

**AGREED MINUTES OF THE 2ND MEETING OF
INDONESIA-MALAYSIA-THAILAND GROWTH -TRIANGLE
WORKING GROUP ON HUMAN RESOURCES DEVELOPMENT
(IMT-GT WGHRD)**

Phuket, Thailand, 23 – 26 September 2008

INTRODUCTION

1) The Second Meeting of Indonesia-Malaysia-Thailand Growth-Triangle Working Group on Human Resources Development (IMT-GT WGHRD) was convened in Phuket, Thailand on 24-25 September 2008. The Indonesian delegation was led by Mr. Abdul Wahab Bangkona, Director of Standard, Competency and Training Programme, Ministry of Manpower and Transmigration of the Republic of Indonesia. The Malaysian delegation was led by Mr. Pang Chau Leong, Deputy Director-General, Department of Skills Development, Ministry of Human Resources of Malaysia. The delegation from Thailand was led by Mr. Opas Chantarasap, Deputy Director-General, Thailand International Development Cooperation Agency (TICA), Ministry of Foreign Affairs of Thailand. The Meeting was also attended by representatives of IMT-GT Joint Business Council (JBC) and the Centre for IMT-GT Sub-regional Cooperation (CIMT). The full list of delegations appears as **Annex 1**.

WELCOMING AND OPENING SESSION

2) Mr. Opas Chantarasap, Head of Thai delegation, in his welcoming and opening statement, said that it was an honour for the Second Meeting of Indonesia-Malaysia-Thailand Growth-Triangle Working Group on Human Resources Development: IMT-GT WGHRD to be held in Phuket, Thailand. He warmly welcomed all delegates to Phuket Island. He reminded the meeting of the three main areas of the WGHRD strategic thrusts in the IMT-GT Roadmap for Development 2007-2011 which are to upgrade the quality of the labour force, to promote the UNINET cooperation among educational and training institutions and to cooperate in the control and improvement of health care. With that, he encouraged the meeting to consider also the education and public health care aspects. He also reiterated Thailand's hope for tangible outcomes of the IMT-GT programme, which should focus on applicable and constructive activities and projects. He suggested that exchange visits and training cooperation are desirable as short term outcomes. The full text of the Head of Thai delegation's Welcoming and Opening Remarks appears as **Annex 2**.

3) Mr. Abdul Wahab Bangkona, Head of Indonesian delegation, expressed, in his Remarks, his appreciation to the Government of Thailand, in particular the Thailand International Development Cooperation Agency (TICA), Ministry of Foreign Affairs, Thailand, for hosting the 2nd Meeting of the Working Group on Human Resources Development in Phuket, Thailand. He reminded the Meeting that the ultimate aim of the WGHRD is to promote economic growth, and Human Resources Development is central

and cross-cutting to all sectors. He expressed that the Guideline for Harmonisation of Competency Standards is an important milestone if achieved, in ensuring a smooth and efficient workforce movement across the IMT-GT borders. The full text of the Head of Indonesian delegation's Remarks appears as **Annex 3**.

4) Mr. Pang Chau Leong, Head of the Malaysian delegation, expressed, in his Remarks, his deep appreciation to the Government of Thailand, for its excellent organizing of the Meeting in Phuket. He highlighted that the Working Group should work within the larger framework of ASEAN cooperation, such as the Mutual Recognition Arrangement (MRA) which is largely being deliberated and pursued at this level. He also stressed the needs for members of the Working Group to constantly consult each other to ensure dynamism in executing the role and objectives of the Working Group. The full text of the Head of Malaysian delegation's Remarks appears as **Annex 4**.

AGENDA ITEM 1: ELECTION OF THE CHAIRPERSON AND APPOINTMENT OF THE DRAFTING COMMITTEE

5) The Meeting unanimously elected Mr. Opas Chantarasap of Thailand as the Chairperson and Mr. Abdul Wahab Bangkona of Indonesia and Mr. Pang Chau Leong of Malaysia as Co-Chairpersons of the Meeting.

6) The Meeting also appointed 3 members of the Drafting Committee. They were Ms. Indah Anggoro Putri (Indonesia), Ms. Ong Oi Ling (Malaysia), and Ms. Suchada Thaibunthao (Thailand).

AGENDA ITEM 2: ADOPTION OF AGENDA

7) The Meeting considered and adopted the Agenda of the 2nd Meeting of the IMT-GT WGHRD which appears as **Annex 5**. The details of the programme appear as **Annex 6**.

AGENDA ITEM 3: BUSINESS ARRANGEMENTS

8) The Meeting was held in plenary.

