

**Session 3:**  
**Human Infrastructure as a Requirement for  
Community Building  
in the Asia Pacific**

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# **Introduction**

**Globalization, as a predominant force of economic expansion, offers a new vista of opportunities and challenges.**

**For member economies, to benefit from globalization and achieve general progress, the region must work in unison to address issues of common concern.**

**With regard to HR, the new trend places new demand for higher skills and a vast pool of “Knowledge workers.**

**“ Capacity Building”, accordingly, becomes a prime issue in developing HR so that each sector and industry can best tap the opportunity offered in globalization.**

# **HRD TF Issues, 2002**

- **The Impact of Globalization and Human Capacity Building**
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- **Enhancing the Capacity of Industrial Restructuring**
  - **Highlight the culture Industry in the Process of Globalization**
  - **Nurturing Human Resource for SME**
  - **HRD and High Value-added Technology**

# **Recommendations from the 2002 Symposium**

- **Physical Structure**
- **Human Infrastructure**
- **Organizational/ Institutional Rules**

# Physical Structure

- **to establish cost-benefit training framework for HRD needs & assessment**
- **to utilize internet and modern technology for production, product promotion and industrial networking**
- **to facilitate flows of goods, people, money and information across national borders**
- **to input target-oriented research and industry-oriented curriculum design**

# **Human Infrastructure**

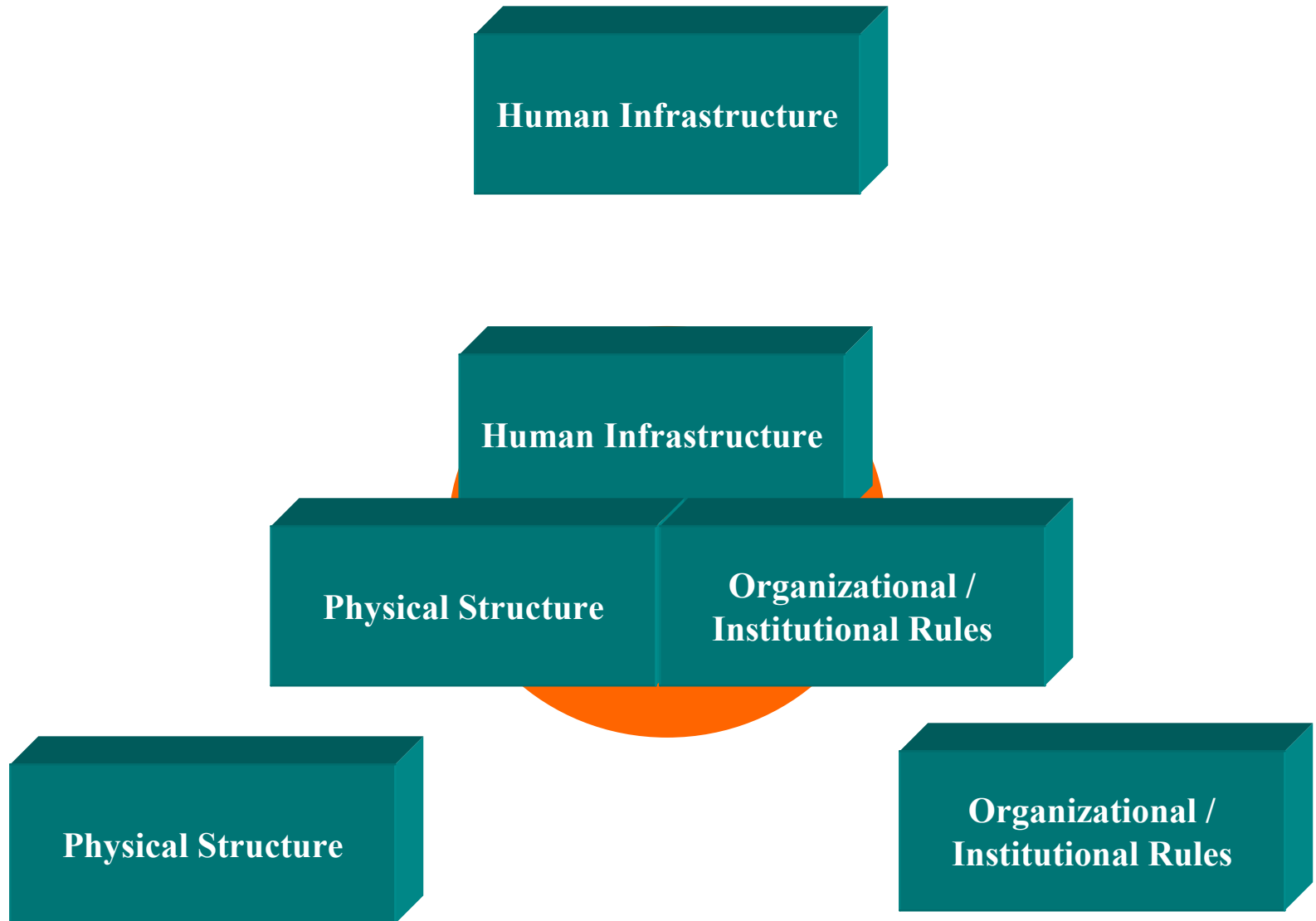
- to provide education & training to help people more employable, productive and internationally competitive**
- to provide lifelong learning and nurture seed-teachers in HR development and management**
- to develop innovative culture and seek closer academia-business collaboration**

