

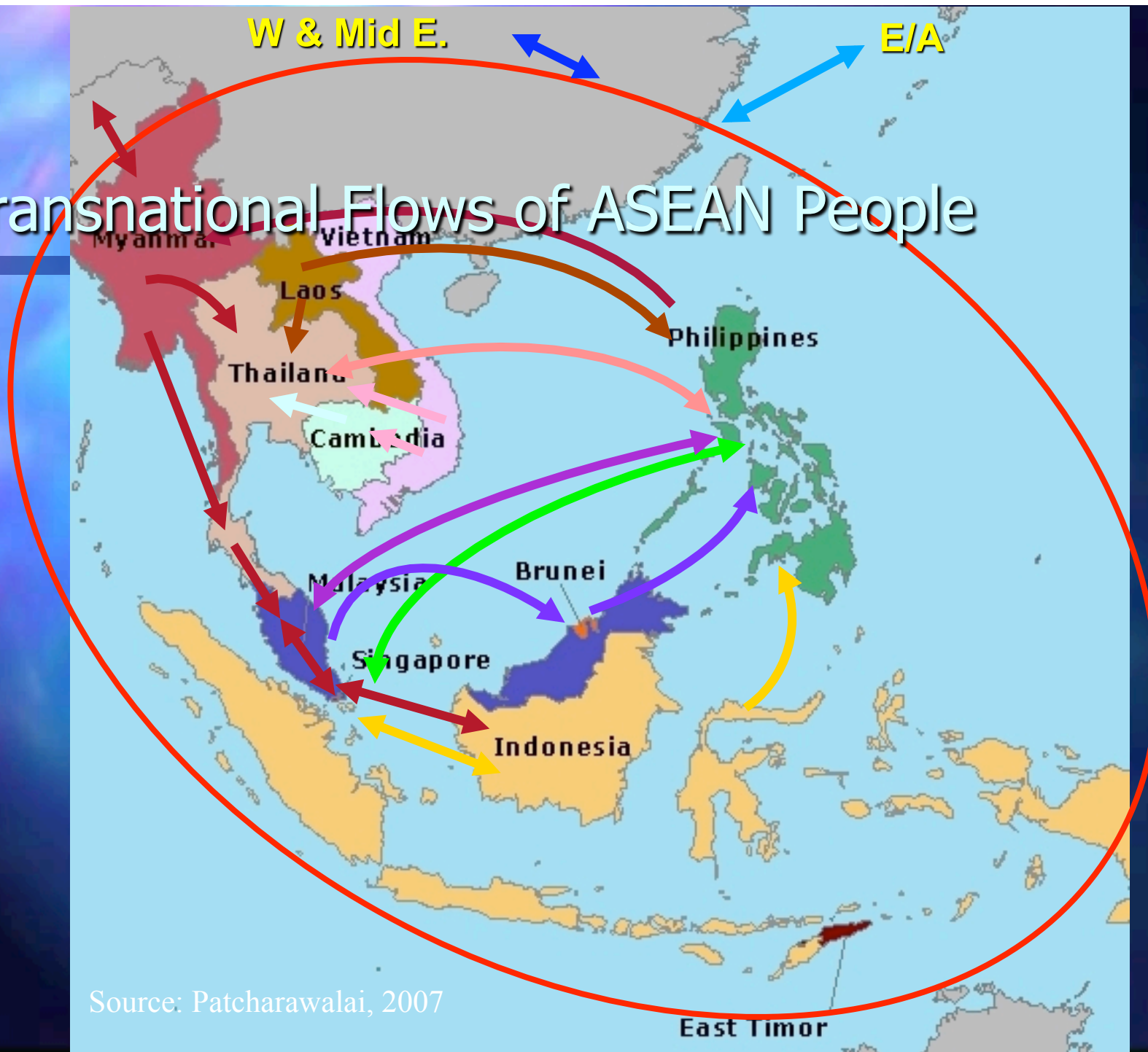
Skills Gap/ Talent Deficit (Cont.)

- According to the Asian Development Bank, despite a rising level of education attainment across all skills groups, developing Asia is suffering from a growing dearth of skills, especially among professional occupations.
- The shortage is serious enough to harm productivity of entire industries and the economy as a whole.

Skills Gap/ Talent Deficit (Cont.)