AGENDA ITEM 4: REPORT OF STATUS AND PROGRESS OF WORKING GROUP ACTIVITIES BY LEAD COUNTRY (INDONESIA)

9) The Indonesian Head of delegation gave a summary of the status and progress of the programmes and activities of the Working Group for the past year since the 1st Meeting of the WGHRD. He said that not all the activities planned for 2008 had been initiated, as some activities need further technical planning and initiatives through the formation of task forces. He, however, expressed satisfaction that some activities are being carried out. These include: i) A Seminar to Create Mutual Understanding and Exchanging Culture for

Promotion of the Women Participation in the Labour Market, ii) Workshop on IMT-GT Cooperation of Skill Development (ILO/SKILLS-AP/Thailand Regional Technical Meeting on Improving Skills Recognition and Quality and Qualifications Systems for IMT-GT and GMS Countries), iii) Study Visit Among IMT-GT Countries on Management and People Mobility.

10) The status of WGHRD was then updated by Malaysia. The Agenda on Labour Market Information (LMI) was agreed to be started with more manageable steps, and not to “reinvent the wheel”, as about 20 parameters/indicators had already been agreed by the International Labour Organisation (ILO). Developing a database is also costly. Malaysia proposed that member countries of IMT-GT to prioritise labour force profile and outline the relevant indicators in line with ILO so that IMT-GT LMI can be built from here and posted on the website. CIMT’s website will be the platform for hosting the database. The website will be also linked to the ILO’s website.

11) Study visits and exchange programmes will be one of the on-going programmes in the IMT-GT agenda with the focus on best practices in specific areas and in line with the priority set out by JBC. The Meeting agreed to record and document all the best practices from such visits and programmes.

12) The Meeting agreed that the UNINET programme be strengthened. As recommended in the 14th Senior Officials’ Meeting in September 2007, in Songkhla, the Meeting agreed that the “secretariat” of the programme not be parked in any particular university, but instead to let each participating university to develop their niche in research, study or training areas, which will be posted in the website. One suggestion is to publish a directory of expertise from the universities of the sub-region, thus to promote the cooperation among the public and private universities within the subregion. The Meeting also requested CIMT to include the UNINET programme within its website – thus becoming the central platform for the programme.

AGENDA ITEM 5: INFORMATION OF THE CURRENT PROGRESS BY IMT-GT JOINT BUSINESS COUNCIL (JBC) - WGHRD

13) Mr. Viator Butar Butar, Chairman of JBC-WGHRD briefed the Meeting on the progress of the activities of the Joint Business Council since the 1st Meeting of the WGHRD. He informed the Meeting that JBC focused on three sectors to be shared with the government Working Group on HRD. Firstly, Mutual Recognition Arrangement (MRA) needed to be progressed with detailed action plan focused on 5 priority sectors – shipping, tourism, nursing, construction and health. Secondly, the current challenges faced by the implementation of internship and on-the-job training programmes due to changes of regulations in the subregion and this matter will be brought up in SOM for further discussion. Lastly, although the UNINET is progressing well among member universities, the Meeting agreed with the effort to encourage more universities, especially private universities, to take part in the programme.

14) The overall achievement of JBC was shared by Mr. Mizal of JBC-Malaysia with the list of programmes that has been carried out from year 2007 to 2008. The roles of JBC are to facilitate correspondence and feed back to business associations and stakeholders as well as to implement programmes at the grassroot level. For the preparation of SOM, JBC recommended to empower the roles of JBC, special incentives for IMT-GT students, proactive approach by the WG in identifying areas of collaboration, review of MRA, more active participations from ministerial agencies and revitalising UNINET.

AGENDA ITEM 6: PRESENTATION OF THE NEW PROJECT PROPOSALS OF IMT-GT MEMBER COUNTRIES

15) Indonesia presented the Guideline for Harmonization in the Competence Standard within IMT-GT, which is a response of the action plan on the Roadmap of IMT-GT 2007-2011 particularly on the issue of Mutual Recognition Arrangement (MRA) framework. The full text of the guideline appears as **Annex 7**. The guideline provides practical guidance for IMT-GT member countries to enter into MRA on competency standard within IMT-GT. The guideline is non-binding and intended to be used by members on a voluntary basis. The objective of the guideline is to make it easier for parties to apply recognition arrangement and for third party to negotiate their accession to such competency standards. To implement the Guideline, Indonesia also presented the proposal on “Technical Meeting on Harmonization in the Competence Standard” which will be conducted in April 2009 in Indonesia. Malaysia highlighted that it should be categorized into professional and skill workers. Comparison and compilation of the standard from the three IMT-GT countries, should focus on the mentioned 5 sectors as the initial starting point. Meanwhile, Thailand suggested also to utilize the existing study and resources done by the ILO, concerning the Occupational Safety and Health for SMEs. Thailand would be pleased to cooperate with the project proposed by Malaysia in the 1st Meeting of WGHRD. The Meeting agreed on the Guideline proposed by Indonesia with some items that need to be revised as suggested in the Meeting and it would be circulated to each focal point of IMT-GT countries before the 15th Senior Official Meeting (SOM) of IMT-GT in Palembang, Indonesia.