# **Organizational/ Institutional Rules**

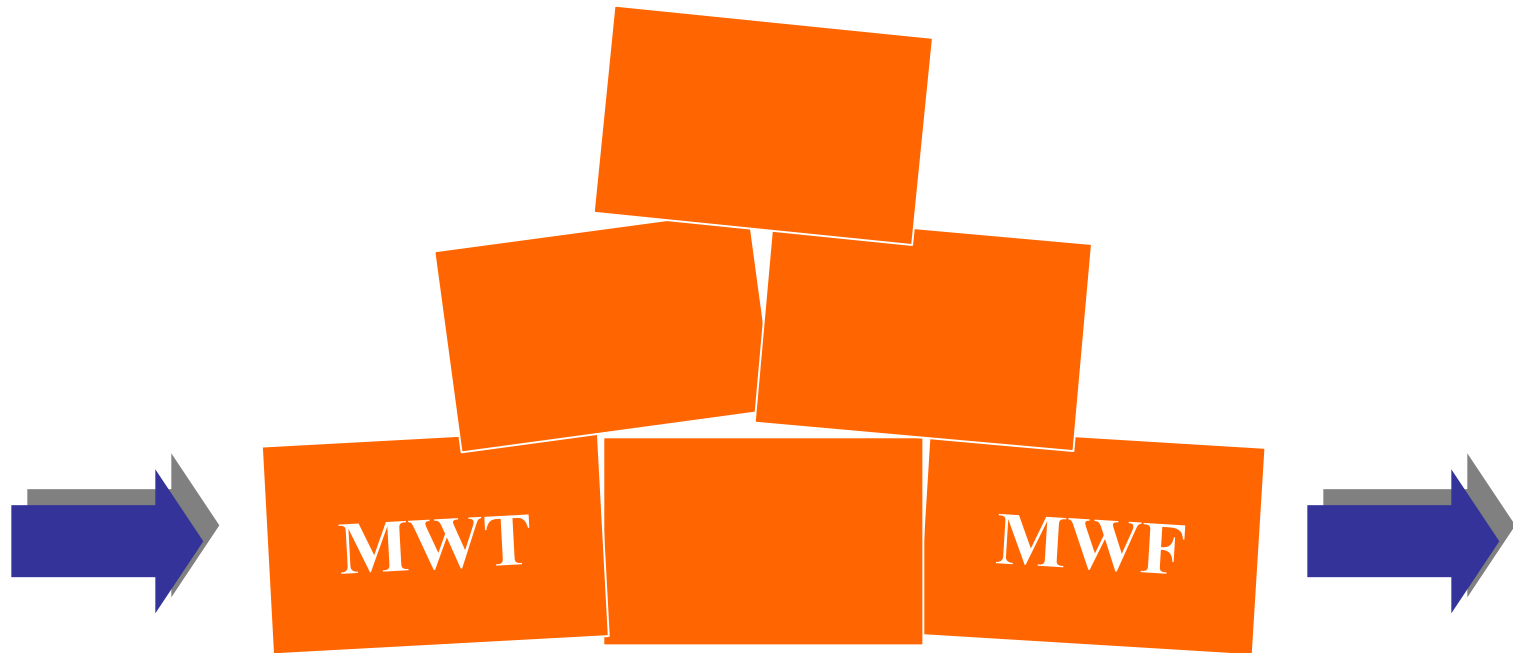
- to establish effective personnel assessment and recruitment system based on market trends, modern technology and management know-how**
- to provide linkage between MNCs/SMEs and governments to provide quality vocational & training programs specific to the local needs**
- to encourage commercially viable innovation and enforce intellectual property rights**



