



Strategy Forward...

- Given the complexities of the issues, there will be no “one-fit-for-all” solution ...
- Policies should be “win-win-win solutions”, i.e. must be beneficial to (i) receiving countries, (ii) sending countries, and (iii) migrants and their families.
- Call for National, Regional, and Global Consistent Actions

Managing Migration in each stage of Migration cycle ...

- Improve Quality at Entry
- Pre-Departure Program
- Deployment System
- Migrant Welfare and Protection during the Migration period
- Return and Integration

**Circular Migration:
Earn , Learn and Return !!!**



Discussion.....

Thank You!

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WORLD CAFÉ OUTPUTS

I. Key Institutions

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • Ministry of Labor and Vocational Training • Ministry of Education, Youth, and Sports • Ministry of Social Affairs, Veterans, and Youth Rehabilitation • National HIV/AIDS Authority 	<ul style="list-style-type: none"> • Ministry of Finance • Ministry of Foreign Affairs • National Development and Reform Commission • Ministry of Education • State Ethnic Affairs Commission • Ministry of Public Security • Ministry of Human Resources and Social Security • Ministry of Commerce • National Health and Family Planning Commission • All-China Women's Federation • Export-Import Bank of China 	<ul style="list-style-type: none"> • National Mekong River Commission Secretariat • Ministry of Education and Sports • Ministry of Labour and Social Welfare • Ministry of Public Health 	<ul style="list-style-type: none"> • Ministry of Health • Ministry of Agriculture and Irrigation • Ministry of National Planning and Economic Development • Ministry of Education • Ministry of Sports • Ministry of Immigration and Population 	<ul style="list-style-type: none"> • Thailand International Cooperation Agency • Ministry of Labor • Ministry of Education • Ministry of Public Health • Ministry of Social Development and Human Security 	<ul style="list-style-type: none"> • Ministry of Planning and Investment • Ministry of Labor, Invalids, and Social Affairs • Ministry of Health • Ministry of Education and Training



II. TVET

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • Mutual recognition of technical and vocational skills • Training of TVET teachers • Quality assurance systems in TVET • Improve TVET institutions 	<ul style="list-style-type: none"> • Mutual recognition framework • TVET teacher training standards • Guangxi Baize project • ASEAN-China Education and Training Center • Regional cooperation platform 	<ul style="list-style-type: none"> • Mutual recognition of technical and vocational skills • Development of standard learning materials for TVET • Establishment of quality assurance systems in TVET • GMS TVET development • Improvement of TVET system • Lao National Institute of Hospitality 	<ul style="list-style-type: none"> • TVET development • Training of TVET teachers 	<ul style="list-style-type: none"> • Development of skills and qualification framework in construction • Logistics management for cross-border transportation • Training of teachers/trainers • TVET twinning arrangements with Lao PDR and Viet Nam for skills development on trade, tourism, and logistics 	<ul style="list-style-type: none"> • Development and implementation of skills recognition framework • Recommended skills areas: (a) transport and logistics, (b) nursing; and (c) training of TVET trainers • TVET teacher training standards • Standard learning materials for TVET • Development of TVET QA system • TVET development

III. Higher Education

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • Higher education harmonization and networking • Accreditation standards and curriculum development (ASEAN standards) • Upgrading of teaching facilities • GMS 	<ul style="list-style-type: none"> • University Quality Assurance System • Academic Credit Transfer System • GMS University Networking • Student mobility • Scholarship 	<ul style="list-style-type: none"> • GMS higher education harmonization and networking • Cooperation and development of higher education in the economic corridors (Strengthening Higher Education) 	<ul style="list-style-type: none"> • Cooperation in higher education and GMS health services delivery harmonization and networking 	<ul style="list-style-type: none"> • Quality assurance • National qualification framework 	<ul style="list-style-type: none"> • Credit transfer system • Development of Ho Chi Minh National University and Hanoi National University • Viet Nam – German University • GMS



Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
knowledge platform	<ul style="list-style-type: none"> s for ASEAN students • MPA program 	Project II) <ul style="list-style-type: none"> • GMS knowledge platform 			knowledge platform

