



## **Tenth Meeting of GMS Working Group on Human Resource Development (WGHRD-10)**

***“Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022”***

Vientiane, Lao PDR, 18-19 May 2011



## ABBREVIATIONS

ADB	–	Asian Development Bank
ASEAN	–	Association of Southeast Asian Nations
AusAID	–	Australian Agency for International Development
GMS	–	Greater Mekong Subregion
GIZ	–	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
HIV/AIDS	–	human immunodeficiency/acquired immunodeficiency syndrome
HRD	–	human resource development
ILO	–	International Labour Organization
IOM	–	International Organization for Migration
JICA	–	Japan International Cooperation Agency
LANITH	–	Lao National Institute of Tourism and Hospitality
Lao PDR	–	Lao People’s Democratic Republic
MOU	–	Memorandum of understanding
NZAID	–	New Zealand Aid Programme
ODA	–	overseas development assistance
PPP	–	public private partnership or Phnom Penh Plan
PRC	–	People’s Republic of China
RETA	–	Regional technical assistance
SEAMEO	–	Southeast Asian Ministers of Education Organization
SFAP	–	Strategic Framework and Action Plan
TA	–	technical assistance
TVET	–	technical and vocational education and training
UNAIDS	–	Joint United Nations Programme on HIV/AIDS
UNESCO	–	United Nations Educational, Scientific and Cultural Organization
UNFPA	–	United Nations Population Fund
WGHRD	–	Working Group on Human Resource Development
WHO	–	World Health Organization



## TABLE OF CONTENTS

		<b>Page</b>
	<b>Abbreviations</b>	i
<b>Part I</b>	<b>Main Report: Tenth Meeting of GMS Working Group on Human Resource Development (WGHRD-10) Proceedings</b>	1
	1. Introduction	1
	2. Agenda and Program	2
	3. Opening Remarks	7
	3.1 Lao PDR Opening Remarks	7
	3.2 ADB Opening Remarks	8
	4. GMS Strategic Framework 2012-2022	10
	5. Country Statements	13
	5.1. Cambodia	13
	5.2. People's Republic of China	15
	5.3. Lao PDR	16
	5.4. Myanmar	18
	5.5. Thailand	19
	5.6. Viet Nam	21
	6. GMS HRD Initiatives and Opportunities for Regional Cooperation	23
	6.1. Framework for the Mutual Recognition of Technical and Vocational Skills and Qualifications	23
	6.2. Economic Development, Demographic Changes, and Labor Migration	27
	6.3. Public-Private Partnerships in Technical and Vocational Education and Training in the GMS	30
	6.4. Phnom Penh Plan for Development Management: New Initiatives and Directions	34
	6.5. Joint Action to Reduce HIV Vulnerability	38
	6.6. Human Resources for Health Challenges, Opportunities, and Lessons Learned in Lao PDR	40
	7. HRD Strategic Framework and Action Plan (SFAP) 2009-2012 Implementation Status and Guidelines on Breakout Groups Sessions	49
	8. Breakout Group Reports	52
	8.1. Education	52

8.2. Health	53
	<b>Page</b>
8.3. Labor and Migration	57
8.4. Social Development	58
8.5. HIV and Infrastructure	61
8.6. Implementation Arrangements of the HRD SFAP 2009-2012 and WGHRD	63
9. Development Partners' Statements	64
9.1. Japan International Cooperation Agency	64
9.2. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	65
9.3. International Labour Organization	66
9.4. International Organization for Migration	68
9.5. Mekong Institute	70
9.6. New Zealand Aid Programme	71
9.7. Southeast Asian Ministers of Education Organization	72
9.8. Joint United Nations Programme on HIV/AIDS (UNAIDS)	74
9.9. United Nations Educational, Scientific and Cultural Organization	75
9.10. United Nations Population Fund	76
9.11. World Health Organization	78
10. Lao PDR Closing Remarks	79
11. Tenth Meeting of GMS Working Group on Human Resource Development (WGHRD-10): Summary of Proceedings	80
12. List of Participants	98
<b>Part II</b>	
<b>Pre-Meeting Documents: Setting the Stage for WGHRD-10</b>	105
1. Background Note for GMS Strategic Framework 2012–2022 Preparations	105
2. Country Statement Guidelines	109
3. Guidelines for Subsector Discussion Paper	112
4. Meeting Arrangements	112

## PART I

### Main Report: Tenth Meeting of GMS Working Group on Human Resource Development (WGHRD-10) Proceedings

#### 1. Introduction

The 10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development (WGHRD-10) was held in Lao Plaza, Vientiane, Lao PDR, from 18-19 May 2011. The meeting assessed the implementation of the Strategic Framework and Action Plan for Human Resource Development in the GMS (2009-2012) and identified emerging HRD challenges and priorities for inclusion in the GMS Strategic Framework 2012-2022. The working group also shared information on recent analytical work and good practices related to HRD and knowledge management.

The insights served as guideposts to steer the strategic focus of subregional HRD cooperation in the new decade. The strategic issues identified at WGHRD-10 will be elevated to the GMS Senior Officials' Meetings, 17<sup>th</sup> GMS Ministerial Conference, and 4<sup>th</sup> GMS Summit.

Representatives from the six GMS countries (Cambodia, People's Republic of China, Lao PDR, Myanmar, Thailand, and Viet Nam) participated in the meeting including country focal points for the GMS WGHRD and subsector focal points for (i) education, (ii) labor and migration, (iii) health, (iv) social development, and (v) HIV AIDS and infrastructure. Development partners involved in subregional HRD cooperation and subsector experts also participated in the discussions and shared their ideas on how they could contribute to advancing the HRD agenda in the GMS and enhance knowledge sharing.



## 2. Agenda and Program

### Day 1: Wednesday, 18 May 2011

0830–0900 **Registration**

#### Opening Session

0900–0930 **Welcome and Opening Remarks**

- Welcome Remarks by Lao PDR GMS Secretariat

Mr. Chanthachit Amphaychit  
Deputy Director General, Water Resources and Environment Administration  
(WREA), Prime Minister's Office  
Deputy GMS National Coordinator, Lao PDR

- Opening Statement by ADB

Ms. Ikuko Matsumoto  
Director, Human and Social Development Division, Southeast Asia  
Department, Asian Development Bank

#### Session 1 **GMS Strategic Framework 2012-2022**

0930–1000 (Mr. Ian Porter, Regional Cooperation Strategic Expert, RETA-7561  
Strengthening the Coordination of the GMS Program, Regional Cooperation and  
Operations Coordination Division, Southeast Department, ADB)

*Mr. Porter will brief the meeting on the progress of work to develop a new long-term draft GMS Strategic Framework (SF) 2012-2022 as a key deliverable for the upcoming 17<sup>th</sup> GMS Ministerial Conference and 4<sup>th</sup> GMS Summit. The presentation will highlight emerging key HRD issues in the context of the overall strategic framework and serve as springboard for exchange of insights and recommendations from the working group and its development partners on possible new strategic directions for the HRD sector beyond the current Framework and Action Plan. These insights would serve as guideposts for a much clearer definition of the strategic focus of subregional cooperation and the measures needed to strengthen the institutional effectiveness and impact of subregional cooperation in HRD in the new decade.*

Discussion

1000–1030 Group Photograph

Coffee Break

#### Session 2 **Country Statements**

1030–1200 (By Heads of Delegations, GMS Countries)



- Cambodia
- People's Republic of China
- Lao PDR
- Myanmar
- Thailand
- Viet Nam

1200–1330 *The Heads of Delegation of each GMS country (country focal point for WGHRD) will deliver a 10-minute statement highlight key achievements issues and emerging challenges in subregional HRD cooperation.*

Discussion

Lunch

### Session 3

#### 1330–1700 **Plenary Session: GMS HRD Initiatives and Opportunities for Regional Cooperation**

*The session will feature panel discussions in plenary by invited resource persons focusing on human resource development initiatives, challenges and opportunities for subregional cooperation.*

#### 1330–1400 **(i) Framework for the Mutual Recognition of Technical and Vocational Skills and Qualifications**

(Dr. Duong Duc Lan, First Deputy Director General, General Department of Vocational Training, Ministry of Labor, Invalids and Social Affairs, Viet Nam)

*Dr. Duong Duc Lan will discuss the activities of the technical assistance (TA) on Framework for Mutual Recognition of Technical Skills and Qualifications. The TA aims to contribute to the development and piloting of a subregional technical skills and qualifications recognition framework.*

Discussion

#### 1400–1430 **(ii) Economic Development, Demographic Changes, and Labor Migration**

(H.E. Ms. San Arun, Secretary of State, Ministry of Women's Affairs, Cambodia)

*Ms. Arun will present the ADB-IOM labor awareness campaign for migrant workers and communities in selected areas of Cambodia and Lao PDR.*

Discussion

#### 1430–1500 **(iii) Public–Private Partnerships in Technical and Vocational Education and Training in the GMS**

(Mr. Peter Semone, Chief Technical Advisor, Luxembourg Development

LAO/020: Strengthening of Human Resources in Hospitality and Tourism)

*Mr. Semone will present innovative public-private partnerships in technical and vocational education in the GMS. The presentation will focus on delivery of TVET in the tourism and hospitality sector.*

Discussion

1500–1530 Coffee Break

1530–1600 **(iv) Phnom Penh Plan for Development Management: New Initiatives and Directions**

(Mr. Alfredo Perdiguero, Principal Economist, Office of the Director General, Southeast Asia Department, ADB)

*Mr. Perdiguero will discuss the thrusts of the Phnom Penh Plan (PPP), particularly new initiatives and learning programs.*

Discussion

1600–1630 **(v) Joint Action to Reduce HIV Vulnerability**

(Dr. Chansy Phimpachanh, Director, Center for HIV/AIDS/STI, Ministry of Public Health, Lao PDR)

*Dr. Chansy will discuss HIV prevention initiatives in the infrastructure sector, specifically the memorandum of understanding (MOU) on joint action to reduce HIV vulnerability related to cross-border population movement.*

Discussion

1630-1700 **(vi) Human Resources for Health (HRH) Issues and Lessons Learned in WHO's Western Pacific Region and the Lao PDR - Opportunities for the Greater Mekong Sub-Region?**

(Dr. Asmus Hammerich, Programme Management Officer – Health Systems, World Health Organization, Lao PDR)

*Dr. Hammerich will present on health and human resources for health (HRH) related issues of regional concern including cross-border issues. He will describe regional HRH trends and lessons learned drawing particularly on the Lao PDR experience.*

Discussion

1900–2100 Welcome dinner for participants hosted by Lao PDR Government  
Venue: Lao Plaza Hotel, Vientiane, Lao PDR

**Day 2: Thursday, 19 May 2011**

**Session 4**

0830–0900 **HRD Strategic Framework and Action Plan (SFAP) 2009-2012 Implementation Status and Guidelines on Breakout Groups Session**

(Mr. Steven Schipani, Social Sector Specialist, Human and Social Development Division, Southeast Asia Department, ADB)

*Mr. Schipani will present an overview of the status of strategic projects in the GMS SFAP 2009-2012 and brief the participants on the guidelines and expected outputs from the simultaneous breakout groups session, including their respective group and room assignments, designated facilitators and rapporteurs.*

**Session 5**

**0900–1200 Break-out Groups Session**

- *Education – Lead Country: Viet Nam  
Facilitator: Mr. Norman LaRocque, ADB*
- *Health – Lead Country: PRC  
Facilitator: Mr. Vincent de Wit, ADB*
- *Labor and Migration – Lead Country: Thailand  
Facilitator: Mr. David Ablett, ADB*
- *Social Development – Lead Country: Cambodia  
Facilitator: Ms. Uzma Hoque, ADB*
- *HIV/AIDS and Infrastructure – Lead Country: Lao PDR  
Facilitator: Ms. Emiko Masaki, ADB*
- *Review Implementation Arrangements of WGHRD and SFAP 2009-2012  
– Lead Country: Myanmar  
Facilitator: Steven Schipani*

*Each group will discuss key subsector accomplishments, implementation status of initiatives included in the Strategic Framework and Action Plan for HRD in the GMS (2009-2012), set priorities at the WGHRD level for consideration in the GMS Strategic Framework 2012-2022, and identify new opportunities to enhance knowledge sharing in the respective subsectors.*

Note: Coffee Break during discussions, served from 1000 onwards.

1200–1330 Preparation of report/presentation

Lunch

**Session 6**

**1330–1500 Plenary Session: Breakout Groups Report Presentations and Panel Discussion**

*The facilitators of each breakout group will present a summary report followed by plenary discussion.*

- 1330–1340 • **Education**
- 1340–1350 • **Health**
- 1350–1400 • **Labor and Migration**
- 1400–1410 • **Social Development**
- 1410–1420 • **HIV/AIDS and Infrastructure**
- 1420–1430 • **Implementation Arrangements of the HRD SFAP 2009 – 2012 and WGHRD**

1430-1500 Discussion

**1500-1530 Coffee Break**

**Session 7**

**1530–1630 Statements by Development Partners**

(JICA, GIZ, ILO, IOM, Mekong Institute, NZAID, SEAMEO, UNAIDS, UNESCO, UNFPA, and WHO)

*Development Partners will share their ideas and insights on how they could contribute to advancing the HRD agenda in the GMS, enhance knowledge sharing among the countries, and indicate their respective areas of interests for collaborative partnerships.*

Discussion

**Session 8 Closing Session**

- 1630–1715 • Synthesis/Wrap-up Session – Priorities for HRD Cooperation and knowledge sharing under the GMS Strategic Framework 2012-2022
- Date and Venue of WGHRD-11

**1715–1730 Concluding Remarks**

- Closing Remarks by ADB  
Ms. Ikuko Matsumoto  
Director, Human and Social Development Division, Southeast Asia Department, Asian Development Bank
- Closing Remarks by Lao PDR GMS Secretariat  
Mr. Chanthachit Amphaychit  
Deputy Director General, Water Resources and Environment Administration (WREA), Prime Minister’s Office  
Deputy GMS National Coordinator, Lao PDR

**EVENING FREE**

### **3. Opening Remarks**

#### **3.1. Lao PDR Opening Remarks<sup>1</sup>**

Ms. Ikuko Matsumoto, Director, Human and Social Development Division, Asian Development Bank,

Distinguished Participants from the GMS Member Countries,

Representatives of Development Partner Agencies,

Ladies and Gentlemen, Good Morning.

On behalf of the Government of Lao PDR, I would like to express our warm welcome to the GMS delegates to this 10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development (WGHRD-10) here in Vientiane. I would like also to extend our warm welcome to our development partners and the ADB team supporting the GMS human resource development program.

As the GMS National Coordinator for Lao PDR, I had the honor to attend the 15<sup>th</sup> GMS Ministerial Conference held in Petchburi Province, Thailand in June 2009. At that meeting, the GMS Ministers formally endorsed the Strategic Framework and Action Plan for Human Resource Development in the GMS for 2009-2012. I wish to congratulate the WGHRD and its subgroups for shepherding its preparation and eventual endorsement. The Framework and Action Plan were the product of the collective views and insights of the GMS countries and other stakeholders, derived through a series of national and subregional consultations. In the course of our 2-day meeting, the working group will review and assess the progress of implementation of the Framework and Action Plan, the lessons learned, the challenges ahead, and the way forward.

This 10<sup>th</sup> Meeting of the GMS Working Group on HRD comes at an opportune time, as the GMS countries prepare a new long-term strategic framework to guide subregional cooperation in the next decade covering 2012-2022. The new GMS Strategic Framework is expected to be formally endorsed at the upcoming 17<sup>th</sup> GMS Ministerial Conference in August and the 4<sup>th</sup> GMS Summit of Leaders in December 2011. We expect the HRD sectors to continue to play an important role as the GMS countries embark on new initiatives to enhance subregional cooperation. From the WGHRD's careful deliberations today and tomorrow, we hope to get clear indications on the strategic directions that the working group envisions for the sectors in the medium and long term.

We would like the Working Group on HRD and its subgroups to think ahead and define the new strategic directions, priority areas of cooperation, and partnership opportunities to pursue. The insights and new perspectives arising from your deliberations would be useful in defining how GMS cooperation in HRD could help realize the subregion's collective vision in the years ahead.

---

<sup>1</sup> The welcome remarks of Madame Keobang A Keola, Chief of Cabinet, Water Resources and Environment Administration, Prime Minister's Office, and GMS National Coordinator of Lao PDR was delivered on her behalf by Mr. Chanthachit Amphaychit, Deputy Director General, WREA, Prime Minister's Office; Deputy GMS National Coordinator.

The Government of Lao PDR stands ready to continue working with the other GMS countries in pursuing the cooperation agenda of the WGHRD, and look forward to our cordial and productive discussions at this meeting. We hope that you could also find some free time to go around Vientiane, see the cultural highlights the city has to offer, and enjoy the traditional hospitality of the Lao people.

I wish you a successful meeting. Thank you.

### **3.2 ADB Opening Remarks<sup>2</sup>**

Mr. Chanthachith Amphaychith, Deputy Director General, Water Resources and Environment Administration of the Prime Minister's Office, and the Deputy GMS National Coordinator of Lao PDR.

Distinguished participants from the GMS member countries,

Representatives of Development Partner Agencies,

Ladies and gentlemen.

Good morning and thank you very much for joining the 10<sup>th</sup> Meeting of the Greater Mekong Subregion Working Group on Human Resource Development.

First, on behalf of all participants and the Asian Development Bank, I would like to express our sincere appreciation to the Government of the Lao PDR for organizing and hosting, here in Vientiane, this 10<sup>th</sup> meeting of the GMS Working Group on Human Resource Development.

And, I also would like to thank all participants from the GMS countries and development partner agencies for joining this Meeting today. Many of you have travelled a long way to be here today. Participants include those who have been working with the GMS HRD WG for a long time, as well as those who are new. I am among the new comers, and feel very fortunate and honored to work with you on human resource development in the Greater Mekong sub-region, that is dynamic and so rich in culture, nature and human potentials.

The umbrella GMS cooperation program soon celebrates its 20<sup>th</sup> year of action-based collaboration among the GMS countries. The Human Resource Development Working Group, since 1995, has been playing important roles in fostering collaboration on the human and people dimensions of GMS cooperation. The WG covers education, health, labor and migration, and social development.

The 10<sup>th</sup> HRD working group meeting today is held at the start of the second period of the 4-year action plan, and is the first joint meeting among all subgroups since 2009. As Mr. Chanthachith kindly stated, this meeting offers an excellent opportunity and trajectory to cover 3 objectives: (i) to recognize and celebrate the achievements during the first 2 years since the adoption of the HRD Strategic Framework and Action Plan in 2009, (ii) to prioritize activities over the next 2 years before concluding the Action Plan in 2012, and (iii) to shape a collective

---

<sup>2</sup> Delivered by Ms. Ikuko Matsumoto, Director, Human and Social Development Division, Southeast Asia Department, Asian Development Bank.

vision and focus of the HRD challenges during the next decade, to be reflected in the new Strategic Framework of the parent GMS Cooperation Program.

Distinguished guests, ladies and gentlemen,

The GMS cooperation program and its HRD working group have an important characteristic. That is, it is the GMS countries which own and drive the collaboration and activities. The Asian Development Bank has been honored and appreciates the GMS countries and development partner agencies for allowing us to help as secretariat, and to keep close partnerships among all of us. We look forward to cherishing the “partnership” to foster sustainable human resource development in the GMS countries.

Taking this opportunity, please let us cite some examples from various partnerships created through the GMS HRD Working Group. In the area of labor and migration, the GMS countries, in collaboration with the ILO, have made a common declaration of confidence to move forward with the mutual recognition of skills standards.

In health, the GMS communicable disease control project for Cambodia, Lao PDR, and Viet Nam was designed with financial support from Japan and mobilized joint investment of \$93 million from the three GMS countries, WHO, and ADB. The regional investment project collectively strengthened the collaboration framework, surveillance and response systems, and also improved the communicable disease control for vulnerable groups. Based on these achievements, the second phase was approved in 2010.

The AusAID supported the HIV prevention interventions in the pre-, during, and post-construction phases of the ADB financed road projects in GMS corridors.

The highly successful Phnom Penh Plan for Development Management has supported research, learning programs, and fellowships for GMS mid- and senior-level civil servants. This has been enabled by joint support from France, New Zealand, the Republic of Korea, and the Peoples' Republic of China.

And a variety of HRD related initiatives have also been benefiting from contribution of knowledge products from the World Bank, ILO, IOM, and UNESCO.

Ladies and gentlemen,

We believe that the working group discussions today and tomorrow will further strengthen the collaboration among us all, and help us strengthen our platform for effective future cooperation and partnership to foster human resource development in the Greater Mekong Subregion.

Thank you very much.

## 4. GMS Strategic Framework 2012-2022

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

### GREATER MEKONG SUB-REGION ECONOMIC COOPERATION PROGRAM: A NEW STRATEGIC FRAMEWORK

Presentation to WGHRD – 10 Meeting  
Vientiane, 18-19 May 2011 - Summary

## Background

- First GMS Strategic Framework (SF) ends in 2012
- Following in-country consultations, background paper for new SF prepared and discussed by SOM in July 2010 and by GMS Ministers in August 2010
- First draft of new SF will shortly be reviewed by GMS governments and other partners and stakeholders
- Revised draft to be reviewed by GMS Ministers before final endorsement at GMS Summit in late 2011

## GMS Program after Twenty Years: Overall Conclusions

- GMS countries continue to support vision of GMS that is: integrated, prosperous and harmonious
- Believe Program made significant contributions to both growth and poverty reduction
- Appreciate approach of Program (pragmatic; activity-oriented; and action-oriented) as well as mutual trust and good will that has been developed
- Wish to maintain overall direction of SF but with fine-tuning to enhance impact, including more attention to software in addition to hardware

## Progress on Strategic Thrusts

- Substantial progress on hardware (e.g. in transport, energy and telecommunications); some, but less, progress on software, including on transport and trade facilitation
- Other important developments include: putting GMS firmly on world tourism map; increased focus on climate change adaptation; Phnom Penh Plan on development management; implementation of communicable disease projects; and launch of core environment program
- Sectoral forums and working groups generally effective; some restructuring needed to handle new responsibilities

## Progress on Resource Mobilization and Institutional Development (1)

- Resource Mobilization - more resources being raised, primarily from ADB
- Recognizing Different Levels of Development - ADB supported operations heavily focused on less developed GMS countries
- Links to Other Regional Organizations – improved coordination with ASEAN and MRC
- Broadening participation and Support – Program becoming more inclusive

## Progress on Resource Mobilization and Institutional Development (2)

- Monitoring and Evaluation – needs significant improvement
- Organizational Effectiveness – current arrangements working satisfactorily; capacity of GMS secretariats being improved and working groups sharpening focus of work
- Ownership of Program and Role of Partners – strong ownership by countries; secretariat role played by ADB much appreciated; desire to generate more financial and technical support from other partners



## Changing Global & Regional Context

- Shift in global economic activity to Asia; competitiveness in Asia driven by creation of regional supply chains; GMS strategy of “connectivity” served its members well
- Increasing concentration of development along coasts and in urban areas could lead to growing inequality
- Climate change now major global and regional issue – and will accentuate challenge of meeting global food demand
- Finance for development – GMS countries will need to rely more on private sector
- Institutional Developments – G-20 emerging as premier forum for international cooperation; regional and sub-regional organizations increasingly important

## Strategic Framework for next Ten Years: Vision and Goals

- GMS countries envision a Mekong sub-region that is more integrated, prosperous and equitable
- The GMS Program will contribute to realizing the potential of the sub-region through:
  - An enabling policy environment and effective infrastructure linkages that will facilitate cross-border trade, investment, tourism and other forms of economic cooperation;
  - The development of human resources and skills competencies
- To ensure that this development process is equitable and sustainable, environment and social interests will be fully respected in the formulation and implementation of the GMS Program.

## Strategic Framework for next Ten Years: Areas for Fine-Tuning

- More effective focus on software aspects of Program – as complement to continued focus on hardware
- More selectivity and more prioritization of focus areas within sectors
- Increased links with broader regional integration agenda – leading to more clarity on what regional issues will be covered by GMS and what better left to other regional organizations
- More attention to be paid to linkages across sectors
- Scope for some rebalancing of attention and resources across sectors to enhance overall effectiveness and impact of Program

## GMS Program to continue to focus on broad range of sectoral and multisectoral priorities

- Developing economic corridors and improving transport and trade facilitation
- Strengthening road and rail linkages
- Developing an integrated approach to deliver sustainable, secure and competitive energy
- Improving telecommunications linkages across the GMS countries
- Developing and promoting tourism in the Mekong as a single destination
- Promoting competitive, climate-friendly and sustainable agriculture
- Enhancing environmental performance in the GMS
- Supporting HRD initiatives that facilitate the process of GMS integration while addressing the negative consequences of greater integration

## Human Resource Development

- Strategic Framework and Action Plan approved in 2009 aims to support initiatives that directly facilitate process of sub-regional cooperation and integration and address cross-border issues directly linked to GMS integration
- Action plan covers five areas:
  - Promoting regional cooperation on education and skills development
  - Facilitating safe labor migration within the GMS
  - Supporting communicable disease control in the GMS
  - Enhancing regional cooperation in social development
  - Strengthening human resource development cooperation in the GMS
- Working Group on Human Resource Development will function as overarching group, complemented by subsector working groups for each of sectors

## Implementing the SF (1)

- Resource Mobilization
  - Financing needed for further hardware investments: roads (particularly in Myanmar), railways, energy, telecommunications
  - In addition to further financing from ADB, need to tap into other official sources (bilateral, multilateral, global funds)
  - More private financing also critical including through public-private partnership modalities

## Implementing the SF (2)

- Knowledge Platform:
  - Complex software and second generation issues require high quality analytic work and effective consensus building processes
  - To address these requirements, knowledge platform should be established as integral part of Program and necessary resources mobilized
- Strategic Alliances and Partnerships:
  - GMS should help drive some of the broader objectives related to ASEAN integration
  - Program also needs to work more closely with other sub-regional organizations such as MRC, SEAMEO, and ACMECS

## Implementing the SF (3)

- Capacity Building
  - Program will maintain focus on capacity building, particularly for lower income countries
  - Phnom Penh Plan will remain a high priority
  - Other sectoral initiatives will also have capacity building as major component
- Engagement with Private Sector and Other Stakeholders
  - Program recognizes critical role of private sector as engine of development
  - Role of GMS Business Forum will be enhanced
  - Program will reach out more effectively to other stakeholders
  - Consultative mechanisms in design, implementation and monitoring of GMS projects will be emphasized

## Implementing the SF (4)

- Monitoring and Evaluation
  - Absence of good information and effective use of such information constraining effectiveness of GMS initiatives
  - Processes for monitoring and evaluating ADB supported GMS projects very helpful but not substitute for good overall monitoring and evaluation system for GMS Program as a whole
  - New SF will focus much more specifically on results to be expected from each of sectoral initiatives and Program as whole
  - Expected results will be carefully monitored by Working Groups, GMS senior officials and GMS Ministers

## Implementing the SF (5)

- Sectoral Forums and Working Groups
  - Most GMS forums and working groups taken steps to enhance effectiveness
  - May be desirable to establish separate secretariats for more working groups (as is now in place for tourism and environment working groups)
  - More major institutional change/strengthening needed in some cases e.g. establishment of Regional Coordination Center for power trade
- Role of External Partners
  - ADB requested to retain its secretariat role
  - Member countries also requesting other external partners to more actively support Program – as financiers, knowledge partners etc

## HRD Working Group Perspective on New SF

- Does the group share the overall assessment of the GMS Program's accomplishments and the directions for the new SF?
- Is there a need to modify the five priority areas for the HRD program?
- Within each of the priority areas, how can there be greater selectivity and prioritization?
- How can the focus move further away from discussion and information sharing to joint decisions on specific actions – and to implementation of those actions?
- Can the Program more effectively address the overall issue of capacity building?

## Working Group Perspective on Institutional Strengthening of the HRD Strategy and Program

- How can the Program link in more effectively with the related work of other regional organizations
- How can the HRD group collaborate more with other sectors?
- How can a more effective knowledge platform be developed?
- How can collaboration with development partners and stakeholders be improved?
- How can the monitoring, evaluation and results focus of the Program be strengthened?
- Is there scope for improving the functioning of the working group and subsector working groups?
- Should ADB be changing in any way the role it is now playing?
- What other suggestions does the HRD working group have for the new SF?

## 5. Country Statements

### 5.1. Cambodia

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.



## The Royal Government of Cambodia

### 10<sup>th</sup> Meeting of GMS Working Group On HRD

(WGHRD-10)

18-19 May, 2011, Plaza Hotel, Vientiane, Lao PDR

Prepared by Cambodian WGHRD

## Contents

- Introduction
- Achievements
- Policy Issues & Emergency Challenges
- Strategic Priority for Sub-regional Cooperation
- Country Assistance Programs
- Recommendations

## Cambodian WGHRD

1. Ministry of Labour and Vocational Training
  - *Mr. Tep OEUN, D.D.G of TVET*
  - *Mr. Choup Narath, D.D of Employment and Manpower Dept.*
2. Ministry of Education, Youth and Sports
  - *Mr. Ren Kun, Chief of HRD Office, Dept. of Personnel*
3. Ministry of Health
  - *Mr. Bun Sreng, D.D of Communicable Disease Dept.*
4. Ministry of Social Affair, Veterans and Youth
  - *Mr. Keth Thoeun, D.D of Int. Cooperation Dept.*

## 1. Outputs of Education Sector

- % of student enrollment increased from 2005-06 to 2008-09  
*PS: 91.3% to 94.4%, LSS: 31.3% to 34 % and USS: 11.3% to 16.4 %*
- School number in Fiscal Year 2008-2009  
*General Education: 9,834, TVET: 304, and Higher Education: 77*
- Standardization Curriculum Demand-driven,
- Promoting career oriented in education,
- Establishing of LMIS,
- Strengthening quality of education (*SNCE, ACC, NTB, AITC, NEA, & NQF*),
- Developing capacity building,
- Decentralization, and deco-centralization of education,
- Developing public & private partnership.

## 2. Outputs of Health Sector

- Health educational institutions (5 RTCs & 1 University),
- In 2011, 18,302 staffs working for the public health sector (woman-45%),
- MoH committed to deploy around 800 midwives to the health centers in 2010 and now all the health centers has at least one primary midwife of which 53% are secondary midwives,
- The new 3 year direct entry associate degree of midwifery program is being implemented and approximately 460 graduates are produced in 2011
- MoH makes the fund available for all 24 provinces and municipalities. That is the case of the health sector support project 2 (HSSP2) which combines *DFID, AusAID, UNICEF, and UNFPA*.
- PPP trained a staff of MoH on the project feasibility & design , at the Mekong Institute, Thailand.

## 3. Outputs of Labour & Migration

- Developed the Labor Migration Policy, June 2010 (TA-ILO),
- Developed the Pre-departure Orientation Manual for migrant workers, July 2010 (TA-IOM)
- Formulated a New Sub-decree on Sending Cambodian Workers Abroad, 2011,
- Developed 2 Guide Books: Travel Smart/Work Smart, 2009 (TA-ILO) and Decent Work for Domestic Workers in Cambodia, 2010 (TA-ILO)
- Developed Labor Migration Information System, 2008 (TA-IOM),
- ASEAN Declaration on Protection and Promotion of the Rights of Migrant Workers, 2007.

## 4. Outputs of Social Development

- Social security for poor (*emergency saving, trafficking/integration, drug trafficking, HIV/AIDS prevention, family well-being, gender issues, etc.*)
- Services to take care of children (*child support centers, adoption of children*), and youth rehabilitation
- Services to comfort the disabled and their rehabilitation
- Social security net for the elders, civil servants, and the public
- Social security net for the veterans
- Constructed *Rehabilitation/Reception Centers* for victims of human trafficking, *Social Affairs Center*, houses for poor/veterans, *SOS Children's Village*, *Youth Rehabilitation Centers*, *Physical and Labor Rehabilitation Center*, *Creation of village for veteran development*, etc.

## Policy Issues & Emergency Challenges

- Establishing schools near national borders that are bilingual,
- Education/skills recognition for cross-border labor migrants,
- Providing skilled and unskilled workers with cross-border employment opportunities,
- Monitoring & facilitating illegal migrant workers to become legal migrant workers,
- Educating and disseminating materials on legal labor migration, safety migration, etc esp. conducting pre-departure training for migrants,

- Establishing Help Center(s), Labor Attaché Office(s), Out-migration Association(s), and 2 LMISs,
- Requirements of more qualified staffs and needs UN agencies, IOs/NGOs contribute to continuing supports the loss of resources from the public health sector,
- Prevention of child labor and human trafficking,
- Constructing rehabilitation/reception centers for victims of human trafficking.

## Strategic priority for sub-regional cooperation

- Harmonizing standards in education and skills training, recognition of knowledge, skills and attitudes;
- Skill assessment for migrant workers before leaving and after returning;
- Harmonizing labor migration policies to meet labor demand across the region;
- Providing skilled and unskilled workers with cross-border employment opportunities;
- Formulation of instruments to implement ASEAN declaration on Protection and Promotion of the Rights of Migrant Workers;
- Enhancing health promotional activities (HIV/AIDS, Malaria, TB, etc.), disease prevention and preparedness for emerging infectious diseases and natural disasters (SARS, Bird Flu, Swine Flu), and
- Prevention of child labor and human trafficking.

## Country Assistance Programs

### Bilateral

- The Republic of Korea/HRD (*capacity building development, skills standard development, and skills testing models*)
- The Republic of Philippines (*migration and remittance system management*)
- Japan, China and EU (*FS*)

### Multilateral

- ADB, WB, DFID (*FS & TA*)
- Other Donor Partners – ILO, IOM, WE, WH, UNESCO, UNICEF etc. (*TA*)

## Recommendations

- 1.PPP for development managers (*should implementing technical personnel in greater numbers*)
- 2.Education/skills standard and quality assurance (*identification of the lead entity and necessity for proper recognition of education/skills standard, )*
- 3.Labor migration, and social protection (*if laws, policy, planning, mechanism, participation, MoU are existing, these should be complied with; if not existing, these should be formulated*)
- 4.LMIS (*which entity is responsible for this and what is the support system, where will the main center be located, how will the information be collected*)
- 5.Communicable disease, HIV/AIDS, and quality medicine (*need for adequate human resources, materials and equipment*)
- 6.Implementing agency of GMS project must work closely with the government sector involved as partners.
- 7.ADB/GMS should have a small budget package to support the country WGHRD administration.

## 5.2. People's Republic of China

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

Tenth Meeting of the GMS Working Group on Human Resource Development  
Vientiane, Lao PDR, 18-19 May 2011

### Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022

### COUNTRY STATEMENT OF THE PEOPLE'S REPUBLIC OF CHINA

## Achievements and Progress

## Problems and Challenges

## Future Workplan

## Achievements and Progress

- ◆ Health Sector
  1. Held 2<sup>nd</sup> GMS Public Health Forum
  2. Conducted Cross-border Health Cooperation Programs
  3. Strengthened Capacity Building
- ◆ Education Sector
  1. Increased Government Scholarship for GMS
  2. Conducted Short-term Programs
  3. Promoted Exchanges under Multilateral Framework

## Achievements and Progress

- ◆ Phnom Penh Plan for Development Management
  1. 263 Chinese Officials Attended PPP
  2. Financial Support to PPP
- ◆ Labor and Migration
  1. Hold Seminars to Promote HRD Cooperation
  2. Provided Efficient and Effective Immigration Services

## Problems and Challenges

- ◆ Overlap Between Four Subgroups
- ◆ Negative Impact Caused by Subregional Connectivity and Globalization
  1. Communicable Diseases
  2. Irregular migration
  3. Women and Ethnic Minorities

## Future Workplan

- ◆ Health
  - Need Continued Support from ADB and GMS Members
- ◆ Education
  - Create Educational Cooperation Platform
- ◆ Migration
  - Training needs for GMS Immigration Officers

Contact:  
Li Hongna  
International Department, Ministry of Finance, PRC  
Tel: +86-10-68551169  
Fax: +86-10-68551119  
E-mail: lihongna@mof.gov.cn

### 5.3. Lao PDR

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

#### **Tenth Meeting of the GMS Working Group on Human Resource Development (WGHRD-10)**

**Vientiane, Lao PDR, 18-19 May 2011**

**Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022**

**Education, Health and Labor Subsectors**

#### **Key Achievements in HRD**

- The Lao Government, in collaboration with its development partners, has formulated and made significant efforts to develop, approve and implement a number of strategies in order to address key issues of education and health development in the country.
- TVET Institutions have expanded in the six provinces (Northern) and three provinces (Southern) recent years.
- Three TVET Institutions have attended the pilot program of GMS skill and qualification recognition.

- Considerable progress has been achieved over the past ten years in improving the health system in the Lao PDR which are maternal, infant and under five infant mortality rates (MMR, IMR and U5MR, respectively) have dropped significantly
- Progress on key objectives for event-based surveillance, indicator-based surveillance and rapid response systems is encouraging.
- Public health care infrastructure has expanded significantly over recent years.

#### **Policy Issues and Emerging Challenges in HRD**

##### **Policy Issues**

- Education Law 2000 and revised in 2007;
- ESDF 2009-2015;
- Strategy of TVET 2006-2020 and Master Plan Development of TVET 2008-2015;
- Decree on the TVET and Skills Development No.: 36/PM, dated on 22 January 2010;
- Establishing the NTC in 2002.

- Under financing of the health sector is placing a major burden on the management and implementation of national policies for prevention and care.
- Financial barriers to service access are important.
- Uneven distribution of staff among different types of health facility and the shortage of non-medical staff to implement essential administrative and support tasks.

#### **Policy Issues and Emerging Challenges in HRD**

##### **Emerging Challenges**

- Lack of practical skilled teachers;
- Lack of expertise in curriculum reform (especially in TVET);
- No professional (or competency) standards for teachers;
- Weak TVET teachers' MIS;
- Mismatch between TVET students produced and labor market demand, thus suggesting insufficient integration of TVET with market needs.

- Communicable diseases
  - The incidence of **dengue** has increased significantly in the last decade and is now a major public health issue in the country.
  - HIV/AIDS: **the disease is on the increase**
  - Water and Food born related diseases: Severe diarrhea
  - Acute respiratory infections (ARI)
- Non Communicable diseases and injuries
  - Are on the increase in Lao PDR and pose a major challenge
  - Mental health issues, particularly drug abuse, are also a growing concern but are currently poorly reported.
  - Road traffic-related injuries are a growing problem as the volume of traffic and the travelling speed of vehicles due to road improvements increase.

