

Appendix 4

Presentation in Session 2: Lessons Learned and
Future Working Arrangements



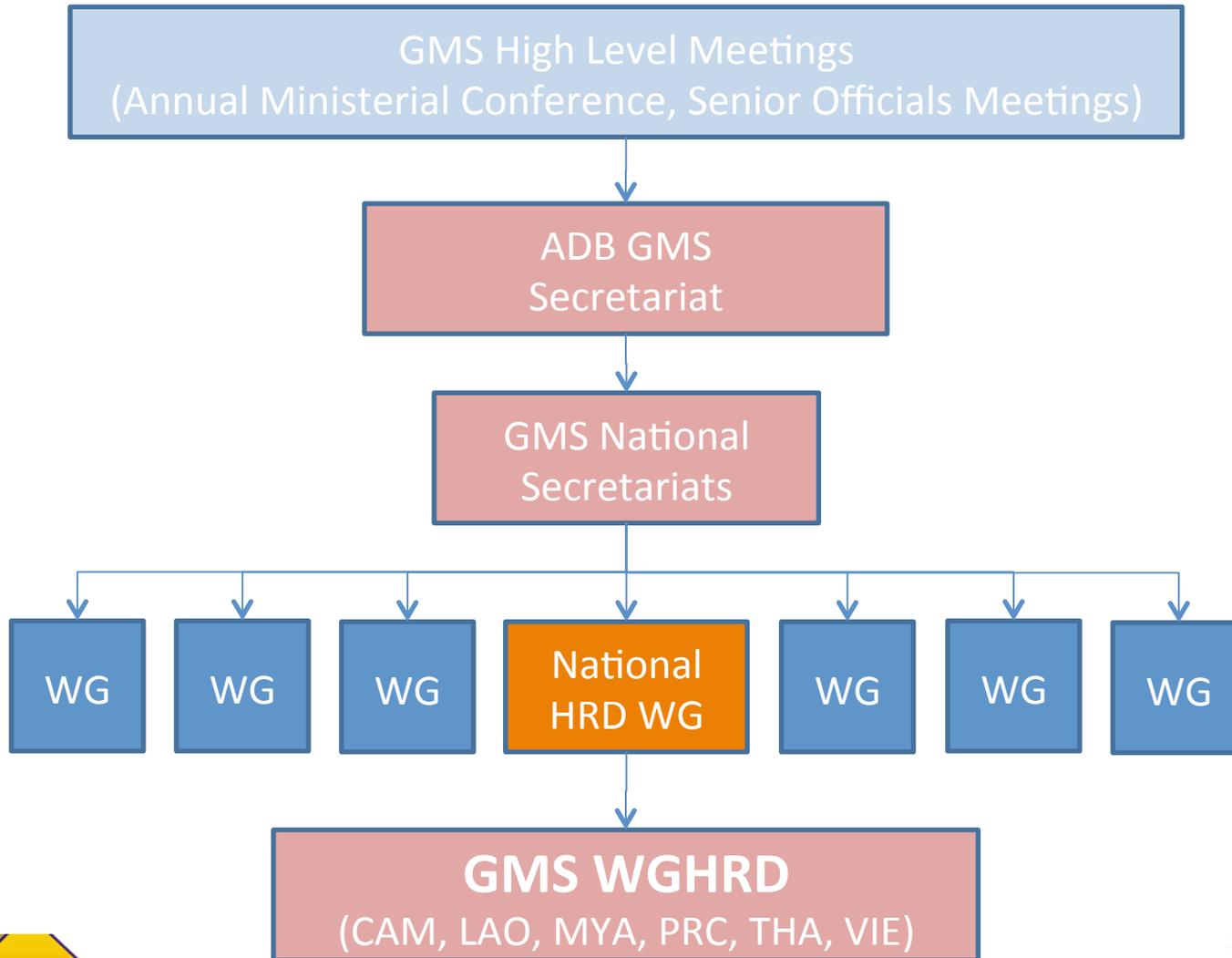
Strategic Framework and Action Plan
for Human Resource Development
in the Greater Mekong Subregion
(2013–2017)

