

**MINISTRY OF LABOUR
DEPARTMENT OF LABOUR/UNFPA**

**USE OF HUMAN RESOURCE DEVELOPMENT INDICATORS
FOR THE POPULATION AND DEVELOPMENT PLANNING PROCESS
(MYA / 94 / PO3)**

**ASSESSMENT WORKSHOP
ON
HRD INDICATORS
(WORKSHOP REPORT)**

MAY 1997

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**ASSESSMENT WORKSHOP ON HRD INDICATORS
(WORKSHOP REPORT)**

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THE ASSESSMENT WORKSHOP ON HRD INDICATORS (WORKSHOP REPORT)

1. INTRODUCTION

The Department of Labour of the Ministry of Labour has been carrying out the activities of the project MYA/94/PO3: Use of Human Resource Development Indicators for the Population and Development Planning Process with the financial and technical assistance of UNFPA since December 1994. In accordance with the work plan of the project, one seminar and three workshops were undertaken step by step and also this final workshop was successfully conducted in February 1997. Therefore, the report on this workshop has to be prepared not only for the documentary purpose but an out-come of the workshop.

2. OBJECTIVE OF THE WORKSHOP

The objective of the workshop is to provide an opportunity not only to analyze the problems encountered but also to examine the findings of the review and assessment study. And finally to come up with recommendations to consolidate and expand the HRD Indicators to cover both the public and private sectors to assess the social and economic changes according to the market-oriented economy.

3 PARTICIPATION

Participants in the workshop were the members of the Steering Committee and Technical Working Group of the project MYA/94/PO3. Leading discussants who were invited to participate in the workshop on the basis of their background experience and involvement in the field of HRD, international resource person, advisor of UNFPA/CST in Bangkok, national resource persons who are former Dy. Director General of the Department of Labour and Principal Director of ENVIPRO Co., Ltd. Altogether (26) participants and (6) observers attended the workshop (See Annex 1).

4. THE WORKSHOP PROGRAMME

4.1 OPENING OF THE WORKSHOP

An opening ceremony of the Assessment Workshop on HRD Indicators was held at the Dekkhina Hall of the Karaweit Hotel at 9:00 a.m on 27 February, 1997. It was attended by the Minister for Labour, Minister for Immigration and Population, Minister for Information, Deputy Minister for Foreign Affairs and Deputy Minister for Labour, UNDP Resident Representative and UNFPA Representative, Ambassador of the Peoples' Republic of China, Ambassadors of ASEAN Countries to Myanmar in Yangon, representatives from UN agencies, Heads of Departments and Enterprises under the participating ministries of the Project (MYA/94/PO3), Adviser from

UNFPA/CST Bangkok, President of the Myanmar Maternal and Child Welfare Association, President of the Myanmar Women Entrepreneur Association, invited guests, participants and observers.

The workshop was formally opened by H.E. Major General Saw Lwin, Minister for Labour delivering the opening address. (See Annex 2). Next, Mr. Siba Kumar Das, UNDP Resident Representative and UNFPA Representative also made an opening statement (See Annex 3). Then, U Tun Shwe, Director General of the Department of Labour delivered a welcoming address (See Annex 4). The conclusion of the opening ceremony was followed by refreshments. After that two days workshop was held according to the programme. (See Annex 5).

4.2 FIRST DAY (27-2-97) PROGRAMME

The morning session of the first day programme was chaired by Dr. Sein Tin, Director General of the Central Statistical Organization. In this session U Nyan Myint, National Consultant of the project, Envipro (Myanmar) Co., Ltd made a presentation on Introduction to HRDI Manual from 11.45 a.m to 12.15 p.m. (See Annex 6 for full text).

The afternoon session resumed at 1.00 p.m, after the Lunch. An overview of HRDI Manual was made by Mr. Tan Boon Ann, Adviser of UNFPA/CST Bangkok with U Kyaw Myint, former Head of Research and Development Dept., University of Distance Education acted as the Chairman. An open discussion followed with individual opinions and suggestions given by the participants U Myat Naing, Research Officer from Myanmar Education Research Bureau, Daw Khin May Aung, Deputy Director from Immigration and Population Department and Dr. Daw Thein Htay, Assistant Director from Department of Health. The session adjourned for tea break at 14:30 p.m.

Then, the Afternoon Session continued at 15:00 p.m with the floor discussion. Firstly, U Khin Shwe, Managing Director, Zaykabar Co., Ltd discussed by revealing some issues which are being faced by himself as a businessman in the private sector particularly in the field of HRD implementing the market oriented economy. He believed that the outcomes of this workshop can support and assist the needs in the field of HRD to a certain extent in some ways or the other.

Next, Professor Daw Yi Yi Myint from the Institute of Economics, a leading discussant of the workshop expressed her views on HRDI manual and hand books. She expressed her appreciation to, members of the Steering Committee and Technical Working Group, for preparing the HRDI Manual and hand-books to come out in time. These set of HRD Indicators are very useful not only for Foreign Personnel who are planning to invest in Myanmar. But also for decision makers, planners & economists. Further more, these indicators are disaggregated to gender, region etc. so that it may be greatly helpful to the users for the population and development planning process. Finally she suggested that some key indicators might be needed to examine and check and make sure to be precise or accurate.

Director-General U Tun Shwe and Retired Dy. Director-General U San Din of the Department of Labour, UNFPA Programme Officer Daw Khin Ma Ma Aye and National Consultant U Nyan Myint gave reply to the points made by the discussants and appreciated them for their valuable suggestions and views. The first day programme concluded at 16:30 p.m.