IV. Health and Social Protection

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • GMS CDC project • GMS regional food and drug safety assessment plan • Health impact assessment in GMS corridors • Resilience to climate change in the health sector • HIV/AIDS control 	<ul style="list-style-type: none"> • CDC workshop • Training on malaria • Regional health cooperation workshop • Information sharing on communicable diseases 	<ul style="list-style-type: none"> • GMS CDC (Phases 2 and 3) • GMS regional food and drug safety assessment plan • Health impact assessment in GMS corridors • Resilience to climate change in the health sector 	<ul style="list-style-type: none"> • Short courses on health service delivery • GMS CDC (Phase 3) • GMS capacity building for HIV/AIDS prevention 	<ul style="list-style-type: none"> • Control of communicable diseases, including monitoring • Referral case system 	<ul style="list-style-type: none"> • GMS CDC (Phases 2) • GMS regional food and drug safety assessment plan • Health impact assessment in GMS corridors, including climate change • HIV/AIDS prevention

V. Labor and Migration

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • Improving flow of information • Awareness campaign • Survey of families of migrant workers • Migrants' access to basic social services 	<ul style="list-style-type: none"> • Employment service program • Meetings on social security and HRD • Regional improvement of border services 	<ul style="list-style-type: none"> • Improving flow of information • Psychological/Social Specialist training • Capacity building in labor migration management • Migrants' access to basic services • Capacity building for HIV/AIDS prevention • Monitoring of MOU for Joint Action (HIV) 	<ul style="list-style-type: none"> • Safe labor migration and migrant health care, health information system 	<ul style="list-style-type: none"> • Awareness raising on human trafficking 	<ul style="list-style-type: none"> • Anti-human trafficking • Improving flow of information • Capacity building in labor migrant management



Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
<ul style="list-style-type: none"> • Anti-human trafficking 		<ul style="list-style-type: none"> • Anti-human trafficking • Social impact assessments • ASEAN studies 			<ul style="list-style-type: none"> • Enhancing social protection of migrant workers

VI. Other Items

Cambodia	PRC	Lao PDR	Myanmar	Thailand	Viet Nam
	<ul style="list-style-type: none"> • Support to GMS SFAP implementation 	<ul style="list-style-type: none"> • GMS Youth Forum • Job coaching on English language proficiency 	<ul style="list-style-type: none"> • Capacity development of GMS government officials • Business development skills 		<ul style="list-style-type: none"> • Social impact assessment • Support to GMS SFAP implementation



Asian Development Bank 13th Meeting of the Working Group on Human Resource Development

IOM Statement delivered by David Knight, Chief of Mission IOM Viet Nam,
on behalf of Andrew Bruce, Regional Director for Asia and the Pacific

Mr. Hoang Viet Khang, Director General, Foreign Economic Relations Department, Vietnam
Ministry of Planning and Investment (if he is still here)

Mr. Tomoyuki Kimura, Country Director, Asian Development Bank;

GMS Senior Officials;

Development Partners;

It is my pleasure to be here today and to make a statement on behalf of the International
Organization for Migration.

To begin with, I would like to pass on the apologies of Mr. Andrew Bruce, IOM's Regional
Director for Asia and the Pacific, for not being able to be present to address this meeting today.

GMS countries have seen dramatic improvements in cooperation and development since the
launch of the ADB Programme in 1992. Throughout this period, but even more so in recent
years, migration has played an important role in these improvements and it is now generally
accepted that properly managed migration is a prerequisite for sustainable human development.



IOM's interaction with the GMS countries has traditionally been broad and multi-faceted, and aligns well with the Strategic Framework and Action Plan for Human Resource Development in the GMS.

IOM is actively engaged in helping with the facilitation and management of human mobility amongst GMS countries and beyond. This involves work in the areas of labour migration, migration health, post-conflict assistance to the displaced, counter trafficking, and assisted voluntary return and reintegration.

I would like to highlight some of the work IOM is currently doing in the GMS so we can explore how the work can complement the efforts of the Working Group.