Lessons Learned and Future Working Arrangements

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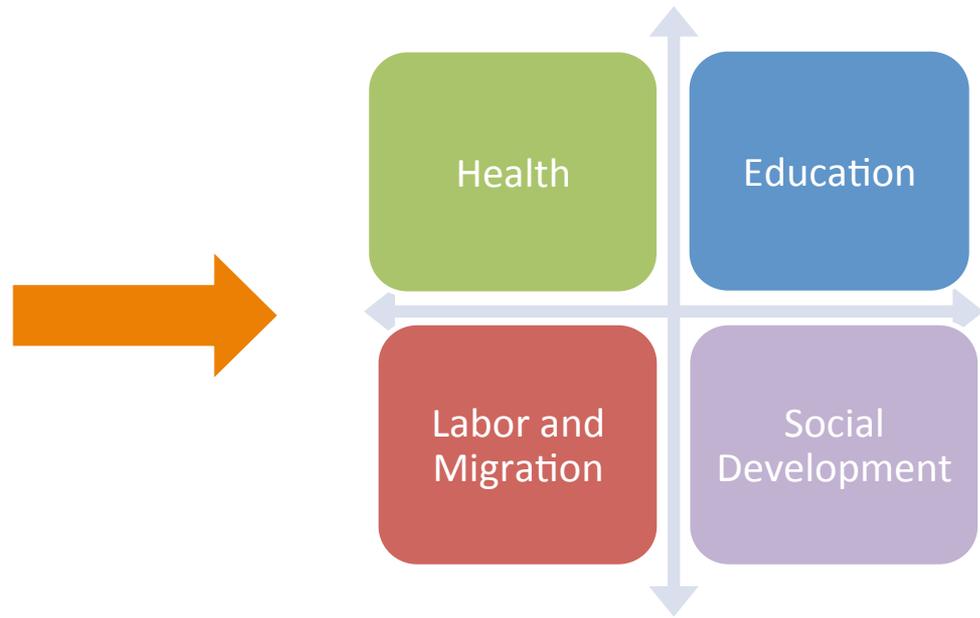


GMS Structure



Working Group on Human Resources Development

1. Subregional Transport Forum
2. Tourism Working Group
- 3. Working Group on Human Resource Development (WGHRD)**
4. Working Group on Environment
5. Working Group on Agriculture
6. Regional Power Trade Coordination Committee
7. Urban Development Group



- has a membership from each of the 6 GMS countries with representatives from each of the subsectors
- has an HRD Strategic Framework and Action Plan (SFAP) as its guiding document to support subregional cooperation
- meets annually to review progress against the SFAP and discuss future cooperation

WGHRD Development

1995	WGHRD establishment
2008	Development of HRD Strategic Framework and Action Plan (SFAP) 2009–2012
2012	Reviewed the implementation of the HRD SFAP 2009–2012
2012	Drafted the HRD SFAP 2013–2017
2016	Conducting HRD SFAP 2013 – 2017 review

Annual WGHRD meetings to review progress against the SFAP and to plan future activities



HRD SFAP 2013 - 2017

GMS HRD initiatives identified in the SFAP 2013–2017 aim to:

- facilitate subregional integration by harmonizing national HRD policies, regulations, standards, and procedures;
- address cross-border HRD issues resulting from subregional integration;
- obtain additional value by conducting selected activities at the subregional level; and
- exchange relevant information and experience within the subregion.

RETA 8549 has supported:

- 1. TVET**
- 2. Higher Education**
- 3. SFAP Implementation and Monitoring**



GMS-SF 2012–2022

recommended, amongst other things:

“continued review and strengthening of the institutional arrangements, structure, and operations of the WGHRD at the subregional, subgroup, and national levels, including annual WGHRD meetings and use of more task-oriented subgroups.”

ADB Study on Strengthening the GMS Institutional Framework (2016) stated that:

“although the WGHRD has achieved encouraging results especially in the areas of health, the complexity of the WGHRD with diverse sub-sectors (health, education, labor and migration, and social development) and involving different line ministries has hampered its effectiveness.”