- The structural nature of the skills gap suggests that it is likely to afflict developing Asia for years to come. This is in addition to an increase in youth unemployment and joblessness.
- Poor education and training are increasingly pushing poor, young workers into informal sector jobs, often at low pay and in miserable working conditions
 - Either at home or elsewhere

Transnational Flows of ASEAN People



Source: Patcharawalai, 2007

People
on the Move

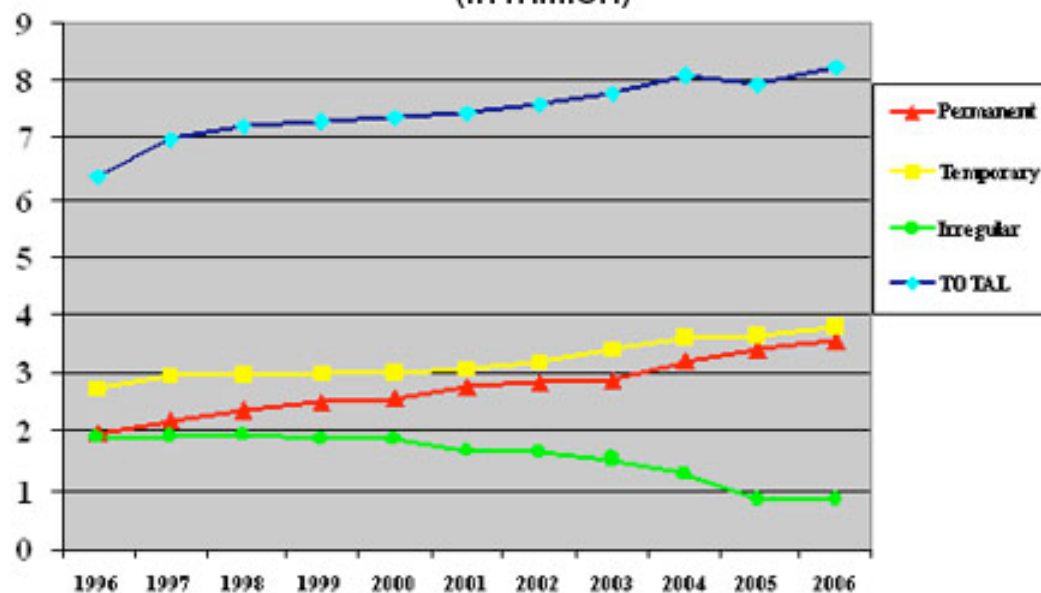
Unskilled/
Semi-skilled

State Regulatory
Institutions
Brokers/ Agents

Skilled/
Professionals

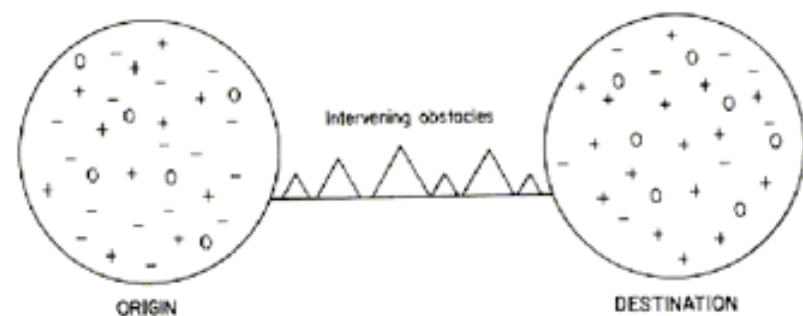
WTO/GATS
ASEAN AFAS
APEC

Stock Estimates of Overseas Filipinos, 2006
(in million)



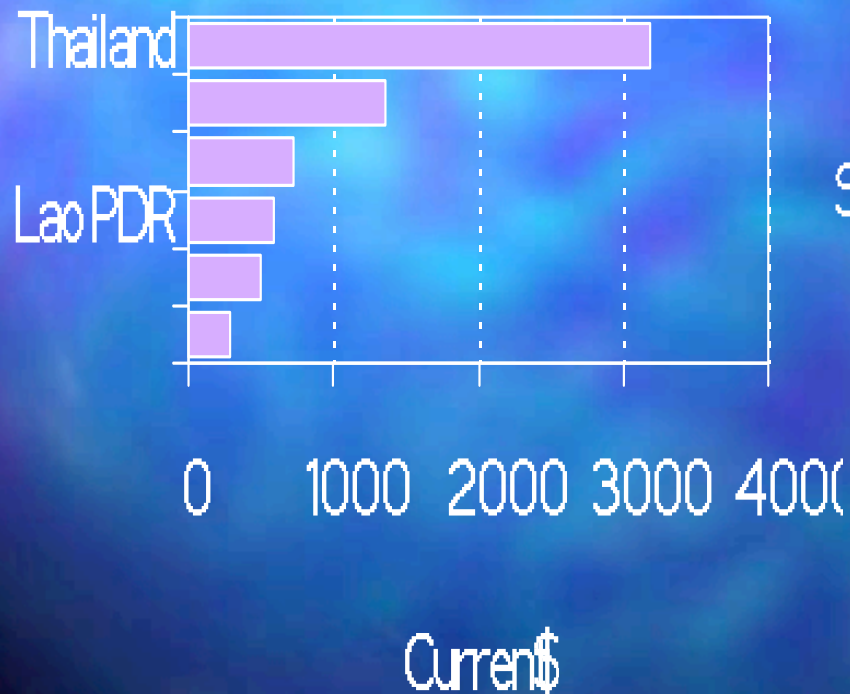
Source: Commission of Filipinos Overseas