4.3 SECOND DAY (28-2-97) PROGRAMME

In the morning session, U Ba Than, former Director-General of the Public Service Selection and Training Department, presided over the session. Firstly, Mr. Martin Pun of Serge Pun & Associates (Myanmar) Ltd., made an presentation on his views based on experiences he gained from overseas for about 30 years. He revealed that most of the businessmen and reporters who visited to Myanmar are much more concerned with the situation on population and labour force for their future investment plan in Myanmar and to transmit or convey the information not only to their resident country but also to other parts of the world. So these set of indicators are very essential and crucial for accuracy and publish timely. Foreigners have known that the Myanmar people are hard workers and eager to learn new experiences. The current population and labour force of Myanmar is at a satisfactory level so that Myanmar economy would be surely developed if human resources is being utilized effectively and systematically to be in line with the market-oriented economy.

After that, U Khin Maung Yee, National Project Director of MYA/94/PO3, submitted a proposal for the extension of HRDI system and its application from 9:30 a.m to 9:45 a.m. He discussed about it emphasizing on three points. First one is to have a consensus of the frequency of publishing the hand book and to review the current set of indicators for use in future. Second one is to expand few indicators for public sector. And the third one is also to expand the HRDI system to cover the private sector. After that he proposed the list of tentative group members for two working groups to discuss the expansion of indicators for public and private sector . Before the group discussion was started, it was preceeded by floor discussion on the expansion of HRDI system from the aspect of application by public and private sector. Some participants and leading discussants presented their views and suggestions, firstly, a leading discussant Daw Myintzu Chit, Director of Trader's Hotel suggested that few indicators should be added regarding the Hotel and Tourism Industry for monitoring and planning to fill-up the requirements of this Industry which is a booming industry in Myanmar. The investment in this industry is the highest among other Foreign investments in Myanmar. Regarding the extension of private sector indicators, U Sein Tun, Deputy General Manager of Road Transport Department proposed to insert a few indicators concerning road, inland water ways and air way transportation in addition to the existing transportation indicators.

Dr. Tun Aung Prue, Director of Cottage Industry Department, discussed about the investment indicators whether its value covers all sectors or not. U Tun Shwe, Director-General of Department of Labour advised that it would be better to add or attach the comprehensive information on investment that he received from other source as a supplementary document to the existing value of investment indicators getting to know the better situation including private sector.

Next, U Sein Myint, Deputy Director General of the Department of Labour, suggested that the departments which are responsible to compile the values of Radio and Television indicators, should be found out the ways to develop their current method of collection or procedure for mentioning and representing the real situation.

After that, two discussion groups which have been formed by participants held their discussions separately. There were eight in Group A (public sector) and twelve in Group B (private sector)(See Annex 7). Points to be discussed for both groups were provided to all participants in advance as mentioned in (Annex "8").

Findings and Recommendations of each working group were deliberated in plenary session. Firstly, leader of Group A, U Sein Myint, Deputy Director-General of the Department of Labour on behalf of the group presented that three indicators regarding with the transports and communication sector, effective wage rate in public sector, growth of total foreign direct investment, students teachers ratios and students schools ratios are recommended by Group A for extending the current HRDI system from time to time in future.

For the working Group B, Mr. Martin Pun submitted some proposed indicators that should be included in the future HRDI system for private sector as follows: to be provided out-come of low and middle level skill training such as computer literacy, secretary training, welding, hotel services training, language skill, etc.; to extend the indicator sr.no. 36, employed persons by industry including private sector; to extend the indicator sr.no. 14 through 20 including private clinics, hospitals, maternity shelters including those run by NGO's; to be considered for wages in private sector at later stage.

According to the programme, Mr. Tan Boon Ann, adviser from UNFPA/CST Bangkok, finalized on recommendations submitted by each working group, gave suggestions and revealed the future tasks which should be implemented for long term. It was followed by recapitulation made by U San Din, Former Deputy Director-General of the Department of Labour. (See Annex " 9")

CONCLUSION OF THE WORKSHOP

The Assessment Workshop on HRD Indicators held for two days came to an end successfully with a brief ceremony after delivering a closing remarks by U Tun Shwe, Director-General of the Department of Labour. (See Annex "10")

6. RECOMMENDATIONS

The participants and leading discussants of the Assessment Workshop on HRD Indicators, after much deliberation and cordial discussion, made the following recommendations:

- to approve the current set of 55 indicators,
- to verify and update the values of the selected indicators before the end of April,
- to publish the final version of the first HRDI Manual and Handbook in early June 1997,
- to be incorporated a few more indicators suggested by the working groups which were formed during the workshop in the future publications,
- DOL is suggested and requested by the workshop to take charge for the continuous improvement of existing indicators and future publications of the handbooks,
- to take action to submit the HRDI Manual that was approved by this workshop to the Cabinet through the Ministry of Labour,
- to strongly cooperate in future programme such as data gathering and reviewing the indicators and their values by all the participants from the respective departments and organisations.

LIST OF ANNEXES.

- Annex 1. List of participants and observers
- Annex 2. Opening address delivered by H.E. Maj General, Saw Lwin, Minister for Labour
- Annex 3. An opening statement made by Mr. Siba Kumar Das, UNFPA Representative
- Annex 4. Welcoming address delivered by U Tun Shwe, Director-General, Department of Labour
- Annex 5. Daily programme of the Workshop
- Annex 6. Introduction to HRDI manual presented by U Nyan Myint, National Consultant, ENVIPRO Co., Ltd.
- Annex 7. List of group members for two working groups (Public and Private Sector)
- Annex 8. Points to be discussed for two working groups.
- Annex 9. Indicators Proposed by two working groups.
- Annex 10. Recapitulation made by U San Din, Retired Deputy Director General, DOL
- Annex 11. Concluding remarks made by U Tun Shwe, Director General, Department of Labour.

预览已结束，完整报告链接和二维码如下：

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