

**REPORT OF THE 1ST INDONESIA-MALAYSIA-THAILAND
GROWTH TRIANGLE
WORKING GROUP MEETING
ON HUMAN RESOURCES DEVELOPMENT
(IMT-GT WGHDR)**

Melaka, Malaysia, 8-11 July 2007

INTRODUCTION

1. The 5th Meeting of the Indonesia-Malaysia-Thailand Growth Triangle on Human Resources Development was held in Melaka, Malaysia from 8-11 July 2007. The meeting agreed that on the basis of the Roadmap for Development 2007-2011, the report of the above meeting shall be referred to as the 1st IMT-GT Working Group Meeting on Human Resources Development (IMT-GT WGHDR). The meeting also agreed on the session as the 1st WGHDR and as continuity to the 4th series of Implementing Technical Group (ITG). The Meeting was attended by representatives from Indonesia, Malaysia and Thailand. The representatives of Joint Business Council (JBC) were also present.

2. The Meeting was chaired by Mr. Wan Seman Wan Ahmad, Director-General of Department of Skills Development, Ministry of Human Resources, Malaysia, who was also the head of Malaysian delegation. Meanwhile the Indonesian delegation was led by Mr. Harry Heriawan Saleh, Secretary General Ministry of Manpower and Transmigration, Republic of Indonesia, alternated by Mr. Maruli Apul Hasoloan, and the Thai delegation was led by Ms. Suchada Thaibunthao, Director, Thailand International Development Cooperation Agency (TICA), Ministry of Foreign Affairs. The full list of delegation appears as **Annex 1**.

WELCOMING REMARKS

3. The Meeting was officially opened by the Secretary General, Ministry of Human Resources Malaysia, Dato' Thomas George. In his welcoming remarks, he bid a very warm welcome to all delegates and wished them a fruitful discussion during the Meeting. He stated that IMT-GT existence is to build a dynamic future and the challenge to achieve IMT-GT shared vision - a seamless, progressive, prosperous and peaceful sub-region with improved quality of life, can only be materialized through commitment and synergy effort of working together. The full text of the Secretary General's welcoming remarks appears as **Annex 2**.

OPENING STATEMENTS

4. In his opening statement, the Head of Indonesian Delegation, Mr. Harry Heriawan Saleh expressed his gratitude and appreciation to Ministry of Human Resources Malaysia and to the Government of Melaka, for their hospitality and fine arrangement in preparing and conducting this meeting. In his statement, Mr. Saleh mentioned that international and regional cooperation are required to enhance the development of human resources.

Indonesia expected that the aim of building a dynamic future among IMT member countries would be in line with the spirit to develop competitiveness skills of our human resources, along with enhancing the realization of people mobility among IMT-GT member countries.

5. Mr. Saleh stated that since the progress of Working Group on HRD of IMT-GT is not performing perfectly, he suggested that this meeting perhaps could discussed some future activities of Working Group to be more concrete, focus and effectively. In his statement, he proposed an annual "IMT-GT HRD Exhibition" which has to be done regularly in order to share the progress of HRD activities among IMT-GT members. Participation of Joint Business Council (JBC) in this exhibition is highly required. As an initial action, Indonesia invites Malaysia and Thailand to observe "Indonesia HRD Exhibition" which will be held in Bandung, West Java Indonesia, from 26-28 July, 2007. It is expected that the exhibition will be continued every year in the IMT-GT countries respectively on a rotation basis. Mr. Saleh closed his statement by wishing a success meeting for all delegates. Full text of this remark appears as Annex 3.

6. In his opening statement, the Head of Malaysian Delegation, Mr. Wan Seman Wan Ahmad expressed that IMT-GT WGHRD need to be strengthened in order to ensure the success of WGHRD. The success of this WG will be measured on the continuous effort and programs from previous series of Implementing Technical Group (ITG) and strong effort among all institution under IMT-GT, namely Governors' Forum, JBC, National Secretariats, Coordination and Monitoring Center, Working Group, SOM, Ministers' Meeting and the Summit. He emphasized that there is a need to advance a common understanding among the IMT-GT member countries for the implementation of the project proposals and it must be driven by JBC. The full text of this remark appears as Annex 4.

