

**SUMMARY CONCLUSIONS OF THE SIXTH MEETING  
OF THE APEC WORKING GROUP ON ASIA-PACIFIC MULTILATERAL  
HUMAN RESOURCES DEVELOPMENT INITIATIVE  
CAIRNS, 28-29 MAY 1992**

**1. ATTENDANCE**

The Sixth Meeting of the APEC Working Group on Asia Pacific Multilateral Human Resources Development Initiative took place in Cairns on 28 and 29 May 1992. Delegates from Australia, Brunei Darussalam, Canada, the People's Republic of China, Hong Kong, Indonesia, Japan, the Republic of Korea, Malaysia, New Zealand, Philippines, Singapore, Chinese Taipei, Thailand, and the United States of America participated. A representative of the PECC Secretariat attended as an observer. The list of participants is attached as Annex 1.

**2. ELECTION OF CHAIR AND RAPORTEURS**

Dr Neil Johnston, Deputy Secretary, Department of Employment, Education and Training, Australia, was elected Chair of the meeting. Australia, Canada, Japan and the Philippines were elected as rapporteurs.

**3. ADOPTION OF AGENDA**

The provisional agenda was adopted with minor modifications. (Annex 2)

**4. REPORT OF THE APEC FIFTH HRD WORKING GROUP MEETING  
IN BANGKOK, 9-10 JANUARY 1992**

Thailand presented the report from the Fifth Meeting of the APEC Working Group on Asia Pacific Multilateral Human Resource Development Initiative and referred participants to the Summary Conclusions previously distributed. (Annex 3)

**5. REPORT AND REVIEW OF APEC -HRD NETWORK ACTIVITIES**

**A.) Human Resource Development - Business Management Network (HRD-BMN)**

The BMN Co-ordinator briefed the meeting on progress during the past ten months, and on the BMN Workplan for 1992/93. Major achievements in 1991/92 included a conference in Manila entitled "In search of the Asian Manager for the year 2020" and a workshop in Japan to discuss progress in the BMN and to begin planning for the Second General Meeting.

The Meeting endorsed the Workplan for 1992/93 which proposes activities, four agreed, five under discussion and seven at a developmental stage.

The Working Group noted the policy recommendations advanced by BMN. It was determined that delegations would seek further advice within their administrations and report such to Australia. If agreement is reached, Australia will bring the policy recommendations to the attention of Ministers through Senior Officials. Otherwise, the matter will be referred to the 7th Working Group Meeting.

The Progress Report for 1991/92 with the policy recommendations and the Workplan for 1992/93 are presented in Annex 4.

#### **B.) Network for Economic Development Management (NEDM)**

The Network Co-ordinator provided an overview report of the Network for Economic Development Management (NEDM):

- . reviewing activities carried out in 1991/92;
- . outlining a proposed new workplan; and
- . presenting a number of suggestions concerning operational matters designed to facilitate NEDM activities.

The Network Coordinator noted that for the purposes of developing the new workplan, NEDM had worked on the basis that, at least in the short term, there would be no expectation of central funding.

Specific proposals contained in the new workplan were outlined by the Network Coordinator, including those by Canada and Australia. The 1992/93 Workplan is provided in Annex 5.

The Working Group endorsed the 1992/93 Workplan of the Network.

#### **C) Human Resource Development in Industrial Technology (HURDIT) Network**

The Network Co-ordinator of HURDIT presented a summary of activities to date. He noted that at the formulation meeting in Wollongong, August, 1991, the concepts, goals, organisation and administration of the Network had been agreed- largely in direct alignment with decisions already taken within APEC and the other HRD Networks. Full project proposals for the seven projects identified at the formulation meeting were to be developed over the next five months.

Taking account of Member's priorities as expressed in response to priority surveys, the Network Co-ordinator of HURDIT proposed a Workplan and Timetable for projects and project implementation which would include the four projects deemed to be of highest priority to be undertaken during 1992-93, and the remaining three projects in 1993/94. This was agreed to by the HURDIT Network Meeting. The agreed Workplan including the seven projects and the proposed timing are presented in Annex 6.

The HURDIT Network Meeting also agreed to the principles that should be employed in assessing Network Projects as well as to the obligations and responsibilities of national Network members who participate in implementation of the projects within the overall Workplan for:

- Co-ordinating countries and their lead institutions; and
- Participating countries expressing commitment.

The Working Group noted that the three networks had adopted broadly consistent Modus Operandi.

The Working Group considered the matter of electronic mail and agreed that the three Network Co-ordinators, together with other available National Lead Institutions, should jointly undertake a study of the cost, feasibility and effectiveness of an electronic network among participants in the HRD Networks.

#### **6. JAPAN-APEC PARTNERSHIP FOR EDUCATION AND TRAINING**

The Working Group noted progress on the "Japan-APEC Partnership for Education and Training".

#### **7. US-APEC PARTNERSHIP FOR EDUCATION**

The Working Group noted progress on the "US-APEC Partnership for Education".

#### **8. THE ROLE AND FOCUS OF THE HRD WORKING GROUP**

Canada presented its paper on the role and focus of the HRD Working Group and noted the contextual realities which suggest the importance of linkages with other existing regional organisations and the need to use available resources in a strategic way. The meeting commended Canada's initiative in preparing the paper, and endorsed the following recommendations:

- A. The role of the HRD Working Group should be:
  - a.) To develop overall strategies for HRD in the region;
  - b.) To undertake policy discussions and formulate policy recommendations to Senior Officials and Ministers;
  - c.) To review, prioritise and promote the activities of the Networks and approve their annual Workplans;
  - d.) To coordinate activities across networks; and
  - e.) To facilitate co-ordination with other regional organisations and institutions.