### Strategic Priorities for Sub-regional Cooperation in HRD

- Improve/strengthen TVET –Teacher Training Institutions;
- Develop TVET-Teacher data base;
- Selection and training of country recognition staff;
- Strengthen GMS cooperation in Education (especially in TVET).

- Strengthening national capacity for surveillance and response particularly outbreak prevention and control.
- Control newly emerging diseases and neglected tropical diseases.
- Build local capacity for integrated Communicable Disease Control particularly for vulnerable populations.
- Strengthen GMS cooperation in Communicable Disease Control.

### Country Assistance Programs

- The education sector development partners and donors include:
  - Government of Germany (KFW, GIZ)
  - UNESCO-UNEVOC
  - ILO/Korea (for skills standards)
  - Asian Development Bank
  - World Bank
  - Government of China, Vietnam and Singapore...
  - JICA, AOTS, KOICA, TICA, SEAMEO VOCTECH
  - Luxembourg and BTC
  - Francophonie
  - European Union
  - Government of Australia

- The Global Fund to Fight AIDS, Tuberculosis and Malaria (Global Fund)
- The Global Alliance for Vaccination and Immunization (GAVI) has given support to immunization services and introduction of new vaccines.
- Other major health sector development partners and donors include:
  - WHO, UNICEF
  - Asian Development Bank, World Bank
  - Governments of Japan, Luxembourg and France
  - European Union, Governments of Australia
  - United States of America.

### Recommendations and Next steps

- Competency Standards Systems Development;
- Implementation and Support Processes of GMS Qualification Framework;
- Competency Based Training and Assessment Training;
- Piloting of GMS skill and qualification recognition;
- Develop data collection and management system.
- Address the future burden of non-communicable diseases, injuries and mental health; and
- Effects of climate change will continually put the environment and health at risks especially from communicable disease outbreaks.

## 5.4. Myanmar

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

### Tenth Meeting of the GMS Working Group on Human Resource Development (WGHRD-10) Vientiane, Lao PDR, 18-19 May 2011

#### Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022

Myanmar

### Key Achievements in HRD

#### Education

- Higher education - 160 universities and colleges international networking collaboration (AUN, SEAMEO, SEAPHEIN)
- Improving Access to education in border areas
  - Increased primary, middle, high schools
  - Opened Border Area National Races Youth Development Training Schools, Women's Vocational Training Schools

#### Labor

- Safe labor migration, Skill development (NSSA)

#### Social

- NPA on advancement of women/ PWDs/ Older people
- Social protection on children, Bilateral Agreement on Anti-trafficking

#### Health

- National AIDS Program - National Strategic Plan for HIV/AIDS (2011-2015)
- National TB Program- Recruit additional staffs for GFR 9, receiving international training on MDR-TB management and infection control
- National Malaria Control Program - reduced morbidity and mortality rate, agreement on Myanmar-Thailand border Development Plan
- Disease Control Program-Response to Pandemic (H1N1)1

### Policy Issues and Emerging Challenges in HRD

- Effective management of HRD
- mechanism for retaining skilled persons and professionals
- Financial constraints for HRD
- Strengthen ICT development
- Strengthen Capacity building – HR, updated facilities, Research, Laboratory
- Updated National legislation
- Strengthen better co-operation and collaboration between GMS countries
- Limitation of Resources for successful implementation of National plans

#### Education

- Challenges of knowledge Age

#### Labor

- Need for development of training materials and to upgrade the training facilities, training of trainers and assessors in the priority skill areas

### Policy Issues and Emerging Challenges in HRD

- Skill recognition between countries
- Lack of technical assistance for establishment and progress of the vocational training and skill recognition system
- Undocumented trans-border migration

#### Health

- Control of communicable diseases- emerging/ re-emerging diseases (technical support, surveillance facilities), multiple languages and cultural beliefs, cross border surveillance and response, collaboration and information sharing, follow whole society approach
- National AIDS Program- feminization of HIV epidemic
- National TB Program- training for new BHS, TB coordinator, TMO
- National Malaria Control Program- highest burden of malaria in Mekong region, - In border area, it is the double of National figure

### Strategic Priorities for Subregional Cooperation in HRD

- Developing partnership and resource networking
- Collaboration in research
- Faculty development
- Promoting more coordination, cooperation and sharing among GMS countries
- Mutual recognition of technical skills
- Improving teaching skill of technical teacher
- Quality assurance systems

- Labor migration management, legal migration
- Strengthening of labor market information systems
- Enhancing social protection for migrant workers
- Communicable disease control/ programs- Strengthen X-B collaboration in surveillance and response
- Knowledge sharing and translation
- Experience exchange

#### Country Assistance Programs

Infectious disease control program – FETP



## Recommendations and Next Steps

- Develop the effective governance in managing HRD
- Encourage economic development
- Strengthen collaboration and coordination between GMS countries
- Enhancing the quality of Higher Education
- Increasing the accessibility to both Basic and Higher Education
- Creating strong research environment
- Sustainable social development
- Develop ways for information and knowledge sharing
- Cross border surveillance and response
- Close collaboration for safe migration & elimination of trafficking
- Establishment of labor migration policies and management system for more effective and systematic approach in cooperation
- Information exchange of migrant workers

## Good Practice and Knowledge Management

1. Multi-stakeholder involvement
2. Bilateral collaboration with local NGOs, UN Agencies and INGOs.
3. Knowledge sharing and knowledge translation
4. Information sharing
  - Social protection on children
  - Establishment of Older People Self Help Groups including of Person With Disabilities (PWDs)
  - National AIDS Program, National TB Program
  - National Malaria Control Program

## 5.5 Thailand

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### Thailand Country Statement

The 10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development (WGHRD-10)

Vientiane , Lao PRD , 18–19 May 2011

Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022



Mrs. Jitkasem Tantasiri  
Director Thai Cooperation Branch I  
Thailand International Development  
Cooperation Agency (TICA)

## Key Achievements in HRD

### ❖ Education and Skills Development

- Skill development and mutual recognition of vocational skills

### ❖ Social Development (Combating Human Trafficking)

- MOU with GMS member countries in strengthening cooperation against human trafficking
  - Bilateral Cooperation: Cambodia (signed on 31 May 2003), Lao PDR (signed on 31 July 2005), Vietnam (signed on 24 March 2008), Myanmar (signed on 24 April 2009)
  - Multilateral Cooperation: MOU on Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT) signed on 29 October 2004.

## Policy Issues and Emerging Challenges in HRD

### ❖ HIV/AIDS

- The progress of MOU for HIV prevention at cross-border areas in the GMS

### ❖ Health

- Prevention and control of communicable disease and outbreak of pandemic across border

### ❖ Education and Skills Development

- Set up the competency standards in preparation for the liberalization of ASEAN labor market

## Policy Issues and Emerging Challenges in HRD

### ❖ Social Development (Combating Human Trafficking)

- Fight against human trafficking: 4 + 1Ps
  - *The first P – Policy*
  - *The second P – Prevention*
  - *The third P - Protection and assistance*
  - *The fourth P - Prosecution*
  - *Plus one P – Partnership*

## Country Assistance Programs

### ❖ Overall Development Cooperation with GMS member countries

- Bilateral (Number offered in 2011)

	Short-term Training	Study Scholarship	Project Type/ Program
Cambodia	300	15	3 Projects
Lao PDR	150	40	11 Projects/1 Country Program in Education
Myanmar	250	15	3 Projects/ 1 Program on the rehabilitation of Cyclone Nargis affected area
Vietnam	-	-	3 Programs in Education, Public Health, Agriculture

## Country Assistance Programs

### ❖ Cooperation under GMS HRD Sector

- **Health:**
  - Training on HIV and STIs Management
  - Surveillance and Outbreak Investigation and Response in both Human & Animal
- **Skills Development:** Training courses in
  - The Management of Skill Development
  - The Planning Organization and Implementation of Training
  - Labour Management for Lao officials (May 2011)

❖ Encourage and support the involvement of the outstanding regional and national institutions in HRD of the sub-region

## Strategic Priorities for Sub - regional Cooperation in HRD

### 1. Safe Migration

- Strengthening of Cooperation in Anti-Human-Trafficking
- Strengthening Capacity of Women in GMS countries

### 2. Skill Development

- Develop National Skill Frameworks in GMS Countries to Raise Levels of Skills Standards

## Strategic Priorities for Sub - regional Cooperation in HRD

### 3. Health

- Strengthening of Communicable Disease Control and Management (Immerging and Re-immersing outbreak, prevention, surveillance and treatment) such as capacity building and others related
- Monitoring and Surveillance for Food – Safety Management
- Strengthening of Cooperation on Health Information System and Management in GMS Countries
- Close Cooperation for Border and Cross Border Area for Developing Border Health System Cooperation especially on Communicable Disease Management and Food – Safety Management
- HIV/AIDS prevention cross border

## Recommendations and Next Steps

- ❖ Result Oriented and Cross Sector Approaches
- ❖ Program based approach
- ❖ Clear national focal point

## Good Practice and Knowledge Management

- ❖ One-Stop Crisis Centers (OSCC) in public hospitals and a 24-hour Hotline Centre to assist both Thai and non-Thai victims of trafficking
- ❖ Primary Health Care
- ❖ Health Insurance (Universal Coverage)

## 5.6 Viet Nam<sup>3</sup>

### Background

- ASEAN Charter, ASCC Blue Print, ASEAN Labour Ministers' Work Programme 2010-2015 "An integral purpose of ASEAN is to "enhance the well-being and livelihood of the peoples of ASEAN by providing them with equitable access to opportunities for human development, social welfare and justice."

### Situation and Challenges

#### Human Resources and Social Development

- Vietnam has population of 86 million and the workforce of 48 million but most of them are in rural areas (51%) while trained workers are low (40%). Vietnam has had Master Plan on providing Vocational training for 1 million rural workers up to 2020.
- The economic crisis affects vulnerable groups, especially workers at SMEs, contractual workers or temporary workers, women workers.
- The global economic and jobs crisis is on the way of recovery but it still highlighted a number of opportunities and challenges in the development of human resources in the region and in Vietnam, in particular the critical need for retraining to speed up the re-employment of workers who were retrenched as a result of the crisis; there's a need to invest in up-skilling and re-skilling of workers to prepare for the recovery and future productivity growth and competitiveness to meet the skills needs created during the economic recovery and regional integration.
- The number of jobs is expected to lag recovery, and the number of people who need training will increase. In this regard, there should be short-term yet sustainable measures to improve employability of workers.
- In today's fast-changing landscape, skills and qualifications will lose relevance very quickly so life-long learning has become necessary to help maintain workers' employability and enterprises' sustainability.
- Target by 2020: Provide VT for 27.5 million people, in which about 10 million of rural workers; develop VT systems at all levels and invest facilities for VT centers; 100% marginalized people are freely provided with VT upon request.
- Vietnam is now concentrating on poverty reduction and gender mainstreaming in order to help workers, especially vulnerable workers to access to social services and information services.
- Vietnam is implementing its priorities and objectives of the Labor, Invalids and social development plan within the Socio-economic development Program of Vietnam 2010-

---

<sup>3</sup> Presentation on the Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework (in the aspect of human resources, social development and labor migration) by the Ministry of Labour, Invalids and Social Affairs of Vietnam.

2015 and other national programs/ strategies such as national strategy on gender equality and strategy of social security, employment, human resource development, national program on occupational health and safety, response action plan deal with climate change in the field of labor and social development.

### Labor Migration

- The economy is on the way of recovery and the demand for workforce increases accordingly, which leads to the competitiveness among countries. In Vietnam, the quality of workforce has been increased, however, the condition of overseas workers still face some limitations.

### Measures

- Develop information advocacy about the importance of VT in job-creation and sustainable development.
- Authorities at all levels should acknowledge about the role of VT in socio-economic development strategies.
- Enhance awareness of employers.
- Develop VT system at district level for rural workers to create jobs, increase income.
- ADB and the program should have supporting projects for rural and remote areas. We can start by conduct comprehensive survey and then propose suitable measures for enhancing the working productivity of rural and minority people.
- At the time being, climate change-related issues are priorities of countries in the sub-region, therefore, MOLISA suggests to convene some workshops with the theme “Enhance social welfares for migrant workers due to the impacts of climate changes”. This is the matter of labor migration, social affairs and human resource development. MOLISA is willing to convene the first workshop at the end of this year, with the financial support from ADB or other international organizations. MOLISA is ready to send the concept note upon request as soon as possible.

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

## 6.1. Framework for the Mutual Recognition of Technical and Vocational Skills and Qualifications

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### PILOTING FRAMEWORK FOR MUTUAL RECOGNITION OF TECHNICAL SKILLS AND QUALIFICATIONS

**A. Prof. Dr. Duong Duc Lan**  
First Deputy Director General  
General Department of Vocational Training, MOLISA

Vientiane, 18 May 2011

## Content

- 1) Rationales
- 2) Pilot Activities in 2010
- 3) Recommendations

2

## RATIONALS

The ASEAN Socio-Cultural Community Blueprint: "Enhance and improve the capacity of ASEAN human resource through strategic programs and develop a qualified, competent and well-prepared ASEAN labor force that would benefit from as well as cope with the challenges of regional integration."

*(ASEAN Socio-Cultural Community Blueprint, paragraph 12)*

On human resources and skills development for economic recovery and sustainable growth: "Develop national skills frameworks in ASEAN Member States through sharing of experiences and best practices as an important strategy to strengthen HRD and management and to enable Member States to raise their respective levels of skills standards, as an incremental approach towards an ASEAN skills recognition framework".

*(ASEAN leaders' statement, Ha Noi, October 28, 2010)*

3

## RATIONALS

The overall strategic framework identifies five thrusts to realize the vision and goals of sub-regional cooperation and integration:

- 1) Strengthen infrastructure linkages through a multi-sectoral approach;
- 2) Facilitate cross-border trade and investment;
- 3) Enhance private sector participation and improve its competitiveness;
- 4) Develop human resources and skills competencies;
- 5) Protect the environment and promote sustainable use of shared natural resources.

4

## RATIONALS

The R-PATA, supporting strategic framework thrust number four, has 04 specific outputs:

- 1) Strengthened sub-regional institutional arrangements for human resources development cooperation;
- 2) Agreed framework for mutual recognition of technical skills and qualifications;
- 3) Improved labour market information system and labour migration management programmes; and
- 4) Completed social impact assessments along the GMS economic corridors.

5

## RATIONALS

1. This Technical Assistance (TA) supports the development and piloting, in three technical skill areas, of a framework for the mutual recognition of skills and qualifications among the participating GMS countries, with practical systems for comparing and recognizing those technical skills and qualifications.
2. The project therefore aims to help to address sub-regional skill shortages and enhance sub-regional competitiveness.

6

## PILOT ACTIVITIES

- The GMS countries involved in Output 2 are Cambodia, Laos, Thailand and Viet Nam.
- Cambodia has not done pilot activities so far.

The ILO has developed Regional Model Competency Standards (RMCS) to promote effective skill development throughout the Asia-Pacific region.

7

## PILOT ACTIVITIES

Where suitable RMCS are not available, the project has used relevant national or international competency standards.

These standards provide a suitable benchmark to which national qualifications can be mapped.

8

### Benchmarking The Lao PDR – GMS Qualifications

GMS Framework	Lao PDR
Certificate level 1	Certificate I
Certificate level 2	Certificate II
Certificate level 3	Certificate III
Certificate level 4	Certificate IV

9

### Benchmarking Thailand – GMS Qualifications

GMS Framework	Thailand
Certificate level 1	
Certificate level 2	Level 1
Certificate level 3	Level 2
Certificate level 4	Level 3

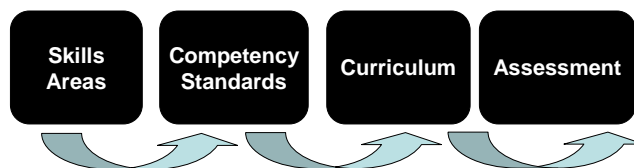
10

### Benchmarking Viet Nam – GMS Qualifications

GMS Framework	Viet Nam
Certificate level 1	Certificate 1
Certificate level 2	Certificate 2
Certificate level 3	Certificate 3
Certificate level 4	Certificate 4

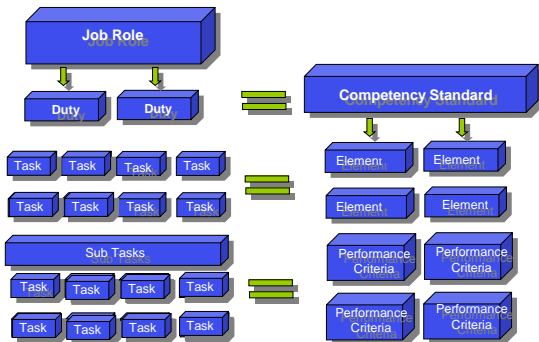
11

### The Areas of Focus



12

## Developing Competency Units



## From Standards to Curriculum

Competency Standard	Curriculum Statement
Units become	Modules
Elements become	Learning outcomes
Performance Criteria become	Assessment Criteria
Assessment Evidence becomes	Conditions Assessment method Learning Resources

14

## Pilots of 3 skills areas

Domestic and Hotel Housekeeping	Lao PDR	Centre for Skill Development Pakpasak Technical College
	Thailand	Rajabhat University Suan Dusit
Automotive Technology	Viet Nam	Ha Noi Mechanical Electrical College
	Thailand	Technique Technology College
	Lao PDR	Cholburi Institute for Skill Development Lao German Training Centre
Welding	Lao PDR	Lao German Training Centre
	Viet Nam	Ha Noi Mechanical Electrical College Technique Technology College

15

## Recognition Modality for the Project

Because of the limited time available for the project, the pilot programmes in the three technical skill areas are based on components of *existing training programs*.

The emphasis is on developing a robust modality through which skills and qualifications can be recognised.

16

## Sustainable Modality

In the future, using this modality, it will be possible to recognise complete industry and occupational qualifications.

17

## Selection of Technical Skill Areas

Three technical skill areas have been selected for the project, with two institutions in every country piloting assessment against competency standards in at least one of the skill areas.

18

## Assessment Activities

Viet Nam: 08 students at third year of the course of vocational college;

- **Automotive Technology:** 02 competency unit/student;
  - + C6 Service vehicle automatic transmissions;
  - + C2 Inspect and Service Vehicle Engines.
- **Welding:** 02 competency unit/student;
  - + B11 Use oxy-LPG equipment;
  - + G2 Use oxy-acetylene equipment for welding.

19

## RECOMMENDATIONS

- 1) The ADB and the ILO continue to work together on issues of skills/ qualification recognition of migrant workers and continue to support the strengthening of TVET competency-based education and training in all participating GMS countries;
- 2) There should be a follow-up project to strengthen, consolidate, and implement, the recommended integrated framework for the mutual recognition of qualifications and skills in the GMS;

20

## RECOMMENDATIONS

- 3) The proposed follow-up project include provision for the development of harmonized cross-Ministry national qualifications frameworks and the development of GMS framework mechanisms and processes for the promotion of national cross-Ministry support for the skills and qualifications recognition modality;
- 4) To promote self-sustainability, the follow-up project promote the establishment of inter-country coordination mechanisms so as to progressively achieve the full self-management by GMS countries of all aspects of the skills and qualifications recognition modality;

21

## RECOMMENDATIONS

- 5) The follow-up project offer migrant worker certification for a full occupational area;



22

## RECOMMENDATIONS

- 6) The follow-up project develop standards for vocational assessors and trainers which will not only support cross-border skills and qualifications recognition but also assist in providing coherence for GMS countries as they strengthen their own TVET systems;
- 7) The ILO RMCS format identified in Guidelines for the Development of Regional Model Competency Standards, International Labour Office, Bangkok, 2006 be adopted as the format for all GMS competency standards;
- 8) The WGHRD facilitate the acceptance by GMS national immigration authorities, industry and employer associations of certificates awarded through the piloted skills and qualifications recognition modality;

23

## RECOMMENDATIONS

- 9) Receiving countries in the region, such as Malaysia, Singapore and Korea, be encouraged through the ASEAN HRDWG to observe and provide feedback on the development and implementation of the framework for mutual recognition of skills and qualifications for migrant workers; and
- 10) A GMS website and database of skilled workers be established for qualification/ certification verification and for sub-regional skills mobilisation planning purposes.

29



## 6.2 Economic Development, Demographic Changes, and Labor Migration

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

### **‘LABOUR MIGRATION AWARENESS CAMPAIGN FOR POTENTIAL MIGRANT WORKERS AND COMMUNITIES IN SELECT AREAS OF CAMBODIA AND LAO PEOPLE’S DEMOCRATIC REPUBLIC’**



### **PRESENTATION OVERVIEW**

- Project Objectives & Background
- Gender Issues
- Methodology
- Baseline survey
- TOT training
- IEC Materials
- Safe migration awareness-raising campaign
- Recommendations

### **PROJECT OBJECTIVES:**

1. To address the vulnerability of potential irregular migrant workers in select areas in Cambodia and Lao PDR through information-sharing and awareness-raising activities as well as through the development of self-protection networks at the community level.
2. To contribute to an overall holistic “safe migration” strategy necessary to reduce irregular migration and the vulnerabilities of irregular migrants.

#### **PARTNERS:**

- Ministry of Women's Affairs in Cambodia
- Ministry of Labour and Social Welfare in Lao PDR

**DONOR:** Asian Development Bank (ADB)

**DURATION:** 1 March 2010 – 28 February 2011

### **PROJECT BACKGROUND**

#### **CAMBODIA:**

- Malai district (Beanteay Meanchey province) selected was based on its strategic position as an entry point for irregular migrants, as well as for drug smuggling to Thailand
- The proximity to the border makes the population vulnerable to risks of irregular migration and trafficking
- Increasing gender-based violence (especially rape and domestic violence) and illegal drug use have been reported
- No human-trafficking related activities involving local communities had been implemented at the time of the project

#### **LAO PDR:**

- Champasack and Salavan provinces were selected due to a high prevalence of migration to Thailand and low development levels
- Also a large ethnic population at particular risk
- Both Champasack and Salavan experience rural to urban and cross-border migration to Thailand

### **GENDER ISSUES IN CAMBODIA**

- The main gender issue in Malai district is domestic violence as reported by key informants and baseline survey.
- Female-headed households are represented by 12.9%, which is a higher rate in Banteay Meanchey Province.
- Illiteracy rate of women (2.4%) is higher than that of men (1.1%).
- There is low women's participation in civic activities such as NGOs, CBOs, women's group and other civil society organization.

### **GENDER ISSUES IN LAO PDR**

- The key gender issue in Lao PDR is domestic violence.
- While large number of SMEs are owned by women, female owners have remarkably less education than male owners.
- Although more women than men work in the formal sector, women tend to be found in low-skilled jobs, rarely in management positions.
- Also adult literacy rate is lower for women than men.
- Under 18 years old, there are significantly more girls migrating than boys, with girls facing the highest risks of trafficking and labor exploitation.

- During the implementation of the project, there was no specific activity with the focus on gender issues.
- However IOM came to realize the need to focus on gender issues, making the most of the coordination with Ministry of Women's Affairs in Cambodia and Ministry of Labour and Social Welfare in Lao PDR.

## METHODOLOGY

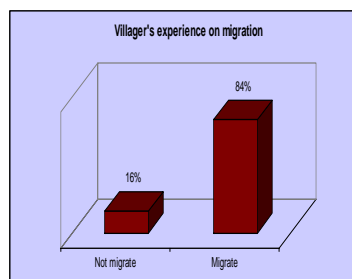
- Baseline survey to identify needs and issues
- Develop Information, Education and Communication (IEC) materials based on survey findings
- Develop Training of Trainers (TOT) manual
- Capacity building for local authorities through TOT
- Local authorities conduct awareness campaign through village meetings
- Pre- and post- meeting evaluations to measure the results of awareness-raising activities

## BASELINE SURVEY FINDINGS: CAMBODIA

- Survey team: IOM, Malai District & Provincial Women's Affairs staff
- Interviewed 117 villagers; 80 females, 37 males.

Commune	Village	Reason for Selection
1. Malai Commune	1. Dom Bouk Vil	- Transit point
	2. Trasek Chrum	- Poor communities
	3. Kbal Spean	- Border of Thailand
	4. Vat Chas	- High drug use
	5. Phoum Thmei	- Domestic violence
2. Ou Sralau Commune	1. Kandaol	- Transit point
	2. Phnom Kaubei	- Poor communities
	3. Chheu Teal	- Border of Thailand
	4. Chan Kiri	- High drug use
	5. Phoum Thmei	- Domestic violence

- Primary reasons for migration: (1) no job; (2) no land; (3) know someone who has had positive experience
- Over 80% of villagers had migrated to Thailand at some point in time; 56% of those who migrated were unaware of safe migration procedures



- 53% never received any information on safe migration
- 42% never received any information on trafficking
- Only 4.3% knew of the Ministry of Interior's hotline to report trafficking cases
- Community issues: Drug use, domestic violence, gambling

## BASELINE SURVEY FINDINGS: LAO PDR

Target areas: Champasack & Saravan Provinces



- Epicenter of irregular and seasonal migration to Thailand.
- These provinces are the provinces of origin for a large number of Lao victims of trafficking rescued in Thailand
- Type of work for migrants in Thailand: Agriculture, Construction, Factory, House keeper, and Shop assistant
- Most villagers had not received any information about the risks of migration

## TRAINING OF TRAINERS (TOT)

### Objectives:

- To disseminate reliable information on safe migration, including employment opportunities, trafficking dangers, rights and responsibilities of migrants, and access to assistance from local service providers, including the police
- To encourage the establishment and maintenance of community networks to reduce irregular migration and the associated dangers
- To build capacity of local authorities to deal with irregular migration issues

## TOT TRAINING MANUAL

- Developed based on the baseline survey findings
- Consists of five (5) main topics:

- Migration
- Human trafficking
- Domestic violence
- Drug use
- Village meeting guidelines.



## TOT RESULTS

### CAMBODIA:

- Two-day training at Malai District Office in August 2010.
- 45 participants (31 female and 14 male) from DoWA, DoSVY, DoLVT, school teachers and local authority representatives (district staff, commune staff, commune police, village chiefs, vice-chiefs).
- Positive results and feedback received from participants.
- Village leaders equipped to deliver safe migration meetings in villages after TOT

### LAO PDR:

- 52 participants, including provincial and district government officials, police officers, village leaders and representatives from Lao Women Union, Lao Youth Union and Lao Federation of Trade Union.
- Village meetings to disseminate the information on safe migration were held in all the villages at least once after the workshop.

## SAFE MIGRATION AWARENESS-RAISING CAMPAIGN

- IEC (information, education and communication) materials produced:

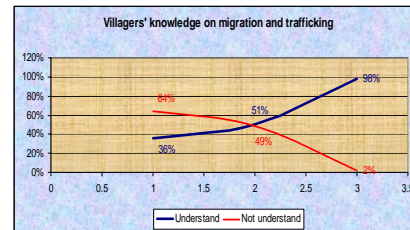
- Question & Answer (Q&A) boxes
- Illustrated story books
- Information cards
- T-shirts
- Banners



## RESULTS OF THE SAFE MIGRATION CAMPAIGN

### CAMBODIA:

- 10 meetings on safe migration conducted by village authorities in the 10 target villages.
- Each meeting was 3 hours in length, on average.
- 564 persons participated (423 female, 141 male).



Participants' knowledge on migration and trafficking increased from 51% (pre-meeting) to 98% (post-meeting).

## RESULTS OF THE SAFE MIGRATION CAMPAIGN

### LAO PDR:

- At least one village meeting was held in each villages
- In addition to village meetings, the project team conducted village outreach campaign in each target village
- 7,041 villagers reached through the information dissemination and awareness raising campaign
- 5,000 brochures distributed
- 410 villagers participated in village meetings
- 956 villagers took part in community outreach activities.
- 475 T-shirts distributed
- 200 posters distributed
- Post activity assessment shows villagers have a keen interest in safe migration, but their enhancement of the knowledge on safe migration is still limited.

## RECOMMENDATIONS

- Additional village-based activities and interventions are necessary for continued awareness at the community level on safe migration and human trafficking.
- Awareness-raising activities should be repeated every six months - or on an annual basis, at the minimum - to enhance community knowledge on the issue.
- Many villagers migrate frequently (and often daily) to Thailand and were unable to participate in the campaign. Additional safe migration meetings are needed to reach these mobile members of communities.
- More information on domestic violence and drug use should be included in the campaign as these were identified as key challenges in the target villages.
- Adhoc activities which focus on gender issues should be included in the campaign and any other project proposal.

## 6.3 Public-Private Partnerships in Technical and Vocational Education and Training in the GMS

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.



Tenth Meeting of the GMS Working Group in HR Development  
Peter Semone, CTA Project Lao/020

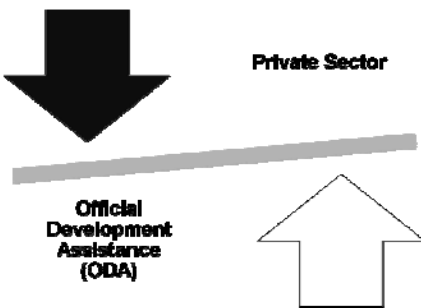
### **PUBLIC-PRIVATE PARTNERSHIPS**

“What takes the government 50 years to achieve can be done by the private sector in a tenth of the time.”

– *Milton Friedman*

*Nobel Laureate in Economics*

### Opposing or Complementary?



### The Idealist (or naive?)

“True development requires far-reaching **fundamental changes** in governance and institutions, human capacity and economic structure, so that countries can **sustain** further economic and social progress without permanently depending on foreign aid.”

– *Randall Tobias*

Former Administrator of the US Agency for International Development

### On the Other Hand

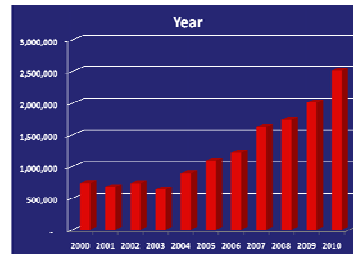
The private sector is that part of the economy, sometimes referred to as the citizen sector, which is run by private individuals or groups, usually as a means of enterprise for profit, and is not controlled by the state.

*Strengthening Human  
Resources in the Lao PDR  
Hospitality and Tourism  
Industry*

## The Tourism Industry in 2010

- 935 million international tourists in 2010
- Earning 900 billion in exports
- Producing 9.1 percent of Global GDP
- Supporting 258 million jobs
- Largest 'Services' Sector
- A Force for Poverty Alleviation

## LAO TOURISM SNAPSHOT



- \$400,000,000
- 20,000 Direct Jobs
- #2 Export Earner
- Wealth Distributor

## Key HRD Definitions

**Training** is usually seen as having a narrow focus, a specific goal, evaluation based on performance of a specific activity, and a close tie to application in the world of work.

**Education**, on the other hand, is higher on the instructional/learning hierarchy. Its goal is broader and includes the development of higher-order thinking skills.

## In Other Words ....

Think of it this way. If your sixteen year-old daughter told you that she was going to take a sex education course at high school, you might be pleased. What if she announced that she was going to take part in some sex training at school? Would that elicit the same response?

## And Speaking About Gender

“A strong, long-term commitment to educating girls and women is needed to help push society forward and boost economic progress as well as break the cycle of poverty.”

– UNESCO and Global Campaign for Education

# Lanith

Lao National Institute of Tourism and Hospitality

## PROJECT LAO/020

## Speaking the Same Language

- Project Document = Business Plan
- Project Objective = Company Mission
- Inputs = Raw Materials
- Outputs = Product
- Outcomes = Sales
- Impacts = Profits



### HRD Strategy for Tourism

In order for Lao PDR to become a competitive destination both regionally and internationally, it must follow the example of other destinations and have an equally credible, yet independent approach to **education** and **training** in the tourism sector.



### IMPROVED SERVICE QUALITY



**Lanith Core Team – our future teachers**  
Studying in Singapore, France and Luxembourg – since 2009

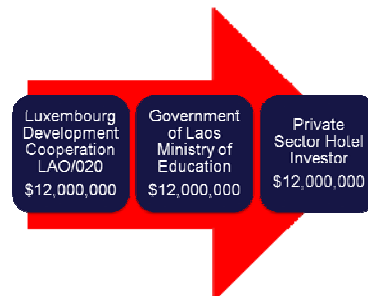
# \$1,000,000,000



THE LANITH CAMPUS

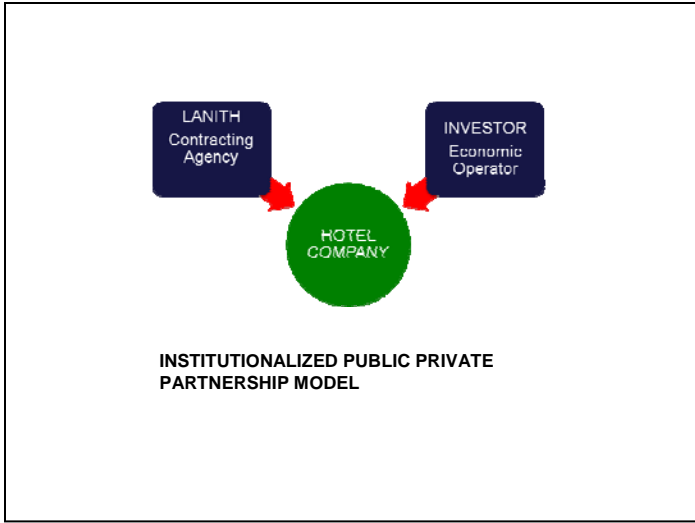


Master Plan

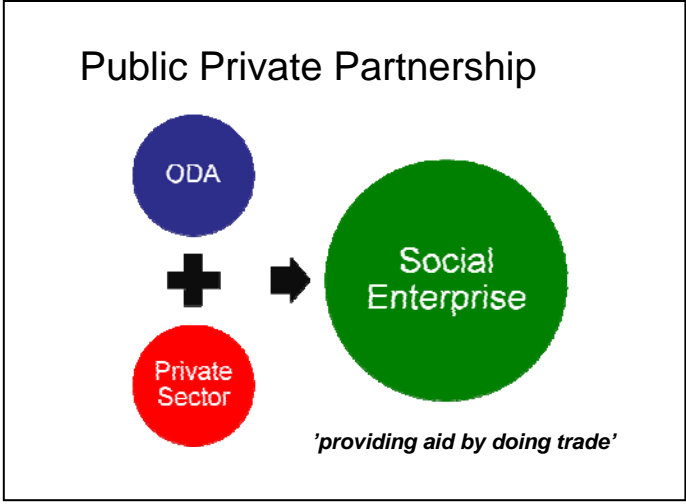


### The Lao National Institute of Tourism and Hospitality

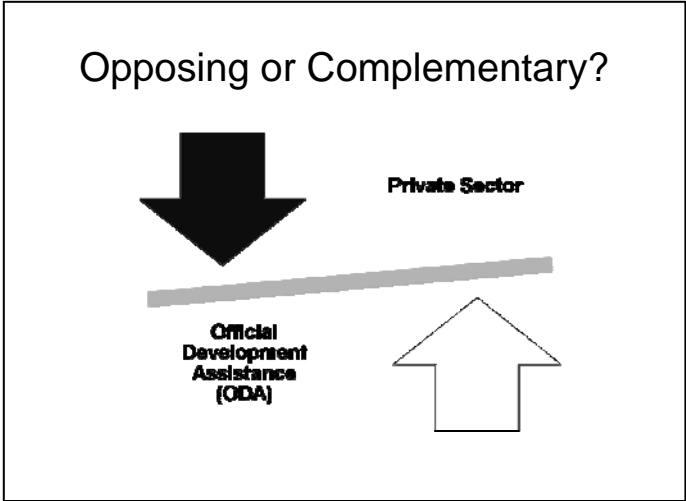
A \$36,000,000 Social Enterprise Project



	Food & Beverage Production Operations	Food & Beverage Service Operations	Accommodation Operations	Travel & Tourism Operations
Stakeholder interviews	Food & Beverage Production I	Food & Beverage Service I	Accommodation I	Travel & Tourism I
Desired Graduate Profile	Food & Beverage Production II	Food & Beverage Service II	Accommodation II	Travel & Tourism II
Backwards curriculum design model	Food & Beverage Production III	Food & Beverage Service III	Accommodation III	Travel & Tourism III
Diploma document	Food & Beverage Production IV	Food & Beverage Service IV	Accommodation IV	Travel & Tourism IV
Subject document (content for Lao context)	Food & Beverage Production V	Food & Beverage Service V	Accommodation V	Travel & Tourism V
Teaching materials (Lao translation)	Food & Beverage Production VI	Food & Beverage Service VI	Accommodation VI	Travel & Tourism VI
Student packs (in translation)	Food & Beverage Production VII	Food & Beverage Service VII	Accommodation VII	Travel & Tourism VII



- ### Concluding Thoughts
- Define a Vision and Mission
  - Avoid Development Jargon
  - Brand and Market Projects
  - Engage the Community
  - Create an Institutional Framework
  - Grow through Partnership
  - Think BIG!
  - Innovate Innovate Innovate





## 6.4. Phnom Penh Plan for Development Management: New Initiatives and Directions

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### Phnom Penh Plan for Development Management

#### Leadership in Development: Driving Change in the GMS



### PPP Context: Enhancing Capacities in the GMS

- Legacy of 1<sup>st</sup> GMS Summit (November 2002)- human resource development given emphasis
- Critical mass of GMS middle to senior level officials needed to improve the quality of development decision making
- Key program under the Human Resource Development Strategy of the GMS Economic Cooperation Program



### PPP Development Partners

- Total Funding: \$10.95 million
- 7 years, 2003-2010; 4 phases
- Asian Development Bank
- New Zealand (NZAid)
- France (Ministry of Foreign Affairs and French Development Agency)
- China (People's Republic of China Regional Cooperation and Poverty Reduction Fund)
- Korea (e-Asia and Knowledge Partnership Fund)
- Thailand (TICA)
- PPP Phase IV (December 2009-March 2012) and financed by ADB, PRC Fund and e-Asia and Knowledge Partnership Fund



### PPP in the HRD Strategic Framework

- **Flagship program**
- **“Small” player with specialized focus**
- **Bridging the gap**
- **Non-traditional**
- **Knowledge service provider**
- **Strengthen subregional HR capacities in leadership for regional cooperation and development and in GMS sectors**