7. The Head of the Thai Delegation, Ms. Suchada Thaibunthao, opened her remarks by expressing her appreciation to the hosts, the Government of Malaysia, the Ministry of Human Resources of Malaysia and Melaka State Government. She reminded delegates that the IMT-GT roadmap has been approved and adopted earlier this year and would provide clear-cut guidelines for implementation by stakeholders in the various initiatives and projects in strengthening peace and stability among IMT-GT member countries. She reiterated that the idea of partnership arrangement by sharing expenses in implementing a training course and study visit should be applied for IMT-GT Cross-Sectoral HRD projects and activities and this should be addressed in this meeting report. She also stressed that Thailand stands ready to continue development cooperation under IMT-GT Roadmap for Development by implementing the activities following the timeline in the 2007 calendar to reflect Thailand's commitment to IMT-GT Roadmap. She also encouraged that the IMT-GT member countries should find the way to cooperate with other cooperation frameworks in the region for the benefits of the people of the IMT-GT member countries. The full text of the Head of Thai delegation's opening remarks appears as Annex 5.

AGENDA ITEM 1: ELECTION OF THE CHAIRPERSON, CO-CHAIRPERSON AND DRAFTING COMMITTEE

8. The Meeting unanimously elected Mr. Wan Seman Wan Ahmad of Malaysia as the Chairperson and elected Mr. Harry Heriawan Saleh alternated by Mr. Maruli Apul Hasoloan of Indonesia and Ms. Suchada Thaibunthao as Co-Chairpersons of the Meeting.

9. The Meeting also elected six members of the Drafting Committee. They are Ms. Indah A. Putri and Ms. Sri Lestari (Indonesia), Mr. Mohd. Faizal Bin Ab. Hamid, Ms. Grace Dairiam, (Malaysia), Acting Sub Lt. Kittipol Chotipimai and Ms. Arunee Hiam (Thailand).

AGENDA ITEM 2: ADOPTION OF AGENDA

10. The Meeting considered and adopted the Agenda of the 1st IMT-GT WGHRD. The Agenda appears as Annex 6.

AGENDA ITEM 3: BUSINESS ARRANGEMENT

11. The Meeting was held in plenary. The Program of the Meeting appears as Annex 7.

AGENDA ITEM 4: PRESENTATION OF RECENT DEVELOPMENT POLICIES IN HUMAN RESOURCES DEVELOPMENT

12. Mr. Mulyanto, Director for Standardization, Competency and Training Program of the Ministry of Manpower and Transmigration, Republic of Indonesia, stated that the development of human resource in Indonesia is the major concern of the country due to its important role for development. He added that the human resource development in Indonesia consisted of three major streams, namely education, training and career development. He emphasized the need to enhance pillars of human resources development that consists of national competency, competency based education and training and independent certification system of competency. He informed the Meeting that Indonesia's basic principles in human resources development are measurable, traceable, accountable and clearly defined. Mr. Mulyanto introduced the national policy for developing Indonesian HRD which called "The Three in One (3 in 1) Policy", meaning as an integrated strategy of training, certification and placement. He added that Indonesia has developed 59 national competency standards to encourage the implementation of training and certification as well as to enhance employment. The complete slides of his presentation appear as Annex 8.

13. Mr. Mohd. Azman bin Abd. Mubin of Malaysia pointed out in his presentation that recent Human Resources Development Policies in Malaysia will touch on the Malaysian Labour Force, HR requirement, job creation, policies and programmes to address HRD issues and skills training. He emphasized that the human resources development is the integral part of the IMT-GT region. He recommended that the

mechanisms of IMT-GT WGHRD needs to be reviewed in order to facilitate JBC. The full text of the presentation appears as **Annex 9**.