# **An Issue Deserved more Attention in Asia Pacific**

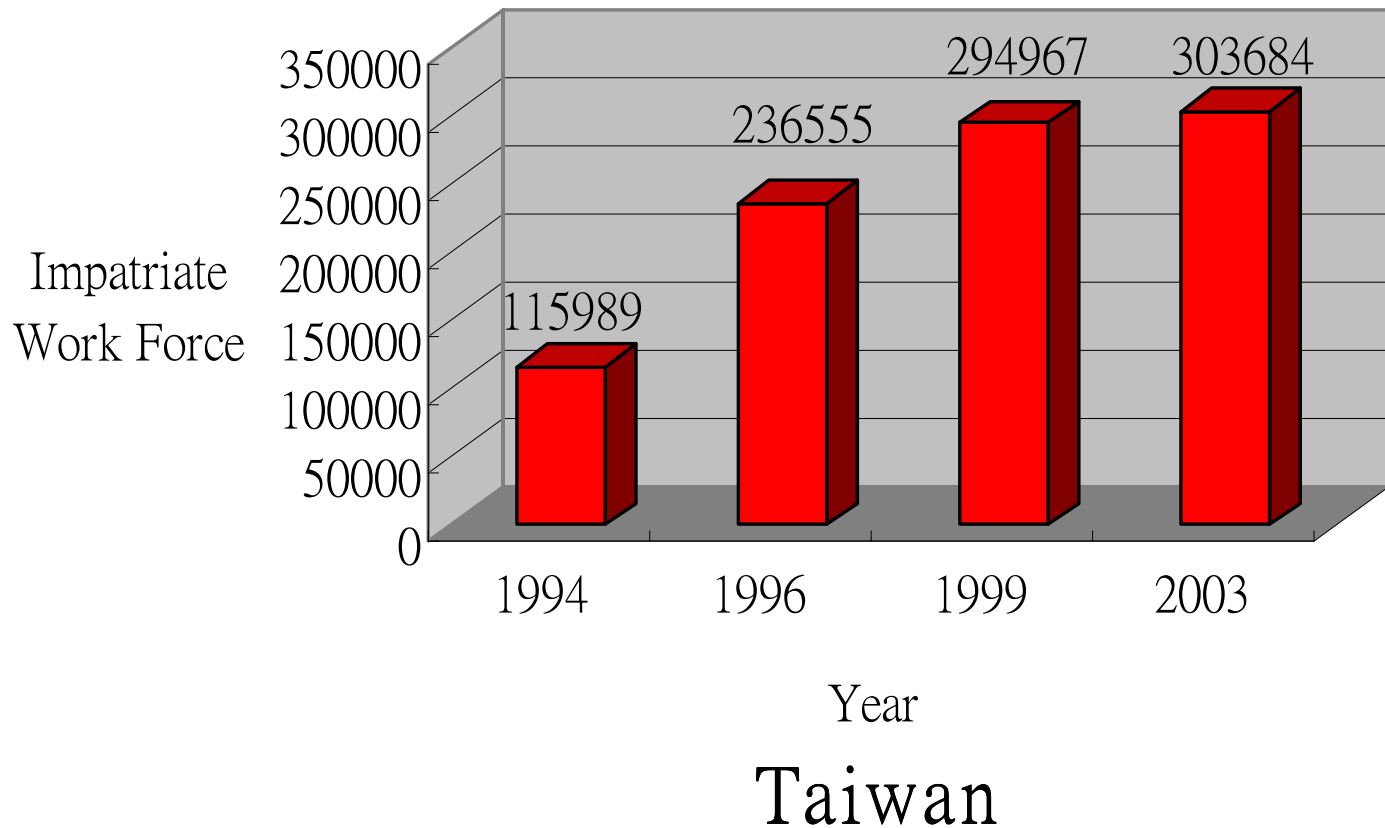


# **Influence of MWF on Human Infrastructure**



**Challenge to