### PPP Impact

- Contribute to design and implementation of effective and efficient strategies and projects that promote regional cooperation

#### PPP Outcome

- GMS civil servants apply acquired knowledge and skills set in the workplace



### PPP Outputs and Activities

#### 1. GMS government officials acquire knowledge and develop skills set

##### 1.1. Learning programs

- provide perspectives, tools, frameworks and key concepts
- develop skills

##### 1.2. Fellowship Grants

- executive development and leadership programs (Oxford and Harvard)
- 31 mid-career and 13 senior GMS officials  
3 chosen in March 2011





## Learning Programs

<b>Leadership and General Development Management</b>
Number of Programs (43)
Number of Participants (815)
<b>Cross Cutting Themes and Topics</b>
Number of Programs (19)
Number of Participants (407)
<b>Sector Specific</b>
Number of Programs (27)
Number of Participants (530)

Total Number of Learning Programs  
89 as of April 2011  
Total Number of Participants  
1,752 as of April 2011

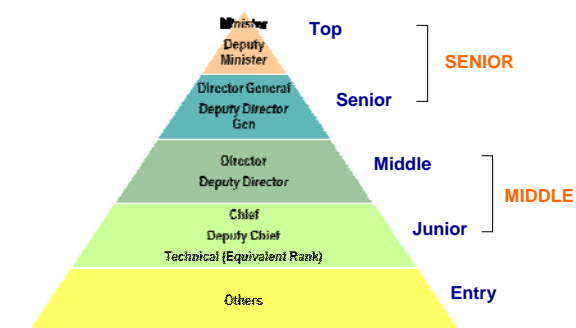


## PPP Alumni Distribution

Country	Number of Alumni
Cambodia	305
China	265
Lao PDR	290
Myanmar	287
Thailand	317
Viet Nam	234
<b>Total</b>	<b>1,698</b>



## GMS Organizational Hierarchy



## PPP Outputs and Activities

### 2. Knowledge acquisition, dissemination, and networking on GMS cooperation improved

#### 2.1. GMS Development Dialogues

- cross-sectoral debate on issues that call for collective action and regional cooperation

#### 2.2. Leaders Networking for Knowledge (LINK) Alumni Events

- platform for lifelong learning, networking and knowledge sharing and dissemination



10



## GMS Development Dialogue

Series	Theme	Forums/Projects/Events that utilized GDD results
GDD-2 21 May 2008	GMS: Climate Makers or Climate Takers Understanding and Responding to the Challenges of Climate Change in the GMS	GMS Environment Operations Center (Bangkok)
GDD-3 23 Sept 2008	Food Security in the GMS	Results presented at 5 <sup>th</sup> GMS Working Group on Agriculture, 24 Sept 2008
GDD-4 5 May 2009	Labor Migration in the GMS	Results presented at 9 <sup>th</sup> Meeting of GMS Working Group on Human Resources Development, 20-21 May 2009
GDD-5 20 Nov 2009	The Strategic Importance of Corridor Towns in Developing the GMS Economic Corridors	Results considered in developing PPTA on GMS Corridor Towns
GDD-6 20 July 2010	The GMS in the Next 10 Years: Enhancing Synergies and Complementarities with ASEAN	Results used as inputs for development of successor GMS Strategic Framework 2013-2022

## PPP LINK Alumni Events (Jan-Feb 2011 and 2010)

Date and Venue	Themes/Topics	Number of Participants
14 August 2010 PPP LRC, Vientiane	Lao PDR in the GMS	25
17 August 2010 Kunming,	Connectivity (new road) sub-prime crisis and impact to China Trade facilitation in GMS Yunnan tourism in GMS	50
10 September 2010 PPP LRC, Vientiane	Lao PDR WTO Accession	26
4 October 2010 PPP LRC, Phnom Penh	Cambodia Rice Export Policy	30
10 October 2010 PPP LRC, Vientiane	Sustainable Urban Transport in Lao PDR	24
24 November 2010 Bangkok	Trade Facilitation and Logistics Development in the GMS	60
7 December 2010 Phnom Penh	Tourism and Southern Economic Corridor	100
21 February 2011 Phnom Penh	Promoting rural sanitation in Cambodia Experience of India in rural sanitation Sustainable water supply in Phnom Penh: Achievement of Water Supply Authority	47

## PPP Outputs and Activities

### 2. Knowledge acquisition, dissemination, and networking on GMS cooperation improved

#### 2.3. Learning Resource Centers in Cambodia and Lao PDR

- “one-stop-shop” information hubs on the GMS

#### 2.4. PPP website

- updated information on PPP activities
- Mekong Leaders* (e-newsletter)



## PPP Outputs and Activities

### 3. high-quality research on priority development issues accessible to GMS civil servants

#### 3.1. Research Program

#### 3.2. Journal for Greater Mekong Subregion Development Studies

- 5 issues
- Peer reviewed multi-disciplinary publication
- Promote better understanding of GMS development issues



14

## PPP Research Program

### Objectives

- Contribute to capacity building in GMS research institutions, providing them with an opportunity to engage in research on priority development issues with a regional focus.
- Promote knowledge generation and research for more informed policy choices for the GMS
- Develop knowledge products that could be used for PPP learning programs and other CD initiatives in the GMS.
- Promote networking among GMS research institutions and think tanks



## PPP Research Program

### Process

- Call for proposals issued March 2009
- Grant Amounts
  - Single institution - \$15,000-\$20,000
  - 2 institutions - \$40,000 to \$50,000
  - 3 or more institutions -\$75,000 to \$100,000
- 26 proposals received from 59 universities, think tanks and education institutions
- PPP research review committee shortlisted 6 proposals and 4 selected



## PPP Research Program

### Research Areas

- Regional/subregional in orientation or focus; or
- Consistent with the strategic thrusts of the GMS regional cooperation as embodied in the GMS Program Strategic Framework; or
- Involve a strategic policy issue that could be national in scope but with regional or subregional implications



## Increasing Female Labor's Quality in the Border Gate Areas of Viet Nam and the Implications for GMS Countries

- Institute of World Economics and Politics (Viet Nam) --- Lead
  - Vietnam Institute of Economics (Viet Nam)
- US\$33,200

### Objectives

- Provide policy recommendation to increase the quality of female labor in the BEZs of Vietnam and other GMS countries to contribute to the empowerment of women in the GMS labor market



## Improving Management Policies for Cross-Border Contract Farming between China, Thailand and Laos

- Mekong Sub-region Social Research Center, Ubon Ratchathani University (Thailand) – lead
  - Yunnan University (PRC), Champasak Agriculture and Forestry College (Lao PDR), and Mekong Institute (Thailand) – collaborating
- US\$100,000

### Objectives

- Provide the best CF models, policies and supportive mechanisms that might offer poor, small-scale farmers in Laos the most equitable sharing of risks and benefits



## Polices for Investment in China-GMS Cross-Border Economic Zones Development: Incentive Effects and Re-design

- School of Development Studies, Yunnan University (PRC) -lead
  - Thammasat University (Thailand), National University of Laos (Lao PDR), and Chinese Academy of Social Sciences (PRC) – collaborating
- US\$87,260

### Objectives

- The research will focus on (i) assessing the effects of current investment incentive policies in cross-border economic development zones of Yunnan Province (China); (ii) studying the priorities of industrial development in cross-border economic development zones of Yunnan Province (China) and their development environment; (iii) analyzing factors in designing the investment incentive policies.



## Facilitation of Border Trade by the Improvement of Financial Services in the Border-Gate Areas of Viet Nam and its Implications for the GMS Countries

- College of Economics, Vietnam National University (Viet Nam) – lead
  - Central Institute for Economic Management (Viet Nam), Yunnan Research and Coordination Office for Lancang-Mekong Sub-regional Cooperation (PRC), and Royal University of Law and Economics (Cambodia)- collaborating
- US\$82,670

### Objectives

- To study policy measures to improve banking services in the border-gate areas of Vietnam as a means of border trade facilitation; including i) assessment of the quality of the provision of banking services at the border crossing points; and (ii) identify obstacles to improved delivery of banking services.



## PPP Research Program

### Key Features

- GMS focused research agenda
- Capacity building for GMS research institutions
  - Each project is assigned a research advisor to guide in all phases of the research
  - Peer reviews in workshops
- Interactive milestone monitoring
  - Research workshops
- Link with policy
  - Research is specifically directed to link with policy issues
- A “regional” approach
  - Collaborative arrangements among GMS institutions for networking



## PPP Outputs and Activities

### 4. An effective project management and performance monitoring system implemented

#### 4.1. Project Organization and Management

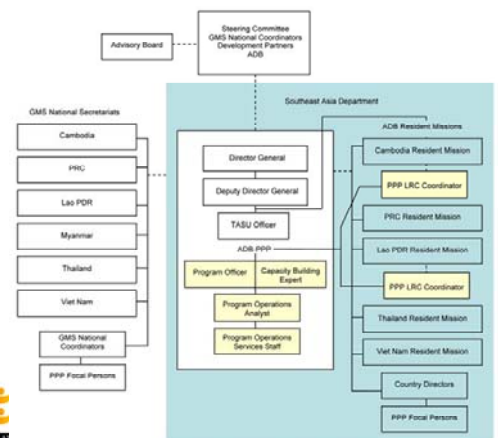
#### 4.2. Performance Monitoring and Evaluation System

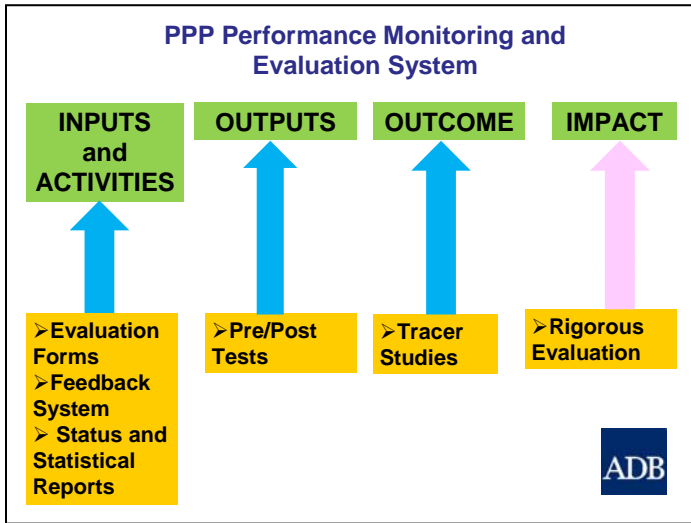


23



## PPP Organizational Chart





- PPP Challenges and Recommendations**
- Performance and monitoring system significantly strengthened
  - Better integration and linkages of PPP outputs and activities
  - Relevance and responsiveness of learning programs
  - Need to attract better qualified GMS civil servants
  - Lack of GMS learning materials
  - More involvement of PPP fellows and alumni in activities
- Improve institutional capacities in learning programs and research
- ADB**

- PPP Future Plans**
- Results-oriented capacity development activities
  - New paradigms in learning programs delivery
    - “transboundary programs”
  - Learning materials development
    - Multimedia
    - Manuals and tool kits
  - Training of Trainers
  - New partnership modalities
  - Expansion of learning resource centers and knowledge platforms and networks
- 27
- ADB**

## 6.5 Joint Action to Reduce HIV Vulnerability

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

**MEMORANDUM OF UNDERSTANDING for Joint Action to Reduce HIV Vulnerability Related to Population Movement in the GMS**

Proposed Actions for HIV/AIDS and Mobility

- Background**
- With the facilitation of UNRTF, first MOU signed September 2001 in Cambodia;
  - Second MOU signed in 2004 and expired in 2009;
  - MOU represented shared understanding among GMS countries that addressing HIV vulnerability, caused by the greater mobility of populations, is a common concern requiring concerted action.
  - 9<sup>th</sup> GMS ADB Meeting of WGHRD in Guilin, 6 GMS countries expressed the need to renew the MOU;
  - Need to renew the MOU was confirmed in the 3<sup>rd</sup> GMS Workshop on HIV Prevention and Infrastructure in Vientiane in September 2010.

## Bangkok Meeting

- In the Vientiane Meeting, ADB was requested to facilitate the process for amending the MOU;
- ADB invited the GMS countries to review the contents on 7-8 April 2011 in Bangkok, and extended invitation to ASEAN and JUNIMA;
- Bangkok Meeting reviewed contents of the MOU, signatory persons, venue of the MOU signing, and agreed on 5 year timeframe of a new MOU;
- Bangkok Meeting developed a joint action plan.

## OBJECTIVE

- To reduce HIV vulnerability;
- To promote access to prevention, treatment, care and support among migrants and mobile population and affected communities in countries in the GMS.

## Areas of Collaboration

1. Promote enabling environment and mechanism;
2. Promote Community based strategies that reduce HIV vulnerability;
3. Promote access to HIV and AIDS prevention, treatment, care and support.

## Implementation and Coordination Arrangement

- Maximize opportunities for bilateral and multilateral cooperation
- Joint action plan;
- Joint coordination mechanism;
- Monitoring and Evaluation;
- Resource mobilization;
- Partnership with other Governments.

## Policies & Regulations on HIV/AIDS and Migrant & Mobile Populations (MMPs) at Cross-Border Areas

- MOU between GMS Countries on mobility and HIV vulnerability;
- Regional Strategies on mobility and HIV vulnerability reduction;
- Mobility and HIV vulnerability included in ASEAN Work Program III for 2006-2010 and AWP IV for 2011-2015;
- ASEAN Declaration and ASEAN Commitment on HIV and AIDS in Brunei and in Cebu respectively.

## JOINT ACTION PROGRAM RECOMMENDED PRIORITY AREAS

### COLLABORATION AREA 1: PROMOTE ENABLING ENVIRONMENT AND MECHANISMS

Strategy	Key Activities
1.1 Support enabling policy environment to reduce HIV vulnerability, stigma & discrimination, and promote access to prevention, treatment, care and support by improving systems of governance on development-related mobility.	<ul style="list-style-type: none"> <li>• Collect evidences to support policy devt and share information from research and good practices.</li> <li>• Raise awareness and advocate among policy makers for supportive policies.</li> <li>• Disseminate and advocate for the implementation of the MOU and JAP at various levels and among relevant sectors.</li> </ul>
1.2 Strengthen intra- and inter-country multi-sectoral collaboration, including public-private partnership, on HIV vulnerability related to migrants and mobile population at the local, national and regional levels.	<ul style="list-style-type: none"> <li>• Facilitate multi-sectoral collaboration at intra- and inter-country levels relevant to mobility-related HIV issues</li> <li>i) <i>Organize regional forums to address issues and share information and experiences on mobility-related HIV issues among relevant stakeholders</i></li> <li>ii) <i>Support existing or develop new cross-border collaboration, projects and programs</i></li> <li>iii) <i>Encourage engagement of relevant stakeholders</i></li> </ul>

## JOINT ACTION PROGRAM RECOMMENDED PRIORITY AREAS

### COLLABORATION AREA 2: PROMOTE COMMUNITY-BASED STRATEGIES THAT REDUCE HIV VULNERABILITY

Strategy	Key Activities
2.1 Promote community-based development approaches using people-centered methodologies by empowering communities affected by development-related mobility to prevent HIV infection.	<ul style="list-style-type: none"> <li>Involve communities and key affected population and migrant workers in the planning, implementation and monitoring of interventions.</li> <li>Develop activities for affected communities to understand, anticipate and adjust to development factors that contribute to HIV vulnerability resulting from mobility.</li> <li>Strengthen collaboration amongst agencies, including the private sector, involved in and related to development planning and projects/programmes.</li> </ul>

## JOINT ACTION PROGRAM RECOMMENDED PRIORITY AREAS

### COLLABORATION AREA 3: TO PROMOTE ACCESS TO HIV AND AIDS PREVENTION, TREATMENT, CARE AND SUPPORT

Strategy	Key Activities
3.1 Promote leadership and political commitment at the community, national and regional levels to improve access to prevention, treatment, care and support.	<ul style="list-style-type: none"> <li>Conduct dialogues between sending and receiving countries on access to prevention, treatment, care and support services for migrants and mobile population.</li> </ul>
3.2 Support strategies that ensure access to comprehensive HIV and AIDS prevention, treatment, care and support for migrant and mobile populations.	<ul style="list-style-type: none"> <li>Develop a joint mechanism for provision of quality care, including ART and referral system for migrants and mobile population.</li> </ul>

## JOINT ACTION PROGRAM RECOMMENDED PRIORITY AREAS

### MONITORING AND EVALUATION

Strategy	Key Activities
1. Use the annual meetings of the focal points for monitoring the progress of the implementation of the MOU Action Plan	<ul style="list-style-type: none"> <li>Review progress and identify follow up actions in annual meetings of focal points, held either independently or in conjunction with the annual meetings of ATFOA, JUNIMA, ADB, others</li> </ul>
2. Establish an M&E framework to review progress in the implementation of the MOU	<ul style="list-style-type: none"> <li>Develop M&amp;E tools in line with the activities of the Joint Action Plan</li> <li>Conduct Joint Review of progress in implementing the MOU</li> </ul>
3. Establish reporting mechanism to the signatories of the MOU	<ul style="list-style-type: none"> <li>Report to the biennial ASEAN Health Ministers Meeting plus China, or alternative meeting as required</li> </ul>

## Status

- Draft MOU resulting from Bangkok meeting being reviewed at country level,
- ADB to consolidate comments and circulate a revised draft for another round of review, and
- Once a final draft is approved by participating countries, signing will follow.

## 6.6 Human Resources for Health Challenges, Opportunities, and Lessons Learned in Lao PDR

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

## Human Resources for Health Issues & Lessons Learned in WHO's WPR & Lao PDR - Opportunities for the GMS

*Dr Asmus Hammerich*  
Programme Management Officer (Health Systems)  
WHO Country Office Laos

10<sup>th</sup> Meeting of the GMS WG on HRD  
Vientiane 18 May 2011



## Outline

- 1. Context**
  - Health & human resources for health (HRH) cross border issues of regional concern
- 2. HRH issues in the WHO Western Pacific Region**
  - National challenges & future demands
  - Strategic responses (4 KRA)
- 3. Specific HRH issues in Lao PDR**
  - Challenges
  - Progress
- 4. Conclusions**
  - Lessons learned
  - Opportunities for the GMS





## 1. Context: Health Cross-Border Issues of Regional Concern

- **CDC/outbreak control** e.g. cholera, typhoid, dengue, malaria, HIV, NTD; emerging diseases s.a. H1N1
- **Food & drug safety; legislation for health risk factors** e.g. “health market places”, combat against counterfeit drugs, tobacco legislation
- **“Healthy competition”** among GMS countries e.g. improved service performance, private sector development, economies of scale in procurement
- **Knowledge and skills transfer** e.g. sharing interests, crafts, experiences (“community of practice initiative”), prof. networks, conferences and capacity building events
- **Health systems development (HSD)** i.e. policy (e.g. standards & norms), financing, HIS, QA/QI, **HRD/HRH**



3

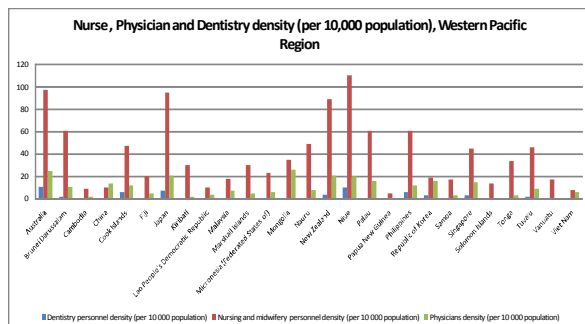
## 2. HRH in the WHO Western Pacific Region (WPR) - National Challenges And Future Demands

- **Despite commonality of HRH challenges**, every country's specific situation is unique, resulting in **variation between countries** in determining which issues are most pressing.
- Countries with **workforce densities below 2.5 per 1,000** population threshold have **poorer maternal and child health outcomes**, and **slower progress towards achievement of health-related Millennium Development Goals (MDGs)**.
- **Maldistribution of health workforce** is a **shared problem** throughout the Region.
- **Health worker densities** are **generally lower in rural and remote areas** than in urban areas, as are **qualifications** of health workers.



4

## Dentist, Nurse & Physician Density per 10,000 Population (WHO WPR 2008)



5

## WPR HRH Shortages & Maldistribution Country Examples

- **Cambodia and Viet Nam:** acute overall **shortages of health workers**, with a density of less than 2.3 per 1,000 population (including doctors, nurses and midwives only).
- Based on reported numbers of **midwives and nurses only**, **Lao People's Democratic Republic** also faces acute shortages.
- **China:** **production of health workers exceeds absorption**, with number of graduates between 2000 and 2005 far exceeding apparent increases in numbers of employed health workers. One university found that only 28% of its 2004 – 2006 medical graduates were currently working as doctors.
- **Lao PDR:** **overproduction** of medical doctors in urban areas.
- Despite overproduction, **China** is unable to fill health worker vacancies in **rural, remote and poorer areas**, effectively resulting in **shortage of health workers** in these areas.



6

## WPR HRH Shortages & Maldistribution Country Examples (2)

- **Considerable variation in health worker density between regions and between provinces.**
- **Viet Nam:** South Central Coast region has lower health worker (all cadres) density than most other areas, with **provincial variations** ranging from around 2.75 per 1,000 to 2.0 per 1,000 population.
- **Mix of health workers** varies significantly between countries, and has implications for efficiency of utilization of health resources. Number of **nurses per doctor** varies from less than 1 nurse per doctor in **China**, and less than 1 nurse per 2 doctors in **Viet Nam**, to more than 4 nurses per doctor in **Brunei Darussalam, Japan, and New Zealand**.



7

## WPR HRH Shortages & Maldistribution Country Examples (3)

- **Within mix of health workers**, some countries face challenges related to **levels of professional qualifications and skills**, particularly for workers employed in smaller or rural health facilities.
- **China:** 18.5% of health workers at **township health centres** have had **no formal medical or health related education**.
- Midwifery review in **Cambodia:** **competency of midwives** was limited in key areas of service provision, and skills of primary level midwives significantly lower than those of secondary level midwives in e.g. infection prevention.

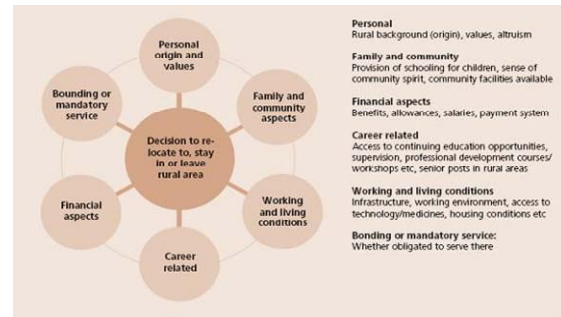


8

## WPR HRH Retention & Motivation Country Examples

- **All countries: difficulties in retaining and motivating health workers** particularly for posts in rural areas. In many countries salaries of health workers are less than the cost of living. **Low salaries are a major influence** on retention and performance.
- **Cambodia:** public sector physicians earn around USD 50 per month, nurses earn around USD 20 per month. Amounts insufficient to ensure full participation of health worker in their public sector job.
- **Dual public & private practice is common** for doctors, midwives and nurses, particularly in urban areas, while rural health workers often supplement their salaries by farming, which leads to a **reduction in the number of hours** they spend working at health centres or hospitals. **Study in 2005** found that a salary of around **USD 400 per month for doctors and USD 200 per month for nurses**, would be necessary before most doctors and nurses would relinquish their private sector work and only work in the public sector. **2<sup>nd</sup> Cambodian Health Strategic Plan** assigned special urgency to implementation of **salary reform** in health sector.

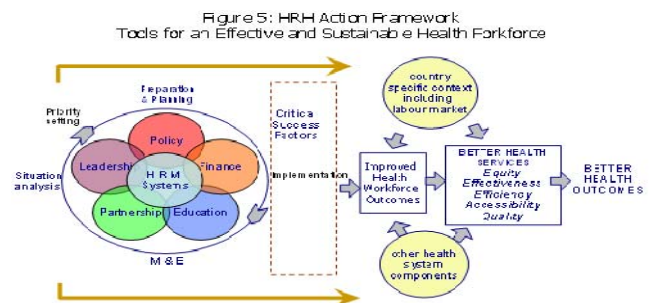
## Factors Related to Decision to Relocate to, Stay in or Leave Rural and Remote Areas



## 2. HRH in the WHO Western Pacific Region (WPR) - Strategic Responses

- Across **Western Pacific Region** countries have **common workforce challenges**, their unique health system, political, socioeconomic and topographical situations necessitate workforce **policies and strategic interventions specific to each country context**.
- The **Region's HRH Vision 2020:**  
*"Universal coverage for access to quality health services, particularly for the most vulnerable and excluded groups, with improved patient and community health outcomes, through a balanced distribution and efficient skill-mix of a multi-disciplinary, motivated workforce able to prevent and manage a full range of conditions and empower people and communities to manage their own health needs as fully as possible."*

## HRH Regional Conceptual Framework



## WHO WPRO 4 Key Result Areas of HRH Action Planning and Reporting

- The updated **four key result areas (KRAs)** of HRH action planning and reporting are:
  1. **HRH strategic planning;**
  2. **HRH production and development;**
  3. **HRH management and retention;** and
  4. **HRH governance, leadership and partnerships.**

## Key Result Area 1: HRH Strategic Planning

- **WPR:** almost all countries now have or will soon have **HRH policy and strategic plans**. However, many plan **not costed**, or associated with costs that are **not yet funded**, resulting in limited or **incomplete implementation**.
- **Cambodia:** review of health workforce as part of mid-term review of MoH's Strategic Plan. A **High Level Steering Committee was nominated to analyze and address HRH priority issues** including workforce deployment in remote and rural areas, guided by WHO technical guidelines, workforce projections and educational reforms.
- Wide-spread awareness of **need for health workforce to better respond to changing demographic, epidemiologic, cultural and other determinants of health**.
- To achieve this, **data on population, health needs and service utilization** needs to be available to health planners and managers.
- **Few countries regularly collect health data disaggregated by ethnic group or socio-economic status, except through special surveys.**



## Key Result Area 1: HRH Strategic Planning (2)

- **WHO WPR (with ADB):** practical electronic workforce planning tool, **Western Pacific Workforce Projection Tool (WWPT)**, that **guides** member countries in undertaking **comprehensive situational analyses** by supporting them in developing country specific health workforce plan based on population growth estimates and other factors.
- **Tool permits formulation of alternative projections** based on altering of core variables, s.a. budget growth, profession to population ratios. **Countries** that have **tested** and/or are using tool include **Cambodia, China, Fiji, Lao PDR, Papua New Guinea, Philippines and Viet Nam.**



15

## Key Result Area 2: HRH Production and Development

- **Reorienting health services towards disease prevention and primary health care** stated regional priority.
- **Upgrading educational infrastructure, revising curricula and strengthening practical training** high priority for **increasing funding.**
- **Viet Nam:** ADB supported *Health Human Resource Sector Development Program* will inject 30 million USD into system to strengthen quality of training of health workforce. Similarly, 2<sup>nd</sup> Health Sector Support Program in **Cambodia** provides significant funds to strengthen pre-service and in-service training of health workers nationally.
- **Cambodia and Lao PDR:** interventions to improve quality production of workforce. **UHS Educational Development Centres** have been established in both countries with support from ADB and WHO and with technical collaboration with Chulalongkorn University Bangkok, Thailand, University of Philippines National Teachers Training Centre, Manila, Seoul National University, Korea.



16

## Key Result Area 2: HRH Production and Development (2)

- Many countries are taking steps to **reduce barriers to participation of ethnic minorities and other disadvantaged groups** in health workforce training.
- **Lao PDR: scholarships and bridging courses** are provided to enable disadvantaged young people **to achieve the prerequisite educational standards needed to gain entry to the Primary Health Care Worker course.** MoH **affirmative action** strategies in new National Policy on HRH.
- **Preferential treatment to female and ethnic minority applicants in higher-level medical education training quotas** and senior health management training, to address under-representation in senior management.



17

## Key Result Area 2: HRH Production and Development (3)

- **Viet Nam: MoH circulars to increase the participation of women and ethnic minorities in health workforce training.** Strategies include **waivers of tuition fees, reduced entry requirements, and bridging or preparatory courses.** Despite these measures, participation is limited and implementation of policy is constrained by other financial barriers to students and to training institutions.
- **Core medical curriculum revised 2006 -2007 based on review of knowledge, attitudes and skills** expected of every graduate doctor. **Development of "Blue Book"** new section on PH promoting knowledge of **preventive measures** and skills in **communication and health education.**



18

## Key Result Area 3: HRH Management and Retention

- **Resolving distribution imbalances** key concern in the Region. Initiatives to increase number of ethnic minority health workers strategy being used to address shortage of health workers in rural settings, since many ethnic minority communities are located in rural or remote areas.
- **China: policies to increase the salaries of staff working in primary health facilities** to create more promotion opportunities for PHC professionals, and to offer more training opportunities.
- Doctors have been successfully encouraged to work in communes in underserved areas in **Viet Nam** through the **establishment of permanent state staffing positions with adequate salaries and allowances from the State budget.**



19

## Key Result Area 3: HRH Management and Retention (2)

- **Improving the retention, participation and motivation** of HWF key area of innovation in the Region.
- **Cambodia:** contracting of health services tested at district level in late 1990's and early 2000's. High levels of absenteeism amongst health workers, particularly in remote provinces, but **contracting approach supported provision of performance related salary supplements, improved work environments and strengthened supervision,** which resulted in **significantly better attendance, quality of service and health outcomes.**
- **Lao PDR: HRH technical working group meetings** since 2009 to review data and apply research findings to the analysis of policy options to increase rural and remote retention. These meetings culminated in December 2010 with the adoption of the **Health Personnel Development Strategy by 2020 (HPDS);** and the endorsement of the **Decree for financial incentives for rural civil servants** by the Prime Minister's office.



20

### Key Result Area 3: HRH Management and Retention (3)

- **Building capacity for the management and planning of human resources** is fundamentally important in any comprehensive reform process, and must be achieved at all levels of the health system – national, provincial and local or facility level. In many countries, human resource management units within Ministries of Health are being strengthened, with increased staff and skills.
- **China: Health Human Resources Development Centre** was established in 1998 within the MoH, with responsibility for the management and development of health workers. Centre publishes the national journal China Health Human Resources, and has been designated WHO Collaborating Centre for Human Resources for Health, and will become Sino-French Collaborating Centre for Training of HRH.



21

### Key Result Area 4: Governance, Leadership and Partnerships

- **Most countries: legislative and regulatory mechanisms in place** to provide stewardship and governance of HWF. Scope of practice for different cadres of health professionals legislated in many countries, and under development or being reviewed in others.
- **National Nursing Taskforce** formed in **Cambodia** to produce nursing competencies and standards of practice for service delivery and compile existing legislation on the scope of nursing practice. Taskforce formed subsequent to successful National Nursing and Midwifery Conference in Nov. 2010, with emphasis on ethical and safe clinical decision-making in nursing care.
- **MoE China upgraded nursing as independent of medicine**, enabling awarding of nursing degrees instead of Bachelor of Medicine/doctoral degrees in medicine to nurses. This will further help nursing education being tailored to students' professional development as 'nurses', permitting enhanced achievement of core nursing competencies important for improving health outcomes.
- **Viet Nam: Law on Examination and Treatment** includes provisions for accreditation of HWF training programmes, requirements for registration of health professionals and licensure of health facilities, patient rights and responsibilities, and some complaints handling mechanisms.



22

### Key Result Area 4: Governance, Leadership and Partnerships (2)

- **Coordination and harmonization of health sector stakeholders** and maximizing the efficiency of external assistance through **joint planning, monitoring and evaluation important**.
- **Viet Nam: Health Partnership Group (HPG)**, chaired by MoH, which includes representatives of donors and other agencies working in the health sector, aims to increase the coordination and efficiency of development assistance. Group contributes to health policy and strategy development and guides **Joint Annual Health Review (JAHR)**.
- **Lao PDR Health Sector Wide Coordination mechanism** and Technical Working Group for HRH brings together MoH and development partners around an agenda based on the core components of the newly developed National Policy on Human Resources for Health.
- **Cambodia:** Paris Declaration on Aid Effectiveness is implemented through Government's **Harmonization, Alignment and Results Action Plan**. Plan is reflected in MOH Health Strategic Plan 2008 – 2015, where Ministry of Health has dedicated strategic area focussing on harmonization and alignment for results. Also **Joint Annual Performance Review (JAPR)** which is intended to be central event for policy dialogue and coordination.



23

### Key Result Area 4: Governance, Leadership and Partnerships (3)

- **Partnerships and collaboration** amongst key health and cross-sectoral stakeholders at country and regional levels through the deliberations and action plans of Member States.
- **Networks and alliances** facilitating these efforts include e.g. **Asia Pacific Action Alliance for Human Resources for Health (AAAH)**; Asia Pacific Emergency and Disaster Nursing and Partners Network (APEDNN) and WHO Collaborating Centres in HRH and Nursing and Midwifery.
- **Global networks include Global Health Workforce Alliance**, Sigma Theta Tau International (STTI), International Council of Nurses, Global Network of WHO Nursing and Midwifery Collaborating Centres; and Global Alliance for Nursing and Midwifery Communities of Practice (GANM), among others.
- Through **regular forums**, these networks raise profile of HRH issues globally, support exchange of information and experiences in HRH, support capacity-building and enable international research and identification of best practices. WHO supports HRH globally, including through research, and publishes the **online journal "Human Resources for Health"**.



24

## 3. HRH Issues of Regional Concern - Specific Issues in Lao PDR

- **Health research** e.g. UHS, NIPH, IFMT, Central labs.
- **Twinning arrangements** of health facilities, institutions, MoH "projects" & university ("CHIPU")
- **Recent HRH Development**
  - HRH Situation Analysis 2007
  - Technical Working Group on HRH (since 2008)
  - Health Personnel Development Strategy 2009-2020
  - Decree on Civil Servants Incentives in Rural Areas 2010 & HW migration (International "Code of Practice")
  - Health Personnel Management Information System 2010
  - HW Projection Tool (based on services & facilities) 2011
  - MoH UHS Educational Development Centre EDC 2011



25

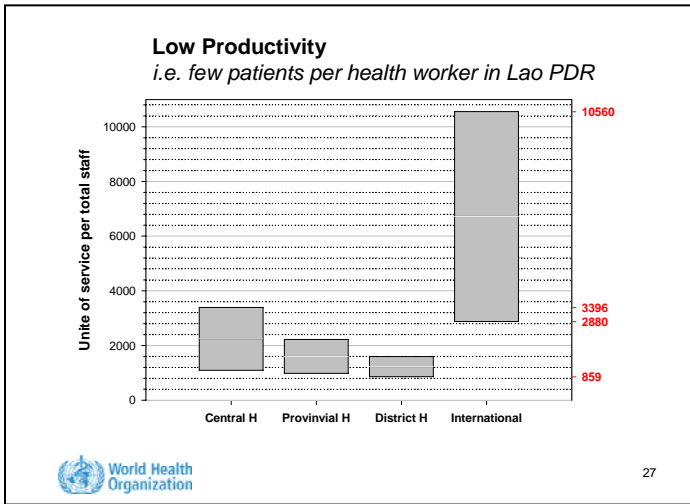
### Lao HRH Challenge 1: Low Productivity

At health facilities due to:

- Lack of resources for regular **supervision**
- Limited **management and support capacities**
- Shortage/lack of **high and middle level staff**
- Poor **staff motivation**
- Insufficient **living wages**
- Lack of **incentives for performance**
- Poor **working environment** (in particular in difficult-to-reach geographic areas)



26



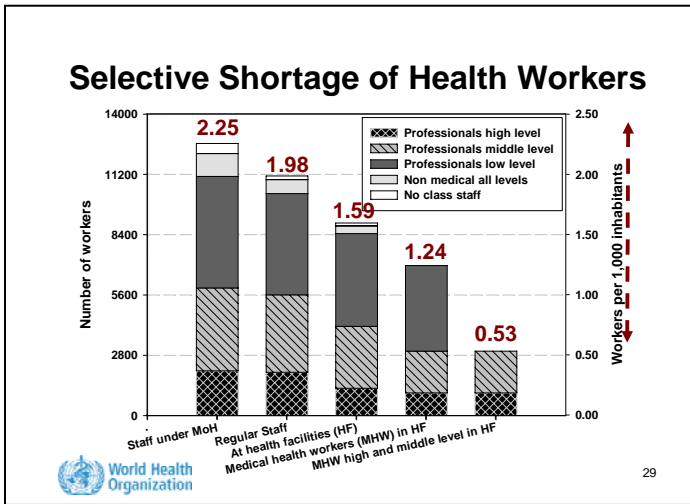
### Lao HRH Challenge 2: Insufficient Number of Well Trained Health Professionals

**At health facilities:**

- 12,700 health workers in public health sector
- But only 4,000 are high and middle level in health facilities
- The workforce has grown slower than population in the last decade

→ 0.53 health workers per 1,000 inhabitants (WHO recommends 2.5 based on international experience)

World Health Organization 28



### Lao HRH Challenge 3: Maldistribution of HWs

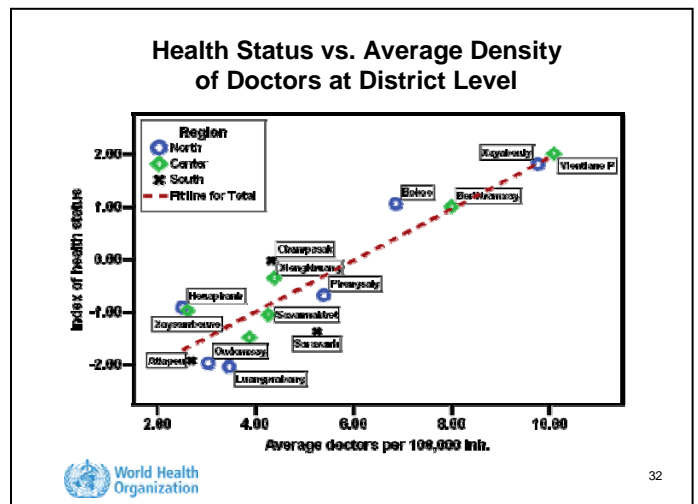
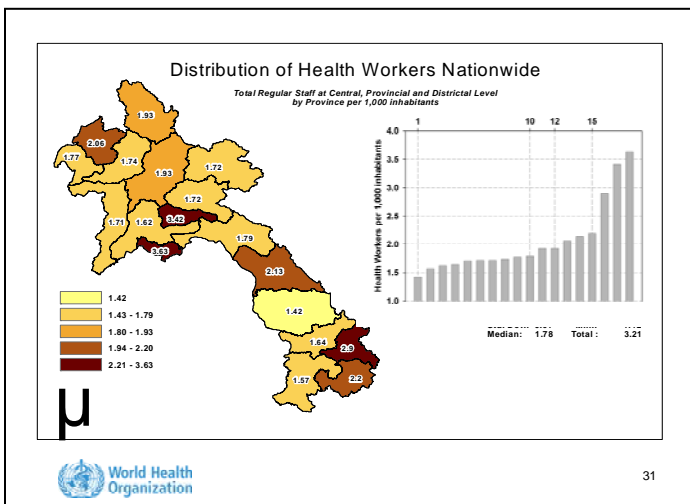
**Health workers are maldistributed**

- Physicians and other high level staff tend to concentrate in better-off socio-economical areas where the need for health services is the lowest
- Medical staff has to conduct administrative and management duties
- District facilities which are closer to poor populations have to rely on low level staff

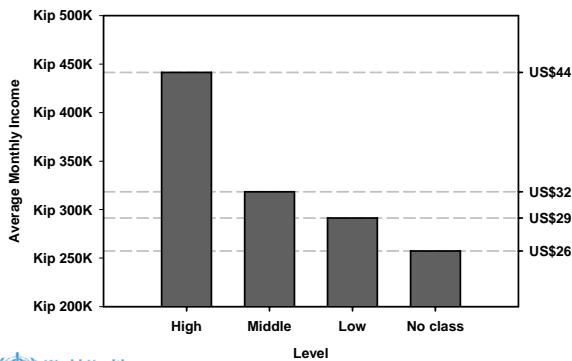
**Why does competent staff refuse rural (district) posts?**

- Hard working environment at district level
- Insufficient salaries & family facilities to ensure decent living
- Better economical opportunities in urban areas
- Lack of career opportunities and recognition of rural posts

World Health Organization 30

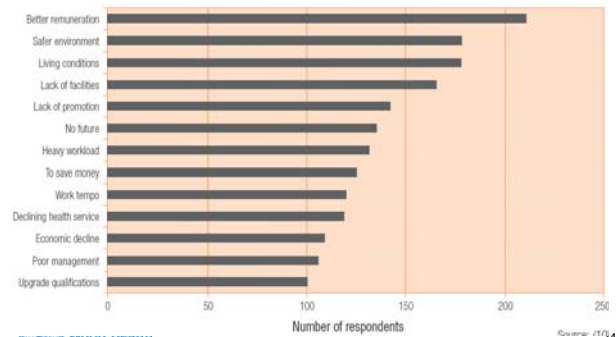


### Issue 4: Inadequate remuneration



33

### CAVE: Salaries are not the only Concern of HW!



34

### Lao HRH: The Way Forward - Step 1

#### Salaries and incentives

- Develop an **incentive package** for (re) deployment of high and middle level staff to priority districts;
- **Modify the salaries scales** for the improvement of the self-confidence of staff and ensure a living wage;
- **Introduce a transparent and common funding system for performance-based incentives** of health workers.