14. In her presentation, Ms. Vasinee Naewpanich, Senior Policy and Plan Analyst, National Economic and Social Development Board of Thailand elaborated that Thailand's human development strategy at macro level can be seen from development direction of the quality of people and society in the 10th National Economic and Social Development Plan (2007-2011). This National Plan reflects human development direction for all age groups in every dimension; physically, mentally and intellectually. The strategy on the development of the quality of Thai people comprises 3 major policy guidelines namely, 1) human development highlighting on moral-based knowledge focusing on human mentality development together with learning for all groups of people throughout their life beginning from the early age 2) strengthening the quality of health system in all aspects in order that the people are healthy, both physically and mentally and 3) creating immunity system for Thai people to live securely and peacefully in the society. The full text of the presentation appears as **Annex 10**.

AGENDA ITEM 5: REPORT ON STATUS AND PROGRESS OF WORKING GROUP ACTIVITIES AND MATTERS ARISING FROM THE 4TH ITG

15. The Meeting took note of the Report on Status and Progress of the ITG activities by Lead Country, Indonesia, which was presented by Mr. Maruli A. Hasoloan, Director of Labour Market Development, Ministry of Manpower and Transmigration of the Republic of Indonesia. In his presentation, Mr. Maruli recalled the result of the 4th ITG Meeting on Cross Sectoral Development (HRD) which was held in Pekanbaru, Riau Province Indonesia in June 2006; where there were 11 (eleven) project proposed by Indonesia, 2 (two) proposals from Malaysia, and 1 (one) project proposal from Thailand. Unfortunately, the progress of those project proposals has not being performed in satisfactory. With this respect, Mr. Maruli mentioned that this WGHRD meeting should develop further discussion on determining better coordination and communication among members including government and JBC.

16. He then expressed that this meeting has to measure concrete actions or activities in line with the IMT-GT Roadmap to give mutual benefit for all IMT-GT member countries. Mr. Maruli also stated that as Lead Country of this Working Group, Indonesia believes that this Working Group still has prospects and expectation to be developed for building dynamic cooperation based on benefits and neighborhood spirit among IMT member countries. Mr. Maruli mentioned that Indonesia had conducted a coordinating meeting among IMT-GT stakeholders in Indonesia to formulate a concrete actions and activities that are to be taken into the IMT-GT WGHRD. The meeting was held in the beginning of July 2007, it was attended by participants from representatives of 10 (ten) provinces of Sumatera, both government and private sectors. Full text of Report on Status and Progress of the Working Group, appears in **Annex 11**.

17. The meeting acknowledged that last year Thailand had organized the seminar on "Regional Technical Meeting on Developing Skills Standards and Improving the Quality and Effectiveness of Training in IMT-GT and GMS countries" in order to share the

knowledge, experiences and best practices in skills standards and skills recognition systems. The meeting also took note that Thailand has supported project on upgrading Faculty of Nursing at University of Sumatera Utara by offering two scholarships to study Master degree in Nursing at Prince of Songkla University, Thailand to University officials this year.

AGENDA ITEM 6: DISCUSSION ON IMT-GT ROADMAP FOR DEVELOPMENT-WGHRD CALENDAR OF EVENT FOR 2007/08

18. The Meeting discussed on project proposals on HRD derived from the result of the IMT-GT Planning Meeting arranged by Asian Development Bank (ADB), on January 2007 in Kota Kinabalu. The Meeting took note that with regard to make the Working Group works more efficiently into concrete actions, the role of JBC should be enhanced by the government of Indonesia, Malaysia and Thailand. However, the actions or activities should be aligned with the deliberation on the IMT-GT Roadmap, particularly on the section of Strategic Thrust Number IV (see IMT-GT WGHRD Roadmap page 34-37).