Labour mobility in the GMS and ASEAN has been rapidly changing as a result of shifts in demography, and economic and political dynamics in the region.

IOM supports Member States to strengthen their cooperation and capacities in dealing with free movement of highly skilled labour for ASEAN economic community. This is achieved, for example, through our USAID- funded project “Supporting ASEAN in Moving towards Increased Mobility of Skilled Labour”, and activities completed already or planned for the future include capacity building on labour market information sharing, ASEAN forum on increased mobility of high skilled labour, research and assessments of labour markets, technical consultations on skills standards and certification systems, etc. Additionally, IOM supports Member States by establishing and improving labour migration policies, implementation of the ASEAN Declaration on the Protection and Promotion of Rights of Migrants, mainstreaming migration into national development goals, providing pre-departure orientation programming, reintegration support, financial literacy initiatives, and establishing Migrant Resource Centers. In Vietnam for example, a migrant resource centre was opened in Ha Noi to deliver direct services and information related to labour migration for potential, actual and returning migrants. IOM is also supporting the establishment of five Migrant Resource Centres in Myanmar, in partnership with the Ministry's Labour Exchange Offices to provide one-stop service points for migrants to access information, individual job counselling and lay complaints. IOM has also been involved in conducting assessments to aid policy and decision making, (a recent example of which is the work done on assessing regular channels for the recruitment of migrant workers in Cambodia



and Myanmar for employment in Thailand), as well as with helping migrants caught in crisis—such as in Cambodia where following the mass exodus of migrant workers from Thailand, IOM assisted the government to return 10's of thousands of workers to their home areas from Thailand and earlier last year provided shelter materials to more than 2000 families displaced by floods,

In the field of migration health, IOM along with Development Partners in the Joint UN Initiative on Migration, Health and HIV in Asia work in close collaboration with ADB in addressing migration health and HIV/AIDS issues at the sub-regional and national level of GMS countries.

In support for the Strategic Framework and Action Plan for Human Resource Development in the GMS, IOM has successfully implemented several projects for ADB.

Among them are: (1) The adaptation IOM's IEC/BCC tool called "For Life With Love" – a video and life skills activity package on HIV prevention and safe mobility – to cover the infrastructure sector; (2) Support provided to the collection, development and dissemination of guidelines and toolkits for implementation of HIV activities in the infrastructure sector (Viet Nam); and more recently, (3) the assessment of HIV vulnerability and service availability in mobility settings of Myawaddy and Kawkareik, Myanmar.

In the area of migrant assistance, IOM is strengthening its support for GMS governments to manage mixed migration flows in order to deal with the increasingly diverse flows within and from the sub-region. Specifically, IOM carries out assessments and analyses of mixed migration and related issues to capture the trends and contribute to policy dialogues and conduct capacity building of stakeholders to identify and assist vulnerable migrants among the mixed migration flow.

Recently, this included an assessment of the changing vulnerabilities of migrants carried out in GMS countries and Malaysia. In Myanmar, IOM is also currently undertaking an assessment of the impacts of migration on children. IOM also makes available support for stranded migrants, who may or may not originate in the region, to return to their countries of origin through assisted voluntary return and reintegration opportunities. This is provided in coordination with the host countries and the countries of origin to ensure safe and dignified return of migrants who are stranded in the region.



Other thematic areas of work were IOM strives to make meaningful contributions include Immigration and Border Management and Disaster Preparedness and Response. IOM is currently implementing projects on these throughout the sub-region, and activities include but are not limited to, building the capacity of border control and immigration personnel to effectively detect and respond to cases of migrant smuggling in Cambodia, conducting Trainings and Trainings of Trainers for border control and immigration officers in Lao and Myanmar, an anti-people smuggling campaign in Vietnam, assisting the Government of Lao PDR in designing the national emergency training curriculum, and working with the Royal Thai Government to develop a national level training curriculum for Disaster Responders and train over 400 staff on Evacuation Center Management.