16) Thailand presented 13 project proposals, in the areas of Labour Development, Education and Health Care. The project proposals are as follows: (i) Study Visit on Working Conditions and Skill Demand for Thai Labour in Malaysia; (ii) International Seminar: Skill Development in Hi-technology; (iii) International Seminar: Project Planning in Skill Development; (iv) International Seminar: The Effectiveness and Efficiency of Technical and Vocational Training; (v) International Training: Underwater Welding and Cutting; (vi) International Training: CNC Lathe & Milling; (vii) International Training: Training and Skill Acquisition in the Informal Sector; (viii) M.A. Scholarships for Staff of Universitas Syiah Kuala (SKU) and Universitas Sumatera Utara (USU) in Sumatra; (ix) The 2009 Language and Language Teaching Conference (LLTC); (x) Training Workshop for IMT-GT executive/mid-management (xi) Food Safety and Food Hygiene; (xii.) Primary Health Care System and Integrated Community Aspects; and (xiii) Communicable Disease Control and Management. The full text of proposals appears as **Annex 8**. Malaysia highlighted that follow-up discussions with the Ministry of Human Resources of Malaysia is

17) The Meeting agreed that the IMT-GT member countries will consider all the proposals and prioritize them according to their needs as well as respond to the proposed countries within 90 days. The implementation of the other proposed programmes will be detailed out and finalised in the Third Planning Meeting in which the WGHRD will meet again during the break out session.

AGENDA ITEM 7: DISCUSSION: IMT-GT ROADMAP FOR DEVELOPMENT – WGHRD CALENDAR OF EVENTS FOR 2008/2009

18) Dr. Hassan Ibrahim, the Director of CIMT highlighted that there will be a mid-term review of the IMT-GT Roadmap in 2009, the process of which will start in the second to third quarter of 2009. In this process, the respective Working Groups will re-identify the programmes and activities in the five-year plan to be finally executed in 2010 and 2011. As requested by the 2nd Meeting of the Working Group on Agriculture, Agro-Based Industry and Environment in May 2008 in Phuket, Thailand, the project profiles must be clearly defined with their objectives, timeline and expected deliverable and the projects categorization be clearly identified into business-oriented, government-led and capacity building, so that a good balance of these projects is being planned and executed. He suggested that for the WGHRD, more of the good projects proposed for 2008 and 2009 that cannot fully be implemented in 2009, can be spread out for 2010 and 2011, in addition to the prioritised projects already listed in the Roadmap 2007 – 2011.

19) The Director of CIMT also highlighted that an IMT-GT Special SOM on 11 September 2008 had decided that the Lead Country of each of the IMT-GT Working Groups would remain throughout the five-year period of the Roadmap. The changes of Lead Country will be made in the Second Roadmap for Development 2012 – 2016 and Third Roadmap 2017 – 2021, etc. The Special SOM also reminded all Working Groups to include and integrate relevant Energy and Environment Programmes in their programmes and activities. CIMT's presentation appears as **Annex 9**.

20) The Meeting agreed on the WGHRD Calendar of Events for 2008/2009. The Calendar for 2008/2009 appears as **Annex 10**.

AGENDA ITEM 8: OTHER MATTERS

21) The 3rd Meeting of the IMT-GT WGHRD will be hosted by Indonesia, in Batam, Riau Islands Province. In that regard, Indonesia will provide further details concerning the venue and the date of the 3rd Meeting in due course.

22) The Meeting agreed that the report of the Meeting for this and future meetings of the WGHRD be called “Agreed Minutes” instead of “Report”, in consistent with the practice of other official IMT-GT Meetings.

AGENDA ITEM 9: CONSIDERATION AND ADOPTION OF THE REPORT

23) The Meeting considered and adopted the Agreed Minutes of the 2nd Meeting of WGHRD. The Agreed Minutes was then signed by all Heads of Delegation.

AGENDA ITEM 10: CLOSING SESSION

24) The delegations of Indonesia and Malaysia expressed their appreciation to the Government of Thailand for the warm hospitality extended to them and the excellent arrangements made for the 2nd Meeting of IMT-GT WGHRD.

Agreed and accepted in Phuket, Thailand on 25 September 2008,

For Indonesia

For Malaysia

For Thailand

Mr. Abdul Wahab Bangkona
Head of Delegation

Mr. Pang Chau Leong
Head of Delegation

Mr. Opas Chantarasap
Head of Delegation