

Summary Conclusions of the First Working Group Meeting  
of the Asia-Pacific Multilateral  
Human Resources Development Initiative

1. The delegations of the APEC member countries met in Tokyo on July 2 and 3, 1990 with a view to discussing existing facilities and programs in the field of human resources development in each country and the Asia-Pacific region as a whole. The delegations from Australia, Canada, Indonesia, the Republic of Korea, Malaysia, New Zealand, the Philippines, Singapore, Thailand, the United States and Japan participated in the meeting. Japan took the chair of the meeting. The discussion focused on identification of needs for human resources development, and the meeting considered some concrete proposals put forward by several delegations.
2. The agenda of the meeting and the list of participants are at Annex 1.
3. The Japanese delegation as a shepherd for the project reported on the outcome of the 2nd SOM held in Singapore on 21-22 May this year.
4. The participating countries discussed existing facilities and programs, needs to be filled, possible core institutes for network to be established in the field of economic development, business management and industrial technology in the context of human resources development project.

5. Each participating country explained its respective situation with regard to the human resources development mainly on the basis of the responses made in the questionnaires. As a result, the relevant information of a number of existing facilities and programs in the above-mentioned fields of human resources development have been made available and useful exchange of views in this respect was made among the participating countries. With regards to identifying specific needs of human resources development several useful observations emerged as follows:

(1) Demand for human resources development is recognized in the following fields:

(a) economic development (Indonesia, Thailand )

(b) Industrial and agricultural technology and R&D

(Indonesia, Thailand, Malaysia, the Republic of Korea, the Philippines)

(c) Business management (Indonesia, Thailand )

(d) International trade business (Malaysia )

(2) In training and education system, the following points need to be considered.

(a) Utilization of existing facilities in each country

( Australia, Indonesia )

(b) Formation of network among existing facilities

( Australia )

i) Exchange of development policy related personnels such as instructors, lecturers, trainers, and researchers (Indonesia, Thailand, the Republic of Korea )

ii) Exchange of lecturers and curriculum, joint research and joint training (Indonesia, Thailand )

iii) Exchange of information and experience (Indonesia, Thailand, Malaysia, Canada, the Republic of Korea )

(3) Following two points were also raised as necessary elements:

-Uniform recognition of standard of qualifications among the countries in the region

-Cooperation and participation by private sector

(4) Specific projects proposed are as follows:

(a) Mutual interchange among education and research institutions in the region on economic development ( Japan )

(b) International Business School ( Japan )

(c) Industrial Technical Training Center ( Japan )

(d) KDI (the Republic of Korea )

(e) a strategic analysis of the trends of supply and demand of human resources (Australia )

6. . It was agreed that as a part of supplementing the existing questionnaire, each country is requested to make its best effort to submit to Japan an overview of the response in the questionnaire by July 6, and that Japan would assume the responsibility of compiling the overviews presented by each delegation and prepare an analytical report on that basis which will be submitted to the Ministerial Meeting in Singapore in the form of attachment with the progress report.

7. The meeting agreed that the networking of relevant facilities within the APEC region in the three priority areas of economic development, business management and industrial

technology is very important in order to strengthen regional cooperation and mutually beneficial and complementary relation among the countries in the region.

Through establishment of a network of such facilities, it is expected that useful exchange of relevant information as regards to the situation of human resources development in each country can be made, and that joint research as well as training and personnel exchanges among the APEC member countries can be facilitated.

8. The meeting discussed a number of institutes in the region which could play a role as a core institute for the network in the APEC region when it will be established.

The scope of the network including such factors as thematic areas, institutions, personnels and experiences should be further elaborated in the future work.

The view was also expressed that in establishing such network, there is a need for taking into account the complementary nature of the APEC member countries in terms of varying stages of economic development of each country.

9. Japan explained the major means and facilities it is employing for assistance to the HRD of Asia and the Pacific region, and restated the proposal on mutual interchange among education and research institutes in the region on economic development, which it had initially proposed at the First APEC SOM meeting last March.

Japan also presented the concepts of the following 2 projects;

-International Business School

which would study and teach comprehensive theory and methods of business management, integrating Japanese and Asian management experiences with the Western business administration theory.

-Industrial Technical Training Center

which would facilitate transfer of technology and skills of production line operation by both forming a network among existing facilities and providing technicians with training on industrial technologies.

10. In conjunction with the Japanese proposals, Australia introduced supplementary proposals as follows:

International Education and Research Institute on Economic Development (IERIED) would be established to ensure that any new training investments derive maximum benefit from existing regional capabilities and networks.

It was also proposed that an APEC Management Training Network and an APEC Executive Exchange and Professional Training Program would be established to supplement the Japanese proposed project of International Business School.

11. Australia also proposed that a project of Asia Pacific Resource Development Outlook 1991-92 be launched to conduct a strategic analysis of the trend of supply and demand of human resources development in the region.

In this connection, the view was expressed that the scope of HRD project should be broadened so as to include policy-related issues, and that such issues could be studied in the

framework of proposed Outlook 1991-92.

12. Australia made a proposal that the Ministerial Meeting in Singapore would request PECC to coordinate and produce such an analytical work as above, taking into account the need for ensuring effective coordination and avoiding duplication of the work between APEC and PECC. The meeting agreed that the Working Group would request PECC to conduct the analytical work.

13. With respect to the Japanese proposed projects together with the Australia supplementary proposals, the meeting agreed on a need for conducting a feasibility study of each project. In order to facilitate such study, it was agreed that Japan would act as a coordinator in the conduct of the study with the assistance from Australia, the Republic of Korea and Thailand. Each APEC member country would be requested to submit their own relevant data and information necessary for the study to these four countries by the end of August so as to facilitate preparation for the deliberation on this matter at the second Working Group Meeting of Human Resources Development to be held in Autumn this year.

14. The Republic of Korea expressed its view that, Korea Development Institute(KDI) would be qualified to serve as a core institution of the network in the country in light of its past abundant experience in the field of economic development.