In closing I assure you that IOM remains fully engaged in the work of the Greater Mekong Sub-region Strategic Framework and Action Plan for Human Resource Development and is encouraged by the progress made by governments in recent years. This meeting marks a further step towards deeper, more meaningful, regional integration. The sub-region could benefit from regular intergovernmental dialogue on improving migration management and harmonizing labour migration policies, and the formulation of a regional framework for sustainable migration. IOM is committed to supporting government in these endeavours.

Thank you for your attention.



13th Meeting of the GMS Working Group on Human Resource Development (WGHRD-13)

29-30 October 2014, Melia Hotel, Hanoi, Vietnam

**Meeting Theme: Strengthening Human Resource Development Cooperation
in the Greater Mekong Subregion**

Statements by Development Partners

Day 2: 30 October 2014, 1430-1530 hrs

Moderator/Facilitator: Joel Mangahas, Social Sector Specialist, SEHS, ADB

By Dr Witaya Jeradechakul

Director, SEAMEO Secretariat

(Speaking time allocation may be 5-7 minutes only)

Greetings

- a) Mr Hoang Viet Khang, Director General
Foreign Economic Relations Department, Ministry of Planning and Investment
Socialist Republic of Vietnam and the host of the of the 13th WGHRD
- b) Officials and representatives from the other countries of the Greater Mekong Subregion:
Cambodia, People's Republic of China, Lao People's Democratic Republic, Myanmar,
and Thailand
- c) Ms Ayako Inagaki, Director, Human and Social Development Division, Southeast Asia
Department, Asian Development Bank



- d) Mr Joel Mangahas, Social Sector Specialist, SEHS, ADB and the Coordinator of the SEAMEO-ADB Project on the Support for a Regional Platform on Innovations in Education and Human Resource Development towards an Integrated ASEAN Community (R-CDTA 8389), popularly known as SEAMEO College
- e) Other colleagues from ADB, and other international organizations present at this meeting

Good afternoon

Key Points

1. Thanks to Vietnam as Host Country and ADB as Meeting Convenor

- a) Foremost I would like to thank the Government of Vietnam and the Asian Development Bank for, once again, extending invitation to the Southeast Asian Ministers of Education Organization (SEAMEO) to this year's meeting of the GMS Working Group on Human Resource Development.
- b) On behalf of SEAMEO, let me also congratulate the GMS countries and the Asian Development Bank for the achievements in the HRD sector of the GMS, particularly in the implementation of the First Phase of the project. I also commend the participating countries for the plans laid out and presented yesterday for the remaining project years under the 2013-2017 Strategic Framework and Action Plan.
- c) Indeed, the HRD Sector of the GMS has achieved significantly and continues to take big strides in advancing the strategic thrusts in promoting cooperation, enhancing capacity, and supporting education and skills development, safe labor migration, social development, control of communicable disease control, and institutional links.

2. The Value of SEAMEO's Participation in the GMS HRD

- a) SEAMEO's participation in the annual discussions related to the GMS initiative since 2009 (in my capacity as Director of the SEAMEO Secretariat) and even as early as the 1990s (in other capacities and when the project was still being developed), has been beneficial, not only for SEAMEO as an organization, but also for the individual countries directly and indirectly benefiting from and contributing to the GMS project.



- b) Needless to say, the HRD sector is very vital in the overall achievement of the intention of the GMS initiative as envisioned in the Vientiane Plan of Action and as adopted by the GMS leaders at the Third Summit in Vientiane, Lao PDR in March 2008.
- c) As SEAMEO supports promotion of cooperation in education, science and culture in the 11 countries of Southeast Asia, the work and accomplishment through the GMS HRD has clearly intensified the and augmented the initiatives of SEAMEO in the GMS countries which are also SEAMEO member countries, namely, Cambodia, Lao PDR, Myanmar, and Thailand. In fact, the other seven non-GMS countries have benefited indirectly from the rich knowledge sharing and concrete collaboration in the HRD Sector as well as the other sectors under the entire GMS project.
- d) I am also very pleased to indicate the active involvement of some of the SEAMEO Centres such as SEAMEO RIHED (on higher education harmonization and mobility), SEAMEO VOCTECH (on vocational and technical education and training) and SEAMEO TROPMED (on tropical medicine) in the implementation of the first phase, as well as the second phase of the GMS HRD action plans.