Local Culture, Politics and Economy**

# Sample of Impatriate and Expatriate MWF

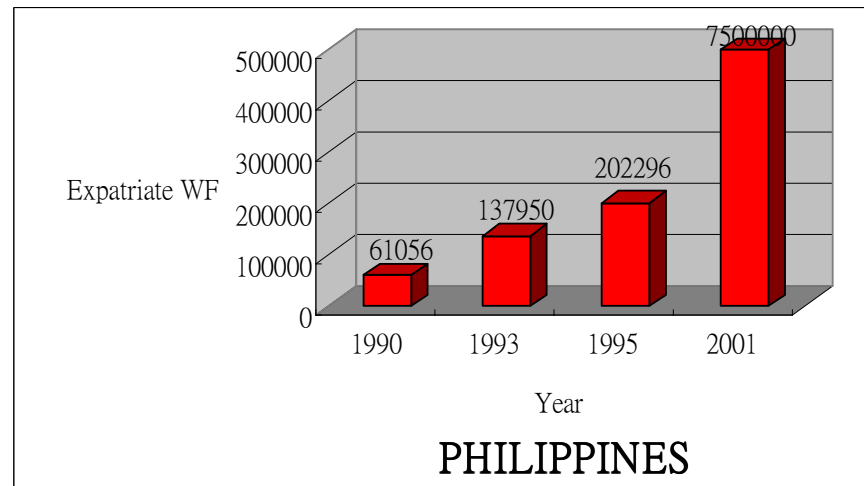
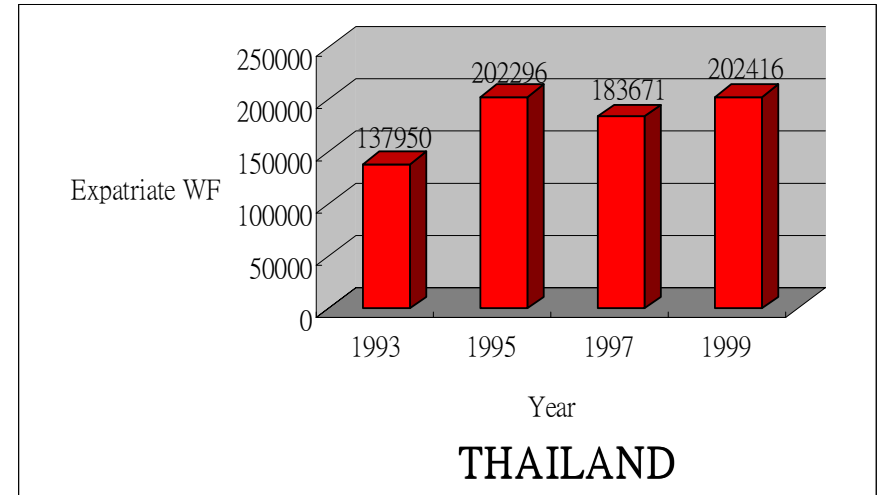


