

GMS HRD Challenges and Opportunities

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Definition of HRD

- HRD is a broad concept
- HRD provides critical inputs to a growing economy
- HRD also contributes directly to human welfare
- A more equitable distribution of HRD outcomes contributes to poverty reduction



Key GMS HRD Challenges

- Urgent need for human resources in the context of rapid economic growth
- Rapid growth in cross-border labor migration in recent years
- Human and drug trafficking
- Cross-border transmission of communicable diseases
- Social and health impact of rapid growth and integration in border areas



GMS human resource needs

- GMS economic growth has averaged 6% per annum in recent years
- Education and training systems under increasing pressure
- Subregional cooperation is needed in many areas to strengthen these systems



Labor and migration

- Thailand is the main destination country for GMS labor migrants
- An estimated 4.1 million cross-border labor migrants are currently in the GMS (about 2.6 million are in Thailand)
- Potential labor migrants lack reliable information about the risks associated with illegal migration



Communicable diseases

- GMS integration has increased the risk of transmitting human diseases across borders
- Subregional cooperation is needed to control emerging and existing communicable diseases



Human & drug trafficking

- Human and drug trafficking is a growing problem along economic corridors
- Trafficking is facilitated by income inequality and by the limited information available to potential migrants about the risks of illegal migration
- Particularly vulnerable groups include ethnic minority communities and women and children in border areas



Social impact of GMS integration

- There is growing concern about the possible negative social and health consequences of GMS integration and related investments, particularly in border areas along economic corridors
- Ethnic minority communities are particularly vulnerable



Opportunities for GMS HRD Cooperation

- Facilitating subregional integration by harmonizing national HRD regulations, standards, policies and procedures
- Addressing cross-border HRD issues resulting from subregional integration
- Obtaining additional value by conducting selected activities at the subregional level
- Exchanging relevant information and experience within the subregion
- Complementing subregional investments in other sectors



Facilitate integration through harmonization

- Different HRD regulations, standards, policies and procedures can be a barrier to further integration
- Important examples are labor and migration regulations and educational and training qualifications
- GMS cooperation provides a unique opportunity to pursue harmonization
- The potential benefits of HRD harmonization are large, but they may require considerable time to achieve fully



Address cross-border HRD issues

- GMS HRD cooperation provides a unique opportunity to address cross-border HRD issues
- Examples include the control of communicable diseases and various forms of trafficking
- Successful GMS cooperation in these areas has already occurred



Obtain additional value at the subregional level

- Some HRD activities can provide additional value if undertaken at a subregional level
- The Phnom Penh Plan is an important example



Exchange information and experience

- Many GMS countries face many of the same HRD challenges
- One example is education and health system strengthening
- It is useful for GMS countries to exchange information about their experience and approaches in addressing these HRD challenges



Complementary HRD investments

- GMS strategies in other sectors frequently cite the need for complementary HRD investments
- To date, opportunities of this type have not received much attention from the WGHRD



**Thank you for your kind
attention!**