Lee's Migration Model

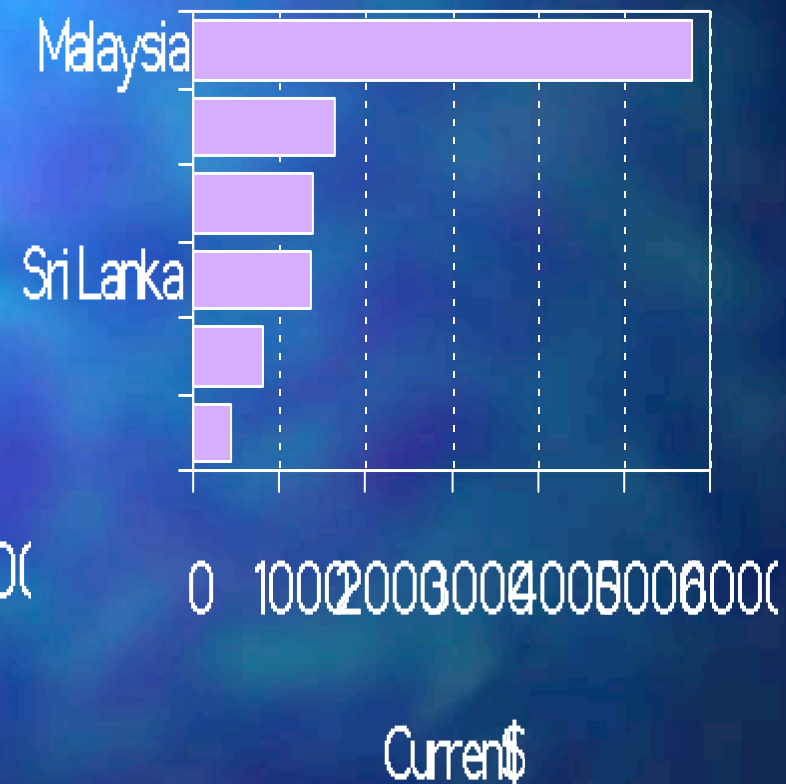


Economic Factors : Workers on the Move in Asia

Per capita income in Thailand
selected labor-sending neighbor



Per capita income in Malaysia
and selected labor-sending



Source: IOM, 2008. World Migration Report 2008: Managing Labour Mobility in the Evolving Global Economy.

Migration Flows in Thailand



Source: Asian Migrant Centre (AMC) [Migration Needs, Issues and Responses in The Greater Mekong Subregion: A Resource Book](#), 2002.

The current trend of migration of the irregular migrant labour into Thailand

- *Immigration through migrant network*
- *Expansion of the human trafficking*
- *Migrants turning themselves into brokers or employers as well as part of the human trafficking network*

Regional Human Capital Pooling

- Facilitation of Mobile Human Capital
- Promotion of Mobile Human Capital
- Protection of Mobile Human Resources/
ASEAN Natural Persons
- Control of Irregular Labor Migration

Facilitation of Mobile Human Capital

- Human capital pooling, associated with economic liberalization, can make a major contribution to the transformation of labor markets and to productivity.
- “To meaningfully draw upon the availability of ASEAN human capital” is an area where regional cooperation can benefit all ASEAN member countries.

Source: Patcharawalai Wongboonsin, 2004; Patcharawalai Wongboonsin and Joannis Kinnas. 2004. Maximizing The Demographic Dividend via Regional Cooperation in Human Resource Development.)

- The adoption of the term “ASEAN natural persons” or “ASEAN human capital” rather than “migrants” or “migrant labor/workers” is recommended in ASEAN regimes when dealing with intra-regional mobility of natural citizens of the region.
- The recommended terms not only contain less political sensitivity than migrants or migrant labor/workers, but also contribute to “positive regional community.”

Source: Patcharawalai Wongboonsin, 2004; Patcharawalai Wongboonsin and Joannis Kinnas. 2004. Maximizing The Demographic Dividend via Regional Cooperation in Human Resource Development.)