

**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**

**YANGON**

**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.



Assessment Workshop on HRD Indicators ( MYA/94/PO3)  
27-28 February, 1997

INTERNATIONAL RESOURCE PERSON

- (1) Mr. Tan Boon Ann  
Adviser  
UNFPA/CST, Bangkok

NATIONAL RESOURCE PERSON

- (1) U San Din  
Deputy Director-General (Retd.)  
Department of Labour

National CONSULTANT

- (1) U Nyan Myint  
Principal Director  
Envipro (Myanmar) Co. Ltd.

MEMBERS OF STEERING COMMITTEE AND TECHNICAL WORKING GROUP

- (1) U Sein Myint  
Deputy Director General  
Department of Labour  
Ministry of Labour
- (2) U Khin Maung Yee  
Director  
Research and Planning Division  
Department of Labour  
Ministry of Labour
- (3) Dr. Khin Win Kyu  
Joint-Secretary (2)  
Myanmar Maternal and Child  
Welfare Association
- (4) U Aung Myint Thein  
Deputy Director General  
Central Statistics Organization  
Ministry of National Planning and  
Economic Development

- (5) Dr. Thet Lwin  
Professor  
Institute of Economics  
Ministry of Education
- (6) Dr. Tun Aung Prue  
Director  
Cottage Industries Department  
Ministry of Co-operatives
- (7) Dr. Soe Myint  
Director  
Planning & Statistics Department  
Ministry of Health
- (8) Daw Tin Tin Nyunt  
Deputy Director  
Immigration and Population Department  
Ministry of Immigration and Population
- (9) Daw Tin Tin Mya  
Deputy Director  
Planning Department  
Ministry of National Planning and Economic Development
- (10) U Myat Naing  
Research Officer  
Myanmar Education Research Bureau  
Ministry of Education
- (11) U Sein Myint  
Head of Division ( Statistics )  
Department of Basic Education  
Ministry of Education
- (12) Daw Win Kyi  
Staff Officer  
Foreign Economic Relation Department  
Ministry of National Planning and  
Economic Development
- (13) Daw Khin Ma Ma Aye  
Programme Officer  
UNFPA

Leading discussants from other Ministries/Departments, and NGOs.

- (1) Daw Yi Yi Myint  
Professor  
Management and Administration Department  
Institute of Economics
- (2) U Sein Tun  
Deputy General Manager  
Road Transport
- (3) Daw Khin May Aung  
Deputy Director  
Immigration and Population Department
- (4) Dr. Thein Thein Htay  
Assistant Director (Maternal and Child Health)  
Department of Health
- (5) U Khin Shwe  
Managing Director  
Zay kabar Co., Ltd.
- (6) Mr. Martin Pun  
  
Serge Pun & Associates ( Myanmar ) Ltd.
- (7) Mrs. Patricia Leung  
  
Serge Pun & Associates ( Myanmar ) Ltd.
- (8) Dr. Thet Mon Chan Su  
Myanmar Women Entrepreneur Association
- (9) Daw Myitzu Chit  
  
Traders Hotel

MINISTRY OF LABOUR  
DOL/UNFPA  
ASSESSMENT WORKSHOP  
ON  
HUMAN RESOURCE DEVELOPMENT INDICATORS  
( MYA/94/PO3 )

27 - 28 FEBRUARY, 1997

YANGON

LIST OF OBSERVERS

MINISTRY OF LABOUR

- (1) U Tin Nwe  
Director  
Department of Labour  
Ministry of Labour
- (2) U Kyaw Win  
Director  
Department of Labour  
Ministry of Labour
- (3) U Tin Aung Win  
Deputy Director  
Department of Labour
- (4) U Kyaw Nyunt  
Deputy Director  
Department of Labour
- (5) U Sitt Tin  
Deputy Director  
Department of Labour
- (6) U Aye Ngwe  
Assistant Director  
Department of Labour

Chairpersons for the Assessment Workshop on HRD Indicators

- (1) U Ba Than  
Director General ( Retd. )  
Public Services Selection and Training Department
- (2) Dr. Sein Tin  
Director General  
Central Statistical Organization
- (3) U Tun Shwe  
Director General  
Department of Labour
- (4) U Kyaw Myint (Economist) (Retd.)  
Former Head of Economics Department  
University of Distance Education

**Inaugural address by H.E Maj.General Saw Lwin,  
Minister for Labour at the Opening Ceremony of the  
"Assessment Workshop on Human Resource Development  
Indicators" cosponsored by Department of Labour of the  
Ministry of Labour and UNFPA.**

Good morning,

- Excellencies: the Members of the State Law and Order Restoration Council and Ministers, Deputy Ministers, Diplomats from Foreign Missions,
- Personnel from UN Agencies,
- Resource Persons and Invited Guests,
- Participants and Observers,
- Ladies and Gentlemen,

■ I extend my cordial welcome to all dignitaries who honour this auspicious occasion with their gracious presence. I would also like to express my best wishes to all of you present at the Opening Ceremony of the "Assessment Workshop on Human Resource Development Indicators."

■ I am very pleased to have this opportunity to make an Opening Address. This Workshop is indeed an outcome of the joint efforts of UNFPA and Department of Labour of the Ministry of Labour. Taking this opportunity, I would also like to extend my warmest welcome to the resource person from UNFPA-CST, Bangkok, national resource persons, participants and observers from governmental and non-governmental organisations.