35

### Lao HRH: The Way Forward - Step 2

#### Categories ratios and job descriptions

- **Define coverage criteria** for health center and other health facilities.
- **Define benchmarks and criteria for the most cost-effective allocation** of health workers among health facilities;
- **Review job-descriptions** of the staff at health facilities to aim at standardization.



36

### Lao HRH: The Way Forward - Step 3

#### Recruitment and training

- **Review the preference selection system** for pupils from priority areas;
- **Develop a contracting system** for the recruitment, training and allocation of pupils;
- **Upgrade the low-level staff to middle staff** through a national integrated and harmonized approach
- Recruit and train especially **more midwives!**



37

### Recent Progress in Lao PDR

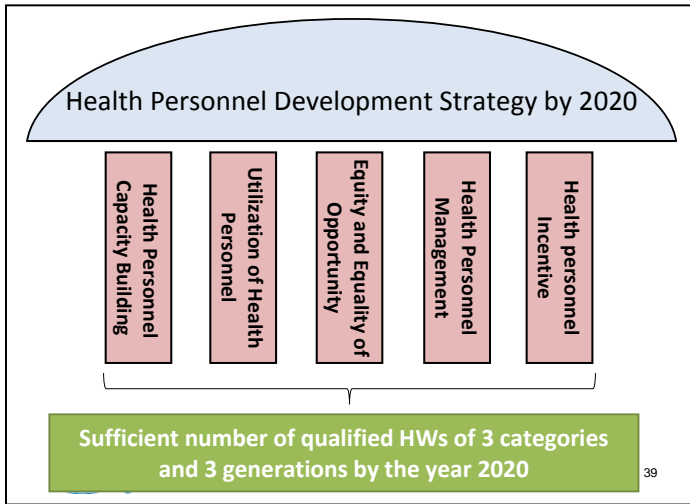


#### Endorsement of 1<sup>st</sup> national HRH Strategy (HPDS) 2009-2020 (1<sup>st</sup> October 2010)

- Improvement of **Medical education (CB)**
- **Utilization** of HWF: Recruitment/ distribution/job description
- **Management** of HWF: HR database/ need-based recruitment plan/ skill mix of HWFs/medical license
- **Equality and equity** of HWF opportunity
- **Incentives** for rural HWFs: financial & non-financial



38



## Health Personnel Capacity Building

**Targets by 2015**

- 850 HP with doctorate/master degree and resident (170/year)
- 2,250 HP with bachelor/high diploma degree (450/year)
- 6,500 HP with diploma degree (1,300/year)
- Integrate political curriculum into health management curriculum
- Improve foreign language ability, ICT knowledge and accounting for HP

**Targets by 2020**

- 1,700 HP with doctorate/master degree and resident (170/year)
- 4,500 HP with bachelor/high diploma degree (450/year)
- 13,000 HP with diploma degree (1,300/year)
- Integrate political curriculum into health management curriculum
- Improve foreign language ability, ICT knowledge and accounting for HP

World Health Organization

## Recruitment and Distribution of HW

**Targets by 2015**

- 1,041 new recruitment annually
- **At least one mid level HP at health center (HC) level**
- At HC level should include midwife, nurse or medical assistant, and high diploma medical HP

**Targets by 2020**

- 1,136 new recruitment annually
- **50% of HP at HC level with mid level**
- Multi-discipline HP at district hospital and HC e.g. family doctor and PHC practitioners
- Expand health system network through outreach medical team in communicable diseases, natural disaster, health promotion, etc.
- Continue to produce HP focusing on integration of PHC and resuscitation

World Health Organization

## Health Personnel Management

**Registration of HP**

- 50% coverage of HP database by 2015
- 100% coverage of HP database by 2020

**Need Assessment and HPD Plan**

- Achievement job description/position/responsibility of HP for all levels by 2015
- Review/revise job description/position/responsibility of HP; ensuring efficiency and effectiveness of performance

**Classification of staff**

- Functional responsibility
- Level of education
- Professional disciplines

**Registration and medical licensing**

- Develop criteria/implementation framework for accreditation
- Develop professional standard of health professions
- Assess continuing education and professional development activities

**Development of legislation**

- Review/revise existing health legislations/develop new legislation by 2015
- Continue to review/develop comprehensive health system legislation by 2020

World Health Organization

## Health Personnel Incentives (HPI)

MoH will determine/implement appropriate HPI for HP in remote and rural areas, emphasizing:

Financial Incentive	Non-Financial Incentive
<ul style="list-style-type: none"> <li>• Better payment for high performing HP</li> <li>• Gasoline expenses</li> <li>• House rental</li> <li>• Nursery care</li> <li>• Transportation for home visit</li> <li>• Budget to promote professional career</li> <li>• Etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Positive work environment</li> <li>• Flexibility of work e.g. work hours and leave plan</li> <li>• Professional and skill development</li> <li>• Accessibility to social services</li> <li>• Appropriate reward</li> <li>• Respect from fellow workers</li> <li>• Etc.</li> </ul>

World Health Organization

## Decree on Financial Incentives for Civil Servants (PACSA): Area Classification

Level one	Level two	Level three
<b>1. Geographic and natural conditions</b>		
- Mountainous village which located more than 50 km from city - Rainfall shortage/ natural disaster	- Mountainous village which located more than 30 km from city - Rainfall shortage	- Mountainous district/ village which located more than 20 km from city - Rainfall shortage
<b>2. Infrastructural conditions</b>		
- No road access - No post office/telephone - No electricity/water supply - No market	- Poor road access/ can access by car only some areas or can access only dry season - Post office/ telephone cover only some area - No electricity/ water - Have simple market	- Improved road access but difficult to access during rainy season - Have post office/telephone but not convenience store

World Health Organization

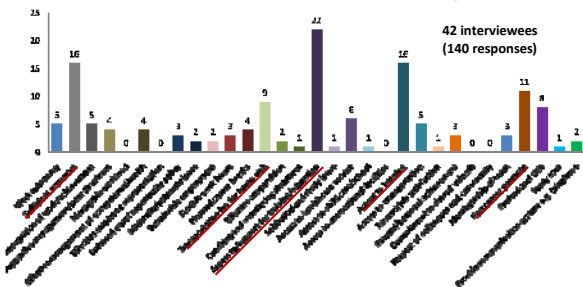
## Decree on Financial Incentives for Civil Servants (PACSA): Area Classification (contd.)

Level one	Level two	Level three
<b>3. Educational and health conditions</b>		
-more than 50% of children do not enroll in school; school is below standard or no school -Limited access to health service; have only drug kits	-More than 40% of children don't enroll in school; school is below standard -Only access to health center with insufficient resources	-More than 30% of children don't enroll in school -Can access to district hospital and health center with insufficient resources
<b>4. Living and environmental conditions</b>		
-Majority of people are living relied on natural resource -Ethnic minority area, difficult in terms of language and communication -Area with disease outbreak; poor environment an high risk for living and working	-Some of people are living relied on natural resource -Ethnic minority area, difficult in terms of language and communication in some area -Some of area still have outbreak, poor environment and difficult to live and work	-Some of people are living relied on natural resource -Negative environment for development and living

## Decree on Financial Incentives for Civil Servants (PACSA): Incentives

First Level	Second Level	Third Level
<b>1. For "permanent" rural civil servants</b>		
-Receive 50% of salary additionally -Be priority candidate for continue study -Receive appropriate admiration based on performance	-Receive 40% of salary additionally -Be priority candidate for continue study -Receive appropriate admiration based on performance	-Receive 30% of salary additionally -Be priority candidate for continue study -Receive appropriate admiration based on performance
<b>2. For civil servants who are temporally assigned to work in rural area (&gt;12 months)</b>		
-Receive 50% of salary additionally -Receive additional money for resettlement (=2 month salary) -Be priority candidate for continue study -Receive appropriate admiration based on performance	-Receive 40% of salary additionally -Receive additional money for resettlement (=2 month salary) -Be priority candidate for continue study -Receive appropriate admiration based on performance	-Receive 30% of salary additionally -Receive additional money for resettlement (=2 month salary) -Be priority candidate for continue study -Receive appropriate admiration based on performance

## Possible Non-financial Incentive Schemes for Rural HW in Lao PDR (Survey 2010)



### Who should get incentives?

- Medical doctor= 38.9%
- Nurse/midwife= 13.9%
- Medical assistant= 22.2%
- Paramedical staff= 11.1%
- VHV= 13.9%

## 4. Conclusions - Lessons Learned

- Like other regions, many countries in WPR, Southeast Asia & the GMS suffer from **challenges** in the health workforce related to **shortages, skill mix imbalances, maldistribution and motivation of staff**.
- Low-income countries face **common problems of health-worker density and distribution** due to **low production capacity, restricted capacity for employment of graduates, and low pay in the public sector**.
- Health worker density and production varies substantially among countries, but all face **difficulties in attracting health workers to remote areas, because of fiscal constraints and inadequate financial and non-financial incentives for health workers**.
- A distinctive feature of Southeast Asia (esp. Thailand, Malaysia, Philippines and Singapore) is its **high level of engagement in international trade in health services, including migration of health workers** and provision of services to international patients.

## 4. Conclusions - Opportunities for the GMS

- Opportunities in all 4 WHO WPRO KRA of HRH strategic planning, production & development, management & retentions, and governance, leadership & partnerships**
- National and regional policy coherence is needed** to balance benefits gained from trade in health services, while maintaining the health of the population. This balance will require a **combination of policies**, including careful human-resource **planning and strengthened oversight** of private training institutions, improved **quality** and accreditation systems, **public-partnership arrangements**, and measures to improve **retention and recruitment of staff in rural areas**.
- The China, Cambodia, Viet Nam, Lao PDR and other **countries** of the region have progressed in many areas of HRH development and **need to continue to exchange their valuable national lessons learned**.

**Thank You**  
hammericha@wpro.who.int

**Acknowledgement of contributions:**  
Lao MoH (Dr Phoutone Vankonevilay et al),  
ADB (Prof. Arie Rotem, Dr V. de Wit et al),  
WHO WPRO HRH (Dr Kathy Fritsch et al)



## 7. HRD Strategic Framework and Action Plan (SFAP) 2009-2012 Implementation Status and Guidelines on Breakout Groups Sessions

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### GMS HRD Strategic Framework and Action Plan - Implementation Status -



10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development  
Vientiane, Lao PDR, 18-19 May 2011

Steven Schipani  
Social Sector Specialist  
Southeast Asia Department, ADB

### Overview

- Part I: Implementation Status of Strategic Framework and Action Plan (SFAP) for HRD in the GMS (2009-2012)
- Part II: Guidelines on Breakout Group Sessions

### SFAP for HRD in the GMS – Background

- Key output of WGHRD-9 in Guilin, PRC
- Endorsed by GMS Ministers in June 2009
- ❖ Overarching goal is to foster sustainable HRD to contribute to increased subregional
  - *competitiveness*
  - *connectivity*
  - *community*

### SFAP for HRD in the GMS – Background

- ❖ The objectives of the HRD strategy are to
  - *support the process of subregional cooperation and integration, for example, by managing labor migration and facilitating portability of educational skills and training qualifications*
  - *address cross border HRD issues directly linked to GMS integration, for example, cross-border transmission of communicable diseases and human trafficking*

### SFAP for HRD in the GMS – Background

- ❖ Five strategic thrusts
  - regional cooperation in education & skills development
  - facilitate safe labor migration
  - support communicable disease control
  - enhance regional cooperation for social development
  - strengthen regional institutional links and mechanisms for regional cooperation



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ I. Promoting regional cooperation in education & skills development – *key accomplishments*
- ✓ Extension of GMS Phnom Penh Plan for Development Management (PPP) – Learning programs, symposiums, PPP fellowship program, GMS research program launched and learning centers opened in Lao PDR and Cambodia, knowledge sharing through alumni networking events and Journal of GMS Development Studies.
- ✓ Framework for mutual recognition of technical and vocational skills in the GMS piloted. “Declaration of Confidence” towards the establishment of an Agreed Framework for Mutual Recognition of Technical Skills and Qualifications in the GMS.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ I. Promoting regional cooperation in education & skills development – *proposed/ongoing*
- Developing and piloting a framework for the mutual recognition of technical and vocational skills in the GMS piloted, phase II
- Facilitating harmonization of technical and vocational teacher training standards
- Facilitating subregional cooperation in establishing quality assurance systems in technical and vocational education and higher education
- Adopting secondary level exit standards and cross border recognition



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ II. Facilitating safe labor migration – *key accomplishments*
- ✓ ADB-IOM awareness campaign for migrant workers and communities in Cambodia and Lao PDR
- ✓ Studies on the relationship between economic development, demographic changes, and labor migration in the GMS.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ II. Facilitating safe labor migration – *proposed/ongoing*
- Implementation of select activities to improve labor migration management based on findings of IOM and other studies
- Regional standard employment contract for technically skilled workers
- Strengthening of labor market information systems
- Code of conduct for employment agencies facilitating cross-border labor migration
- Improving access of migrant workers to basic social services (education and health) in the receiving GMS countries
- Review of social security services in the GMS for migrant workers

recruitment of specialists underway



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ III. Supporting communicable disease control – *key accomplishments*
- ✓ Completion of GMS Communicable Disease Control Project, Phase I. The project strengthened national surveillance and response systems, improved CDC for vulnerable groups and improved regional collaboration in CDC.
- ✓ GMS CDC Phase II was approved in 2010. The project is enhancing regional cooperation arrangements, expanding surveillance and response systems, and providing targeted support for dengue fever and select neglected tropical diseases.
- ✓ Implementation of RETA 7268 Regional Public Goods for Health: Combating Dengue in ASEAN to pilot integrated vector management to control dengue fever.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ III. Supporting communicable disease control – *key accomplishments*
- ✓ Preparation of regional dengue control strategy by WHO
- ✓ Preparation of a study on the economic costs of substandard and fake drugs, with a focus on malaria





## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ III. Supporting communicable disease control – *proposed/ongoing*
  - GMS Dengue Control Project
  - GMS Regional Food and Drugs Safety Assessment and Plan, with an emphasis on minimal regional standards and safe trading, to be done in collaboration with WHO and ASEAN.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ IV. Enhancing regional cooperation for social development – *key accomplishments*
  - ✓ Implementation of RETA 6448, Integrating Human Trafficking and Safe Migration Concerns for Women and Children into Regional Cooperation supported the Coordinated Mekong Ministerial Initiative Against Trafficking (COMMIT) and subregional action plans in the Greater Mekong Subregion together with UN Interagency Project to Combat Trafficking in Persons/UNIAP.
  - ✓ Completion of RETA 6321 HIV/AIDS Prevention and Infrastructure – Fighting HIV/AIDS in Asia and the Pacific. The project improved the knowledge base, practices and institutional mechanisms to support more effective HIV/AIDS prevention interventions in association with infrastructure projects. Several case studies and trainings were conducted and knowledge products produced.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ IV. Enhancing regional cooperation for social development – *key accomplishments*
  - ✓ Implementation of RETA 6467 HIV/AIDS and Infrastructure – Mitigating Risk in the Greater Mekong Subregion to reduce incidence/prevalence of HIV and STIs in populations groups directly associated with ADB-financed infrastructure developments.
  - ✓ MOU for Joint Action to Reduce HIV Vulnerability Related to Population Movements and Affected Communities has been prepared for endorsement by GMS leaders in 2011.
  - ✓ Capacity development among ethnic minority communities to combat HIV/AIDS together with UNESCO
  - ✓ Documentation of the development of radio dramas for ethnic minorities by UNESCO and ADB.



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ IV. Enhancing regional cooperation for social development – *proposed/ongoing*
  - Social impact assessments along the economic corridors
  - GMS Youth Forum and other youth activities to enhance the sense of community among GMS youth



## SFAP for HRD in the GMS – Status (2009-2011)

- ❖ V. Strengthening regional institutional links and mechanisms for regional cooperation

GMS WGHRD – 10, Vientiane, Lao PDR – May 2011			
Education	Labor & Migration	Social Development	Health
	4 meetings on Agreed Framework for Mutual Recognition of Technical Skills and Qualifications during 2010 - 2011	Social Development Subsector Meeting – Nov 2009	2 <sup>nd</sup> GMS Health Forum - Feb 2009
		3 <sup>rd</sup> Workshop on HIV Prevention and Infrastructure – Sep 2010	4 semi-annual health subgroup meetings during 2009 - 2010
		Meeting on MOU for Joint Action to Reduce HIV Vulnerability Related to Population Movements and Affected Communities – Apr 2010	
GMS WGHRD – 9, Guilin, PR China – May 2009			



## Guidelines for Breakout Group Sessions

### Breakout Groups - Objectives

- please briefly assess/confirm the implementation progress of activities/projects in the GMS Strategic Framework and Action Plan for HRD 2009-2012;
- identify emerging subsector issues and challenges;
- prioritize subsector activities for consideration in the GMS Strategic Framework 2012-2022;
- for each activity identify the lead GMS country, participating GMS countries, and the role of key public and private sector stakeholders, including the development partners; and
- please identify opportunities to enhance knowledge sharing among and between each subsector.



## Breakout Groups - Reporting Template

Name of subsector working group \_\_\_\_\_

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS (lead GMS country, participating GMS countries, public and private sector players, development partners)	(4) ESTIMATED COSTS (\$)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		



## Breakout Groups

- Social Development; HIV/AIDS & Infrastructure – Grand Ballroom
- Health – Plaza I
- Labor and Migration – Plaza II
- Education – Plaza III
- Implementation Arrangements with Delegations – May Hall A

upstairs,  
mezzanine floor

### Logistics:

- 9:00 – 12:00 am
- each group please designate a rapporteur
- coffee/tea will be available during the session
- development partners are encouraged to join subsector of interest

- Education – Viet Nam – Mr. Norman LaRocque
- Health – PR China – Mr. Vincent deWit
- Labor and Migration – Thailand – Mr. David Ablett
- Social Development – Cambodia – Ms. Uzma Hoque
- HIV/AIDS & Infrastructure – Lao PDR – Ms. Emi Masaki
- Implementation Arrangements – Myanmar – Mr. Steven Schipani



## 8. Breakout Group Reports

### 8.1 Education



Tenth Meeting of the GMS Working Group on Human Resource Development

### Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022

### SUMMARY REPORT

Subgroup: Education

### Subgroup: Education

#### Subgroup Mandate:

Facilitate the movement of students, teachers and workers across the GMS to foster subregional integration

#### Broad Areas of Cooperation

1. Recognition of teacher and educational management competencies in the GMS
2. Higher education networking and cooperation in the GMS
3. Recognition of technical and vocational skills in the GMS
4. Knowledge and experience sharing in the GMS

### Subgroup: Education Priority Activities

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term	Medium-Long Term		
Teacher and educational management staff competencies	TA to develop and pilot system for recognition of teacher and education management staff competencies	Implement system for recognition of teacher and education management staff competencies	Ministry of Education in GMS countries, SEAMEO, UNESCO, Teacher Education Institutions, Federation of Teachers in ASEAN	0.5 million
Higher education networking and cooperation	TA to develop and pilot platform in areas such as QA, student exchange, research collaboration, student transfer, etc	Implement subregional body to support networking and cooperation activities (teaching/research support, student mobility)	SEAMEO, ASEAN University Network, GMS governments (MOE), UNESCO, AQAN, ASEAN Secretariat, ACTS, universities, private sector	1.0 million
Skills Recognition	TA to extend first phase work on recognition of technical and vocational skills in the GMS	Continued extension of system for recognition of technical and vocational skills in the GMS	ILO, GMS governments (MOE, MOLVT, MOLISA, MOFA), private sector, public and private TVET institutions	0.5 million

### Good Practice and Knowledge Management

1. Knowledge pieces on decentralization in basic education in GMS countries, improving relevance of TVET systems in GMS countries
2. Education Forum for GMS countries (2012) and annual meeting on good practice in education
3. Agency harmonization of education meetings/workshops (SEAMEO, UNESCO, ILO, ADB, ASEAN Skills Competition)

## 8.2 Health



Tenth Meeting of the GMS Working Group on  
Human Resource Development

Emerging GMS HRD Challenges and Priorities for  
the GMS Strategic Framework 2012-2022

### SUMMARY REPORT

Subgroup: **Health**

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### GMS Cooperation in HRD Priority Setting for the Health Subgroup

Chair: Jia Bo, MOH China

Facilitator: Vincent de Wit, ADB

Rapporteur:

Other focal points:

- Bun Sreng, Cambodia
- Tayphasavanh Fengthong, Lao
- Thida Kyu, Myanmar
- Sapakit Sirilak, Thailand
- Suparaporn Thammachart, Thailand

Partners:

- Asmus Hammerick, WHO
- Harumi Kobayashi, JICA

### Outline

**(i) Mandate and Areas of Cooperation**

*(Indicate the subgroup's mandate and list broad areas of cooperation)*

**(ii) Current Activities for the GMS Strategic Framework 2012-2022**

**a. Needs/Issues/Problems** *(implementation issues)*

**b. Activities Recommended**

*(propose new subgroup activities: short, or medium – long-term)*

**c. Key Stakeholders/Roles**

*(lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)*

**d. Estimated Costs**

*(if possible, indicate resources required for proposed activities)*

**(iii) Good Practice and Knowledge Management**

*(Share information on recent analytical work and good practices for subgroup priority programs)*

### Cambodia CS

1. Priority for MNCH, in particular midwives for reduction of MMR
2. Enhancing health promotion (HIV/AIDS, Malaria, TB, etc.),
3. Disease prevention and preparedness for emerging infectious diseases and natural disasters (SARS, Bird Flu, Swine Flu, etc)

### China CS

1. Held 2<sup>nd</sup> GMS Public Health Forum
2. Conducted Cross-border Health Cooperation Programs
3. Strengthen Capacity Building'
4. Continue Collaboration in GMS in Health

### Lao PDR CT

1. Increasing Dengue, HIV/AIDS, ongoing WFB, ARI, effect of climate change
2. Increasing NCDs, Mental Health and Road Accidents
3. Underfunding of health sector/Financial barriers for the poor to access services
4. Shortage of non-medical staff/poor distribution of staff
5. Strengthening national capacity for surveillance and response particularly outbreak prevention and control
6. Control newly emerging diseases and NTDs
7. Food safety including inspection at borders
8. Build local capacity for integrated CDC for vulnerable populations
9. Strengthen GMS cooperation/aid cooperation in CDC

## Myanmar CS

1. CDC- emerging/ re-emerging diseases (technical support, surveillance facilities), multiple languages and cultural beliefs, cross border surveillance and response, collaboration and information sharing, follow whole society approach
2. National AIDS Program- feminization of HIV epidemic
3. National TB Program- training for new BHS, TB coordinator, TMO
4. National Malaria Control Program- highest burden of malaria in GMS, - In border area, twice national rate.
5. Infectious disease control training program – FETP
6. Develop ways for information and knowledge sharing

## Thailand CS

1. Strengthen CDC and Management (Immerging and Re-immerging outbreak, prevention, surveillance and treatment) such as capacity building and others related
2. Monitoring and Surveillance for Food Safety Management
3. Strengthen Cooperation on Health Information System and Management in GMS Countries
4. Close Cooperation for Developing Border Health System Cooperation especially on Communicable Disease Management and Food Safety Management
5. Encourage and support the involvement of the outstanding regional and national institutions in HRD of the sub-region
6. KM Health insurance and primary health care

## Subgroup: Health

**Vision: Attain the Highest Possible Level of Health by All People in the GMS, in particular for women and children**

(Measure in terms of MDGs, epidemics)

**Mandate: Effective Partnership to Address Regional Public Health Challenges**

(Measure in terms of number of effective partnerships)

**Thrust: Continue support for regional CDC, and increasingly support areas that can benefit from regional cooperation, e.g., KM in prevention of NCD, safer roads, reproductive health, provincial management**

## Broad Areas of Cooperation

### Current/Past Activities:

1. Control of Emerging Diseases
2. HIV/AIDS Control
3. CDC in Border Areas, incl NTDs, Model Health Village
4. Cross-border collaboration for disease control
5. Provincial Capacity Building in CDC Management
6. HRD for CDC incl FETPs
7. Dengue and Malaria Control
8. Health Impact Assessment/Joint Studies and KM for CDC

### Other challenges mentioned before/this time:

1. Food Safety/Drug Resistance
2. KM for Systemic Results-based HRD
3. Health insurance/universal coverage/free health services
4. Private sector development/PPP
5. Joint health information systems
6. Health promotion
7. Medical tourism
8. MCH

## Selection Criteria

1. Regional Rationale (public good, KM, leverage)
2. Government Demand (national health plans)
3. Regional Strategies
4. Potential Impact/Economic Rationale
5. Technical Feasibility
6. Financial Feasibility/Gap (complementarity)
7. Champions and Human Resources
8. Cross-cutting benefits
9. Contribution to national health system development
10. Sustainability

## Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
<i>CDC is divided into sub-areas</i>				
Emerging diseases have potential major human and economic impact	Continue, but identify gaps, Priorities: real time monitoring, effective information system, capacity for outbreak response	Continue, but identify gaps,	Many partners	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Increasing dengue linked to urbanization and limited sustainability of community-based control	Continue supporting national programs, border programs	Learning what works well Border cooperation	China, Thailand, ADB limited donor assistance but may change	
Malaria control in border areas fake drugs, drug resistance GF doesn't support cooperation	Review what is being done with pilot EMG strategies	Scale up GMS cooperation cross-border, shared surveillance system	GF and other major support,	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
HIV/AIDS in new hubs and in border areas linked to drugs, uncertain epidemiology trends	Continue GMS efforts	Continue GMS efforts	Will ADB continue supporting this?	
TB spread and drug resistance is a regional issue		Consider what can be done in GMS	GF and other players	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
CDC in border areas including control of NTDs, Meningococcal encephalitis, antrax, cholera	Continue NTD control important	To be determined based on gaps	New partners emerging	
Cross-border collaboration for disease control	Scaling up with MBDS and CDC2 support	Mainstream crossborder collaboration, regular information exchange	Few partners like KIA, MBDS	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Provincial capacity in CDC management in border areas including AOPs	Continue	Continue	Health System partners	
HRD for CDC incl FETP, training ethnic minorities, SEARO/WPRO bridging	HRH Strategy for Asia Pacific and Framework in place, national policies in place, perhaps KM, visits	Depends on need for regional cooperation	Multiple agencies, some ADB support. May need more KM	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Health Impact Assessment, methodologies not sure, also environmental issue	Major projects need it Review methodologies ,interests,	Continue	Few, ADB could play leading role	
Joint S-S Studies and KM difficult	Continue as before	Depending on demand for consideration		

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Food Safety is cross cutting, complex, both health and commercial, trade/tourism Increasing importance due to corridors	It is a regional issue, but other ministries, e.g., in China for food inspection	Perhaps strengthen food safety at checkpoint, also NTD concern	Governments, sensitive issue	
Drug Safety substantial economic impact, need more law enforcement, inspection quality	Several initiatives ongoing in GMS to improve drug quality, e.g., Operation Storm	Should also be addressed at multisectoral and international level	China, USAID, WHO, Global Fund, Interpol	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Health System Development financing constraint (Cambodia)	Every village a health center (China), Health system strengthening, focus on MCH (Myanmar),		GAVI support in Myanmar	
Health Financing and Access for the Poor. Roll out regional WHO strategy	ADB should support national level MOF	ADB supports Regional events of partners		

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Health information sharing	Overall role of WHO GMS focus on CDC, more KM, not replacing WHO, ASEAN, MBDS data Cross border sharing needs improvement		Improve cross-border sharing eg through MBDS	USA, ASEAN,
Lack of private inpatient care and poorly managed private services	Need for sharing of options for private sector development		Complicated, does ADB have expertise. Less pro-poor	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Global, GMS and cross-border medical services, public and private	Public sector: limited problem, complex Private sector own capacity			
MCH	This is a global priority, not clear regional role, monitor gaps in MCH	Remains a global priority. Only consider if there are gaps	Many	

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
NCD prevention including mental health	KM to learn what info is available and what can be done in terms of prevention	Get data proactively, e.g., health examination survey, KM	Few	
Road injuries ADB is building across the region	Raising awareness of five pillars (WHO): - road safety management, - safer roads and mobility, - safer vehicles, - safer road users, - post crash response	Help implement decade of road accident prevention through road project		

Priority Areas for GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$)
	Short-Term (< two-years)	Medium-Long Term (> two years)		
Reproductive health	None	KM for Adolescent health?? Depends on gaps	Many players	

Good Practice and Knowledge Management

- 1. CDC, Dengue, JE websites
- 2. Regional Forums and Seminars
- 3. Joint studies in CDC
- 4. HIA of NT2 in Lao
- 5. Universal Health Insurance Thailand
- 6. SEAMEO tropmed
- 7. Asia Pacific Observatory on Health Systems and Policy
- 8. ASEAN plus3 Good Public Health Practice
- 9. Internet disease reporting system China
- 10. Cross-border meetings of health authorities China, Cambodia
- 11. Sector-wide coordination in Lao
- 12. Epidemiology training, Myanmar
- 13. Annual health sector review, Cambodia
- 14. Thailand Food Safety System

### 8.3. Labor and Migration



Tenth Meeting of the GMS Working Group on Human Resource Development

18-19 May 2011, Vientiane, Lao PDR

#### Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022

#### SUMMARY REPORT

#### Subgroup: Labor and Migration

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### Reports and Updates

- . GMS Countries presented reports and issues
- . Development Partners presented reports and issues
- . Key activities and progress:
  1. Highlighted the important contribution of migrant workers to economic development of countries
  2. Substantial policy developments often involving the IOM and ILO has occurred at a country level in Laos and Cambodia
  3. Improved information to potential migrants in cross border areas is now available in Laos and Cambodia
  4. Steps towards mutual recognition to support labour migration and the use of skills for returning migrants has occurred

#### Subgroup: Labor and Migration

#### Priority Activities for the GMS Strategic Framework 2012-2022

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES  (lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)	(4) ESTIMATE D COSTS (\$)
	Short-Term (less than two- years)	Medium-Long Term (two or more years)		
Lack of awareness of the importance of labor migration to supporting economic development in the GMS.	Research and conduct a regional study on impacts and benefits of migration to both sending and receiving countries.	Facilitate 'Policy Dialogue' with senior government officials through a series of workshops to highlight policy issues and strengthen implementation arrangements at country level	National governments, development partners including IOM, Mekong Institute and ILO, civil society and NGOs	
Policy Gaps supporting 'Safe' migration: - Regional Skills mapping and forecasting - Labor protection and welfare	Study to review policy, highlight gaps and identify options to strengthen implementation			

#### Subgroup: Labour and Migration

#### Priority Activities for the GMS Strategic Framework 2012-2022 (continuation)

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES  (lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)	(4) ESTIMA TED COSTS (\$)
	Short-Term (less than two- years)	Medium-Long Term (two or more years)		
Lack of capacity in managing safe labor migration policies and regulations	Targetted training for government officials in relevant ministries, departments and agencies	Continuous improvement and review of skills and performance management to respond to changing challenges	PPP Program and other development partners including the IOM and the Mekong Institute	

### Recommendations

1. Countries to identify sub group focals that can work across agencies within government responsible for labor and migration issues – senior official
2. Need for resources to strengthen involvement of stakeholders within countries – to link government agencies, employment service providers, NGOs, employers in the program
3. Regular sharing of information through meetings of the sub group and through improved communication – email and websites

## 8.4 Social Development



### Tenth Meeting of the GMS Working Group on Human Resource Development

18-19 May 2011, Vientiane, Lao PDR

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

#### Social Development Subgroup

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES (lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)	(4) ESTIMATED COSTS (\$)
	Short-Term (less than two- years)	Medium-Long Term (two or more years)		
Antitrafficking and safe migration	<p>Mobile exhibition roadshow at border areas on safe migration (including info on services available in destination countries)</p> <p>GMS Youth Exchange involving regional stars on safe migration, antitrafficking,</p>	Joint standards setting on identification, repatriation, and reintegration	<p>Thailand (Lao, Cambodia, Vietnam, Myanmar, PRC)</p> <p>Thailand (all)</p> <p>Cambodia (all)</p> <p>UNFPA</p>	<p>(no new resources, under COMMIT)</p> <p>Thailand etc. ongoing may need additional resources in other countries</p> <p>ADB to look for resources</p>



(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES (lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)	(4) ESTIMATED COSTS (\$)
	Short-Term (less than two- years)	Medium-Long Term (two or more years)		
	and reproductive health			
Develop capacity on Economic empowerment of women		Develop capacity of national and provincial GAD staff on cross- border issues impacting on EM and women	Cambodia (all )	Build on existing training
	Peer exchange on good practice programs for ethnic minorities and women on cross border issues		Cambodia & Vietnam	New resources
	Study on gender impacts of regional economic integration	Skills development for border area vulnerable groups and women related to EPZ and trade opportunities	Cambodia, Lao, Myanmar  ADB	Link with skills development programs
Social services for migrant workers, women, vulnerable groups, and climate	Information about social services available in destination		All	Ongoing

(1) NEED/ISSUE/ PROBLEM	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES (lead GMS country, participating GMS countries, public and private sector stakeholders, development partners)	(4) ESTIMATED COSTS (\$)
	Short-Term (less than two- years)	Medium-Long Term (two or more years)		
change/disaster affected or vulnerable groups	<p>countries (e.g., insurance, welfare)</p> <p>Identifying needs and develop programs/actions for climate change and disaster affected communities (women, vulnerable group)</p> <p>Sharing experiences in GMS countries on the above</p> <p>Study of cross-border impacts of climate change on natural resources and how that impacts on VGs, women, etc.</p>	<p>Implement the program based on study recommendations</p>	<p>(For CC, each country needs to involve CC related ministries, e.g., environment) Vietnam and Myanmar to share experience/action plan/ study</p> <p>Building on ongoing programs in Lao, Vietnam?</p> <p>ADB and other donors?</p>	<p>Ongoing</p> <p>New resources</p> <p>ADB and other donors?</p> <p>New resources</p>

## 8.5 HIV and Infrastructure

*The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.*

### HIV and Infrastructure Breakout Group Session

Emerging GMS HRD Challenges and Priorities  
for the GMS Strategic Framework 2012–2022

### List of Participants

#### Country Focal Points

- ▶ Cambodia: H.E. Teng Kunthy
- ▶ Lao PDR: Dr. Chansy Phimpachanh
- ▶ Myanmar: Dr. San Hone
- ▶ PRC: Ms. Li Jia
- ▶ Thailand: Mr. Surasak Thanaisawanyakoon
- ▶ Vietnam: unable to attend

#### Resource Persons

- ▶ Mr. Pascal Stenier, UNAIDS
- ▶ Ms. Marta Vallejo, UNDP
- ▶ Ms Montira Inkochasan IOM
- ▶ Mr Thongleck Xiang IOM
- ▶ Dr. Chris Lyttleton
- ▶ Emiko Masaki, ADB – Facilitator

### Implementation Progress of Activities in the GMS Strategic Framework and Action Plan for HRD 2009–2012

#### Key achievements

- ▶ Implementation of pre- and post-construction HIV mitigation in Lao PDR, Cambodia and Vietnam through RETA 6467
- ▶ Migrant population pre-departure safe migration program – Cambodia
- ▶ Cross-border activities with Myanmar Laos and Vietnam – PRC
- ▶ Capacity building – training for STI management for participants from GMS country, prevention in cross border area, provision of ART to migrant workers – Thailand
- ▶ GMS Practice guidelines prepared and published

