

APPENDIX A: THE BASIC PRINCIPLES STATED IN THE HRD ACTION PROGRAMME

- 1) The people of the Asia Pacific are the most important resource in economic growth and development, one of whose goals is to enhance the quality of life and well-being of the people of the region.
- 2) The development and protection of human resources contribute to the attainment of such fundamental values as the alleviation of poverty, full employment, universal access to primary, secondary and vocational education and the full participation of all groups in the process of economic growth and development.
- 3) Human resources development requires cooperative action by public, and business/private sectors, educational and training institutions.
- 4) In designing approaches to human resources development, attention must be given to the diversity of experiences and situations in the region.

The Working Group's medium-term strategic priorities are:

- 1) Providing quality basic education, with a focus on increasing access by all groups to basic education and increasing levels of educational attainment for the population as a whole.
- 2) Improving labour market information and analysis to support flexible and efficient labour markets, which contribute to economic growth and trade and investment in the region.
- 3) Enhancing the skills of managers, entrepreneurs, and educators/trainers in key sectors; supporting the training needs of small and medium-sized enterprises (SMEs) and the management of sustainable growth and development.
- 4) Promoting and developing lifelong learning as a means to meet both rapidly changing skill needs in the economy, as well as individual needs for adjustment and upgrading of education, vocational training, professional and technical skills, and management development.
- 5) Increasing the quality of curricula, teaching methods, and instructional materials in education, training, and skills development at all levels, with a particular focus on preparing for the transition to the 21st century (i.e., from basic education, through vocational and technical skills training, to professional and executive development for the management of change).
- 6) Facilitating the mobility of qualified persons to help meet skill shortages by developing means for the mutual recognition of skills and qualifications, and to increase opportunities for people to gain the skills required for the economic growth and development of member economies and the region as a whole.
- 7) Enhancing the quality, productivity, efficiency and equitable development of the labour forces and workplaces in member economies.
- 8) Strengthening cooperation in education and training to support trade and investment liberalization and facilitation.

APPENDIX B: A MATRIX OF SHORT- AND LONG-TERM WORKING GROUP ACTIVITIES

The relationship between the short- and medium-long-term in Working Group activities can be modelled in terms of a two-by-two matrix. On the horizontal axis, there are two key dimensions—micro-level (i.e., the enterprise) and macro-level (i.e., the economy) responses; on the vertical axis, there are short- and medium-to-long-term perspectives. We can assume for the purposes of this exercise that the medium-to-long-term dimension is already defined by the priorities for the Working Group laid out in Appendix A. Note that these fall neatly into micro- and macro-level interventions. We have illustrated possible short-term measures by drawing on the case studies previously discussed. Clearly, further work might usefully be undertaken to define the nature of short-term interventions more precisely and generically.

	Micro	Macro
Short-term (as examples)	<ul style="list-style-type: none"> Improved work practices Productivity improvements Work flexibility Retraining measures Outplacing measures 	<ul style="list-style-type: none"> Labour market data gathering Relief for job loss Retraining programmes Export sector support
Long-term	<ul style="list-style-type: none"> Management training Skill improvement Reduced skill deficiencies Rapid technical change 	<ul style="list-style-type: none"> Universal basic education Labour market analysis Curriculum development Rapid technical change TILF

APPENDIX C: LIST OF RELATED PAPERS FROM THE JUNE 15TH SYMPOSIUM AND 18TH HRD WORKING GROUP MEETING

Papers in room, June 15th Symposium and 18th HRD WG Meeting

People's Republic of China

1. "On Financial Crisis, Adjustment of Industrial Structure, and Human Resources Development," by Professor Gong Zhankui, APEC Study Centre, Nankai University, People's Republic of China.

Indonesia

2. "The Impact of Economic Crisis on International Migration: an Indonesia Case," by Mr. Aris Ananta, Mr. Daksini Kartowibowo, Nur Hadi Wiyono, and the Chotib Demographic Institute, Faculty of Economics, University of Indonesia.
3. "An Assessment of Impact and Policy Implication of Economic Crisis on the Employment Sector in Indonesia," by Dr. Mangara Tambunan, Managing Director, Centre for Economic and Social Studies, Jakarta.
4. Ibid., seven-page summary used in presentation.