3. The Prospect for Cooperation in Pursuit of the Post-2015 Education Agenda for Southeast Asia and in support of the ASEAN Community

- a) Southeast Asia is in a crossroad. Ahead of us are various options to take as we tread onto the path to the next decade or so of education cooperation and educational program implementation.
- b) On the one side, we are presented with a new set of global education imperative beyond 2015 such as a new set of Millennium (or Sustainable) Development Goals to be endorsed by the United Nations General Assembly in 2015, and a new framework for Education for All to be decided at the 2015 World Conference on Education for All in Seoul in April 2015.
- c) On the other hand, we are faced by the many realities and opportunities unique to our region. We know that our region is different and special in many ways. I must also mention that the countries of Southeast Asia are in the process of “communityhood”, and thus, the post-2015 education and HRD agenda in the region should mirror this aspiration.
- d) In response to this critical juncture of decision-making for our region, SEAMEO undertook an extensive consultation among stakeholders in the region and beyond with the aim of identifying future scenarios of education and development in Southeast Asia. We launched the study and consultation and utilized various technique: such as foresight, perspective of alternative futures, analysis of the driv education and development, and Delphi survey.
- e) At this meeting, I may not have time to present the detailed result of the said one-year study and consultation. However, I am very pleased to share the seven key priorities



that the Ministers of Education of SEAMEO have reflected and agreed on (based on the study) during the Strategic Dialogue of Education Ministers held on 13 September 2014 in Vientiane, Lao PDR. The dialogue was convened within the framework of the SEAMEO College initiative with the support of the Asian Development Bank. (The points will be reflected on PPT slides)

- Promoting early childhood care and education
 - Addressing barriers to inclusion and access to basic learning opportunities of all learners particularly for those out-of-school or over-aged children in primary schools
 - Preparing schools leaders, teachers, students and local communities towards resiliency in the face of emergencies
 - Promoting technical and vocational education and training among learners and their parents
 - Reforming teacher education and make teaching profession a first choice
 - Harmonizing higher education and research
 - Adopting a truly 21st century curriculum
- f) Moreover, further consultation was convened by SEAMEO through a wider audience just last week in the form of what we call the “SEAMEO Congress”. The Congress was attended by 500 education and development practitioners, experts, and scholars from all parts of the world and it is also my pleasure to share at this meeting nine key recommendations from the SEAMEO Congress. (The points will be reflected on PPT slides)
- Improve governance and provision of more supportive enabling environment
 - Strengthen effective links between and among formal, non-formal and informal education systems to better address educational needs
 - Contextualize education in existing social-cultural systems
 - Match school curricula with labor market demands, and for global citizenship
 - Support school leadership development
 - Accelerate strategic multi-stakeholder collaboration
 - Maximize the use of ICT
 - Promote STEM education and innovation for entrepreneurship in all education levels
 - Promote continuous capacity building
- g) Ladies and gentlemen, you may note that many of the points that I have presented resonate with the intention of the GMS HRD as well as the country plans of the GMS participating countries. On behalf of SEAMEO, I therefore reiterate or strengthen SEAMEO’s participation and support to the initiative of the region and national levels.
- h) With more than four decades of experience in human resource development, coupled with the diverse expertise of our 21 specialist institutions, SEAMEO stands ready to support the implementation of the various activities under the 2013-2017 Strategic Framework and Action Plan.



- i) Our region's shared vision towards sustained growth in education and human resource development for a better quality of life of our peoples is what makes SEAMEO going. This has been the vision of the founding fathers of SEAMEO and remains our guiding principle after more than four decades of existence. I sincerely hope that we can make the most of the collaboration between SEAMEO and the GMS initiative.

- j) Thank you very much.