19. The Meeting also took note that the Working Group of HRD has to establish Task Forces or Expert Working Groups to monitor and to coordinate the progress of cooperation agreed projects. Task Forces should consist of experts or professionals who have capability and concern to actualize the concrete actions of the proposed projects. The Task Forces may have regular meetings annually prior to Working Group Meeting on HRD of the IMT-GT. As proposed by Indonesia, formation of the Task Force that focused on certain priority issue of WGHRD, such as Task Force of Mutual Recognition Arrangement (MRA) or Task Force of Labour Market Information (LMI) may need to be considered.

AGENDA ITEM 7: PRESENTATION OF PROJECT PROPOSALS

20. The Meeting confirmed that discussion of the new project proposals will not be discussed in this 1st WGHRD, however the Meeting took note that Indonesia, Malaysia and Thailand have submitted to the Secretariat their new project proposals as appears as Annex 12 on this proceeding document.

21. It is recorded that Indonesia had submitted 2 (two) new cooperation projects proposals to be developed under WGHRD of IMT-GT. The names of project proposals are "The IMT-GT HRD Exhibition" and "Technical Meeting on Harmonization of Competency Standard".

22. It is recorded that Thailand had submitted 2 (two) new cooperation projects (Study visit among IMT-GT countries on Management and People Mobility, and Seminar to create Mutual Understanding and Exchanging Muslims Culture for Promotion of the Women Participation in the Labour Market.)

23. It is recorded that Malaysia had submitted 6 (six) new cooperation projects (Program Observation among IMT-GT Countries on Related Industry, Exchange of Program and Training in Courses Related to Occupational Safety and Health Administration, Study Tour on Best Practices in Safety Net, Study Visit and-Workshop on Labour Management Relations and Trade Unionism, Identifying Best Practices in Private Sector in Productivity Link Wages System (PLWS), Technical and Professional Assistant for Southern Thailand Provinces and Training in Related Skills.

24. The Meeting agreed that as the implementing partner, JBC needs to review the proposals in order to ensure that these projects will meet the objectives and can be fully maximized in benefits and return to IMT-GT member's countries in WGHRD.

25. The Meeting also agreed to strengthen coordination and cooperation of focal points of each IMT-GT member country to further discuss the new project proposals. The focal points are as follows; (i) Indonesia: Ministry of Manpower and Transmigration; (ii) Malaysia: Ministry of Human Resources of Malaysia; (iii) Thailand: Thailand International Development Cooperation Agency (TICA).

26. The meeting agreed that the formality of cost-sharing basis is applied in implementing a training course and study visit under IMT-GT WGHRD projects/activities in which the sending countries bear the international cost while the receiving countries or the host countries to bear the local cost.

AGENDA ITEM 8: MEETING OF IMT-GT JOINT BUSINESS COUNCIL (IMT-GT WGHRD JBC)

27. The Meeting also took note on the meeting of IMT-GT WGHRD JBC headed by Dato' Faudzi Naim, JBC Malaysia. The meeting agreed that JBC Secretariat needs to develop a reporting and monitoring format of each programs. The calendar of events of IMT-GT WGHRD that specifies programs according to the objective of IMT-GT WGHRD JBC, need to be further discussed and proposed by JBC members. This will be carried out in accordance to the priority areas and programs. The full text appears as **annex 13**.

28. The meeting also took note on the need to have proper periodical communication between JBC and Governor's Forum in order to ensure the implementation and policy direction of IMT-GT member countries.

AGENDA ITEM 9: DATE AND VENUE FOR THE 2nd IMT-GT WGHRD

29. The 2nd Meeting of the IMT-GT WGHRD will be hosted by Thailand. In that regard, Thailand will provide further details concerning the venue and the date of the 2nd Meeting in due time.

30. The Meeting agreed that the report of the 1st Meeting of the IMT-GT WGHRD will be submitted to the 14th Senior Officials' Meeting, to be held in Thailand.