#### Ongoing or yet to be implemented

- ▶ MOU for cross-border cooperation for HIV and mobility and its action plan drafted and in process of being finalised
- ▶ RETA 6467 sub-components still underway (SP10, SP 5 and 9)

### Results Framework (2009–2012)

Impact: More rapid economic growth and poverty reduction

Outcome Indicators	Progress Status
Cross-border transmission of HIV is effectively controlled	Some successful cross-border operations but HIV transmission not yet effectively controlled
Cross-border human trafficking is reduced	Occurs in multiple contexts not yet adequately reached
Increased continuity in the WGHRD and subgroup focal points and in the WGHRD meeting participants	HIV/AIDS not adequately integrated into HRD sub-sector working groups
GMS HRD initiatives are well aligned with national policies and strategies and are complementary to national, and other regional, international initiatives	Aligned to certain extent but not adequately linked to some other infrastructure sectors eg transport, education sectors

### Output 4: Enhancing regional cooperation for social development

Outputs Indicators	Progress Status
Projects to prevent the spread of HIV and AIDS in connection with GMS infrastructure investments successfully implemented	RETA 6467 successfully implemented but ongoing challenges including sustainability
Projects to reduce the risk of HIV infection among vulnerable ethnic minority groups successfully implemented	Some components of RETA 6467 have focused on ethnic vulnerability, there is still an ongoing need

### Emerging Issues and Challenges

- ▶ **Migration is dynamic** and increasing within region and has broad links to HIV threats
- ▶ **Inadequate knowledge base** of changing risks faced by migrants (and affected communities) and how to coordinate data collection between countries
- ▶ **Access to services.** Activities should be linked with global Universal Access policies being formulated. Issues of who takes responsibility for service provision for migrants is unresolved.
- ▶ **Infrastructure related HIV programs** for pre-, during and post-construction activities to be better integrated across each of these stages
- ▶ **Better linkages** for HIV to be included into other sectors (eg education, transport, labour)

(1) STRATEGIES	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES <small>(lead GMS country, participating GMS countries, development partners)</small>	(4) ESTIMATED COSTS (\$) (Possible Projects)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		
1.1 Support enabling policy environment to reduce HIV vulnerability, stigma & discrimination, and promote access to prevention, treatment, care and support by improving systems of governance on development-related mobility.	Share information from existing research and good practices.	Collect new or ongoing evidences to support policy development	Thailand JUNIMA ADB	
	Raise awareness and advocate among policy makers for supportive policies.		All GMS countries	
	Disseminate and advocate for the implementation of the MOU and JAP at various levels and among relevant sectors.		All GMS countries ADB	

(1) STRATEGIES	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES <small>(lead GMS country, participating GMS countries, development partners)</small>	(4) ESTIMATED COSTS (\$) (Possible Projects)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		
1.2 Strengthen intra- and inter-country multi-sectoral collaboration, including public-private partnership, on HIV vulnerability related to migrants and mobile population at the local, national and regional levels.	Facilitate multi-sectoral collaboration at intra- and inter-country levels relevant to mobility-related HIV issues		Cambodia	
	i) Organize regional forums to address issues and share information and experiences on mobility-related HIV issues among relevant stakeholders		Cambodia JUNIMA ADB	RETA6467
	ii) Support existing or develop new cross-border collaboration, projects and programs		Lao PDR ADB	RETA6467 CDC2
	iii) Encourage engagement of relevant stakeholders	ditto	All GMS countries	National Programs

(1) STRATEGIES	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES <small>(lead GMS country, participating GMS countries, development partners)</small>	(4) ESTIMATED COSTS (\$) (Possible Projects)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		
2.1 Promote community-based development approaches using people-centered methodologies by empowering communities affected by development-related mobility to prevent HIV infection.		Involve communities and key affected population and migrant workers in the planning, implementation and monitoring of interventions.	All GMS countries	National program
		Develop activities for affected communities to understand, anticipate and adjust to development factors that contribute to HIV vulnerability resulting from mobility.	All GMS countries	National program
		Strengthen collaboration amongst agencies, including the private sector, involved in and related to development planning and projects/programmes.	All GMS countries	National program

(1) STRATEGIES	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$) (Possible Projects)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		
3.1 Promote leadership and political commitment at the community, national and regional levels to improve access to prevention, treatment, care and support services for migrants and mobile population.	Conduct dialogues between sending and receiving countries on access to prevention, treatment, care and support services for migrants and mobile population.		Thailand JUNIMA	2011 planned program for JUNIMA/UNDP
	3.2 Support strategies that ensure access to comprehensive HIV and AIDS prevention, treatment, care and support for migrant and mobile populations.	Develop a joint mechanism for provision of quality care, including ART and referral system for migrants and mobile population.		Thailand JUNIMA/UNDP

(1) STRATEGIES	(2) ACTIVITIES RECOMMENDED		(3) KEY STAKEHOLDERS/ ROLES	(4) ESTIMATED COSTS (\$) (Possible Projects)
	Short-Term (less than two-years)	Medium-Long Term (two or more years)		
4.1 Use the annual meetings of the focal points for monitoring the progress of the implementation of the MOU Action Plan	Review progress and identify follow up actions in annual meetings of focal points, held either independently or in conjunction with the annual meetings of ATFOA, JUNIMA, ADB, others		All GMS Countries ATFOA JUNIMA ADB	
4.2 Establish an M&E framework to review progress in the implementation of the MOU		Develop M&E tools in line with the activities of the Joint Action Plan	Lao PDR	
		Conduct Joint Review of progress in implementing the MOU	ATFOA	
4.3 Establish reporting mechanism to the signatories of the MOU		Report to the biennial ASEAN Health Ministers Meeting plus China, or alternative meeting as required	ATFOA	

**Linkage to other sub-sectors and sector group**

- Some infrastructure HIV mitigation design needs better integration with transport sector working group
- Better integration with other HRD sub-sectors (eg health, labor and migration, education)
- Overlap between HIV/AIDS and safe migration programs need to be more clearly defined and integrated
- UNAIDS able to share experience concerning bid tenders (better coordination needed)

**Knowledge Management**

- Regional knowledge production and dissemination needs to be promoted.
- Better knowledge required of mobility related vulnerability for different subgroups, and what is required in effective safe migration programs (eg., what makes migration safe vs. unsafe).
- Research needs to be conducted with collaboration between different countries (e.g. CDC 1).
- Knowledge sharing mechanisms need to be strengthened

## 8.6. Implementation Arrangements of the HRD SFAP 2009-2012 and WGHRD



Tenth Meeting of the GMS Working Group on  
Human Resource Development

18-19 May 2011, Vientiane, Lao PDR

### Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022

SUMMARY REPORT

HRD Implementing Arrangements

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.



### Breakout Group – HRD Implementing Arrangements

#### ❖ Key issues discussed

- Experience to date on SFAP 2009 – 2012 implementing arrangements - issues and suggestions
- Preparation of the next SFAP 2013 to 2018
- Next meeting of the WGHRD
- Other issues



### Breakout Group – HRD Implementing Arrangements

#### ➢ Experience to date on SFAP 2009 – 2012 implementing arrangements

- Continuity of national HRD focal important – some challenges
- Communication with GMS Secretariat (ADB and National) - could be improved , e.g. newsletters, website, etc.
- Preference for annual meeting of WGHRD with annual progress review on SFAP activities
- Monitoring subregional HRD issues at national level by national HRD coordination groups according to SFAP indicators
- Support for national HRD coordination in member countries - meetings and coordination
- Review TOR for WGHRD national coordinators
- ADB and GMS Secretariat assistance sought in sourcing resources for implementing the SFAP
- Need for greater coordination of activities with other working groups to create synergies (e.g. agriculture/food safety; tourism/TVET)



### Breakout Group – HRD Implementing Arrangements

#### ➢ Preparation of the next HRD Strategic Framework and Action Plan

- Consultation on outcome of 2009 – 2012: review and refine the results framework at national and subregional level to support preparation of next SFAP 2013 to 2017
- Proposed to have two five year HRD Strategic Frameworks and Action Plans during period of next GMS Strategic Framework
  - 2013 to 2017
  - 2018 to 2022
- Role and responsibilities – Driven by the Member Countries with support of partners
- Harmonized with the new GMS Strategic Framework 2012 to 2022



### Breakout Group – HRD Implementing Arrangements

#### ➢ Next meeting of the WGHRD (WGHRD-11)

- 2012
- Myanmar
- Proposed agenda
  - Review of SFAP 2009 - 2012
  - Consideration of draft SFAP 2013 to 2017



### Breakout Group – HRD Implementing Arrangements

#### ➢ Other issues

- Under future HRD SFAP – subsector meetings could be convened according to task/activities to address challenge of where to place cross-cutting issues?
- Enhanced sharing of common data among member countries and partners
- Training and implementation on harmonizing subsector data collection and management
- Proposal to explore establishment of an umbrella trust fund for analytic capacity building – more systematic analysis of regional issues by universities or institutions in GMS countries
- Enhanced marketing of WGHRD activities/outputs/outcomes
- Institutionalizing GMS HRD initiatives – candidate GMS institutions to be identified in the future



## 9. Development Partners' Statements

### 9.1. Japan International Cooperation Agency<sup>4</sup>

It gives us great honor to attend the 10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development (WGHRD-10). We would like to express our congratulations to the commitment and effort of all GMS states towards fostering sustainable regional human resources that will contribute to increased sub-regional competitiveness and connectivity.

Taking this opportunity, we wish to introduce a couple of JICA's recent activities which contribute to advancing the Human Resource Development agenda in the GMS. JICA has extended cooperation both to address the transnational issues which are linked to GMS integration, as well as to facilitate the process of sub-regional cooperation and integration.

For the transnational issues;

#### 1) Japan-Thailand Technical Cooperation Project for Animal Disease Control in Thailand

As key infrastructure such as cross-border highways and bridges have been expanded, livestock disease can be a great threat unless sufficient organizational and technical systems to manage and control the spreading of animal disease exist in GMS regions. It is not possible for any one country to tackle this threat due to the difficulty of animal movement control in the region as a whole. Region-wide cooperation is considered a relevant way to tackle common regional issues. Therefore, JICA implemented this project in improving techniques of animal disease control at the central laboratories from 2001 to 2006 to support Mekong 6 member countries (Cambodia, Lao PDR, Malaysia, Myanmar, Thailand and Vietnam). JICA has extended this support and has been implementing its phase 2 project from 2008 to 2011 with the purpose of strengthening the animal disease surveillance capacity in each country in order to provide an early response to animal disease outbreaks.

For Regional Integration;

#### 2) ASEAN University Network / South East Asia Engineering Development Network (AUN/SEED-Net) Project

Human resource development is a key priority for institutional building for enhancing the private sector. This project aims to enhance qualifications of higher education in the field of engineering. It is designed to establish a sustainable framework to a human resource development network in the engineering field aimed at contributing to the ASEAN region's development under the ownership of the member countries. It targets the capacity enhancement of the member institutions, and collaborative research for industry and community. Currently, more than four hundred scholarships for master degree program and PhD Sandwich program, and over 200 cooperative/joint research projects have been carried out. Significantly, the network has extended its outreach to involve non-member institutions as well as industrial and government sectors, to empower the AUN/SEED-Net alumni network. They set out interdisciplinary research on the region's common issues, namely Biotechnology, Disaster Mitigation & Management, Global Environment, Natural Resources & Materials, and New or Renewable Energy.

---

<sup>4</sup> Presented by Izumi Iwaoka, Aid Coordination, JICA.

As we endeavor to share our ideas and insights, let us look forward to great progress in human resource development in GMS. Thank you.

## **9.2. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH<sup>5</sup>**

German development cooperation is based on the conviction that HRD remains a major challenge in development cooperation and is, therefore, a key issue in all sectors and in particular in the education sector, because here threats and opportunities are standing out very clearly. Educational deprivation leads to income poverty, and income poverty perpetuates educational deprivation. Educational deprivation is an obstacle to realizing human rights and liberty and educational deprivation splits societies and consolidates unjust structures. In contrast to this, education is a catalyst to the achievement of development goals in other sectors, for example in poverty reduction and a precondition in sustainable economic development. Education fosters democracy and good governance, promotes peace, contributes to the improvement of live conditions, and improves the chances of achieving sustainable development in each individual country and globally. This makes education the strategic factor of German development cooperation.

To some extent, this counts also for others. The awareness is growing, that investments in education are worthwhile for businesses, government and society. However, more evidence on the effectiveness, efficiency and sustainability of investments in education has to be attained. Because the rising demand in education, learning and qualification in all GMS countries can only be addressed by increasing the resources for education, by investments or by unlocking potentials for efficiency and effectiveness in the existing systems.

In the GMS countries German development cooperation in education has a focus on vocational education and training that enables individuals to acquire, retain and develop the abilities, skills and attitudes they need to pursue a gainful occupation. Enabling people to generate income also means to enhance their opportunities to participate in society. Key qualifications obtained here allow people to shape their own lives and working lives.

The German strategy for the promotion of vocational education and training is marked by key elements such as the strengthening of the system of vocational education, the orientation to the labor market, the establishment of cooperation with industry, internationalization of qualification and last not least the raising of awareness of the importance of vocational education and training for the countries to gain and ensure competitiveness in the long term in a rapidly changing world. Despite these common indicators, the approaches to support the development of vocational education and training are quite different in the two GMS countries where Germany is currently active, because the key elements are implemented differently according to the conditions in the country.

In Vietnam for instance German development cooperation is investing in strengthening technical vocational schools to enable them to provide the emerging economy with a workforce that is competent to deal with the work processes in the companies. This is supported by consultancy for improving the system of vocational education and by capacity development for the modernization of curricula, teaching material and methodology.

In Lao PDR the investment in technical vocational schools is also an important issue. However, the objective here is to improve the access to vocational qualification for more people by

---

<sup>5</sup> Presented by Peter Pozorski, Lao-German HRDME, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

establishing technical vocational school in provinces, which are undersupplied so far. This school building program is supported by consultancy for developing and introducing new and different offerings in vocational training, which are in demand in terms of content and suitable for the different target groups in terms structure. A comprehensive HRD-program for school staff is finally completing this approach, which contributes to poverty reduction in semi-urban regions. In the near future the support to the development of technical and vocational training in Lao PDR will take the direction towards enhancing competitiveness of small and medium enterprises by focusing on modernization, quality improvement and strengthening competence in technology.

Better cooperation and exchange between countries is of importance in GMS and development cooperation in vocational education has to pay closer attention to this issue. Internationalization of vocational education by developing and recognizing comparable qualifications, creating regional networks for sharing knowledge and resources for HRD in vocational training are only two examples of measures German development cooperation is planning to implement in order to support not only HRD but also cooperation and integration in GMS.

### **9.3. International Labour Organization<sup>6</sup>**

Chairpersons, delegates to this 10<sup>th</sup> Meeting of the Working Group on HRD, ladies and gentlemen, good afternoon.

On the behalf of the ILO, I would like to thank the ADB for giving us the opportunity to participate in this 10<sup>th</sup> Meeting of the WG on HRD Meeting and the Lao Government for hosting this meeting. The ILO has been actively implementing programs in the GMS in education (and skills development), labour and migration and social protection which includes HIV/AIDS in the workplace.

ILO values sub regional cooperation and complementation and where there is important sharing of good practices and lessons learned as well as complementation of resources to support the country's national development goals. For years, the ILO has been advising and supporting its Member States in the sub region, working with governments, workers' and employers' organizations and major partners on the ground in the areas of skills development policies, researches and projects; implementing active labour market policies; protecting migrant workers; improving labour standards; preventing HIV/AIDS in the workplace; promoting enterprises sustainability and competitiveness; and social protection. Its constituents with the support of the ILO, have made solid progress in identifying policies and priorities through each country's Decent Work Country Programme (DWCP).

ILO's Decent Work Agenda highlights the importance of investing in a highly skilled and productive workforce<sup>7</sup>. Skills training produces better outcomes by tailoring them to labour market needs. Addressing skills mismatch, development of competency standards; public-private partnerships in TVET; workplace learning; employability or core skills; enhancing the skills of vulnerable groups; skills for green jobs and anticipating future skills needs have been priority areas of ILO's work specially in countries like Cambodia, Peoples' Republic of China, Lao PDR, Thailand and Viet Nam. It has supported the ASEAN and is supporting the ASEAN Leader in human resources and skills development, recognizing the major human resources

---

<sup>6</sup> Presented by Carmela Torres, Senior Skills and Employability Specialist, ILO Bangkok Office.

<sup>7</sup> ILO: *Conclusions on skills for improved productivity, employment growth and development*, International Labour Conference, 97<sup>th</sup> Session Geneva, 2008.



challenges that ASEAN has been facing in sustaining economic recovery and growth that include enhancing workforce competitiveness, improving workforce skills, rebuilding employment and accelerating productivity and developing national skills frameworks. Further, the ILO participated in UNESCO's 10<sup>th</sup> High-level Meeting on EFA and supported the importance of education systems for lifelong learning and the need to provide a smooth transition to higher education, from home to school and school to work.

The ILO has developed a training strategy for a strong, sustainable and balanced growth as the instrument for cooperative action and adopted by the G20 Leaders in 2010. This strategy emphasizes that equipping the workforce with the skills required for the jobs today and tomorrow is a strategic concern in the national growth and development outlooks of all the countries. It will be valuable for the countries to share their experiences in dealing with the difficult challenges of maintaining the relevance of education and training to the world of work, moving from principles to practical application and how skills policies, training systems development and knowledge can assist low-income countries address their growth and development challenges. The building blocks of any skills strategy must be solid foundation skills and stronger links between the worlds of education and work.<sup>8</sup>

Most significant of ILO's work in skills development is on regional model competency standards (RMCS). The ILO believes that competency standards can help workers and employers to clearly specify skill requirements, that they reduce the time needed for countries to develop their own standards, and that they are particularly useful for regions such as ASEAN, APEC and GMS. More and more countries are looking into competency standards for migrating workers, as sending countries would like that the skills of their workers be recognized internationally. The ILO has developed a number of RMCS which have been shared with countries in the GMS and ASEAN and developed the *Guidelines for Recognizing the Skills of Returning Migrant Workers*. The RMCS format has been recommended to be adopted for the GMS competency standards in developing a mutual recognition of skills framework. The ILO will continue to support this work with the GMS.

In the area of migration, the ILO's strategy is anchored in fundamental rights at work, the international conventions on migration and the ILO Multilateral framework on Labour Migration which have been the building blocks for sound migration policy and good governance, assisting migrants, employers and the countries of origin and destination.<sup>9</sup> ILO's comparative strength in migration is its tripartite structure which facilitates achieving broad social consensus in the areas of drafting and implementing migration policies and programs. Greater attention has been given to regional dialogues on the management of migration through several platforms like ASEAN, COMMIT (Greater Mekong Sub region's Coordinated Mekong Ministerial Initiative against Human Trafficking), SURAC (Sub regional Advisory Committee to combat trafficking in women and children) and the Mekong Youth Forum. Presently, ILO continues to work in the areas of migrants information, research (e.g. *Mekong Challenge* series on human trafficking and research on migrant workers in Thailand), fair recruitment practices and return and reintegration.

---

<sup>8</sup> ILO: *A Skilled Workforce for Strong, Sustainable and Balanced Growth, A G20 Training Strategy*, ILO Geneva 2010.

<sup>9</sup> ILO: *Building a sustainable future with decent work in Asia and the Pacific, Report of the Director General, draft*, prepared for the upcoming Asia and the Pacific Regional meeting.

The current TRIANGLE Project (*Tripartite Action to Protect Migrant Workers from Labour Exploitation*) aims to protect migrant workers within and from the GMS from labour exploitation and has initiated a range of activities in countries of origin and destination. For example, the project works with labour ministries to strengthen the formulation and implementation of recruitment and labour protection policies: with trade unions in Thailand and Malaysia to provide legal assistance to migrant workers from GMS countries; with recruitment agencies in Cambodia and Viet Nam on the development and implementation of codes of conduct, to improve self-regulation of the industry; and with local authorities in Lao PDR to build their capacity to deliver improved information and services to potential migrants. The project also provides a platform for cooperation and sharing lessons learned on the governance of labour migration with the constituents in the GMS.

ILO's social protection strategy of extending the effectiveness and coverage of social protection for all includes HIV and AIDS prevention. It plays a leading role in the UN Social Protection Floor Initiative.<sup>10</sup>

ILO has been working with its social partners to establish effective HIV prevention programs at both national and enterprise levels, in line with its *Code of Practice on HIV/AIDS* and the world of work. The aim is to protect all workers by offering prevention services and for those already infected, by providing access to job protection and confidential care and treatment. It has worked in Cambodia, China and Thailand to develop national policies and guidelines to protect the employment rights of people with HIV and established workplace programs.

There are other critical factors in developing and improving human resources which could lead to improved productivity and employment. These are respect for workers' rights, gender equality, health and safety standards and good labour relations and social dialogue in labour.

The ILO is fully committed to implementing its priorities and programs in the GMS countries through their respective DWCPs with continued cooperation of governments, workers' and employers' organizations, UN agencies and development partners.

It looks forward to better collaboration with ADB in line with the ILO-ADB Cooperation Agreement. Some of the mentioned programs can be reflected as components of this cooperation agreement. It also looks forward to better collaboration with other development partners. Thank you!

#### **9.4. International Organization for Migration<sup>11</sup>**

Thank you for allowing me the opportunity to share IOM's views on advancing the Human Resource Development agenda in the Greater Mekong Subregion. I would like to share some of our initiatives in the region and discuss our views on current progress of GMS cooperation as it applies to migration challenges in the region.

---

<sup>10</sup> ILO's social protection floor covers a broad range of programs and social measures including benefits to families with children in kind and in cash that provide basic income security and enhance nutrition, health and education; affordable health care; income security for older people and people with disabilities; social assistance for those who are poor or unemployed; and access to employment opportunities.

<sup>11</sup> Presented by Yuko Hamada, Expert, Labor Migration and Migration and Development, Regional Office for Asia and Pacific, International Organization for Migration IOM.

Since the launch of the programme of regional cooperation in 1992, GMS countries have seen dramatic improvements in subregional economic cooperation and development. Migration has been an important factor in these improvements and, increasingly, GMS countries are noting that properly managed migration has the potential to **substantially contribute to sustainable human resource development**.

In addition to its close links with the ADB, UN partner organizations, and other development partners, IOM remains strongly engaged in providing support on migration issues through partnerships with the governments of the six countries of the GMS. Where possible, IOM develops **regional solutions to address cross-border issues** to promote humane and orderly migration for the benefit of all. However, new migration challenges, such as climate change, changing demographics and rural to urban population movement must also be addressed to fulfill the potential for HRD development.

The current GMS strategic framework for Human Resource Development highlights the need for **strategic areas of focus for HRD cooperation**. IOM seeks to broaden its engagement across these areas of focus, particularly in areas where it can address cross-border HRD issues resulting from subregional integration.

IOM seeks to **promote regional cooperation in education and skills development**, such as in its efforts to assist the Royal Thai Government's response to the Cebu Declaration on the Acceleration of the Establishment of an ASEAN Community by 2015 to facilitate the free movement of services and skilled labour in the region.

IOM places a particular emphasis on **facilitating safe labor migration within the subregion**. Recent success stories include an ADB funded project that reduced the vulnerability of potential irregular migrant workers in selected areas of Cambodia and Lao PDR through intensive village based activities. These activities provided reliable information and awareness raising to potential migrant workers in their own language, and assisted in the development of self-protection networks at the community level. The project, undertaken in partnership with the Ministry of Women's Affairs (MoWA) in Cambodia and with the Ministry of Labour and Social Welfare (MLSW) in Lao PDR, contributed to a holistic "safe migration" strategy necessary to reduce irregular migration and the vulnerabilities of irregular migrants.

**Communicable disease control in the subregion**, particularly among migrants, is an ongoing focus and IOM has active projects for the control of tuberculosis, malaria and the prevention of HIV amongst migrants and host communities. This includes the long-running Migrant Health Programme and recent Global Fund Round 10 Malaria control projects in Thailand, a new TB Reach initiative in Laos PDR, Thailand, and Cambodia, and HIV prevention projects among migrants in several countries of the GMS.

IOM participated in the Fourth GMS Development Dialogue on Migration and is committed to **enhancing regional cooperation for social development** and **strengthening regional institutional links** in a variety of forums. Training of trainers and efforts to build human resource capacity of government officials through technical cooperation and border management form the basis of this work. However, the subregion could benefit from regular intergovernmental dialogue on improving migration management and harmonizing labor migration policies, and the formulation of a regional framework for sustainable migration.

The strategic framework for HRD provides a useful starting point to guide the development of human resources in the subregion. IOM are **committed to supporting government**

**counterparts** recognize the importance of **building regional solutions** to improve the human resource capacity of both government officials and migrants. Thank you for your time.

### 9.5. Mekong Institute<sup>12</sup>

MI was founded in 1996 as a human resource development assistance project of New Zealand and Thailand, to facilitate the integration of GMS economies into the free market system, within the spirit of “turning battlefields into market places.” In 2003, the six GMS countries signed the Mekong Institute charter to transform MI to an intergovernmental organization owned by the GMS countries. Major MI funding sources come from the six member countries and key development partners like NZAID and the Japanese Government. MI capacity building programs are focused on three thematic areas: Trade and Investment Promotion, Sustainable Rural Development and Cross-border Labor Migration.

In the next five years, MI has a mandate from the Governing Council to build capacity for GMS economic integration and prepare GMS human resources for better integration into ASEAN Economic Community in 2015, where there will be a single production base and market, free flow of capital, products and services as well as freedom of movement and employment of qualified ASEAN citizens.

Human resource development and capacity building stand among the principal components and areas of cooperation that are identified in the ASEAN Economic Community (AEC) Blueprint for 2015. To assist CLMV to integrate their economies to the GMS and ASEAN, MI, in collaboration with national and regional partners, has identified three top priority issues. These are: limitation of human resource capacity in implementing Free Trade Agreements, limited ability of Small and Medium Sized Enterprises (SMEs’) to integrate into ASEAN and global value chains and limited absorptive capacity and adjustment of cross-border contract farming facilitation and adherence to best-practice agriculture policies and practices.

Therefore, the challenges from an HRD and capacity building perspective are:

- How can the HR capacity of CLMV be enhanced to better facilitate implementation of Free Trade Agreements?
- How can Small and Medium Sized Enterprises of CLMV be better integrated into ASEAN and Global Value Chains?
- How can Cross-border Contract Farming Facilitation be improved and ASEAN-Good Agricultural Practices be implemented to enhance the international competitiveness of CLMV agricultural products?

On behalf of the Mekong Institute, I would like to invite all members of this GMS HRD working group to work together to create enabling environment for economic integration. Enabling business environment is the main factor that will expedite economic development in CLMV; narrow development gaps within and among GMS countries and facilitates their economic integration in to AEC. This enabling environment includes adequate and effective trade and investment policies, capable and committed government officials in implementing policies and facilitating free movement of goods and peoples, availability of business development services that enable SMEs to link and integrate to regional and global value chains and improvement of

---

<sup>12</sup> Presented by Dr. Suchat Katima, Director, Mekong Institute Foundation.

agricultural trade and investment policies that facilitate cross-border investment in large agriculture projects and good agricultural practices.

Thank you for your attention.

## **9.6. New Zealand Aid Programme<sup>13</sup>**

ADB HRD Working Group, Chairpersons, Distinguished Delegates.

Thank you for the opportunity to address you today. I have listened with interest to the excellent presentations and discussions over the last 2 days and am convinced that the HRD support in the region is making a difference.

New Zealand is a relatively small donor focused on providing quality assistance to HRD to achieve sustainable economic development in the region. So I shall aim to keep in line with that: a short, quality statement.

New Zealand has prioritized supporting HRD in the GMS since 1992 when we commenced the English Language Training for Officials (ELTO) programme. As you have just heard from Dr. Suchat, in 1996, in collaboration with Thailand we supported the establishment of the now very successful Mekong Institute.

We continue to provide HRD assistance today including postgraduate scholarships programs and as you heard yesterday support for the Phnom Penh Plan. I note that the scholarship students from the GMS are amongst the most successful for us from a global perspective. New Zealand is also a major contributor to the UN Inter-Agency Programme for Human Trafficking.

New Zealand is focused on coordinating and aligning our assistance with partners and other donors to make it more effective and efficient in achieving the region's stated development priorities. We will continue to prioritize assistance to regional HRD initiatives that can demonstrate they are effectively achieving development outcomes. This is a challenge for all with the increasing number of regional and sub-regional approaches and initiatives.

Last year the New Zealand Government announced further HRD assistance by more than doubling the number of postgraduate scholarships available in the GMS region. We have also expanded our ELTO programme to include a specific senior level programme. The first intake of 15 senior officials will begin their programme in New Zealand in July this year. I wish them well and hope they will survive the cold winter weather!

In the next three years we anticipate we will contribute more than US\$30million for HRD initiatives in the region. As with other donors who have already spoken today, and those GMS members also providing HRD support, we do this to enable the GMS countries to address and meet their development goals including improving the livelihoods of communities across the region. We look forward to working with you.

Finally, I would like to thank ADB for the invitation to the meeting and the Government of the Lao PDR for being such excellent hosts.


Thank you.

---

<sup>13</sup> Presented by Philip Hewitt, First Secretary – Development, New Zealand Embassy, Bangkok.

## 9.7. Southeast Asian Ministers of Education Organization<sup>14</sup>

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.




**Introducing the Southeast Asian Ministers of Education Organization (SEAMEO)**

**'Leading through Learning'**

Dr. Witaya Jeradechakul  
Director  
SEAMEO Secretariat  
Bangkok, Thailand  
www.seameo.org  
Email: [secretariat@seameo.org](mailto:secretariat@seameo.org)

### SEAMEO Purposes

- Established in 1965 by the Ministers of Education from 5 countries and to the current 11 countries in Southeast Asia
- A chartered regional intergovernmental organization to promote cooperation among Southeast Asian nations through education, science and culture
- SEAMEO Secretariat Office as the headquarter/portal to the SEAMEO Centres



### SEAMEO Member States

**11 SEAMEO Member Countries**

Brunei Darussalam  
Cambodia  
Indonesia  
Lao PDR  
Malaysia  
Myanmar  
Philippines  
Singapore  
Thailand  
Timor-Leste  
Vietnam

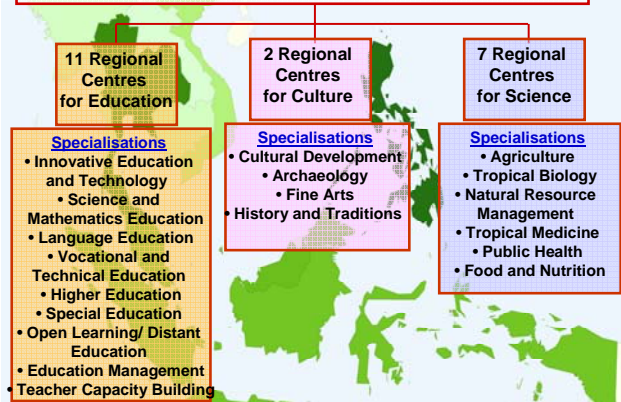
**7 SEAMEO Associate Members**

Australia      France  
New Zealand    Canada  
Germany        Netherlands  
Spain

**3 SEAMEO Affiliate Members**

International Council for Open and Distance Education, Norway  
University of Tsukuba, Japan  
British Council, England

### 19 SEAMEO Regional Centres and 1 Regional Tropical Medicine and Public Health Network



- 11 Regional Centres for Education**
  - Specialisations**
    - Innovative Education and Technology
    - Science and Mathematics Education
    - Language Education
    - Vocational and Technical Education
    - Higher Education
    - Special Education
    - Open Learning/ Distant Education
    - Education Management
    - Teacher Capacity Building
- 2 Regional Centres for Culture**
  - Specialisations**
    - Cultural Development
    - Archaeology
    - Fine Arts
    - History and Traditions
- 7 Regional Centres for Science**
  - Specialisations**
    - Agriculture
    - Tropical Biology
    - Natural Resource Management
    - Tropical Medicine
    - Public Health
    - Food and Nutrition

### Roles of SEAMEO Regional Centres



- Training and Human Resource Development
- Technical Assistance and Consultancy
- Forum for Policy Dialogue and Regional cooperation
- Research & Development
- Publications and Information Dissemination
- Partnership and Networking

### SEAMEO Regional Initiatives/ Projects

#### Education (1)

Projects	Countries	Implementing Partners
Southeast Asian Collaborative Projects to Reach the Unreached by 2015 (EFA)	11 Southeast Asian Countries	ASEAN, UNESCO, UNICEF, All SEAMEO Centres
Capacity Building Programme for Mother Tongue as Bridge Language of Instruction	11 Southeast Asian Countries	S. INNOTECH, S. QITEP Language, S. SPAFA, WB
Development of Teachers' Guide Integrating Climate Change Issues in Southeast Asian Schools	11 Southeast Asian Countries	7 SEAMEO Centres

<sup>14</sup> Presented by Assoc. Prof. Dr Witaya Jeradechakul, Director, Southeast Asian Ministers of Education (SEAMEO) Secretariat.

### Education (2)

Projects	Countries	Implementing Partners
Human Values-based Water and Sanitation Education in SEA schools	11 Southeast Asian Countries	S. SEAMOLEC, S. INNOTECH, S. TROPMED Network, S. RECSAM UN Habitat
Capacity Building Programme for 21 <sup>st</sup> Educational Leaders towards ASEAN Community	Thailand, Cambodia, Lao PDR, Myanmar	S. RELC, S. VOCTECH S. INNOTECH, MOE Thailand
Establish Southeast Asian Vocational Education Research Network	11 Southeast Asian Countries	S. VOCTECH, S. SEAMOLEC

### Education (3)

Projects	Countries	Implementing Partners
M-I-T (Malaysia-Indonesia Thailand) Student Mobility Pilot Program for Higher Education	Malaysia, Indonesia and Thailand	S. RIHED
ADB Assisted Non-Formal Education Accreditation and Equivalency System in the Philippines	Philippines	S. INNOTECH
Regional Study on the Status of ICT Integration in Education in Southeast Asia	11 Southeast Asian Countries	All SEAMEO Centres

### Science, Health and Agriculture (1)

Projects	Countries	Implementing Partners
ICT and HIV/AIDS Preventive Education in the Cross-border Areas of the Greater Mekong Sub-region	GMS Countries	S. TROPMED Network, S. SEAMOLEC, S. INNOTECH
Country Study for Strategy on Integrating Biofuels and Rural Renewal Energy Production in Agriculture in the Greater-Mekong Sub-region	GMS Countries	SEAMEO SEARCA
Capacity Building on Risk-based Food Control Programme in Southeast Asia	11 Southeast Asian Countries	S. SEARCA, RECFON

### Science, Health and Agriculture (2)

Projects	Countries	Implementing Partners
Southeast Asian Nutrition Leadership Programme: Shaping Nutrition Leaders	11 Southeast Asian Countries	S. TROPMED Network, S. RECFON, S. SEARCA
Responses to Disaster Challenges in Human Resource Development: Disaster Prevention and Mitigation Management	Indonesia, Thailand, Myanmar, Philippines	S. TROPMED Network, S. TROPMED Malaysia, Philippines, Thailand S, RECFON
Prevention and Control of Emerging and Re-emerging Diseases in the Mekong-Plus Countries: Focused on Surveillance	GMS Countries	S. TROPMED Network, S. TROPMED Malaysia, Philippines, Thailand S, RECFON

### Culture

Projects	Countries	Implementing Partners
Development of Southeast Asian Folktales Learning Material	11 Southeast Asian Countries	S. INNOTECH, S. SPAFA, APCEIU
The Asia-Pacific Forum: Youth Action on Climate Change; Exploration through Cultural Expression	11 Southeast Asian Countries	S. SPAFA, S. RECSAM JICA
Training Series: Conservation of Collections and Intangible Heritage	11 Southeast Asian Countries	S. SPAFA, ICCROM

### What SEAMEO can do in the GMS ?

- **Serve as an implementing knowledge/ technical partner for ADB and others**
- **Help the GMS countries to concretize the Action Plan**
- **Provide and share information of the best practices based on education, health and social development**
- **Link the concerned working group or focal person to the concerned SEAMEO Regional Centres**

## 9.8. Joint United Nations Programme on HIV/AIDS (UNAIDS)<sup>15</sup>

Ladies and Gentlemen, Thank you for inviting UNAIDS to the 10<sup>th</sup> meeting of the WGHRD, I will be speaking on behalf of Mr. Steven Kraus, UNAIDS Regional Director for Asia and the Pacific who was unfortunately not able to join us for this important meeting.

The achievements presented yesterday by the six Greater Mekong Sub region Countries and today by the five sectoral working groups are with no doubt impressive and clearly indicate that the priority actions of the Strategic Framework and Action Plan for Human Resource Development in the Greater Mekong Sub-region 2009/2012 are successfully implemented.

This morning the HIV/AIDS and infrastructure subgroup has observed that the GMS Countries present today were also represented at the Asia Pacific Consultation organized by ESCAP and UNAIDS on Universal Access to HIV prevention, treatment, care and support held in Bangkok end of March 2011. It was noted that both the new UNAIDS Strategy and the Resolution on Universal Access included commitment and strategy to improving access to HIV services for migrants. It was therefore felt that, when engaging on discussions about what would be the main thrusts of the Strategic Framework for next ten years the Regional Consultation and the UNAIDS new Strategy could be used to inform the next cycle of the Strategic Framework of the GMS programme for next ten years.

As indeed that March Consultation was the opportunity for more than 220 participants from government delegations, civil society, private sector, from inter-governmental bodies (including the Association of South East Asian Nations Task Force on AIDS, the South Asia Association for Regional Cooperation and the Pacific Island Forum) the UN agencies and development agencies, to discuss progress, gaps, key issues and priority next steps towards achieving the goal of Universal Access to HIV treatment, prevention, care and support in the Asia and Pacific Region.