To this end, for the next meeting a work plan will be prepared by Canada for the next 2-3 years outlining the major programs and activities of the Working Group, together with suggestions for monitoring and evaluation.

- B. Procedural improvement for Working Group Meetings should include:
- a.) The development of a longer term Workplan;
  - b.) Circulation of regular documentation a month in advance of meetings;
  - c.) Differentiation of agenda items into:
    - i.) Information items which would be circulated but not discussed
    - ii.) Discussion items
    - iii.) Items requiring a decision

The Working Group agreed that guidelines for the submission of network workplans, proposals for activities and the preparation of policy recommendations be prepared by Canada for the next meeting.

## 9. THE FUNDING OF APEC-HRD ACTIVITIES

Australia presented a paper on the issue of funding. Thailand informed the meeting of the current status of preparation for the agenda item on Future Steps of APEC for consideration at the Second SOM in June 1992. This agenda item will cover issues of support mechanisms and funding arrangements for the APEC process.

The HRD Working Group discussed a number of funding issues. The majority of APEC members:

- . considered that future funding arrangements should satisfy the principles and understandings outlined in the Australian paper as amended (Annex 7);
- . agreed on the need to establish a small central APEC fund for project activities;
- . agreed on the need to establish a Secretariat which could take over responsibility for coordination and administration of Working Group meetings;
- . agreed on the desirability of participants providing views to their senior officials on funding priorities for HRD activities to assist their preparations for the June SOM;

A number of members noted the need to clarify the legal basis for establishing APEC to facilitate receipt and payment of funds and the need for guidelines to access funds from third parties.

## 10. PECC HRD OUTLOOK 1991-1992: POLICY RECOMMENDATION

Australia presented a paper on this item following initial discussions at the Bangkok meeting, January 1992.

The paper outlined four areas with implications for policy recommendations.

It was agreed that :

- . APEC members continue to provide data for the HRD Outlook in a timely fashion to their respective PECC contact; and support the development of a quality data base;
- . APEC members encourage their appropriate technical experts from labour ministries, planning bureaus, universities and relevant organisations to attend the APEC/PECC Technical Workshop on Labour Market Data and Projection Methodologies for statistical and technical experts to be held in Singapore from 11-12 June 1992;
- . the Network for Economic Development Management consider conducting a survey and analysis of ODA Schemes and their contribution to skill transfer, particularly in the scientific and technical area. If this analysis is carried out, together with the Industrial Technology projects, the PECC Secretariat may wish to incorporate the information in their future HRD Outlooks; and
- . the Network for Economic Development Management consider the production of a summary of various work undertaken to date on the economic and social aspects of the informal sector, together with appropriate policy analysis to more effectively raise the contributions of this sector to economic growth.

Delegates were to consider their priorities for research and analysis on labour mobility issues and to report these to the next Working Group meeting.

## 11. APEC EDUCATION MINISTERS' MEETING

The Working Group welcomed the progress report on planning for the APEC Education Ministers Meeting. The Working Group agreed that:

- . The concept of APEC co-operation in education be endorsed as falling within the scope of the Human Resource Development Working Group;
- . The HRD Working Group recommend that the APEC Senior Officials Meeting in Bangkok designate the education ministerial and possible follow-on activities as official APEC activities;

A new forum devoted to education, tentatively entitled the "APEC Education Policy Forum," be considered for inclusion within the HRD Working Group adopting the same general Modus Operandi as exists within other HRD Networks and activities.

The initial focus of the APEC Education Policy Forum would be on topics and activities that relate to the theme of the ministerial: "Education Standards for the Twenty-First Century."

The USA noted the Working Group discussion on this topic and recommended that it be conveyed to the attention of the Ministerial Meeting

The Working Group requested that it be advised of the outcome of the APEC Ministerial Meeting.

## **12. UNIVERSITY MOBILITY IN ASIA PACIFIC (UMAP) INITIATIVE**

Australia provided a progress report on developments of the Seoul Reference Group meeting. The members of the HRD Working Group:

- . Endorsed the objectives of UMAP on the basis that University Mobility will contribute to economic cooperation in the region
- . Encouraged UMAP proposals within APEC members on the basis that their implementation would primarily be undertaken by the individual institutions and would contribute to the effectiveness of the APEC process
- . Encouraged the relevant authorities within their governments to consider means of assisting individual institutions and students who wish to participate in the program ;and
- . Proposed that the UMAP program be discussed by the APEC Education Ministers Meeting.

13. DATE AND VENUE OF THE NEXT HRD WORKING GROUP MEETING

The Working Group noted that at this stage there was no volunteer to host the next Working Group meeting. The Working Group asked Japan to explore the possibility of hosting the next meeting in Japan in January 1993. Japan agreed to consider this request favourably.

The Working Group discussed the desirability of forward scheduling Working Group Meetings.

14. OTHER MATTERS

The Working Group expressed its appreciation of Australia's hosting of the meeting.

The Working Group expressed its appreciation for the contribution of Mr Dick Gold who was attending his last Working Group Meeting.