**Impratriate WF of Chinese Taipei**

# **Sample of Impatriate and Expatriate MWF**

- **Impatriate WF to Chinese Taipei**  
**Blue collar 300 thousand**  
**White collar 10 thousand**
- **Expatriate WF from Chinese Taipei to PRC**  
**300 thousand (official)**  
**More than 1 million (unofficial)**

# Expatriate WF of SouthEastern Asia



# **Globalization Impact on Human Resource**

- Globalization facilitates all kinds of developments transcending physical boundaries between economies. As a result, capital, technology, market, production and most important of all, human resource have to move around the world.**
- Human infrastructure inevitably is one of the building blocks for community building, it is then expected that the globalization impact on human resource should be wisely smoothed out for the benefits to be realized.**

- It is expected that migrant work force moving around the world will become a trend along with the globalization process.**
- The impact on human resource by globalization is enormous, and much have to be done to achieve common prosperity in a peaceful and effective way. Following are some important issues related to the human infrastructure, one of the three building blocks of community building. And the resolutions depend on tripartite efforts of the government, business/industry, and academia.**

# **The Impact on Human Infrastructure Proposed Strategies**

- Collaborative Relay for Regional Education, Training and Skill Development (ETSD)**
- Synchronized Knowledge Integration in Community Building**
- Seamless Support Ring among Regional HR Coherence**



# **Collaborative Relay for Regional Education, Training and Skill Development (ETSD)**

**The focus of this issue is on the individual human resource who might have been educated and trained in his home economy but will practice his expertise globally. However, help from his employing business and the global economies certainly is essential for an individual professional to reach the top.**

# Collaborative Relay for Regional Education, Training and Skill Development (ETSD) Related Issues

- *Collaborative relay to remove the ETSD barrier among different economies*
- *Enabling global professional expertise*
- *Efficient integration of segmented and regional HR into global practice*

# **Synchronized Knowledge Integration in Community Building**

**The focus of this issue is set on a business/industry, which might have to allocate its branches around the world for reasons such as costs down or higher profits.**

**However, the success of a business would heavily depend on its professional employees and help from the regional governments.**

# Synchronized Knowledge Integration in Community Building Related Issues

- *Smooth transition of global business to be localized*
- *Synchronization of ETSD among global industries/business and regional bases*
- *Strategic effective advising indices for regional ETDS*

# **Seamless Support Ring among Regional HR Coherence**

**The focus of this issue is on a regional government that might export its own competitive professionals and import global experts to compensate for its weakness.**

**The successful integration of all regional governments to build up a worldwide support ring will result not only in mutual prosperity among global economies, but also great benefits for an individual MWF or a business, locally or globally.**

# Seamless Support Ring among Regional HR Coherence

## *Related Issues*

- *Fast adaptation of global HR to local economy*
- *Regional understanding and support for global HR*
- *Integration of global HR support ring*

# Case study

- **Synchronized Knowledge Integration in Community Building**
- *Planning and Implementation of the Regional logistic and Supply Chain Management system in the ASEAN Free-trade Area for Yong-Shing Pharmaceutical Industries (Malaysia) SDN, BHD*
- Dr. Chun-wei Lin, NYUST, CTPECC.
- **Seamless Support Ring among Regional HR Coherence**
- *Public Private Partnership for Human Infrastructure*
- Dr. Dennis S. Tachiki, Tamagawa University, Japan.

Welcome to  
Symposium in Taipei, CTPECC  
August, 2004 (Tentative)

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