One of the outputs of the Consultation is a **Regional Stock-taking Report on Universal Access** which is a quantitative review of the current status and trends of the epidemic and progress and gaps in the response. The consultation also adopted a **Resolution reflecting key action points to confirm and operationalize the various global and regional commitments made by Governments of the region** (*the General Assembly 2001 Declaration of Commitment on HIV/AIDS and resolution 60/262 of 2 June 2006, by which the Assembly adopted the Political Declaration on HIV/AIDS; and the ESCAP resolutions 57/1 of 25 April 2001, 59/1 of 4 September 2003, and 66/10 of 19 May 2010 which call for regional action in implementing the global commitments*).

The Resolution also asserted the participants' support to the UNAIDS Strategy 2011–2015 and the vision of 'Zero new infections, Zero discrimination, and Zero AIDS-related deaths'

Ladies and Gentlemen, I would like to conclude by re-iterating that ADB and its partner's commitments to address HIV/AIDS as one of the priority actions within the strategic framework is remarkable and the implementation of the many comprehensive HIV prevention-focused packages associated with the infrastructure sector, particularly in the construction of roads and highways has yield significant results over the years in the region. UNAIDS stands ready to continue working in close collaboration with ADB and its partner for the coming next 10 years to advance together global progress in achieving country set targets for universal access to HIV prevention, treatment, care and support and to halt and reverse the spread of HIV and contribute to the achievement of the Millennium Development goals. Thank you.

---

<sup>15</sup> Presented by Mr. Pascal Stenier, UNAIDS Country Coordinator, UNAIDS Regional Support Team, Asia and the Pacific UNAIDS Lao PDR.



## 9.9. United Nations Educational, Scientific and Cultural Organization<sup>16</sup>

On behalf of UNESCO, I would like to thank the organisers for inviting us to this important meeting. The Greater Mekong Subregion (GMS) comprises some of top priority countries for UNESCO and many of the focus areas of the GMS Working Group on Human Resource development converge with UNESCO's priorities. Therefore, UNESCO stands ready to participate and contribute more meaningfully to the work of this working group.

UNESCO's current thrust is to contribute to achieving Millennium Development Goals (MDGs), and Education for All (EFA) goals. GMS countries have made appreciable progress in recent years in achieving EFA goals. However, we deplore the relative neglect of some of the EFA goals, particularly, EFA Goal 6 recommending that countries improve *"all aspects of the quality of education and ensur[e] excellence of all so that recognized and measurable learning outcomes are achieved by all, especially in literacy, numeracy and essential life skills."*

When we say EFA, we mean Quality Education for ALL, including all cross-border migrants and all the marginalized. This is challenging, but particularly relevant to GMS, characterized by high mobility of people: students and labour. In order to give impetus to EFA achievement, UNESCO selected four top priority areas through 2015: (i) sector-wide policy support in education, (ii) teacher education, (iii) adult literacy, and (iv) skills development.

Under this priority framework, UNESCO Bangkok, which is also UNESCO Asia and Pacific Regional Bureau for Education, has been strengthening its regional education programmes, including in GMS, through research, policy dialogue, networking and knowledge management. Some areas of relevance to the work of this working group include: (i) improvement of learning outcomes and relevance of education, (ii) TVET (technical and vocational education and training) and skills development, (iii) education decentralisation and finance, (iv) teacher development and management, (v) data collection and statistical research on education, science, culture and information technology, and (vi) HP2 (HIV prevention and health promotion).

Recent relevant policy research and analytical work includes, among others:

- international and regional student mobility,
- public-private partnerships in TVET and higher education,
- youth employment, and
- human trafficking in GMS.

We promote experience and knowledge sharing, with recent examples including: establishing knowledge portal on Education Systems and Policies on Southeast Asia, to be expanded later for the entire region, a recent international conference on National Qualifications Frameworks, organized in Thailand in collaboration with several development partners, and a series of regional and subregional seminars and workshops on various issues of relevance to the work of this GMS working group. We can share all these information as and when required. Later in December this year, UNESCO is organizing a regional Conference "Inspiring Education: Creativity and Entrepreneurship" in Jakarta, Indonesia. You are all welcome.

Country-level, technical and capacity support is being provided to countries in GMS, in areas of:

- education policy development, both from a sector-wide perspective and for specific priority subsectors and areas

---

<sup>16</sup> By Gwang-Chol Chang, Chief of Education Policy and Reform Unit, UNESCO Asia-Pacific Regional Bureau for Education, UNESCO Bangkok.

- skills development in both formal and non-formal learning settings
- policy review and quality assurance in TVET, and
- adult literacy

In the future, UNESCO will strengthen its cooperation with GMS countries and partner agencies in order to strengthen national capacity and ownership of the subregional development and cooperation agenda. We believe that cooperation between development partners can be further improved if the role of specialized agencies in the facilitation of subsector working groups can be better clarified.

Some fifteen years ago, an International Commission on Education for the Twenty-first Century produced a report entitled “Learning: the Treasure Within”, emphasizing the four pillars of learning: learning to know, learning to do, learning to live together and learning to be. In the world we are living today, these four pillars emerge to have acute relevance. Increasing number of countries in GMS are promoting not only learners’ cognitive development, but also education’s role in promoting values and attitudes of responsible citizenship and in nurturing creative and emotional development. We believe that the topic of this working group can be further enriched, underpinning it from a lifelong learning framework. Thank you.

### **9.10. United Nations Population Fund<sup>17</sup>**

Chairman, delegates to the meeting, ladies and gentlemen, I would like to express thanks to the Lao PDR Government and to ADB for inviting UNFPA to participate in this meeting.

For those of you not familiar with our work, the UN Population Fund is mandated to focus on three programmatic areas: population, including management of data for development; reproductive health, including HIV&AIDS; and gender equality. Within the area of reproductive health, UNFPA is committed in particular to addressing the needs of the poor, especially marginalised and excluded populations. In the context of the GMS Programme, this focus is especially relevant to ethnic minority women, and to migrant workers, who are vulnerable to social change resulting from the rapid pace of development.

UNFPA welcomes the GMS Programme focus on addressing HIV, recognizing that the ‘opening up’ of remote areas exposes people to the risk of HIV due to changing behaviors. UNFPA addresses HIV prevention in all the GMS countries, and we are the UN agency nominated within the UN joint partnership to focus on HIV-related issues amongst sex workers. Last year, with UNAIDS and other UN partners, we facilitated the first ever regional consultation on HIV and sex work, which was attended by representatives from governments, sex worker organisations and UN agencies, and which provided guidance for our future work in this area.

I would however urge governments, the ADB and other development partners to also see this GMS Programme as an opportunity to address broader aspects of reproductive health, of which HIV is just one element. An important issue which has not been mentioned in this meeting is maternal health. I appreciate that this might not be seen as a regional priority – as pointed out by the Health WG in their presentation this afternoon. Maternal health is however a priority in a number of GMS countries at national level, including a couple of countries with very high maternal mortality ratios. In most GMS countries ethnic minority women account for the majority of those who die in childbirth, usually due to lack of information on risks associated with pregnancy, lack of transportation to facilities where there are skilled birth attendants, and lack of access to emergency obstetric care. The opening up of remote areas provides an opportunity for development partners to support

---

<sup>17</sup> Presented by Ms. Anne Harmer, Socio-Cultural Advisor, UNFPA Asia and the Pacific Regional Office in Bangkok.

governments to address these issues. We should not only be focusing on risk mitigation, through strengthening HIV prevention, but also supporting Ministries of Health to address their other priorities, as in the case of communicable disease.

UNFPA is already working with Ministries of Health in some of the GMS countries - Lao PDR, Vietnam, Thailand and China – to specifically address the maternal health of ethnic minorities, and in Cambodia and Myanmar to address maternal health of marginalized people living in remote and border areas. This includes supporting some initiatives to upgrade the level and skills of ethnic minority people to become service providers, to provide culturally acceptable services in local languages.

Concerning migrants, we've heard about some of the challenges associated with provision of health services in destination countries for cross-border migrants. In certain GMS countries this is a challenge even for migrants in their *own* countries, who are unable to access services due to lack of registration in destinations, or because they are not covered by health insurance. Where interventions do exist, they seem to focus only on addressing STI and HIV prevention.

Like everyone else however, migrants have multiple identities. As well as being migrant workers, they are also husbands, wives or partners, boyfriends and girlfriends, and parents or potential parents. Protection for women against unwanted pregnancy and associated risk of unsafe abortion, need to be addressed through provision of contraception; equally important are the needs of migrant women – and their unborn infants - for care during pregnancy and childbirth, and after delivery. I would encourage a broader focus on these issues when looking at 'safe migration' and when developing legislation addressing migrant rights.

It's also important to remember that migrant women are particularly vulnerable to violence, including sexual violence, both within the workplace and outside. Such violence can have serious consequences for women's physical and mental health. I would urge governments, the ADB and other development partners to think about how violence can be addressed, both in terms of prevention, as well as care for women affected by violence, through strengthening the capacity of health and social service providers, and law enforcement officers, to respond to such needs. UNFPA is already addressing this in some GMS countries – Thailand, Cambodia and Vietnam - and will be pleased to collaborate with other partners in doing this.

Sexuality education and life skills, through both the formal and non-formal education sectors also needs to be strengthened as lack of information negatively impacts those in areas that are 'opening up', as well as those who migrate to urban areas. Research in GMS countries shows that the majority of migrants are young people, aged under 30. This includes internal and external migration, with ethnic minority young people increasingly affected. With such a large cohort of young people in the region it's essential that their needs for sexual and reproductive health information, and also for related services be met. In several GMS countries UNFPA is already working with Ministries of Education and Youth to promote the integration of SRH information in in-school and out-of-school curricula, and with Ministries of Health to promote youth-friendly services, including for those who are unmarried. Including this as an agenda item for the GMS Youth Exchange is an area UNFPA will be pleased to collaborate on.

Finally, we welcome the commitment ADB and partners have made to improve the monitoring and evaluation of initiatives associated with the GMS Programme which will assist in developing a stronger knowledge base. This will surely help with identification of needs and development of appropriate responses.

UNFPA looks forward to collaboration with governments and other partners in GMS countries in the above mentioned areas. Thank you.

## 9.11. World Health Organization<sup>18</sup>

The views expressed in this presentation are the views of the authors and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy of the data included in this paper and accepts no responsibility for any consequence of their use. Terminology used may not necessarily be consistent with ADB official terms.

### WHO Support to the Health Sector in Lao PDR and GMS 2011-15

A Brief Overview for the ADB WGHRD-10  
Vientiane, 19 May 2011

Dr. Asmus Hammerich  
WHO Laos Programme Management Officer (Health Systems)



### World Health Organization (WHO)

- The United Nation's specialized agency for health since 07 April 1948
- Function: "... directing and coordinating authority on international health"
- Objective: "...attainment by all peoples of the highest possible level of health"
- 193 Member States
- Secretariat: HQ in Geneva, 6 Regional Offices and 146 Country Offices



2

### Six Core Functions of the WHO

- Providing leadership on matters critical to health and engaging in partnerships where joint action is needed.
- Shaping the research agenda and stimulating the generation, translation and dissemination of valuable knowledge
- Setting norms and standards and promoting and monitoring their implementation
- Articulating ethical and evidence-based policy options
- Providing technical support, catalysing change and building sustainable institutional capacity
- Monitoring the health situation and assessing health trends

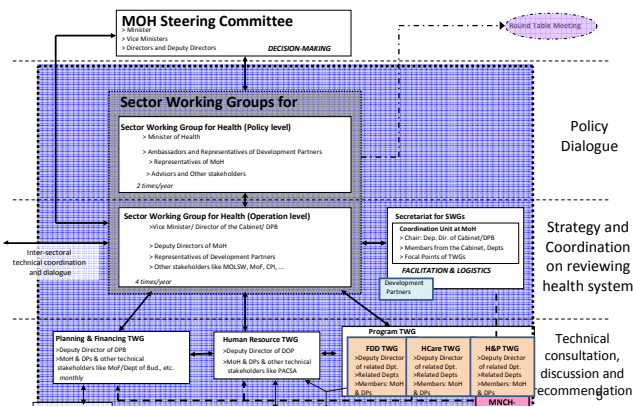
3

### Principles of WHO Cooperation in Countries

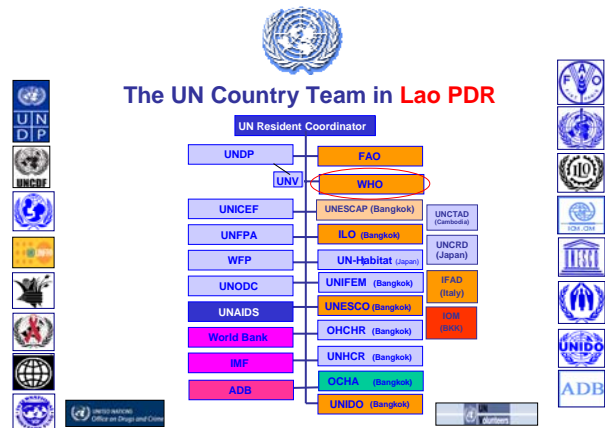
- Ownership of the development process by the country
- Alignment with national priorities and strengthening national health systems in support of the NHPSP
- Harmonization with the work of sister UN Agencies and other partners in the country
- Collaboration as a two-way dialogue that fosters Member States contribution to the global health agencies

4

### Structure of Lao Sector Coordination Mechanism for Health (Revised June 2011)



### The UN Country Team in Lao PDR



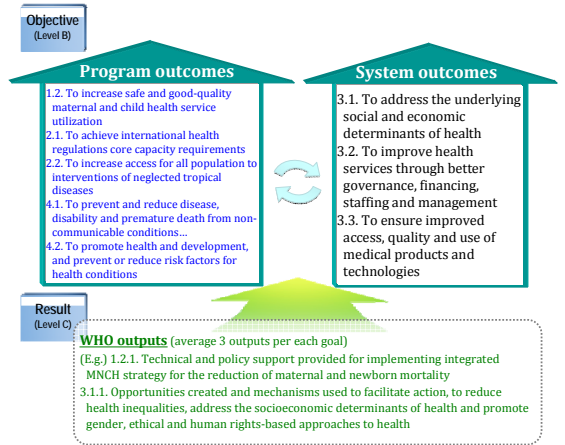
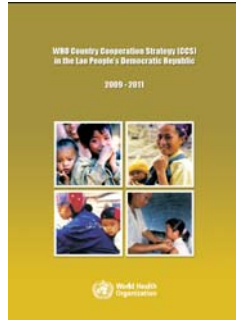
6

<sup>18</sup> Presented by Dr. Asmus Hammerich, Programme Management Officer, Health Systems, World Health Organization, Lao PDR.

# WHO Country Cooperation Strategy

CCS 2009-11 -> 2011-15

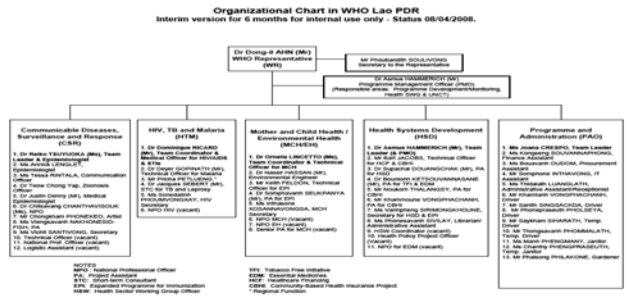
- WHO's key instrument to [guide its work in countries](#).
- A medium-term [vision for its technical cooperation](#) with a given Member States, in support of the country's National Health Strategy/Plan.
- The main [instruments for harmonizing](#) WHO cooperation in countries that of other UN Agencies and development partners.



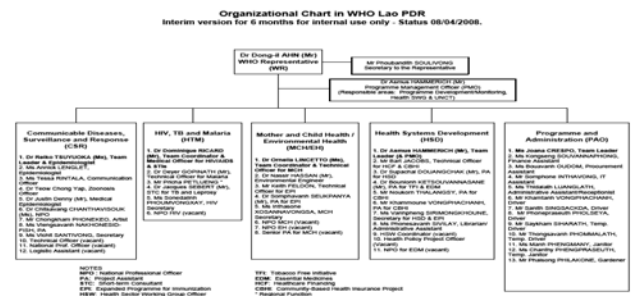
## WHO Lao PDR Country Office - Technical Areas

- **Health Systems Development** (Policy, Financing, Information, **Human Resources**, Medical Products/Technology & Service Delivery)
- **Non-communicable Diseases, Mental Health & Injuries**
- **Maternal, Neonatal & Child Health**
- **Immunization**
- **Communicable Disease Surveillance & Response**
- **HIV, TB, Vectorborne diseases (Malaria & Dengue)**
- **Environmental Health & Nutrition**

## WHO Lao PDR Country Office - Technical Units



## WHO Lao PDR Country Office - Technical Units



## 10. Lao PDR Closing Remarks<sup>19</sup>

Ms. Ikuko Matsumoto, Director, Human and Social Development Division, Southeast Asia Department, Asian Development Bank,

Distinguished Participants from the GMS Member Countries,

Representatives of Development Partner Agencies,

Ladies and Gentlemen,

Good Afternoon.

It is my pleasure to join you at this closing session of the 10<sup>th</sup> Meeting of the GMS Working Group on HRD. I am sure that all of you must be pleased with the hard work that you have put in to make the meeting a success.

This meeting has indeed been quite significant and fruitful, thanks to the active participation of everyone. Over the past two days, you have succeeded in reviewing the major achievements in HRD cooperation in the subregion as guided by the Strategic Framework and Action Plan for Human Resource Development in the GMS for 2009-2012. Without doubt, these achievements have been made possible by the close cooperation of the participating countries and the support that development partners have extended in the form of financing, analytical work and technical advice. You have shared knowledge and insights on the important lessons learned in the course of implementing activities under the HRD Action Plan. More importantly, your discussions have given some valuable insights on the future strategic directions and partnership opportunities for HRD under the next GMS strategic framework that will cover 2012 to 2022. You have also succeeded in making clearer the steps that the Working Group has to take to better coordinate subregional actions so that we may turn the subregion's greater connectivity into enhanced competitiveness and greater sense of community.

Our collective experience over the past 19 years since the GMS Program was launched in 1992 has taught us many lessons in trying to address our shared concerns. As the subregion embarks on a new decade of cooperation, surely there will be new challenges ahead of us. But we will continue to work together and try new and practical approaches to advance our cooperation to even greater heights.

On behalf of the Government of Lao PDR, I would like to congratulate the Working Group on HRD for successfully bringing this 10<sup>th</sup> Meeting to a successful conclusion. I would like to thank all of the participants from the GMS countries, the development partners, the resource persons who gave special presentations, and the staff from the Asian Development Bank for your active participation. Finally, I wish to thank the meeting secretariat for the capable and efficient organization of the meeting.

I wish all of us success as we proceed to put into action the plans and programs we have agreed upon. Thank you and have a pleasant and safe journey back home.

---

<sup>19</sup> Delivered by Mr. Chanthachit Amphaychit, Deputy Director General, Water Resources and Environment Administration, Prime Minister's Office and Deputy GMS National Coordinator.

## 11. Tenth Meeting of GMS Working Group on Human Resource Development (WGHRD-10): Summary of Proceedings

### Introduction

1. The Tenth Meeting of the GMS Working on Human Resource Development (WGHRD-10) was held in Vientiane, Lao PDR, on 18-19 May 2011, with the theme ***“Emerging GMS HRD Challenges and Priorities for the GMS Strategic Framework 2012-2022.”***

2. The Meeting was co-organized by the Asian Development Bank (ADB) and Government of Lao PDR, and attended by participants from the six GMS countries: Cambodia, People’s Republic of China, Lao PDR, Myanmar, Thailand, and Viet Nam. Resource speakers from the public, private, and academic sectors, as well as observers from other development partners, and individual experts also attended. ADB provided secretariat support. The meeting agenda and program is found in part I, number 2, page 2 and the list of participants is in part I, number 12, page 98.

### Opening Session

3. Mr. Chanthachith Amphaychith, Deputy Director General, Water Resources and Environment Administration, Prime Minister’s Office, and Deputy GMS National Coordinator of Lao PDR, extended his warm welcome to all participants. He congratulated the Working Group for its past efforts that led to the preparation and eventual endorsement by the GMS Ministers of the Strategic Framework and Action Plan for HRD in the GMS for 2009-2012. He mentioned that the meeting would review and assess the progress of implementation of the Action Plan, the lessons learned, the challenges ahead and the way forward. He highlighted the efforts now being made towards the preparation of a new GMS Strategic Framework for 2012-2022 for possible endorsement by the GMS Leaders at their Fourth Summit in December 2011, and invited the Working Group to give clear indications on the new strategic directions for HRD cooperation in the medium and long-term.

4. In her opening remarks, Ms. Ikuko Matsumoto, Director, Human and Social Development Division, Southeast Asia Department, ADB, mentioned that the GMS economic cooperation program would soon be celebrating its 20<sup>th</sup> year of action-based collaboration among the GMS countries. Since 1995, the Working Group on Human Resource Development has been playing an important role in fostering collaboration on the human dimensions of GMS cooperation. The 10<sup>th</sup> meeting of the Working Group marks the start of the second period of the GMS HRD 4-year action plan and is the first joint meeting among all subgroups since 2009. The meeting aims to (i) recognize and celebrate the achievements during the first 2 years since the adoption of the HRD Strategic Framework and Action Plan in 2009; (ii) prioritize activities over the next 2 years before concluding the Action Plan in 2012; and (iii) shape a collective vision and focus of the HRD challenges during the next decade to be reflected in the new Strategic Framework of the parent GMS cooperation program. Ms. Matsumoto underscored an important characteristic of the GMS cooperation program, i.e., the GMS countries own and drive the collaboration and activities. ADB is honored to help as secretariat and appreciates its close partnership with the GMS countries and other development partner agencies in a number of HRD initiatives. Examples of such partnership initiatives that have been successfully pursued were briefly mentioned. She looked forward to the discussions over the next 2 days to further

strengthen collaboration and define the platform for effective future cooperation and partnership in HRD. The opening remarks are in part I, number 3, pages 7-8.

5. Mr. Chanthachith Amphaychith, Lao PDR, and Ms. Ikuko Matsumoto, ADB, chaired and co-chaired the Meeting, respectively. Mr. Steven Schipani, Social Sector Specialist, Human and Social Development Division, Southeast Asia Department, ADB, served as Master of Ceremonies.

6. The meeting was held in plenary and break-out group sessions.

### **Session 1: GMS Strategic Framework 2012-2022**

7. Mr. Ian Porter, Regional Cooperation Strategic Expert, RETA-7561 Strengthening the Coordination of the GMS Program, Regional Cooperation and Operations Coordination Division, Southeast Asia Department, ADB, briefed the meeting on the progress of work to develop a new long-term draft GMS Strategic Framework (SF) for 2012-2022 as a key deliverable for the upcoming 17<sup>th</sup> GMS Ministerial Conference in August 2011 and 4<sup>th</sup> GMS Summit in December 2011. He gave an overview of progress, achievements, challenges, and constraints in the implementation of the GMS Program since 1992 as guided by the existing GMS Strategic Framework ending in 2012 covering the priority sectors of cooperation including HRD. Critical to the Program's success has been the mobilization of resources from development partners, primarily ADB, but there is a need to generate more financing from other official sources and the private sector, improve coordination with other regional programs (ASEAN, MRC, SEAMEO, and ACMECS), broaden inclusive participation and support, and improve monitoring and evaluation of the regional benefits of programs/projects.

8. Going forward in the new decade, GMS cooperation would remain guided by the current strategic framework, vision and goals, and sectoral thrusts, but with opportunities for fine-tuning in some areas including a more effective focus on the software aspects of the Program, more attention to selectivity and prioritization of focus areas within sectors, increased links with broader regional integration agendas and how the GMS Program fits in, more cross-sectoral linkages, and rebalancing of attention and resources across sectors. The GMS Program is seen to continue to focus on the current range of sectoral priorities, which in the case of HRD, would continue to facilitate the process of GMS integration while addressing the negative consequences of greater integration. HRD cooperation is seen to continue to be guided by the existing Strategic Framework and Action Plan approved in 2009, covering 5 areas: (i) Promoting regional cooperation on education and skills development; (ii) Facilitating safe labor migration within the GMS; (iii) Supporting communicable disease control in the GMS; (iv) Enhancing regional cooperation in social development; and (v) Strengthening HRD cooperation in the GMS. He concluded his presentation with several questions intended to draw out the WGHRD's views and perspectives on the new GMS SF, the strategic directions for the HRD sector in the next decade, and measures for institutional strengthening for the HRD Strategy and program. A copy of his presentation is in part I, number 4, page 10.

### **Discussion:**

9. The need for more effective mechanisms for implementation of strategic programs, and stronger results monitoring and evaluation framework was emphasized. Analysis of program results should be supported by statistics and quantifiable indicators to show how much has been achieved, and the extent to which the countries themselves have contributed to the



achievement of those results through their own national resources on top of the external resources mobilized from ADB and other development partners.

10. It was emphasized that the discussions at the break-out group sessions could help define more clearly the future strategic directions of the working group in the next decade.

## **Session 2: Country Statements**

11. The Heads of Delegation of each GMS country delivered brief statements highlighting key achievements, issues, and emerging challenges in subregional HRD cooperation.

### **Cambodia**

12. Cambodia has made significant achievements in education, health, labor and migration, and social development. The following strategic priorities for subregional cooperation were identified: harmonization of standards in education and skills training; pre-departure and post-return skills assessment for migrant workers; harmonization of labor migration policies to meet subregional labor demand; provision of cross-border employment opportunities for skilled and unskilled workers; formulation of instruments to implement the ASEAN Declaration on Protection and Promotion of the Rights of Migrant Workers; enhancement of health promotion activities on disease prevention and epidemic preparedness; and prevention of child labor and human trafficking. Cambodia recommended several items for future work: expansion of the Phnom Penh Plan for Development Management to include training of technical personnel; proper recognition of education and skills standards and quality assurance; compliance with existing MOUs on labor migration and social protection; technical and administrative support to develop labor market information systems; enhanced physical, human resources, and technical capabilities for communicable disease and HIV/AIDS prevention and control; fostering close coordination between GMS project implementing agencies and concerned government agencies; and provision by ADB/GMS of budget to support WGHRD country coordination.

### **People's Republic of China**

13. People's Republic of China (PRC) has made significant progress in HRD cooperation. In health, PRC hosted the 2<sup>nd</sup> GMS Public Health Forum in 2009, and conducted cross-border health cooperation and capacity building programs. In education, more scholarships were provided to neighboring GMS countries, short-term training and exchange programs were conducted, and continued financial support extended to the Phnom Penh Plan for Development Management. Seminars were held to promote cooperation in labor and migration. Challenges relate to the overlaps among the 4 sub-groups, and the negative impact of subregional connectivity and globalization with regard to communicable diseases, irregular migration, and issues relating to women and ethnic minorities. Continued support from ADB and GMS member countries on health concerns, creation of educational cooperation platform, and training for immigration officers were stressed for future work plans.

### **Lao PDR**

14. Lao PDR in collaboration with its development partners has made significant progress in implementing strategies to address key issues in education and health development. In education, the country is facing challenges with regard to lack of practical skilled teachers, expertise in curriculum reform, and competency standards for teachers, among others. In

health, dengue has become a major public health issue, HIV/AIDS is on the increase and so are non-communicable diseases and road traffic-related injuries. Lao PDR recommends that strategic priorities for subregional HRD cooperation should include the strengthening of GMS cooperation in education (particularly TVET), and communicable disease control. Future work could include competency based training/assessment and standards systems development; implementation of the GMS qualification framework; piloting of a GMS skills and qualification recognition system; initiatives to address the burden of non-communicable diseases, injuries and mental health; and control of communicable disease outbreaks as impacted by climate change.

### **Myanmar**

15. Myanmar has made significant achievements in promoting higher education, improving access to education in border areas, safe labor migration and anti-trafficking, social protection for disadvantaged groups (women, PWDs, elderly and children), and disease prevention and control. Myanmar has identified the following strategic priorities for HRD cooperation: developing partnership and resource networking; collaboration in research and faculty development; mutual recognition of technical skills; improvement of technical teaching skills; establishment of quality assurance systems; improved legal labor migration management; strengthening of labor market information systems; enhanced social protection for migrant workers; strengthened collaboration in communicable disease control; and exchange of knowledge and experience. The following recommendations were put forward for possible consideration: effective governance in HRD management; encouraging economic development; strengthening collaboration/coordination among GMS countries; enhancing quality of higher education; increasing access to basic and higher education and fostering a strong research environment; sustainable social development; enhanced information and knowledge sharing; close collaboration in safe migration and elimination of trafficking; and establishment of labor migration policies and management system; and information exchange on migrant workers.

### **Thailand**

16. Thailand's key achievements in HRD include work on skills development and mutual recognition of vocational skills, bilateral MOUs with other GMS countries (Cambodia, Lao PDR, Myanmar, and Viet Nam) in strengthening cooperation against human trafficking, multilateral cooperation under the MOU on Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT), and MOU for HIV prevention at cross-border areas in the GMS. With regard to policy issues and emerging challenges in HRD, Thailand underscored the prevention and control of communicable diseases, setting up of competency standards in preparation for the liberalization of the ASEAN labor market, and combating human trafficking. Under its bilateral country assistance programs, Thailand has extended soft loans and provided short-term training and scholarship programs on various topics in health and skills development to other GMS countries. Going forward, Thailand recommends the following strategic priorities for HRD cooperation: safe migration, skills development, prevention and control of communicable diseases, and border health. Thailand further recommends the adoption of results-oriented, cross-sector, and practical, program-based approaches to cooperation, as well as clear designation of national focal points for smoother coordination and information sharing. The setting up of one-stop crisis centers in public hospitals and a 24-hour hotline center to assist both Thai and non-Thai victims of trafficking, and provision of primary health care and universal health insurance coverage are deemed essential.

## **Viet Nam**

17. In lieu of a country statement, representative of Viet Nam shared information on the status and challenges in HRD in the country. With a population of 86 million, Viet Nam has a workforce of 48 million, mostly in rural areas. A master plan on vocational training targets 1 million rural workers up to 2020. The economic crisis has affected vulnerable groups especially workers at SMEs, and temporary and women workers. To prepare for the recovery period and future productivity growth and competitiveness, there is a critical need for short-term yet sustainable measures to improve employability of retrenched workers and to invest in their training, up-skilling and re-skilling. Viet Nam targets to provide vocational training to 27.5 million people by 2020, develop VT systems at all levels and invest in facilities for VT centers. The country is concentrating on poverty reduction and gender mainstreaming in order to help workers, especially vulnerable workers, gain access to social and information services. While the quality of the country's workforce has been improving, the ability of its overseas workers to secure higher paying jobs still faces some challenges.

18. Copies of the Country Statements are in part I, number 5, pages 13-22.

### **Discussion:**

19. Illegal/irregular labor migration is a continuing problem in the subregion. Access by migrant workers to social services in the host country is a key concern.

20. Thailand, which receives the most number of migrant workers from neighboring countries, allows undocumented migrant workers to work temporarily, but requires them to get legal recognition as documented workers upon returning home before they could be issued official work permits. Documented migrant workers are given access to social services (health, education).

21. Bureaucratic procedures and clearance requirements by higher authorities for sharing of information present a challenge in improving disease surveillance at border points.

22. Food safety at border points was emphasized as a health concern.

### **Session 3: GMS HRD Initiatives and Opportunities for Regional Cooperation**

23. The session featured panel discussions by invited resource persons on HRD initiatives, challenges, and opportunities for subregional cooperation.

#### ***3.1 Framework for the Mutual Recognition of Technical and Vocational Skills and Qualifications***

24. Dr. Duong Duc Lan, First Deputy Director General, General Department of Vocational Training, Ministry of Labor, Invalids and Social Affairs, Viet Nam, gave a presentation on the development of a framework for mutual recognition of technical skills and qualifications, which is linked with the ASEAN Socio-Cultural Community Blueprint's objective to develop a qualified, competent and well-prepared ASEAN labor force. The development and piloting of the framework was one of the activities implemented under the ADB-financed technical assistance R-PATA 7275 Implementing GMS HRD Strategic Framework and Action Plan to address sub-regional skill shortages and enhance sub-regional competitiveness. Pilot programs were

developed in 3 skills areas (domestic and hotel housekeeping, automotive technology, and welding), with emphasis on developing a robust modality through which skills and qualifications can be recognised, and with focus on skill areas, competency standards, curriculum and assessment. Lao PDR, Thailand, and Viet Nam participated in the pilots. Several recommendations were put forward consequent to the activity, including continued ADB-ILO work on recognition of skills/qualification of migrant workers, support for strengthening TVET competency-based education and training in all participating GMS countries, a follow-up project to implement the recommended framework for mutual recognition of skills and qualifications in the GMS, the setting-up of inter-country coordination mechanisms, the development of standards for vocational assessors and trainers, adoption of the ILO Regional Model Competency Standards (RMCS) as the format for all GMS competency standards, facilitation of acceptance by GMS authorities and private sector entities of certificates awarded through the piloted modality, and establishment of a website and database of skilled workers to facilitate qualification certification/verification.

#### **Discussion:**

25. It was noted that the project also presents opportunities to address gender issues, particularly in the domestic and hotel housekeeping skills area.

### **3.2 Economic Development, Demographic Changes, and Labor Migration**

26. H. E. Ms. San Arun, Secretary of State, Ministry of Women's Affairs, Cambodia, presented the ADB-IOM labor migration awareness campaign for potential migrant workers and communities in selected areas of Cambodia and Lao PDR conducted from 1 March 2010 to 28 February 2011. It involved the conduct of baseline surveys to identify needs and issues, development of IEC materials and training of trainers manual, capacity building for local authorities, awareness campaign through village meetings and other media, and pre- and post-meeting evaluation to measure results of awareness-raising activities. In Cambodia, the target villages/communities were selected based on the following criteria: transit point, poor communities, border with Thailand, high drug use, and domestic violence. In Lao PDR, the target areas selected were epicenters of irregular and seasonal migration to Thailand, the provinces of origin of a large number of Lao victims of trafficking rescued in Thailand, and where most villagers had not received information about the risks of migration. The campaign helped to disseminate reliable information on safe migration, including employment opportunities, trafficking dangers, rights and responsibilities of migrants, and access to assistance from local service providers, including the police; encouraged the establishment and maintenance of community networks to reduce irregular migration and the associated dangers; and built the capacity of local authorities to deal with irregular migration issues. The campaign resulted in increased knowledge on migration and trafficking issues among the participants. Post-activity assessment underscored the need for continued community-level awareness interventions on safe migration and human trafficking, domestic violence and gender issues.

#### **Discussion:**

27. Domestic violence is seen as arising from negative family circumstances and a significant push factor for migration, and therefore needs to be addressed in the context of promoting safe migration.

28. It was clarified that HIV/AIDS awareness is incorporated in the program.

### **3.3 *Public-Private Partnerships in Technical and Vocational Education and Training in the GMS***

29. Mr. Peter Semone, Chief Technical Advisor, Luxembourg Development LAO/020: Strengthening of Human Resources in Hospitality and Tourism, gave a presentation on an innovative private sector approach to development cooperation in the tourism sector to achieve sustainable poverty alleviation. He first gave an overview of the global tourism industry in general, and in Lao PDR in particular, and its impact as a powerful force for poverty alleviation. He differentiated between education and training which have different focus and goals. This was followed by his presentation on the Lao National Institute of Tourism and Hospitality (LANITH) as a brand established to strengthen human resources in the hospitality and tourism industry in Lao PDR, and deliver improved service quality in the tourism sector to better attract tourists and enhance the tourism sector's contribution to the country's economy. LANITH is envisioned to become a \$36 Million social enterprise project supported through an institutionalized public-private partnership arrangement among the Luxembourg Development Cooperation (providing ODA), Government of Lao PDR Ministry of Education, and the private sector. The curriculum is designed to meet the needs of the private sector to ensure the employability of its graduates. National industry training program has been introduced that allows a recognition system to motivate tourism students/workers to continue to undergo training to further improve their skills and enhance their employability.

#### **Discussion:**

30. It was clarified that LANITH, as with other private-public partnership arrangements, involves legislative, legal, financial, and operational considerations.

### **3.4 *Phnom Penh Plan for Development Management: New Initiatives and Directions***

31. Mr. Alfredo Perdiguero, Principal Economist, Office of the Director General, Southeast Asia Department, ADB, gave an overview of the Phnom Penh Plan for Development Management (PPP). Four phases of the program have been implemented since 2003, generating total funding of US\$ 10.95 million from various development partners including ADB, New Zealand Aid, France, PRC, ROK, and TICA. The PPP is regarded as a non-traditional HRD intervention in the education subsector and as a value-adding and facilitating HRD program that promotes subregional cooperation. It is a small player and knowledge-provider faced with a huge need, and thus targets only GMS mid- and senior level civil servants. Given its overwhelming tasks of capacity building in the GMS and its limited resources, the PPP aims to bridge and not to fill the huge gaps in capacities at the individual, organizational, national and subregional levels. This has implications in the manner by which it coordinates with similar HRD initiatives in the GMS. Key activities and accomplishments under various components of the PPP were presented. Going forward, the program faces a number of challenges including the need to strengthen its performance and monitoring system, achieve better integration and linkages of PPP outputs and activities, ensure relevance and responsiveness of learning programs, attract better qualified GMS civil servants, provide sufficient GMS learning materials, encourage involvement of PPP fellows and alumni in related activities, and improve institutional capacities in learning programs and research. As a knowledge service provider, PPP aims to promote a more effective link between knowledge generation, acquisition and policy formulation. Future plans include results-oriented capacity development activities; new paradigms in learning program delivery (like introduction of "transboundary programs"); development of learning and

multimedia materials, manuals and tool kits; training of trainers; exploring new partnership modalities (e.g., with think-tanks); and expanding learning resource centers and knowledge platforms/networks.

### **3.5 Joint Action to Reduce HIV Vulnerability**

32. Dr. Chansy Phimpachanh, Director, Center for HIV/AIDS/STI, Ministry of Public Health, Lao PDR, briefed the meeting on the status of the Memorandum of Understanding (MOU) on Joint Action to Reduce HIV Vulnerability Related to Cross-border Population Movement, originally signed in 2001, renewed in 2004, and expired in 2009. The MOU represents the shared understanding among GMS countries that addressing HIV vulnerability associated with increased population movement, is a common concern that requires concerted action. In line with WGHRD-9's recommendation to have the MOU renewed, ADB has assisted in facilitating the process for amending the MOU in consultation with the GMS countries, ASEAN, and JUNIMA. The objectives of the MOU are to reduce HIV vulnerability, and to promote access to prevention, treatment, care and support among migrants and mobile populations and affected communities in the GMS. She outlined the areas of collaboration, and described the implementation/coordination arrangement, and monitoring and evaluation framework. The draft MOU is now being reviewed at the country level and ADB would consolidate the comments from the countries in a revised draft to be circulated to the countries for further review. Formal signing will follow once the final draft is approved by the countries.

