

2021 OECD SOUTHEAST ASIA REGIONAL FORUM

Human Capital Development in Southeast Asia: Fostering Competitiveness to Build Back Better

20 May 2021

**Mega Irena, Head of Labour and Civil Service Division
The ASEAN Secretariat**



Changing World of Work

Challenges and opportunities faced by ASEAN:

- Digital transformation
- Aging societies
- Climate change
- Increasing labour migration
- COVID-19 pandemic





**ASEAN Declaration on
Human Resources Development
for the Changing World of Work
and Its Roadmap**



one vision
one identity
one community

Adopted at 36th ASEAN
Summit, June 2020

Declaration to prepare
HRD to be **future ready,
resilient, and able to
manage just transition**

No one left behind in the
changing world of work

Target Outcomes of ASEAN HRD Roadmap

- Cultivated lifelong learning culture
- Improved inclusiveness in education and employment for all
- Demand driven competencies and qualifications that meet labour market needs
- More employment opportunities, better employability, higher quality of jobs and enterprise competitiveness
- Sound HRD policies and financing

Study on HRD Readiness in ASEAN

Achievements:

- HRD and life-long learning components are incorporated in national policies and practices
- Access to education and trainings and the institutional capacities have improved

Improvements are recommended:

- Measures to instil future-oriented perspectives in education
- Acquisition of a broader range of 21st century skills
- Leveraging the full didactic potential of digital technologies

Follow-up Study on Competitiveness of ASEAN Human Resources through Responsive TVET Curriculum (on-going)

- Involvement of private sector in TVET
- Utilisation of labour market information for TVET improvement

ASEAN TVET Council

A multi-sectoral, multi-stakeholder body that provides a platform for **coordination, research and development** on innovations and monitoring of regional programmes that support the advancement of TVET in the region.

Objectives:

- To develop evidence-based policy recommendations
- To strengthen coordination and cooperation with businesses and industries
- To support programmes that narrow the gaps between vocational skills demand and supply across ASEAN
- To support the advancement of access to TVET for all
- To identify a holistic/collective response of ASEAN



The diagram features a central white curved shape with the text 'ASEAN Comprehensive Recovery Framework' in blue. To the left, a blue line with circular nodes connects five blue circular icons: a lightbulb, a heart with a pulse line, a target, a hand cursor, and a globe with a plant. A red line with circular nodes connects five red circular icons: a target, a hand cursor, a globe with a plant, a hand cursor, and a target.

ASEAN Comprehensive Recovery Framework

Five broad strategies:

- 1) enhancing the health system;
- 2) strengthening human security;
- 3) maximising the potential of intra-ASEAN market and broader economic integration;
- 4) accelerating inclusive digital transformation; and
- 5) advancing towards a more sustainable and resilient future



ASEAN Comprehensive Recovery Framework

Some of the regional initiatives in ACRF:

- ❖ Adaptation of TVET curricula to the post-COVID-19 future of work
- ❖ Promotion of business models that incorporate reskilling and up-skilling of workers
- ❖ Promotion of measures to safeguard employment and support the unemployed in the COVID-19 most affected sectors
- ❖ Identification of regional gaps/issues in existing policies in addressing labour concerns under new normal
- ❖ Fostering regional social dialogue to maintain responsiveness of labour policies in the new normal

Thank you!

www.asean.org