Japan

5. "The Changes in Economical Situation and Employment Structure in Japan," by Mr. Shuichi Hirata, the Japan Institute of Labour.
6. "AOTS's Experience on Industrial HRD to Respond to the Economic Crisis in Asia." Synopsis of presentation, by Mr. S. Miyamoto, Association for Overseas Technical Scholarships (AOTS).

Korea

7. "The Asian Financial Crisis and Its Effect on Unemployment in Korea." Short presentation paper (longer analysis available in 18th meeting "brick").

Malaysia

8. "Labour Market Adjustments to the Financial and Economic Crisis in Malaysia," by Ms. Kim-Lian Yap, Assistant Director, Economic Planning Unit, Prime Minister's Department, Malaysia.
9. Hard copy of slide presentation by same author.
10. "Labour Market Adjustments to the Financial and Economic Crisis," presented by Mrs. Mariah Mahmud, Director General, Department of Women's Affairs, Ministry of National Unity and Social Development, Malaysia.

Papua New Guinea

11. "Papua New Guinea Situational Analysis on the Human Resource Development (HRD) Impact of the Asian Financial Crisis," presented by Mr. Gabriel Andandi, Mr. Joe Vagi, Mrs. Doriga Henry, Department of Education, Papua New Guinea.

Philippines

12. "Human Resource and Social Impacts of the Financial Crisis: The Philippine Experience." Case study presented by the Philippines delegation (Mr. Reydeluz Conferido).
13. "Reaction paper," by Mr. Antonio C. Asper, Vice President for the International Federation of Free Workers, Philippines, and Head of Projects Development Office of the Brotherhood of Asian Trade Unionists (BATU-WCL).

Chinese Taipei

14. "Financial Crisis and Human Resource Development," by Dr. Chi Schive, Vice Chairman, Council for Economic Planning and Development and Professor of Economics, National Taiwan University.

Other papers

15. "Lessons to Learn from the Asian Crisis: A BATU-WCL Statement."

Other presenters/panellists at the Symposium (no written papers available)

Ms. Elaine Mckay, Gender Expert, Australia

Mr. David Allen, Senior Vice President and Deputy General Manager for Asia, Manulife Financial, Canada

Mr. Mario Velazquez, Chile

Dr. Mayling Oey Gardiner, Gender Expert from Indonesia

Mr. Atty Aniano Bagabaldo, Vice President, Employers Confederation of Philippines, CEO Philexport

Dr. Kitti Limskul, Director, Economic Modelling and Forecasting Programs, Faculty of Economics, Chulalongkorn University, Thailand (his paper from the Jakarta meeting is available on the APEC Secretariat home page)

Ms. Areeya Rojivithree, Delegation of Thailand

Papers included in the summary conclusions of the 18th HRD Working Group Meeting under the report of the Labour Market information Group

Australia

16. "Impacts of the Asian Financial Crisis on Australia"

Canada

17. "The Asian Financial Crises and Their Effect on the Canadian Economy"

Chile

18. “Impacts of the Asian Financial Crisis on Chile”

Hong Kong, China

19. “APEC Labour Market information Group - Impact of the Asian Financial Crisis on Hong Kong, China”

Indonesia

20. “Key Economic Indicators of Indonesia”

Korea

21. “The Asian Financial Crisis and Its Effect on Unemployment in Korea”

Malaysia

22. “Malaysia—Report on the Impact of the Financial Crisis on the Labour Market...”

Singapore

23. “Impact of the Asian Financial Crisis on Singapore”

Chinese Taipei

24. “Chinese Taipei’s Report on the Impact of the Financial Crisis”

Thailand

25. “Report on the Impact of the Financial Crisis in Thailand”

Papers from the April 22-23, 1998 Experts’ Workshop and Task Force Meeting in Jakarta, available on the APEC Secretariat Website, HRD Working Group page (<http://www.apecsec.org.sg/workgroup/hrdhome/html>)

26. “The Impact of the Economic Crisis on International Migration: An Indonesia Case”

27. “An Assessment of Impact and Policy Implications of Economic Crisis on Employment Sector in Indonesia”

28. “Labour Market Adjustments to the Financial and Economic Crisis in Malaysia”

29. “The Financial and Economic Crisis in Thailand: Policy Response, Impact on Social Sector and Counter Measures”

30. “The HRD Dimension of the Asian Financial Crisis: Towards the Definition of an APEC Response”

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