#### **Discussion:**

33. Thailand informed the meeting about a related project on HIV/AIDS and Education jointly collaborated with UNESCO and SEAMEO. A workshop will be held in August 2011 to be participated in by other GMS countries.

### **3.6 Human Resources for Health Challenges, Opportunities, and Lessons Learned in Lao PDR**

34. Dr. Asmus Hammerich, Programme Management Officer – Health Systems, World Health Organization, Lao PDR, mentioned the health and human resources for health (HRH) cross-border issues of regional concern and HRD challenges and demands in the Western Pacific Region (WPR), including shortages and maldistribution of health workers. The WHO **HRH conceptual framework** to achieve the Region's Vision 2020 conceptualizes the health system context in which HRH actions take place, highlighting the necessity for multisectoral and multi-stakeholder collaboration for sustainable HRH improvement. The seven interlinked thematic domains - human resource management systems, policy, finance, education, partnership and leadership—must all be taken into account in health workforce development and overall health system improvement. Specific HRH issues and progress in Lao PDR were discussed. He noted that many countries in WPR, Southeast Asia and the GMS suffer from challenges in the health workforce related to shortages, skill mix imbalances, maldistribution and motivation of staff. PRC, Cambodia, Viet Nam, Lao PDR and other countries of the region have progressed in many areas of HRH development and need to continue to exchange valuable lessons learned.

35. Copies of presentations under Session 3 are in part I, number 6, pages 23-48.

## Wrap-up of Day 1:

36. Ms. Ikuko Matsumoto, ADB, as Co-Chair gave a synthesis of the highlights of the day's presentations and discussions. She noted the significant achievements in HRD cooperation that have been made to date and that should feed into the forward-looking strategy, and suggested the practicality of looking at a 5-year time frame for its next work plan to achieve better results. The multitude of concerns and challenges that the Working Group tries to address involves multiple clientele and stakeholders, and requires a multi-dimensional approach. There were common messages gleaned from the discussions. One is that the subregion's migrant workers warrant special attention. A second message concerns health and the need to continue to address communicable and non-communicable diseases. A third message concerns education and skills and the need for continued work on the skills recognition framework, and for networking and collaboration among higher educational institutions. On implementation arrangements, regular communication and information flow, direct financial support to national secretariats, and complementation and synergy among the subgroups have been emphasized. Going forward, there is support for more program-based approaches rather than project-based approaches, as well as effective complementation with ASEAN. The Co-chair shared her expectation that the following day's subgroup discussions would elaborate in clearer detail what needs to be done and prioritize the most important areas to focus on.

## Session 4: HRD Strategic Framework and Action Plan (SFAP) 2009-2012 Implementation Status and Guidelines on Breakout Groups Sessions

37. Mr. Steven Schipani, Social Sector Specialist, Human and Social Development Division, Southeast Asia Department, ADB, gave an overview of the status of implementation of strategic projects under the GMS SFAP for HRD 2009-2012 which was formally endorsed by the GMS Ministers in 2009. A number of initiatives have been accomplished through partnerships between the GMS countries and development partners. Key accomplishments to date in **education and skills development** include the continuing successful implementation of the Phnom Penh Plan for Development Management (para. 32), and the development of a pilot framework for mutual recognition of technical and vocational skills in the GMS (para. 25). In **labor and migration**, the ADB-IOM awareness campaign for migrant workers and communities in Cambodia and Lao PDR was mentioned (para. 27), and studies prepared on the relationship between economic development, demographic changes, and labor migration. In **health**, Phase 1 of the Communicable Disease Control Project was completed, and Phase 2 was approved recently to support improved prevention and containment of emerging and neglected communicable diseases in vulnerable populations (the poor, women and children, ethnic minorities) along economic corridors and in border districts. Knowledge sharing activities are underway on the economic costs of substandard and fake drugs, and there are plans to prepare a GMS Regional Food and Drugs Safety Assessment and Plan jointly with WHO and ASEAN and scale up efforts to combat dengue. In **social development (including HIV/AIDS prevention)**, technical assistance to Integrate Human Trafficking and Safe Migration Concerns for Women and Children into Regional Cooperation is supporting the Coordinated Mekong Ministerial Initiative against Trafficking. Another technical assistance on HIV/AIDS Prevention and Infrastructure – Fighting HIV/AIDS in Asia and the Pacific has improved the knowledge base, practices and institutional mechanisms to support more effective HIV/AIDS prevention interventions associated with infrastructure projects. A separate AusAID-funded technical assistance is underway to reduce the incidence and prevalence of HIV and STIs in population groups associated with ADB-financed infrastructure projects, and a revised MOU for Joint

Action to Reduce HIV Vulnerability Related to Population Movements has been prepared for formal endorsement by relevant GMS authorities in 2011 (para. 33). On ***strengthening regional institutional links and mechanisms for regional cooperation in HRD***, meetings – both at the working group and subgroup levels, as well as thematic workshops and forums have been held to enhance program coordination and knowledge-sharing work. Indeed, much has been accomplished and still a number of activities remain to be done.

38. Mr. Schipani stressed the need to further strengthen the institutional mechanisms for regional cooperation in HRD in order to elevate the effectiveness of the working group and its subsector working groups. He briefed the participants on the guidelines and expected outputs from the simultaneous breakout group session, including their respective group and room assignments, designated facilitators and rapporteurs. Key expected outputs of the breakout group session included agreement on new strategic directions and priorities for HRD for consideration in the new GMS Strategic Framework 2012-2022, and the identification of new opportunities to enhance knowledge sharing. A copy of his presentation is in Volume I, part 7, pages 49-51.

#### **Session 5: Break-out Group Sessions**

39. Simultaneous break-out group sessions were held to discuss key subsector accomplishments and implementation status of initiatives under the SFAP for HRD, outline new strategic priorities for consideration in the GMS Strategic Framework for 2012-2022, and identify new opportunities to enhance knowledge sharing. There were 6 break-out groups covering Education, Health, Labor and Migration, Social Development, HIV/AIDS and Infrastructure, and Implementation Arrangements of WGHRD and SFAP for HRD 2009-2012.

#### **Session 6: Plenary Session: Breakout Groups Report Presentations and Panel Discussion**

##### ***(i) Education***

40. The subgroup reported its mandate to facilitate the movement of students, teachers, and workers across the GMS to foster subregional integration. The broad areas of cooperation identified were: (1) recognition of teacher and educational management competencies in the GMS; (ii) higher education networking and cooperation in the GMS; (iii) recognition of technical and vocational skills in the GMS; and (iv) knowledge and experience sharing in the GMS. Good practice and knowledge management would involve development of knowledge products on decentralization in education/improving relevance of TVET systems in the GMS, Education Forum for GMS countries (2012) annual meetings on good practice in education, and meetings/workshops on agency harmonization of education (with SEAMEO, UNESCO, ILO, ADB, ASEAN Skills Competition).

##### ***(ii) Health***

41. The subgroup's vision is to attain the highest possible level of health by all peoples in the GMS in particular for women and children (to be measured in terms of MDGs and epidemics). Its mandate is to pursue effective partnerships to address regional public health challenges (to be measured in terms of number of effective partnerships). Its thrust is to continue support for regional communicable disease control, and increasingly support areas that can benefit from regional cooperation, e.g., knowledge management in prevention of non-communicable



diseases, safer roads, reproductive health, and provincial management. Priority areas of cooperation identified for the new GMS Strategic Framework are: communicable disease control (emerging diseases, dengue, malaria, HIV/AIDS, TB), CDC in border areas, cross-border collaboration for disease control, provincial capacity building in CDC management, HRD for CDC including FETPS, health impact assessment/joint studies and knowledge management for CDC, food safety/drug safety, health system development, health insurance, health information sharing private sector development, cross-border medical services, maternal and child health, NCD prevention and prevention of road injuries. Several possibilities for good practice and knowledge management were also identified.

### ***(iii) Labor and Migration***

42. The subgroup highlighted the important contribution of migrant workers to economic development in the subregion. Substantial policy developments often involving the IOM and ILO have occurred at the country level in Laos and Cambodia, and improved information to potential migrants in cross border areas is now available in these two countries. Steps have been taken towards mutual skills recognition to support labor migration and the use of skills for returning migrants. The subgroup recommended the following priority areas for cooperation under the new GMS SF: (i) raising awareness on labor migration to support economic development; (ii) addressing policy gaps on supporting safe migration (regional skills mapping and forecasting, labor protection and welfare); and (iii) building capacity in managing safe labor migration policies and regulations. The subgroup also made the following recommendations on good practice and knowledge management: (i) countries to identify sub group focals (senior official) that can work across agencies within government responsible for labor and migration issues; (ii) need for resources to strengthen involvement of stakeholders within countries – to link government agencies, employment service providers, NGOs, employers in the program; and (iii) regular sharing of information through meetings of the sub-group and through improved communication (email, websites).

### ***(iv) Social Development***

43. The subgroup identified the following priority areas for cooperation: (i) anti-trafficking and safe migration; (ii) developing capacity on economic empowerment of women; and (iii) social services for migrant women, vulnerable groups and climate change/disaster affected or vulnerable groups. Corresponding activities proposed to be implemented in the short and medium-term, prospective lead countries and funding sources, and budgetary estimates were also outlined. Details are in the subgroup report.

### ***(v) HIV/AIDS and Infrastructure***

44. The subgroup reported significant achievements in implementing RETA 6467 on HIV Prevention and Infrastructure: Mitigating Risk in the GMS, funded by AusAID, including the conduct of pre- and post-construction HIV mitigation in Cambodia, Lao PDR and Viet Nam; pre-departure safe migration program in Cambodia; capacity building on STI management and provision of Antiretroviral Treatment (ART) to migrant workers; and preparation and publication of GMS Practice guidelines. Other subcomponents are underway, and the MOU for cross-border cooperation on HIV and mobility and its action plan are being finalized. Still a number of challenges remain to be addressed including the need to effectively control HIV transmission and cross-border human trafficking, integrate HIV/AIDS into the other subgroups (e.g., health, education, labor) and link HRD initiatives to other sectors (e.g., transport), ensure sustainability of initiatives to prevent spread of HIV/AIDS, and continuing need to reduce risk of HIV infection

among ethnic minority groups. As migration is dynamic and has broad links to the threat of HIV transmission, there is a need to effectively coordinate data collection between countries to improve the knowledge base on risks faced by migrants and other affected communities. Access to services and the issue of who takes responsibility for providing services to migrants remain to be resolved. Infrastructure-related programs (pre, during and post-construction activities) need to be better integrated. Strategic priorities under the new GMS Strategic Framework were identified including (i) support for enabling policy environment to reduce HIV vulnerability, stigma, and discrimination, and improve access to prevention, treatment and care; (ii) strengthening intra- and inter-country multi-sector collaboration including public-private partnership on HIV vulnerability among migrant and mobile populations; (iii) promotion of community-based approaches to prevent HIV infection; and (iv) supporting strategies that promote leadership and political commitment at community, national, and regional levels to improve access to prevention, treatment and care support for migrant and mobile populations. Strengthening of regional knowledge production through research and knowledge sharing mechanisms was also emphasized.

**(vi) Implementation Arrangements of the HRD SFAP 2009-2012 and WGHRD**

45. Based on the experience to date on the implementation arrangements of the HRD SFAP, the subgroup reported the following points: (i) the continuity of designated national HRD focal points is important and required further attention, (ii) communication with the GMS Secretariat (ADB and National) could be improved, possibly through development of a GMS HRD newsletter and more frequent updates to the GMS website; (iii) a preference for annual meetings of WGHRD with annual progress review on SFAP activities; (iv) monitoring subregional HRD issues at national level by national HRD coordination groups according to SFAP indicators needs to be strengthened; and (v) there is a need for greater support for national HRD coordination in member countries. The subgroup also requested a review and update if necessary of the WGHRD national coordinator TOR and for ADB assistance to source resources for implementing the SFAP. To create synergies and complement the work of other strategic thrusts of the GMS Program there is a need for greater coordination of HRD activities with other working groups (e.g. agriculture/food safety; tourism/TVET).

46. Regarding preparation of the next HRD Strategic Framework and Action Plan, the subgroup recommended substantial consultations and a detailed review of the outcome of the 2009–2012 SFAP. It was proposed to have two five-year HRD Strategic Frameworks and Action Plans to coincide with the time frame of the next 10 year GMS Strategic Framework (2013 to 2017 and 2018 to 2022). The subgroup recognized the results framework at the national and subregional level may need to be refined, and the role and responsibilities of the WGHRD driven by the member countries with the support of development partners.

47. The next meeting of the WGHRD (WGHRD-11) was proposed to be held in 2012 (specific dates to be confirmed later) in Myanmar (specific venue to be confirmed later). The tentative agenda is to review the outputs of SFAP 2009-2012 and consideration of the draft SFAP 2013 to 2017.

48. The subgroup recommended that under future HRD SFAP, subsector meetings could be convened as needed, based on specific activities to address the challenge of where to place cross-cutting issues and development of systems to enhance sharing of common data among member countries and partners. To accomplish this, there is a need to train the various HRD stakeholders on harmonized subsector data collection and management. The possibility of

establishing an umbrella trust fund for analytic capacity building among universities or institutions in GMS countries was tabled and generated considerable interest by WGHRD members. It was also recognized that the WGHRD needs to enhanced awareness of the activities/outputs/outcomes of WGHRD initiatives and explore how to strengthen and institutionalize ongoing HRD initiatives.

#### **Discussion:**

49. It was emphasized that the Working Group and its subgroups should closely monitor the progress of implementation of activities agreed upon in previous meetings to ensure effective implementation of the action plan.

#### **Session 7: Statements by Development Partners**

50. Representatives of development partner agencies shared their ideas and insights on how they could contribute to advancing the HRD agenda in the GMS, and enhance knowledge sharing among the countries. They also indicated their respective areas of interest for collaborative partnerships.

51. JICA supports activities that help advance the HRD agenda in the GMS. These cover cooperation to address transnational issues which are linked to GMS integration, and to facilitate the process of sub-regional cooperation and integration. A key project to address transnational issues is the Japan-Thailand Technical Cooperation Project for Animal Disease Control. Phase 2 of the project which runs from 2008-2011 is helping to strengthen animal disease surveillance capacity in Cambodia, Lao PDR, Malaysia, Myanmar, Thailand and Viet Nam, to provide an early response to animal disease outbreaks. For regional integration, JICA is supporting the ASEAN University Network/South East Asia Engineering Development Network (AUN/SEED-Net) Project, aimed at enhancing qualifications of higher education in the field of engineering through capacity enhancement of member institutions, collaborative research, scholarships for master's degree program and PhD Sandwich (Partial Doctoral Fellowship) program.

52. GIZ (German Development Cooperation) regards HRD as a major challenge in development cooperation and a key issue in all sectors, particularly in education. Educational deprivation leads to income poverty and income poverty perpetuates educational deprivation which is an obstacle to realizing human rights and liberty, and splits societies and consolidates unjust structures. In contrast, education is a catalyst to the achievement of development goals in other sectors, e.g., in poverty reduction and a precondition to sustainable economic development. Education fosters democracy and good governance, promotes peace, contributes to the improvement of living conditions and improves the chances of achieving sustainable development. For these reasons, education is a strategic factor in German development cooperation. In the GMS countries, German development cooperation in education focuses on vocational education and training that enables individuals to acquire, retain, and develop abilities, skills and attitudes they need to pursue gainful occupation and enhance their opportunities to participate in society. The German strategy for promoting vocational education and training is based on common elements, e.g., strengthening the vocational education system, orientation to the labor market, establishment of cooperation with industry, internationalization of qualification, and raising of awareness of the importance of vocational education and training to ensure long-term competitiveness. Approaches to support the development of vocational education and training differ according to the conditions in the

country. GIZ plans to implement measures to support not only HRD but also regional integration in the GMS, through internationalization of vocational education by developing and recognizing comparable qualifications, and creating regional networks for sharing knowledge and resources for HRD vocational training.

53. ILO has been actively implementing programs in the GMS in education and skills development, labor and migration and social protection which includes HIV/AIDS in the workplace. ILO has been advising and supporting Member States in the subregion, working with governments, workers' and employers' organizations and major partners on the ground in the areas of skills development policies, researches and projects; implementing active labor market policies; protecting migrant workers; improving labor standards; preventing HIV/AIDS in the workplace; promoting enterprises sustainability and competitiveness; and social protection. The most significant of ILO's work in skills development is on regional model competency standards (RMCS) that are particularly of use for regional programs e.g., ASEAN, APEC, and GMS, as more and more countries are looking into competency standards for migrating workers, and as sending countries prefer that the skills of their workers be recognized internationally. Besides RMCS, ILO has also developed *Guidelines for Recognizing the Skills of Returning Migrant Workers*. ILO will continue to support work with the GMS on developing a mutual recognition of skills framework. In the area of migration, ILO is working on migrant information, research, fair recruitment practices and return and reintegration. Its current TRIANGLE Project (*Tripartite Action to Protect Migrant Workers from Labour Exploitation*) aims to protect migrant workers within and from the GMS from labor exploitation and has initiated a range of activities in countries of origin and destination. ILO's social protection strategy of extending the effectiveness and coverage of social protection for all includes HIV and AIDS prevention. It plays a leading role in the UN Social Protection Floor Initiative.

54. According to IOM, migration has been an important factor in dramatic improvements in subregional economic cooperation and development, and that properly managed migration has the potential to substantially contribute to sustainable human resource development. IOM remains strongly engaged in providing support on migration issues through partnerships with the 6 GMS countries and close links with ADB, UN partner organizations, and other development partners, and by developing regional solutions to address cross-border issues to promote humane and orderly migration for the benefit of all. However, new migration challenges, e.g., climate change, changing demographics, and rural to urban population movement must also be addressed to fulfill the potential for HRD. IOM seeks to broaden its engagement across the strategic areas of focus under the SFAP on HRD, particularly in areas where it can address cross-border HRD issues resulting from subregional integration. These include (i) the promotion of regional cooperation in education and skills development to facilitate the free movement of services and skilled labor in support of the Establishment of an ASEAN Community by 2015; (ii) facilitating safe labor migration within the subregion; (iii) communicable disease control, particularly among migrants; and (iv) enhancing regional cooperation for social development and strengthening regional institutional links through regular intergovernmental dialogue on improving migration management and harmonizing labor migration policies, and the formulation of a regional framework for sustainable migration.

55. Mekong Institute, founded in 1996 as an HRD assistance project supported by New Zealand and Thailand, aims to facilitate the integration of GMS economies into the free market system. The MI charter signed in 2003 transformed the Institute into an intergovernmental organization owned by the GMS countries. Major funding sources are the 6 GMS member countries and development partners including NZAid, Japan, GIZ, and TICA. Capacity building programs focus on 3 thematic areas: Trade and Investment Promotion, Sustainable Rural

Development and Cross-border Labor Migration. Over the next 5 years, MI will work to build capacity for GMS economic integration and prepare GMS human resources for better integration into the ASEAN Economic Community in 2015. Top priority issues include: addressing limited human resource capacity in implementing Free Trade Agreements, limited ability of SMEs to integrate into ASEAN and global value chains, and limited absorptive capacity and adjustment of cross-border contract farming facilitation and adherence to best-practice agriculture policies and practices. The Mekong Institute and the WGHRD could work together to create the enabling environment for economic integration that would expedite economic development in CLMV, narrow development gaps within and among GMS countries, and facilitate their economic integration into the AEC.

56. NZAID has been supporting HRD in the GMS since 1992, with the commencement of the English language training programs (ELTO) for officials program. Together with Thailand, NZAID also supported the establishment of the Mekong Institute, and continues to provide assistance including postgraduate scholarships and support for the Phnom Penh Plan for Development Management. It is also a major contributor to the UN Inter-Agency Program on Human Trafficking. NZAID will continue to provide assistance to initiatives that support the achievement of the subregion's development outcomes, including doubling support to post-graduate scholarships in the GMS, expanding the ELTO to include a senior level program, and contributing over the next 3 years more than \$30 million dollars for HRD initiatives in the subregion.

57. SEAMEO was established in 1965 by Ministers of Education from 5 countries, (now expanded to 11 member countries, 7 associate members, and 3 affiliate members), as a chartered regional intergovernmental organization to promote cooperation among Southeast Asian nations through education, science and culture. It maintains 19 regional centers and 1 regional network and supports several regional initiatives/projects. SEAMEO can serve as an implementing knowledge/technical partner for ADB and other partners; help the GMS countries concretize the HRD Action Plan; provide and share information on best practices in education, health, and social development; and link the concerned subgroup or focal person to the relevant SEAMEO Regional Centers.

58. UNAIDS noted the impressive and successful implementation of HRD initiatives in the GMS and mentioned the Asia-Pacific Regional Consultation organized by ESCAP and UNAIDS on universal access to HIV prevention, treatment, care and support held in March 2011. Both the UNAIDS Strategy and the Resolution on Universal Access include commitment and strategy to improving access to HIV services for migrants. The resolution reflects the key action points to operationalize global and regional commitments to support the UNAIDS strategy and vision of "Zero new infections, Zero discrimination, and Zero AIDS-related deaths", and can be used to inform the next cycle of the GMS Strategic Framework for the next 10 years. UNAIDS stands ready to continue working with ADB and other partners to advance global progress in achieving targets set for universal access to HIV prevention, treatment, care and support and to halt and reverse the spread of HIV and contribute to the achievement of the MDGs.

59. UNESCO noted that the GMS comprises some of the top priority countries for UNESCO, and that many of the focus areas of the WGHRD converge with UNESCO's priorities. UNESCO's current thrust is to contribute to achieving Millennium Development Goals (MDGs) and Education for All (EFA) goals, with emphasis on Quality Education for All, including all cross-border migrants and marginalized, particularly relevant to GMS, which is characterized by high mobility of people, students and labor. UNESCO has prioritized four areas through 2015 including: sector-wide policy support in education, teacher education, adult literacy, and skills

development. Under this priority framework, UNESCO Bangkok, which also houses the UNESCO Asia and Pacific Regional Bureau for Education, has been strengthening its regional education programs in the GMS through research, policy dialogue, networking and knowledge management. In the future, UNESCO will strengthen its cooperation with GMS countries and partner agencies in order to strengthen national capacity and ownership of the subregional development and cooperation agenda. UNESCO believes that cooperation between development partners can be further improved if the role of specialized agencies in the facilitation of subsector working groups can be better clarified.

60. UNFPA focuses on 3 programmatic areas: population (including management of data for development), reproductive health (including HIV and AIDS), and gender. UNFPA's commitment to address the needs of the poor, especially marginalized and excluded populations is especially relevant in the context of the GMS Program, with respect to ethnic minority women, and migrant workers who are vulnerable to social change resulting from rapid development. UNFPA welcomes the GMS Program's focus on addressing HIV and at the same time urged the GMS governments, ADB and other development partners to view this as an opportunity to address the broader aspects of reproductive health, of which HIV is one element. Maternal health is also an important concern that needs attention in light of high maternal mortality ratios in ethnic minority women in most GMS countries.

61. WHO's core functions include: (i) providing leadership on matters critical to health and engaging in partnerships where joint action is needed; (ii) shaping the research agenda and stimulating the generation, translation and dissemination of valuable knowledge; (iii) setting norms and standards and promoting and monitoring their implementation; (iv) articulating ethical and evidence-based policy options; (v) providing technical support, catalysing change and building sustainable institutional capacity; and (vi) monitoring the health situation and assessing health trends.

## **Session 8: Closing Session**

### **8.1 Synthesis/Wrap-up Session**

62. Co-Chair Ms. Ikuko Matsumoto gave a synthesis of the outputs of the meeting, as follows:

- The meeting successfully reviewed the progress of implementation of the Strategic Framework and Action Plan for HRD in the GMS approved in 2009, lessons learned, and way forward. Several priority projects and activities have been completed, some are underway, and a few remain to be implemented. The work of WGHRD and its subgroups involves multiple clientele and stakeholders, and requires a multi-dimensional approach and continued partnerships with development partners.
- Country statements and subgroup discussions identified priorities for HRD cooperation and knowledge sharing that would feed into the new GMS Strategic Framework for 2012-2022 and the Working Group's next work plan. Some of the points emphasized are:
  - Significant achievements in the areas of establishing a framework for recognition of skills, communicable disease control, and HIV/AIDS prevention would need to be continued and expanded.

- Social protection for migrant workers is a common concern that needs to be addressed.
  - Continued support to the Phnom Penh Plan for Development Management is a critical element of the HRD cooperation program. Networking and collaboration among higher educational institutions is important to support the education agenda.
  - Facilitating cross-linkages with other sector working groups (e.g. those on transport, environment and agriculture) is important to promote synergy and avoid overlaps in ongoing and future work to support migrant workers, HIV/AIDS prevention, food safety, and social impacts of climate change.
  - Going forward, there is support for more program-based approaches rather than individual project-based actions, as well as effective complementation with other regional programs like ASEAN.
  - On implementation arrangements, there should be regular and improved communication and information flow, complementation and synergy among the subgroups and with WGHRD, and direct financial support to national HRD secretariats for better coordination and implementation of subregional initiatives at the national level.
  - Annual meetings of the WGHRD and its subgroups should be held instead of biennial meetings.
  - The next WGHRD Meeting (WGHRD-11) is tentatively scheduled to be held in Myanmar in 2012, exact dates and venue to be confirmed and advised later. The agenda would be to celebrate the achievements of the current action plan and agree on the directions for the next action plan beginning in 2013.
- The draft summary of proceedings of WGHRD-10 will be sent shortly to the countries for review/comments.

## **8.2 Concluding Remarks**

63. Chair, Mr. Chanthachith Amphaychith, Lao PDR, congratulated the Working Group for successfully reviewing the major achievements in HRD cooperation as guided by the Strategic Framework and Action Plan for HRD in the GMS for 2009-2012. These achievements have been made possible by the close cooperation of the participating countries and the support extended by development partners. The discussions have also given valuable insights on the future strategic directions and partnership opportunities for HRD under the new GMS Strategic Framework for 2012-2022.

64. Chair and Co-Chair expressed their thanks to all the participants, resource persons, and observers for their active participation and contribution to the discussions.

65. The Meeting expressed thanks and appreciation to the officers and secretariat staff of the ADB for their efficient arrangements.

## 12. List of Participants

	Name	Contact Details
	<b>CAMBODIA</b>	
1.	<b>Her Excellency San Arun (Ms.)</b> Secretary of State of Ministry of Women's Affairs	Fax: 855 23 428 965 Email: <a href="mailto:mwa@online.com.kh">mwa@online.com.kh</a> ; <a href="mailto:arun_san222@yahoo.com">arun_san222@yahoo.com</a>
2.	<b>Mr. Tep Oeun</b> Deputy Director General Ministry of Labor and Vocation Training #3, Russian Blvd., Sangkat Teuklaak 1, Khan Tuol Kok, Phnom Penh, Cambodia	Tel: 855 12 606 572 Fax: 855 23 356 488; 855 23 884 276 Email: <a href="mailto:oeun_tep@yahoo.com">oeun_tep@yahoo.com</a>
3.	<b>Mr. Ren Kun</b> Chief of Human Resource Office Ministry of Education, Youth and Sport # 81 SihanoulBlv, Phnom Penh, Cambodia	Tel: 855 12 675 007 Email: <a href="mailto:renkun_2005@yahoo.com">renkun_2005@yahoo.com</a>
4.	<b>Mr. Chuop Narath</b> Deputy Director Ministry of Labor and Vocation Training #3, Russian Blvd., Sangkat Teuklaak 1, Khan Tuol Kok, Phnom Penh, Cambodia	Tel: 855 12 218 789 Fax: 855 882 769 Email: <a href="mailto:narathchuop@yahoo.com">narathchuop@yahoo.com</a>
5.	<b>Dr. Bun Sreng (Mr.)</b> Chief of the Bureau of Prevention and Control of Communicable Diseases of the Communicable Disease Control Department CDC Department, Ministry of Health, No. 151-153, Kampuchea Kroam Blvd. Phnom Penh	Tel: 855-23.880532 Mobile: 855-12 852824 Fax: 855-23 880532 Email: <a href="mailto:bun_sreng72@yahoo.com">bun_sreng72@yahoo.com</a>
6.	<b>Mr. Keth Thoeun</b> Deputy Director, International Cooperation Ministry of Social Affairs, Veterans and Youth Rehabilitation #788, Monivong Blvd., Phnom Penh, Cambodia	Tel: 855 12 710 431 Fax: 855 23 726 086 Email: <a href="mailto:keththoeun@yahoo.com">keththoeun@yahoo.com</a> ; <a href="mailto:cminko@standupcambodia.net">cminko@standupcambodia.net</a>
7.	<b>H.E. Teng Kunthy (Mr.)</b> Secretary General National AIDS Authority No. 226-232 Kampuchea Krom Blvd., Sangkat Mittapheap, Khan 7 Makara Phnom Penh, Cambodia	Tel: 855 2388 5279 Fax: 855 2388 4910; 855 2388 5129 Mobile: 885 12 456 956; 885 12 646 882 Email: <a href="mailto:kunthyt@yahoo.com">kunthyt@yahoo.com</a> , <a href="mailto:kunthy@naa.org.kh">kunthy@naa.org.kh</a> c/o Sok Heng Son ( <a href="mailto:sokhengson@yahoo.com">sokhengson@yahoo.com</a> )
	<b>PEOPLE'S REPUBLIC OF CHINA</b>	
8.	<b>Ms. Li Hongna</b> Program Officer, Ministry of Finance	Tel: 68551169 Email: <a href="mailto:lihongna@mof.gov.cn">lihongna@mof.gov.cn</a>
9.	<b>Ms. Zhang Lina</b> Program Officer, Ministry of Education 37 Damucang Hutng Xidan Beijing China 100816	Tel: 66097648 Fax: 66013647 Email: <a href="mailto:amyzhanglina@yahoo.com.cn">amyzhanglina@yahoo.com.cn</a>
10.	<b>Mr. Yi Min</b> Officer, Bureau of Exit and Entry Administration of the Ministry of Public Security	Tel: 66261559 Email: <a href="mailto:ym.pig@126.com">ym.pig@126.com</a>
11.	<b>Mr. Jia Bo</b> Program Officer Ministry of Health Department of International Cooperation Ministry of Health 1 Xizhimenwai Nanlu Xicheng District Beijing China 100044	Tel: 86 10 68792298 Fax: 68792280 Email: <a href="mailto:jiabo@moh.gov.cn">jiabo@moh.gov.cn</a>
12.	<b>Mr. Yao Xiaodong</b> Director Ministry of Human Resource and Social Security	Tel: 84233315 Fax: 84233333 Email: <a href="mailto:yxdn6798@vip.sina.com">yxdn6798@vip.sina.com</a>



	Name	Contact Details
	3 Heping Li Dongjie Beijing 100013 PR China	
13.	<b>Ms. Li Jia</b> Officer Ministry of Health 1 Xizhimenwai Nanlu Xicheng District Beijing China 100044	Tel: 68792362 Fax: 86 10 68792362 Mobile: 86 15011461390 Email: <a href="mailto:flyjiajia_au@yahoo.com.cn">flyjiajia_au@yahoo.com.cn</a>
	<b>LAO PDR</b>	
14.	<b>Mr. Chanthachith Amphaychith</b> Deputy Director General GMS National Secretariat, WREA, Prime Minister's Office Lane Xang Avenue, Vientiane, Lao PDR	Tel: 856 20 650 486; 856 21 243701-702 Fax: 856 20 243 700 Email: <a href="mailto:chith3458@yahoo.com">chith3458@yahoo.com</a> ; <a href="mailto:ch_chith@wrea.gov.la">ch_chith@wrea.gov.la</a>
15.	<b>Dr. Chansy Phimpachanh (Ms.)</b> Director Center for HIV/AIDS/STI (CHAS), Ministry of Health KM. 3, Thadena Road, Sisattanak District, Vientiane, Lao PDR	Tel: 856 21 315500 ; 856 21 354014 ; 856 21 315127 (office) Fax: 856 21 354015 ; 856 21 315127 Email: <a href="mailto:gfachas.chansy@gmail.com">gfachas.chansy@gmail.com</a>
16.	<b>Mr. Thongsa Inthavong</b> Deputy Head of Division Personnel Development Division, TVE Department , MOE PO Box 67 Lanexang Ave., Vientiane Capital, Lao PDR	Tel: 856 21 240008 Mobile: 856 20 22439345 Fax: 856 21 240008 Email: <a href="mailto:ithongsa@gmail.com">ithongsa@gmail.com</a>
17.	<b>Dr. Tayphasavanh Fengthong (Mr.)</b> Director of Environmental Hygiene Division, MOH	
18.	<b>Mr. Khonsy Mahavong</b> Director of Division, MOLSW Vdomphon Village, Xaythany District, Vientiane, Lao PDR	Tel: 021 222779 Mobile: 020 22240694 Email: <a href="mailto:mahavong2005@yahoo.com">mahavong2005@yahoo.com</a>
19.	<b>Ms. Khamphet Thammavongsa</b> Senior Technical Officer Ministry of Education, Department of Planning and Cooperation Vientiane, Lao PDR	Tel: 85621 217795 Mobile: 85620 55676339 Fax: 85621 216006 Email: <a href="mailto:khamphet99@yahoo.com">khamphet99@yahoo.com</a>
20.	<b>Ms. Vilayvanh Dilaphanh</b> Deputy Director of the Division Lao Women's Union PO Box 59, Vientiane, Lao PDR	Tel: 856 21 214306 Mobile: 856 20 99962750 Fax: 856 21 214306
21.	<b>Mr. Bounthavy Vilaivong</b> Chief of Division, Lao Front Sibounthavang Village	Tel: 0202 6680601
22.	<b>Dr. Phonephet Boupha (Ms.)</b> Director General, Department of Higher Education, Ministry of Education, Lane Xang Avenue, Vientiane, Lao PDR	Email: <a href="mailto:phonephet12@hotmail.com">phonephet12@hotmail.com</a>
23.	<b>Mr. Sonenapha Insouvong</b> Technical Staff Ministry of Planning and Investment Vientiane, Lao PDR	Tel: 85621 216752 Mobile: 85620 22071169 Fax: 85621 216752 Email: <a href="mailto:sone_mpi@yahoo.com">sone_mpi@yahoo.com</a>
24.	<b>Mr. Nakhalin Vorasark</b> Officer GMS NSU WREA	
	<b>MYANMAR</b>	
25.	<b>Dr. Tin Tin Lay (Ms.)</b> Deputy Director General Department of Medical Science Office No.4, Ministry of Health, Nay Pyi Taw, Myanmar	Tel: 067 411025 Fax: 067 411150 Email: <a href="mailto:drdawtintinlay@gmail.com">drdawtintinlay@gmail.com</a>

	Name	Contact Details
26.	<b>Ms. Tin Mar Htwe</b> Deputy Director Department of Labour, Ministry of Labour Building No. 51, Nay Pyi Taw, Myanmar	Tel: 95 67 430274 Fax: 95 67 430086; 430088 Email: <a href="mailto:dol@mptmail.net.mm">dol@mptmail.net.mm</a>
27.	<b>Dr. Thida Kyu (Ms.)</b> Deputy Director (Planning) Department of Health Office No.4, Ministry of Health, Nay Pyi Taw, Myanmar	Tel: 067 411163 Fax: 067 411163 Email: <a href="mailto:tdkyu4@gmail.com">tdkyu4@gmail.com</a>
28.	<b>Mr. Aung Tun Khaing</b> Deputy Director General, Department of Social Welfare Office Building 23, Nay Pyi Taw, Myanmar	Tel: 067 404103 Fax: 067 404034 Email: <a href="mailto:social-wel.myan@mptmail.net.mm">social-wel.myan@mptmail.net.mm</a> , <a href="mailto:a.tunkhaing@gmail.com">a.tunkhaing@gmail.com</a>
29.	<b>Dr. San Hone (Mr.)</b> Assistant Director, National AIDS Control Program Disease Control Complex, Department of Health Nay Pyi Taw, Myanmar	Tel: 95 67 421203, 95 9 49221765 Fax: 95 67 411016 Email: <a href="mailto:sanhone@googlemail.com">sanhone@googlemail.com</a>
30.	<b>Ms. Maw Maw Khin</b> Associate Professor Department of Statistics, Monywa Institute of Economics	Tel: 95 71 22671 Fax: 95 71 23659 Mobile: 95 9 5191509 Email: <a href="mailto:myaecorector@mptmail.net.mm">myaecorector@mptmail.net.mm</a> ; <a href="mailto:yinyinlaymie@gmail.com">yinyinlaymie@gmail.com</a>
<b>THAILAND</b>		
31.	<b>Ms. Jitkasem Tantasiri</b> Director, Thai Cooperation Branch I Thailand International Development Cooperation Agency Ministry of Foreign Affairs 962 Krung Kasem Road, Bangkok 10100	Tel: 66 2280 0980 ext. 607; 2281 7440 Fax: 66 2281 7324 Email: <a href="mailto:jitkasemtun@yahoo.com">jitkasemtun@yahoo.com</a> , <a href="mailto:jitkasem@mfa.go.th">jitkasem@mfa.go.th</a>
32.	<b>Ms. Kanittha Hanirattisai</b> Education Subsector Focal Point Chief of Regional Cooperation Unit Bureau of International Cooperation, Ministry of Education 319 Rachadumnern-nork Road, Dusit, Bangkok 10300	Tel: 66 2 281 6370 ext. 107 Fax: 66 2 281 0953
33.	<b>Mr. Prasan Tassakan</b> Labor and Migration Subsector Focal Point Skill Development Technical Officer, Professional Level Chiangsaen International Institute of Skill Development 222 Moo.2 Tambol Wiang, Amphur Chiangsaen, Chiang Rai 57150	Tel: 66 53 777 471 Fax: 66 53 777 472 Mobile: 66 81 951 1123 Email: <a href="mailto:pst2499@hotmail.com">pst2499@hotmail.com</a>
34.	<b>Dr. Supakit Sirilak (Mr.)</b> Health Subsector Focal Point Director, Bureau of Policy and Strategy Office of the Permanent Secretary, Ministry of Public Health Tivanond Road, Nonthaburi 11000	Tel: 66 2 590 1393, 66 81 379 3039 Fax: 66 2 590 1393 Email: <a href="mailto:kone62@yahoo.com">kone62@yahoo.com</a>
35.	<b>Ms. Saranpat Anumatrajikj</b> Social Development Subsector Focal Point Director of International Affairs Group Ministry of Social Development and Human Security 1034 Krungkasem Road, Pomprab, Bangkok 10100	Tel: 66 2 306 8722 Fax: 66 2 306 8718 Email: <a href="mailto:saranpata@gmail.com">saranpata@gmail.com</a> ; <a href="mailto:saranpata@yahoo.com">saranpata@yahoo.com</a>
36.	<b>Mr. Surasak Thanaisawanyangkoon</b> HIV AIDS and Infrastructure Representative Chief of International Collaboration Development Section Bureau of AIDS, TB and STI, Department of Diseases Control Tiwanond Road, Nonthaburi, Thailand	Tel: 66 2 590 3218 Fax: 66 2 590 3218 Email: <a href="mailto:settha@gmail.com">settha@gmail.com</a>