13th Meeting of the Working Group on Human Resource Development

Development Partner Statement

Dr. Watcharas Leelawath, Director, Mekong Institute

Good Afternoon

Mr. Hoang Viet Khang, Director General, Foreign Economic Relations Division, Ministry of Planning and Investment of Viet Nam,

Distinguished delegation from GMS countries and development organizations,

Ladies and Gentlemen,

It is my pleasure to be here to deliver the partner statement in this forum and I would like to thank ADB for inviting me. I am from Mekong Institute and let me tell you about the Mekong Institute. The Mekong Institute is the intergovernmental organization owned by the GMS countries. We are owned by Cambodia, Lao PDR, Myanmar, Viet Nam, Thailand and China. Our vision is to foster economic cooperation in the GMS through capacity building. What we have done is we build the capacity of human resources in the GMS region.

We have been developed as a foundation in the year 1996 and then we developed to be the international organization in 2007. Based on our current strategic plan, which is adopted for 2011-2015, we are working on three thematic areas, namely, trade and investment facilitation, agricultural development and human migration and care. We conduct research, organize policy dialogue, study learning visits, as well as training and TOT for government officials and private sector, especially the small and medium enterprises (SME) in the GMS.

Let me give you an example of our project. At the moment, we have the project on enhancing the capacity of the business development service provider, and also enhancing the capacity of SMEs to increase the utilization of the trade preference under the Free Trade Agreement (FTA). This is the problem in the region. We find that even though we have the FTA under the ASEAN Framework, the utilization rate of the tariff preference is very low. I give you the example of Thailand, which only utilizes 27% of the tariff preference. For Lao PDR, utilization rate is only 9%. The problem is, people are not aware of the benefits that they will get from trade liberalization, especially the SMEs. They don't have access to this information. That is why it is very important for us to build, and enhance understanding and knowledge on the benefits that we are supposed to get from FTA.

Also, under the Rural Development Department, we have the training on contract farming, post-harvest system and good agricultural practice. In our region, we have the bigger liberalization, but we have a supply-side constraint so we have to build the capacity of these people so that they can take advantage of the economic and social liberalization.



We also implement development projects. It is for inclusive and sustainable economic growth along the East-West economic corridor. What we do is provide training for farmers and SMEs. This is to link local and rural supply chains to the regional supply chain. So far, we see the impact from these projects through the increase in farmers' and SMEs incomes. This is the bigger impact so they have a better quality of life. At the moment, we partner with development partners such as New Zealand Aid Program, GIZ and USAID in implementing development projects in the region.

We aim for inclusive and sustainable growth in our subregion. As you are already aware, the economic growth rate in each economy in the GMS is quite impressive. In Lao PDR, it is 7%, in Cambodia, 8%, and in Thailand, 3-5%. In Yunnan and Guanzhi, this is double digit growth. ADB has a study on this. But the thing here is that the equality in the GMS countries is not good. This impressive growth doesn't help us achieve better income equality in the past ten years. If you see the Gini coefficient, which is the indicator for the income distribution in each country, in all of the GMS economies, it stays somewhat the same or it has changed slightly for the ten-year period. So that means that not everyone could benefit from impressive growth. So the supply-side constraint is the big obstacle. Skill limitation is a part of such constraint. This is why capacity building is very much needed in our region so people can take full advantage of the greater extent of economic and social liberalization and economic prosperity in the GMS and in ASEAN. This meeting is very important for me to attend. I am sorry that I cannot attend in the first part of the meeting yesterday because I have a commitment with UNESCAP but I have to be here and I would like to meet with colleagues from development organizations and I have to engage in collaborative dialogue.

The life of my colleagues at the Mekong Institute and I will be very much easier if we could collaborate with the other development partners and implement development projects together. On behalf of Mekong Institute, we are willing to explore the possibility of cooperation with development partners, ADB, SEAMEO, IOM and other development partners.

This is for the stronger and stronger capacity of the human resources and eventually for inclusive and equitable growth in the GMS region. At the moment, we have the current strategic plan, which is adopted for 2011-2015. Now, we are in the process of formulating the next strategic plan, which will be adopted for the year 2016-2020. The thematic areas that we plan to have in the near future are trade and investment facilitation, human migration and care, rural development and energy security. Here we have to engage in collaborative dialogue and I will be happy to work with you all in this room.

Thank you so much.