SFAP 2013-17 Review Objectives

- Assess the performance of the WGHRD against the SFAP 2013–2017 Action Plan and Results Framework;
- Consider the performance of the WGHRD against the previous SFAP 2009–2012;
- Analyze the achievements of the WGHRD since its inception in terms of GMS regional achievements and country progress within the sub-sectors that form the scope of the WGHRD; and
- Recommend new strategic directions for GMS cooperation in HRD to be pursued beyond 2017.



Review Methodology

Review Launch	WGHRD-15, 13-14 Dec 2016, Kunming, PRC <ul style="list-style-type: none">• Subsector discussions resulted in workshop recommendations
Data Collection	Document review and data collection against SFAP Action Plan and Results Framework
In-Country Consultations	Meetings with key stakeholders: <ul style="list-style-type: none">• WGHRD members, past and present• ADB RM staff• National GMS Secretariats• Strategic Partners (WHO, ILO, IOM, USAID, DFAT, etc)
ADB Consultations	GMS Secretariat, SEHS, SERC, sector specialists



SEAP 2013–2017 Action Plan Activities Analysis

- Out of 22 planned activities:

7 demonstrated regional progress as planned

6 demonstrated some progress at country level

9 demonstrated no progress

- Success of regional health projects
- Limited ownership of activities in the Action Plan
 - Design issues, lack of review
 - WGHRD not a catalyst for many activities that did happen



Other Key Findings

1. Lack of monitoring and reporting of progress against SFAP
2. Lack of clarity regarding roles and responsibilities
 - ADB, National HRD working groups, GMS National Secretariat, National Focal Points, members
3. Turnover and inconsistent nomination of delegates
4. Broad, fragmented scope
 - Lack of clarity, synergy
5. Lack of “working group” activities outside of annual WGHRD meeting
 - Either at sub-sector, country or regional level
6. Lack of knowledge management



Demand for HRD Regional Cooperation

Health	<ul style="list-style-type: none">• Good progress against planned activities• Apparent strong demand and recognition of need for regional cooperation• Strong partner cooperation and support
TVET	<ul style="list-style-type: none">• Activities under RETA 8549 and at country-level• Demand exists but focus mainly at country-level• Support from ILO
Higher Education	<ul style="list-style-type: none">• Activities under RETA 8549• Demand exists but focus more ASEAN-wide
Labor Migration	<ul style="list-style-type: none">• Little demand for regional cooperation• Limited data available• Emerging issue
Social Development	<ul style="list-style-type: none">• Little activity, little demand outside of health issues• Cross-cutting issue that needs to be linked to other activities



Review Recommendations

GMS Framework

1. That any future working groups have **strengthened institutional frameworks**
 - Clearly defined scope, terms of reference, appointment process, secretariat support, clear strategy and rolling action plan, knowledge management
2. That **links between GMS working groups are strengthened** to enable cooperation and comprehensive responses to emerging HRD demands and issues
3. That **ADB continues to promote and coordinate regional dialogue** to support the development of regional perspectives on HRD issues, and that other WGs identify and address cross-cutting HRD issues through their projects or integrate solutions into the work of strategic partners, rather than addressing them through a particular HRD WG mechanism.



Review Recommendations

Health

- That a GMS Working Group on Health Cooperation (WGHC) is created from the WGHRD health subgroup to serve as a regional platform for health issues.

Education

- That current higher education projects are completed
- That future regional higher education issues are addressed through ASEAN
- That TVET is addressed bi-laterally with the support of partners (e.g. ILO)



Review Recommendations

Labor Migration

- That the current sub-sector group explores the possibility of the establishment of a Working Group on Safe Labor Migration with the assistance of strategic partners.

Social Development

- That cross-cutting social development issues identified through summary poverty reduction and social strategy documents are integrated into the appropriate projects rather than addressed through a formal mechanism.



Review Recommendations Summary

Disestablish the WGHRD and:

- Establish a Working Group on Health Cooperation (WGHC) continuing from the WGHRD health subsector group;
- Other subsector groups to consider their ongoing regional cooperation needs in determining the best way to progress



HRD SFAP 2013 – 2017 Review Final Report

- Draft report was circulated in May to all national HRD working groups with a request for feedback
- Finalizing final report after this workshop

Final Feedback Welcome

Thank You