	Name	Contact Details
37.	<b>Ms. Jatuporn Rojanaparnich</b> Human Resource Officer/Senior Professional Level Ministry of Social Development and Human Security	Tel: 66 2 306 8842 Fax: 66 2 306 8718 Email: <a href="mailto:jatuporn.r@m-society.go.th">jatuporn.r@m-society.go.th</a> ; <a href="mailto:jamjat@hotmail.com">jamjat@hotmail.com</a>
38.	<b>Ms. Pin Sridurongkatum</b> Development Cooperation Officer Thailand International Development Cooperation Agency (TICA), Ministry of Foreign Affairs	Tel: 66 2 280 0980 ext. 607, 66 2281 7440 Fax: 66 2281 7324 Email: <a href="mailto:pinsridurong@gmail.com">pinsridurong@gmail.com</a>
39.	<b>Ms. Kanchana Chaichomphu</b> Vocational Training Official Ministry of Labour	
40.	<b>Ms. Suparaporn Thammachart</b> Plan and Policy Analysis Bureau of Policy and Strategy, Office of the Permanent Secretary, Ministry of Public Health	Tel: 66 2590 1390 Fax: 66 2590 1380 E-mail: <a href="mailto:thsukai@yahoo.com">thsukai@yahoo.com</a>
<b>VIET NAM</b>		
41.	<b>A. Prof. Dr. Duong Duc Lan (Mr.)</b> First Deputy Director General General Department of Vocational Training Ministry of Labor, Invalids and Social Affairs 37B Nguyen Binh Khiem, Hanoi, Vietnam	Email: <a href="mailto:ddlan@fpt.vn">ddlan@fpt.vn</a>
42.	<b>Mr. Nguyen Nhu Tuan</b> Deputy Director of Labor Marketing Division Department of Overseas Labor Management MOLISA 12 Ngo Quyen Street, Hoan Kiem District, Ha Noi	Tel: 844 38249517 Mobile: 84 904280055 Fax: 844 38254828
43.	<b>Ms. Vu Lan Huong</b> Deputy Director of ASEAN Division Department of International Cooperation, MOLISA	Tel: 844 38250653 Email : <a href="mailto:Lanhuong2108@yahoo.com">Lanhuong2108@yahoo.com</a>
<b>DEVELOPMENT PARTNERS</b>		
<b>AFD</b>		
44.	<b>Mr. Khonesavanh Xaymoungkhong</b> Project Officer, AFD	Tel: 856 21 24329517 Fax: 856 21 243298 Email: <a href="mailto:afdvientianne@afd.fr">afdvientianne@afd.fr</a>
<b>GIZ</b>		
45.	<b>Mr. Peter Pozorski</b> Teamleader, GIZ PO Box 10838, Vientiane	Tel: 856 212 41025 Fax: 856 21 263587 Email: <a href="mailto:Peter.pozorski@giz.de">Peter.pozorski@giz.de</a>
<b>ILO</b>		
46.	<b>Ms. Carmela I. Torres</b> Senior Skills and Employability Specialist ILO Bangkok Office ILO DWT for East and Southeast Asia and the Pacific, United Nations Building 10th Floor, Rajdamnern Nok Ave., Bangkok 10200 Thailand	Tel: 66 2 288 1780; 66 2 288 3058 Email: <a href="mailto:torres@ilo.org">torres@ilo.org</a>
<b>IOM</b>		
47.	<b>Ms. Yuko Hamada</b> Regional Migration Specialist IOM 183 Rajanakarn Building, 18th Floor, South Sathorn Rd. Bangkok 10120, Thailand	Tel: 66 2 343 9331 Fax: 66 2 2860630 Mobile: 66 818326804 Email: <a href="mailto:yhamada@iom.int">yhamada@iom.int</a>
48.	<b>Dr. Montira Inkochasan (Ms.)</b> Head of Office and Project Manager IOM Lao Khouvieng Road Hom 3, Ban Simuang Sisathanak,	Tel: 856 21285 117 Fax: 856 21 219877 Mobile: 856 204786 4127

	Name	Contact Details
	Vientiane Lao PDR PO Box 3110	Email: <a href="mailto:minkochasan@iom.int">minkochasan@iom.int</a>
49.	<b>Mr. Thongleck Xiong</b> Migrant Health Project Assistant, IOM Lao Khouvieng Road Hom 3, Ban Simuang Sisathanak, Vientiane Lao PDR PO Box 3110	Tel: 856 21285116 Ext 108 Mobile: 856 20 99894631 Email: <a href="mailto:thxiong@iom.int">thxiong@iom.int</a>
	<b>JICA</b>	
50.	<b>Ms. Izumi Iwaoka</b> Aid Coordination, JICA PO BOX 3933 Vientiane, Lao PDR	Tel: 021 241100 Mobile: 020 5551 6932 Email: <a href="mailto:iwaoka.izumi@jica.go.jp">iwaoka.izumi@jica.go.jp</a>
51.	<b>Dr. Azusa Iwamoto (Ms.)</b> Chief Advisor, JICA CDSWCZ c/o JICA Laos Office, PO Box 3933	Tel: 856 021 254496 Mobile: 856 20 5483 6707 Email: <a href="mailto:iwamoto@it.ncgm.go.jp">iwamoto@it.ncgm.go.jp</a>
52.	<b>Ms. Halumi Kobayashi</b> Advisor, JICA	
53.	<b>Ms. Aya Arakawa</b> Education Advisor, JICA PO BOX 3933 Vientiane, Lao PDR	Email: <a href="mailto:arakawa.aya.laos@gmail.com">arakawa.aya.laos@gmail.com</a>
	<b>JUNIMA</b>	
54.	<b>Ms. Marta Vallejo Mestres</b> HIV/AIDS Programme Specialist, UNDP UN Service Bldg., 3F Rajdamnern Nok Ave. GPO Box 618, Bangkok, 10200, Thailand	Tel: 660 22 881819 Mobile: 660 47004912 Fax: 660 22 883032 Email: <a href="mailto:marta.vallejo@undp.org">marta.vallejo@undp.org</a>
	<b>Luxembourg Development</b>	
55.	<b>Mr. Peter Semone</b> Chief Technical Advisor Luxembourg Development LAO/020: Strengthening of Human Resources in Hospitality and Tourism - Lao National Tourism Administration, Tourism and Hospitality Training Center Lang Xang Avenue P.O. Box 2098 , Vientiane, Lao PDR	Email: <a href="mailto:peter@lanith.com">peter@lanith.com</a>
56.	<b>Ms. Maeve O'Brien</b> Technical Advisor Education Lao National Institute of Tourism and Hospitality Project Lao/020 Office	Tel: 856 21 263 172 Fax: 856 21 260 971 Email: <a href="mailto:maeve@lanith.com">maeve@lanith.com</a> , <a href="mailto:Maeve.obrien@luxdev.lu">Maeve.obrien@luxdev.lu</a>
	<b>Mekong Institute</b>	
57.	<b>Dr. Suchat Katima (Mr.)</b> Director, Mekong Institute Foundation 123 Mittapab Road, Khon Kaen 40002 Thailand	Tel: 667 4320-2411 Fax: 66 43343131 Email: <a href="mailto:suchat@mekonginstitute.org">suchat@mekonginstitute.org</a>
58.	<b>Ms. Maria Theresa S. Medialdia</b> Program Manager, Rural Development Department Mekong Institute Foundation 123 Khon Kaen University, Khon Kaen 40002 Thailand	Tel.: 66 4320 2411 Ext. 401 Mobile: 66 873 656 240 Email: <a href="mailto:maria@mekonginstitute.org">maria@mekonginstitute.org</a>
59.	<b>Ms. Phornphan Srihattanaprom</b> Labor Migration Project Coordinator Mekong Institute Foundation 123 Mittapab Road, Khon Kaen 40002 Thailand	Fax: 66 43343131 Email: <a href="mailto:phornphan@mekonginstitute.org">phornphan@mekonginstitute.org</a>
	<b>NZAID</b>	
60.	<b>Mr. Phil Hewitt</b> First Secretary – Development Thailand, Cambodia, Lao PDR, Myanmar New Zealand Aid Programme New Zealand Embassy Bangkok, Thailand 14th Floor, M Thai Tower, All Seasons Place	Tel: 662 251 4375 Fax: 662 253 9045 Mobile: 6681 801 1501 Email: <a href="mailto:philip.hewitt@mfat.govt.nz">philip.hewitt@mfat.govt.nz</a>

	Name	Contact Details
	87 Wireless Road, Bangkok 10330, Thailand	
	<b>SEAMEO/SEAMEO-INNOTECH</b>	
61.	<b>Assoc. Prof. Dr Witaya Jeradechakul (Mr.)</b> Director Southeast Asian Ministers of Education (SEAMEO) Secretariat 920 Sukhumvit Road, Bangkok 10110 Thailand	Tel: 66 2 391 1044 Fax: 66 2 381 2487 Mobile: 66 82 424 3214 Email: <a href="mailto:witaya@seameo.org">witaya@seameo.org</a>
62.	<b>Ms. Piyapa Su-angavatin</b> External Relations Officer SEAMEO Secretariat 920, Sukhumvit Road, Bangkok 10110 Thailand	Tel: 662 391 0144 Fax: 662 381 2587 Mobile: 66 86 978 4831 Email: <a href="mailto:piyapa@seameo.org">piyapa@seameo.org</a>
63.	<b>Mr. Benito Benozza</b> Manager, Business Planning and Partnership Office SEAMEO-INNOTECH Commonwealth Ave., UP Diliman Campus, Quezon City	Tel: 632 9287348; 632 3517064 Fax: 63 917 507 9908 Email: <a href="mailto:benet@seameo-innotech.org">benet@seameo-innotech.org</a>
	<b>UNAIDS</b>	
64.	<b>Mr. Pascal Stenier</b> UNAIDS Country Coordinator UNAIDS Regional Support Team, Asia and the Pacific UNAIDS Lao PDR, c/o UNDP Lane Xang Avenue, P.O.Box 345 Vientiane, Lao PDR	Tel: 856 21 267795 Fax: 856 21 264 939; 267799 Email: <a href="mailto:stenierp@unaids.org">stenierp@unaids.org</a>
	<b>UNESCO</b>	
65.	<b>Mr. Gwang-Chol Chang</b> Chief Education Policy and Reform Unit, UNESCO 920 Sukhumvit Road, Bangkok 10110, Thailand	Tel: 66 2 391 0577 ext. 304 Fax: 66 2 391 0866; 66 8 4499 8025 Email: <a href="mailto:gc.chang@unesco.org">gc.chang@unesco.org</a>
	<b>UNFPA</b>	
66.	<b>Ms. Anne Harmer</b> Socio-Cultural Advisor UNFPA Asia and the Pacific Regional Office in Bangkok UN Service Building 4 <sup>th</sup> Floor, Rajdamnern Nok Ave., Bangkok 10200 Thailand	Tel : 662 687 0147 Mobile : 668 443 82824 Fax : 6622 802715 Email: <a href="mailto:harmer@unfpa.org">harmer@unfpa.org</a>
	<b>WHO</b>	
67.	<b>Dr. Asmus Hammerich (Mr.)</b> Programme Management Officer (Health Systems) World Health Organization 125 Saphanong Road, Unit 5, Ban Saphanongtai, Sisattanak District, P.O. Box 343, Vientiane, Lao PDR	Fax: 856 21 353 905 Email: <a href="mailto:hammericha@wpro.who.int">hammericha@wpro.who.int</a>
	<b>ASIAN DEVELOPMENT BANK</b>	
68.	<b>Ms. Ikuko Matsumoto</b> Director SEHS, SERD, ADB	Tel: 63 2 632 6853 Fax: 63 2 636 2228 Email: <a href="mailto:imatsumoto@adb.org">imatsumoto@adb.org</a>
69.	<b>Mr. Steven Schipani</b> Social Sector Specialist SEHS, SERD, ADB	Tel: 63 2 632 1955 Fax: 63 2 636 2228 Email: <a href="mailto:sschipani@adb.org">sschipani@adb.org</a>
70.	<b>Mr. Vincent de Wit</b> Lead Health Specialist SEHS, SERD, ADB-VRM	Tel: 84 4 3933 1374 (Viet Nam) Fax: 63 2 636 2228 Email: <a href="mailto:vdewit@adb.org">vdewit@adb.org</a>
71.	<b>Mr. Norman LaRocque</b> Senior Education Specialist SEHS, SERD, ADB	Tel: 63 2 632 6958 Fax: 63 2 636 2228 Email: <a href="mailto:nlarocque@adb.org">nlarocque@adb.org</a>
72.	<b>Mr. David Ablett</b> Education Specialist SEHS, SERD, ADB	Tel: 63 2 632 5161 Fax: 63 2 636 2228 Email: <a href="mailto:dablett@adb.org">dablett@adb.org</a>

	<b>Name</b>	<b>Contact Details</b>
73.	<b>Ms. Uzma Hoque</b> Social Development Specialist SEHS, SERD, ADB	Tel: 63 2 632 6789 Fax: 63 2 636 2228 Email: <a href="mailto:uhoque@adb.org">uhoque@adb.org</a>
74.	<b>Ms. Emiko Masaki</b> Social Sector Economist SEHS, SERD, ADB	Tel: 63 2 632 6897 Fax: 63 2 636 2228 Email: <a href="mailto:emasaki@adb.org">emasaki@adb.org</a>
75.	<b>Mr. Alfredo Perdiguero</b> Principal Economist SEOD, SERD, ADB	Tel: 63 2 632 5828 Email: <a href="mailto:aperdiguero@adb.org">aperdiguero@adb.org</a>
76.	<b>Ms. Anupma Jain</b> Social Sector Specialist SEUW, SERD, ADB	Tel: 63 2 632 6360 Email: <a href="mailto:ajain@adb.org">ajain@adb.org</a>
77.	<b>Ms. Sonomi Tanaka</b> Principal Social Development Specialist (Gender and Development) RSDD-RSGS, ADB	Tel: 632 632 6995 Email: <a href="mailto:stanaka@adb.org">stanaka@adb.org</a>
78.	<b>Mr. Yasushi Hirosato</b> Principal Evaluation Specialist, IED, ADB	Tel: 632 632 6559 Email: <a href="mailto:yhirosato@adb.org">yhirosato@adb.org</a>
79.	<b>Ms. Linda Adams</b> Social Development Specialist SEUW, SERD, ADB	Tel: 63 2 632 6914 Email: <a href="mailto:ladams@adb.org">ladams@adb.org</a>
80.	<b>Mr. Ian Porter</b> Consultant, Regional Cooperation Strategic Expert SERC, SERD, ADB	Email: <a href="mailto:iancporter@gmail.com">iancporter@gmail.com</a>
81.	<b>Dr. Chris Lyttleton (Mr.)</b> Associate Professor of Anthropology Macquarie University Sydney NSW 2109 Australia	Fax: 612 9850-9391 Email: <a href="mailto:chris.lyttleton@gmail.com">chris.lyttleton@gmail.com</a> , <a href="mailto:Chris.Lyttleton@mq.edu.au">Chris.Lyttleton@mq.edu.au</a>
82.	<b>Ms. Flor Melendez</b> Consultant, GMS Program SERC, SERD, ADB	Tel: 63 2 632 4444 loc. 70183 Email: <a href="mailto:fmelendez.consultant@adb.org">fmelendez.consultant@adb.org</a>
83.	<b>Ms. Rafaelita Jamon</b> Consultant SEHS, SERD, ADB	Tel: 63 2 632 5234 Fax: 63 2 636 2228 Email: <a href="mailto:rjamon.consultant@adb.org">rjamon.consultant@adb.org</a>
84.	<b>Ms. Maricel Bolado</b> Operations Assistant SEHS, SERD, ADB	Tel: 63 2 632 4998 Fax: 63 2 636 2228 Email: <a href="mailto:mbolado@adb.org">mbolado@adb.org</a>
85.	<b>Ms. Ella Cecilia Arienda</b> Operations Assistant SEHS, SERD, ADB	Tel: 63 2 632 6839 Fax: 63 2 636 2228 Email: <a href="mailto:earienda@adb.org">earienda@adb.org</a>
86.	<b>Ms. Khamtanh Chanthy</b> Senior Project Implementation Officer LRM, ADB	Tel: 856 21 250 444 (ext 103) Fax: 856 21 250 333 Email: <a href="mailto:kchanthy@adb.org">kchanthy@adb.org</a>
87.	<b>Ms. Yoko Yamoto</b> Consultant LRM, ADB	Tel: 856 21 250444 Ext 106 Fax: 856 21 250333 Email: <a href="mailto:yamoto.consultant@adb.org">yamoto.consultant@adb.org</a>
88.	<b>Ms. Phonechit Xayphatep</b> PPTP Assistant LRM, ADB	Tel: 856 250444 Ext 109 Fax: 856 250333 Email: <a href="mailto:pxayphatep.contractor@adb.org">pxayphatep.contractor@adb.org</a>
89.	<b>Ms. Phoutsavanh Souk-onsy</b> Operations Assistant LRM, ADB	Email: <a href="mailto:psoukonsy.contractor@adb.org">psoukonsy.contractor@adb.org</a>

## PART II

### Pre-Meeting Documents: Setting the Stage for WGHRD-10

#### 1. Background Note for GMS Strategic Framework 2012–2022 Preparations

##### A. Introduction

Human resource development (HRD) is one of the strategic thrusts of the Greater Mekong Subregion (GMS) Economic Cooperation Program given its potential to help GMS countries realize their vision of an integrated, prosperous and harmonious subregion. To address common issues in education, labor and migration, health and social development, a GMS Working Group on Human Resource development was formed in 1995. To date, subregional HRD activities have mainly covered capacity building for development management, communicable disease control, prevention of trafficking of women and children, and health and education needs of ethnic groups. In addition, a program for mutual recognition of technical and vocational training qualifications has recently been piloted.

Recognizing the need for a more coordinated and focused approach to subregional HRD development, in 2009 the GMS countries endorsed the Strategic Framework and Action Plan (SFAP) for Human Resource Development in the Greater Mekong Subregion<sup>20</sup>. The SFAP provides a revised structure to support and facilitate subregional HRD cooperation with a focus on regional initiatives that directly facilitate the process of GMS integration, address cross-border issues, and complement national, regional and international initiatives. The objectives of the SFAP are to (i) support HRD initiatives that directly facilitate the process of subregional cooperation and integration (e.g., managing labor migration, harmonizing national HRD standards to facilitate effective utilization of human resources) and (ii) address cross-border HRD issues directly linked to GMS integration (e.g., cross-border transmission of communicable diseases and human trafficking).

##### B. Issues and Priorities

The 2007 midterm review of the GMS Strategic Framework 2012–2022 highlighted the success of several subregional HRD initiatives. The Phnom Penh Plan for Development Management, GMS Regional Communicable Disease Control Project and various programs to prevent the spread of HIV/AIDS were rated highly successful. Recommendations to address labor and migration issues and strengthen institutional arrangements and support to WGHRD remain highly relevant and deserve special attention. A quick scan of education and health sector assessments for some GMS countries,<sup>21</sup> other analytical work of ADB, GMS governments, and the development partners is summarized below.

###### (i) Education

The most recent meeting of the WGHRD in 2009 (WGHRD–9) identified the lack of systems to recognize skills across borders as a major problem. While a pilot “Declaration of Confidence” towards the establishment of an Agreed Framework for Mutual Recognition of Technical Skills

---

<sup>20</sup> ADB. 2009. *Strategic Framework and Action Plan for Human Resource Development in the Greater Mekong Subregion (2009–2012)*. Manila.

<sup>21</sup> Education and health sector ASRs for Cambodia, Lao PDR and Viet Nam prepared by ADBs Human and Social Development Division, Southeast Asia Regional Department in 2010 – 2011.



and Qualifications in the GMS was developed in 2010-11 with assistance of ADB, much more needs to be done in this area. WGHRD-9 recognized the substantial and growing demand for TVET in the tourism sector and requested ADB to consider integrating tourism training into the 3 vocational training loans that have been prepared since 2009. The meeting concluded there was a need to initially focus on setting subregional standards on technical and vocational education and then later common standards for higher education. Continuation of the Phnom Penh Plan was strongly supported. Other issues at the national and subregional levels include:

- (a) Bridging funding gaps and aid harmonization
  - Sustainability of financing is a challenge to be addressed, including recurrent costs for infrastructure maintenance, pro-poor subsidies and public-private partnerships for income generation.
- (b) Improved quality in teaching and learning
  - For sector approaches, agreement and coordination with other development partners is needed to monitor progress and achievements.
  - In basic education, better quality teaching and learning materials are needed, with improved professional standards, competencies and qualifications of teachers.
  - The rapid expansion of the secondary system has resulted in a shortage of well trained teachers and teacher incentives, which adversely affect enrollment, repetition, and dropout rates and contribute to low education quality.
- (c) Improved internal efficiency, and more equal access for marginalized groups.

For technical and vocational education and training (TVET), the major issues are

- (a) The absence of entrepreneurial focus, including weak links with enterprises and firms and low level of enterprise support for training;
- (b) Lack of labor market information systems;
- (c) Poor quality control of TVET training courses and institutions, including lack of articulation and flexibility in training provision, and extreme variability in effectiveness of practical skills acquired by trainees – both within and between countries;
- (d) Lack of access to formal training opportunities in rural areas;
- (e) Inadequate financial resources and weak planning and management capacity.

ADB's forward sector strategy for TVET broadly aims to:

- (a) Reduce poverty through delivery of income-generating skills to low income people in rural areas;
- (b) Improve the quality and marketability of formal training at the post secondary level to meet the expected needs of enterprises over the medium term;
- (c) Strengthen the role of employers in helping to direct, guide and assess TVET outcomes and processes; and
- (d) Mobilize additional non-government resources to expand the coverage of quality skills development.



## **(ii) Health**

WGHRD–9 and subsequent meetings of the health subsector working group agreed on the need to develop a GMS Health Strategy and better harmonize sector activities under other existing regional frameworks. The different level of development within and between the GMS countries and tremendous variation in access to health services in the subregion requires strengthened health systems at the provincial level – particularly along the borders. Emerging issues and priorities in the health sector include:

- (a) Cross border communicable disease control and surveillance
  - issues are limited coverage, counterpart commitment, and lack of standardization of operations.
- (b) Control of dengue fever
  - dengue prevention and control at the community level remains a challenge. A particular concern is the lack of social capital to contain mosquito breeding sites.
- (c) Neglected tropical diseases (for example, lymphatic filariasis, intestinal parasites, trachoma)
  - there is an ongoing need to address these diseases and ensure the quality and supply of drugs used to treat them.
  - sustainable reduction of many neglected tropical diseases requires improved environmental sanitation, which highlights the need for coordination between sectors.
- (d) Health impact assessments
  - More analytical work is needed for health impact assessments to help determine the financial and economic returns on public health spending
- (f) Food safety
  - quality control of food products is a major, multi-sectoral challenge given the rapid increase in the volume of food traded across borders
- (g) Fake drugs
  - Continue measures to act against companies manufacturing and selling fake and substandard drugs
- (h) Enhanced knowledge management.
  - Information sharing between concerned ministries, (i.e., agriculture, forestry, mining and energy, public works, and by line MoH agencies), including mapping of development projects. Activities to improve knowledge management practices should be mainstreamed into all projects.

## **(iii) Labor and Migration**

WGHRD–9 suggested future GMS cooperation on labor and migration issues could build on the experience of existing bilateral MOUs and work done under the ASEAN framework. The meeting noted the need for greater alignment of policies on education and technical and vocational skills training with labor migration issues. The Fourth GMS Development Dialogue held in 2009 found the main migration management challenges in the GMS to be:

- (a) Irregular migration
  - Irregular migration affects a wide range of stakeholders, including the governments of sending and receiving countries, the migrants themselves, and the host communities. Irregular migration may also be a national security concern in some cases.
- (b) Human trafficking
  - Both regular and irregular migrants are vulnerable to human trafficking, although the vulnerability of irregular migrants is higher as they are generally more exposed to abuse and exploitation. Because trafficking is illegal, there are no accurate statistics on this activity.
- (c) Social impacts
  - Migrant workers often work in substandard conditions, including nonpayment of wages and excessive work hours because enforcement of labor standards in the GMS is generally weak.
  - Two important social issues that affect the children of migrants are the lack of access to health and education services. Labor migrants usually come from countries where the health infrastructure is weak and access to health and social services may already be sparse, thus exacerbating the spread of communicable diseases across border and placing an increased burden on already stretched health systems in receiving countries.

WGHRD–9 and the Fourth GMS Development Dialog proposed better regulation of labor recruitment agencies and employers, improved systems to exchange information about labor market supply and demand, use of standard employment contracts, and development of systems that recognize skills across borders as areas for priority interventions.

#### **(iv) Social Development**

WGHRD–9 recommendations to strengthen research on social impacts, strengthen subregional cooperation for anti-trafficking, continue dissemination of existing research findings, and provide expanded access to HIV prevention/treatment programs and services to treat sexually transmitted infections for non-nationals continue to be highly relevant. Education and skills training for vulnerable groups (ethnic groups, disadvantaged people including orphans, people with disabilities and the homeless) has become more relevant with rapid rates of urbanization and resulting breakdown of traditional social safety nets.

Moving forward, there is a need to discuss how to better enhance the sense of community among GMS youth and revive the GMS Youth Forum. While the Forum is usually held in the run-up to the GMS Leaders Summit, it is uncertain if the event will take place in 2011 (on the sidelines of the 4<sup>th</sup> GMS Summit).

#### **(v) HIV/AIDS and Infrastructure**

Extension of the MOU on Joint Action to Reduce HIV Vulnerability Associated with Population Movement in the GMS (2012 – 2017) is expected in April 2011. Funding is sought to implement the accompanying Joint Action Programme that will guide participating countries during the period of MOU effectiveness. The MOU is responsive to the need to enact policies to that improve efforts to prevent HIV/AIDS and regulate mobile populations at cross border areas.

The strategic framework to address HIV in the GMS<sup>22</sup> should be reviewed and updated either before or during the early days of GMS Strategic Framework 2012–2022. Doing so would provide the basis to address, among other challenges, heightened risk for HIV/AIDS transmission associated with subregional infrastructure improvements, continued marginalization of vulnerable and ethnic groups, different levels of development within and between the GMS countries, and the rapid growth in intra-GMS tourism.

#### **(vi) Implementation Arrangements of the HRD WGHRD**

At this point it not clear if the WGHRD and subsector working group meetings would be sustained without ongoing financial and technical support from the development partners, in particular ADB. A study to explore options for establishing sustainable finance and coordination mechanisms, including the possible establishment of a dedicated WGHRD Secretariat financed by the countries themselves would be worthwhile.

WGHRD–9 noted the scope of some bilateral activities could be elevated and expanded to the subregional level. Further consultations are required to clarify the roles of focal points and streamline reporting and coordinating mechanisms at the country and subregional levels. ADB has been requested to facilitate these consultations, including support for cross sub-sector meetings that could lead to better coordination of policies, approaches, and activities.

## **2. Country Statement Guidelines**

### **A. Suggested Focus**

The Heads of Delegation of each GMS country (country focal point for WGHRD) are requested to deliver a country statement on key emerging issues and challenges in subregional cooperation in HRD. The following guidelines are suggested for the preparation of the country statement:

- (i) briefly discuss key HRD achievements since 2009 and identify policy issues and emerging challenges relating to (a) health, (b) education, (c) labor and migration, and (d) social development including (e) HIV AIDS and infrastructure concerns that could best be addressed through subregional cooperation leading to subregional actions and solutions;
- (ii) propose strategic priorities for subregional cooperation in HRD to be pursued during the next 5 – 10 years;
- (iii) provide updates on country assistance programs in terms of offers of assistance to other GMS countries or country needs that require support from GMS counterparts and/or the development partners;
- (iv) identify/discuss key concerns and recommendations for possible consideration at higher levels in the GMS; and
- (v) highlight knowledge sharing initiatives on subregional cooperation in HRD.

---

<sup>22</sup> ADB. (2007). *HIV and the Greater Mekong Subregion Strategic Directions and Opportunities*. Manila.

## **B. Presentation of the Country Statement**

The suggested time allotment for each country statement is **10 minutes**. There will be time allocated for open discussions following the presentation.

Presenters are encouraged to give their presentations in power point using the attached template (Attachment 1).

### Proposed Outline:

1. **Key HRD Achievements** (1 slide)  
*(Briefly present key achievements)*
2. **Policy Issues and Emerging Challenges in HRD** (maximum of 2 slides)  
*(Identify issues and challenges relating to HRD concerns that could best be addressed through subregional cooperation leading to subregional actions and solutions)*
3. **Strategic Priorities for Subregional Cooperation in HRD** (1 slide)  
*(Propose strategic priorities for subregional cooperation in HRD to be pursued over the next 5 – 10 years)*
4. **Country Assistance Programs** (1 slide)  
*(Discuss updates and inputs in terms of offers of assistance to other GMS countries or country needs that require support from GMS counterparts and/or development partners)*
5. **Recommendations and Next Steps** (1 slide)  
*(Provide recommendations for possible consideration at higher levels in the GMS)*
6. **Good Practice and Knowledge Management** (1 slide)  
*(Share information on recent analytical work and good practices for HRD priority programs)*

Presenters are requested to provide ADB with a copy (PowerPoint and text) by **10 May 2011**. Please send by E-mail to Ms. Rafaelita Jamon ([rjamon.consultant@adb.org](mailto:rjamon.consultant@adb.org)) and Ms. Maricel Bolado ([mbolado@adb.org](mailto:mbolado@adb.org)) or fax to Ms. Maricel Bolado at Fax No. (632) 636-2228.

All presentation materials will be archived in electronic format and distributed to the participants after the meeting.

Printed copies of presentations may be distributed at the meeting upon request.

**Tenth Meeting of the GMS Working Group on  
Human Resource Development (WGHRD-10)**

Vientiane, Lao PDR , 18-19 May 2011

**Emerging GMS HRD Challenges and Priorities  
for the GMS Strategic Framework 2012-2022**

**COUNTRY STATEMENT:** \_\_\_\_\_

**Key Achievements in HRD**

- 1.
- 2.
- 3.
- 4.

**Policy Issues and Emerging Challenges in HRD**

**Emerging Challenges**

- 1.
- 2.
- 3.

**Policy Issues and Emerging Challenges in HRD**  
*(continuation)*

**Emerging Challenges**

- 1.
- 2.
- 3.

**Strategic Priorities for Subregional  
Cooperation in HRD**

- 1.
- 2.
- 3.
- 4.

**Country Assistance Programs**

- 1.
- 2.
- 3.
- 4.

**Recommendations and Next Steps**

- 1.
- 2.
- 3.
- 4.

**Good Practice and  
Knowledge Management**

- 1.
- 2.
- 3.
- 4.

### 3. Guidelines for Subsector Discussion Paper

The subsector focal points from each GMS country are requested to present a discussion paper on the emerging subregional issues and challenges, respectively, in (i) education, (ii) health, (iii) labor and migration, (iv) social development, and (v) HIV/AIDS and infrastructure. The discussion papers will serve as reference materials for the subsector breakout group discussions.

During subsector breakout group discussions, Heads of Delegation from each country will meet separately with ADB to review overall implementation arrangements of the WGHRD and the GMS Strategic Framework and Action Plan for HRD.

The following guidelines are suggested for the preparation of the subsector discussion paper (maximum of two pages):

- (i) assess implementation progress of activities/projects in the GMS Strategic Framework and Action Plan for HRD 2009-2012;
- (ii) identify emerging subsector issues and challenges;
- (iii) prioritize subsector activities for consideration in the GMS Strategic Framework 2012-2022 and identify new areas where subregional cooperation is needed in the (i) short term and (ii) medium to long-term; and
- (iv) identify opportunities to enhance knowledge sharing among and between each subsector.

Subsector focal points are requested to provide ADB their subsector discussion papers by **10 May 2011**. Please send by E-mail to Ms. Rafaelita Jamon ([rjamon.consultant@adb.org](mailto:rjamon.consultant@adb.org)) and Ms. Maricel Bolado ([mbolado@adb.org](mailto:mbolado@adb.org)) or fax to Ms. Maricel Bolado at Fax No. (632) 636-2228.

The subsector discussion papers and summary reports arising from the respective subgroup breakout sessions will be archived in electronic format and distributed to the participants after the meeting.

Printed copies may be distributed at the meeting upon request.

### 4. Meeting Arrangements<sup>23</sup>

#### A. Duration and Venue of the Meeting

The meeting will be held on Wednesday and Thursday, 18–19 May 2011 at:

Lao Plaza Hotel  
63 Samsentai Road,  
P.O. Box 6708, Vientiane, Lao PDR  
Tel: (856 21) 218800-01  
Website: [www.laoplazahotel.com](http://www.laoplazahotel.com)

---

<sup>23</sup> This information note provides the administrative arrangements for WGHRD-10. For inquiries please contact the Meeting Secretariat at [mbolado@adb.org](mailto:mbolado@adb.org) or [earienda@adb.org](mailto:earienda@adb.org)

**Plenary Sessions will be held at the:** Grand Ballroom (*located at the ground floor, left side*)

### **Breakout Group Sessions**

- Grand Ballroom — Two Groups: **Social Development and HIV/AIDS and Infrastructure**
- Plaza I — **Health**
- Plaza II — **Labor and Migration**
- Plaza III — **Education**
- May Hall (A) — **Implementation Arrangements for HRD Cooperation**  
*Plaza I, II, III and May Hall (A) are all located at the Mezzanine Floor*

### **B. Hotel Accommodation**

Accommodation has been arranged for participants at **Lao Plaza Hotel**, with conference rate of LAK730,000 (approximately \$91.25) net for Superior Room (single occupancy) including buffet breakfast at Dok Champa (ground floor). Accommodation for ADB-sponsored participants will be paid by ADB.

### **C. Airport Transfers**

Complimentary airport transfers have been arranged. You will be met by **Lao Plaza Hotel** staff at the Vientiane airport international arrivals hall.

### **D. Travel Requirements**

**Passport:** All foreign visitors entering Lao PDR must be in possession of a valid passport (with minimum validity of 6 month).

**Visa:** Please check with the Lao Embassy regarding visa requirements.

### **E. Air Tickets, Subsistence Allowance and Reimbursement of Expenses for ADB-financed participants**

Air travel for ADB-financed participants from Cambodia, People's Republic of China, Thailand and Viet Nam will be booked through and issued by the ADB Resident Missions. For ADB-financed participants from Myanmar tickets will be booked through ADB Headquarters.

Daily subsistence allowance and a lump sum miscellaneous travel expense allowance for ADB-financed participants will be provided by the meeting secretariat from 17:30 – 18:30 each evening upon submission of original boarding passes, air tickets and meeting registration form.

Participants claiming for additional travel expense allowance should present original supporting receipts.

## **F. Workshop Registration**

Participants are requested to fill up the registration form and send back prior to the workshop (Attachment 2) and during the workshop, obtain a meeting ID at the workshop registration desk located outside the conference room.

## **G. Reconfirmation of Air Tickets**

Ticket reconfirmation may be provided by the hotel business center (ground floor).

Please note that any additional costs not mentioned above will be shouldered by the participants unless previously agreed with the meeting secretariat. Participants are also advised to inform the meeting secretariat and the hotel at once of any changes in their flight itineraries.

## **H. Meeting Secretariat**

### **Ms. Maricel Bolado**

Operations Assistant

Human and Social Development Division, Southeast Asia Department, ADB

Tel. No. (632) 6815

Fax No. (632) 636 2228

email: [mbolado@adb.org](mailto:mbolado@adb.org)

### **Ms. Ella Arienda**

Operations Assistant

Human and Social Development Division, Southeast Asia Department, ADB

Tel. No. (632) 6815

Fax No. (632) 636 2228

email: [earienda@adb.org](mailto:earienda@adb.org)

### **Ms. Rafaelita Jamon**

Regional Development Economist (Consultant)

Human and Social Development Division, Southeast Asia Department, ADB

Tel. No. (632) 632 5234

Fax No. (632) 636 2228

E-mail: [rjamon.consultant@adb.org](mailto:rjamon.consultant@adb.org)



**10<sup>th</sup> Meeting of the GMS Working Group on Human Resource Development (WGHRD-10)**

18-19 May 2011, Lao Plaza Hotel, Vientiane, Lao PDR,

**REGISTRATION FORM**Kindly return the completed form by **5 May 2011** to:Ms. Ella Arienda (Email: [earienda@adb.org](mailto:earienda@adb.org); Fax:+632 636 2228) orMs. Pie Jamon (Email: [rjamon.consultant@adb.org](mailto:rjamon.consultant@adb.org); Fax:+632 636 2228)

<b>Title</b>	<b>Family Name</b>	<b>First Name</b>
<b>Name to Appear on Name Tag</b>		
<b>Organization / Agency</b>		<b>Position</b>
<b>Postal Address</b>		
<b>Telephone</b> (Please include country code) Office: Mobile:		<b>Fax No.</b>
<b>Email</b>		
<b>Participation in Breakout Sessions</b> <i>(Please check appropriate box to indicate participation in breakout sessions to be held simultaneously on 19 May 2011)</i>		
<input type="checkbox"/> Education	<input type="checkbox"/> Labor and Migration	<input type="checkbox"/> HIV/AIDS and Infrastructure
<input type="checkbox"/> Health	<input type="checkbox"/> Social Development	<input type="checkbox"/> WGHRD Implementation Arrangements