**Distinguished guests, Ladies and Gentlemen,**

■ As you all are aware that the State Law and Order Restoration Council has been endeavouring for the emergence of a peaceful, modern and developed nation. In this context, every appropriate measure has been taken to get to the desired goal adopting 12-important objectives, four each for political, economic and social spheres.

■ It is an accepted fact that economic development is the main thrust for all-round development of the nation. Myanmar has thus been striving for economic advancement with the opening up of its economy, inviting foreign investments under favourable terms based on mutual benefit. On the otherhand, strenuous efforts have also been made for infrastructures building with particular reference to the improvement of transports and communications and building construction throughout the country.

■ It is therefore imperative that there will be increasing demand for skilled manpower with the unprecedented expansion of the economy and ever growing economic activities.

■ The Ministry of Labour has been aware of this situation and accordingly implemented various projects relating to manpower and human resource development planning with the technical assistance of international agencies particularly the UNDP, UNFPA and ILO since 1988.

■ Moreover, the Manpower Planning Coordination Committee and the National Nucleus Commission for Human Resource Development have been formed under the Ministry of Labour with a view to the enhancement of interdepartmental coordination for Manpower and HRD concerns. The Department of Labour of the Ministry of Labour had been designated by the government to serve as the National Focal Point for HRD. Since 1994, the Department of Labour has made the initiative for the implementation of the project relating to the Use of HRD Indicators for Population and Planning Process with the technical cooperation and assistance of the UNFPA. The project took its inception on October 5, 1994. The project activities started to take place since early 1995. This Workshop is the final component of the entire project.

**Distinguished guests, Ladies and Gentlemen,**

■ The main objective of the Project is to develop a set of core HRD Indicators for long term application in Population and Development Planning Process. Being implemented a series of project components, a Manual for HRD indicators has successfully been prepared. This Workshop is therefore to make final round of discussions to make an assessment objectively for practical application by departments and organisations concerned.

■ It is also expected that this Workshop can possibly find out additional core indicators to be used as an effective tool for the desired purpose. It is no doubt that these Indicators can serve to assess economic and social status of the country in broader terms.



**Distinguished guests, Ladies and gentlemen,**

■ In these days of new development approaches, a comprehensive HRD Indicators System is indispensable. I would therefore would like to insist that the HRD Indicators System should be well maintained for long term practical use.

■ I should also like to stress that the Manual of the HRD Indicators should be submitted to the Higher Authorities for approval. In this regard, the outcome of this Workshop is of critical importance. In fact, the success of this entire project rests with this Workshop.

■ The participants are therefore urged to fully utilize this opportunity and to actively participate in the activities of this important Workshop.

■ Finally, I would like to thank once again, all the dignitaries, invited guests and participants. And I wish every success of this Workshop.

Thank you.

**OPENING STATEMENT BY MR. SIBA KUMAR DAS,  
UNFPA REPRESENTATIVE AT THE  
WORKSHOP ON ASSESSMENT OF HUMAN RESOURCE  
DEVELOPMENT INDICATORS  
27 FEBRUARY 1997**

**HONORABLE MINISTER MAJOR-GENERAL SAW LWIN,  
DISTINGUISHED GUESTS, COLLEAGUES AND PARTICIPANTS, LADIES  
AND GENTLEMEN.**

**IT IS A GREAT PRIVILEGE FOR ME TO DELIVER AN OPENING  
STATEMENT AT THIS WORKSHOP ON ASSESSMENT OF HUMAN  
RESOURCE DEVELOPMENT INDICATORS. THE PROJECT PROVIDING A  
FRAMEWORK FOR THE WORKSHOP WAS INITIATED BY THE UN  
POPULATION FUND JOINTLY WITH THE DEPARTMENT OF LABOUR IN  
JANUARY 1995. SINCE THEN SEVERAL IMPORTANT ACTIVITIES HAVE  
BEEN SUCCESSFULLY COMPLETED. THESE ACTIVITIES INCLUDE  
INDUCTION WORKSHOPS, AWARENESS RAISING SEMINARS, A  
TECHNICAL WORKSHOP ON THE CONSTRUCTION OF HRD INDICATORS  
AND A DATA ANALYSIS WORKSHOP. THE PROJECT HAS SUCCEEDED**

IN BRINGING TOGETHER OFFICIALS AND PROFESSIONALS FROM SEVERAL MINISTRIES AND DEPARTMENTS AND FROM NON-GOVERNMENTAL ORGANIZATIONS NGOs IN DEVELOPING A COMMON UNDERSTANDING AND AN INTEGRATED APPROACH TO HUMAN RESOURCE DEVELOPMENT. THE PERIODIC MEETINGS OF THE PROJECT'S STEERING COMMITTEE AND TECHNICAL WORKING GROUP HAVE HELPED TO DEVELOP A CONVERGENCE IN THINKING. THIS WAS FACILITATED BY A HIGHLY SUCCESSFUL STUDY TOUR TO VIETNAM AND MALAYSIA, WHERE A MYANMAR GROUP HAD THE OPPORTUNITY TO OBSERVE SIMILAR INDICATOR SYSTEMS AND PLANNING MECHANISMS. ANOTHER GROUP FROM HERE ATTENDED AN ATTACHMENT TRAINING AT THE OFFICE OF THE UNFPA COUNTRY SUPPORT TEAM (CST) IN BANGKOK.

THE OBJECTIVE OF THIS WORKSHOP IS TO EXAMINE THE FINDINGS OF THE REVIEW AND ASSESSMENT STUDY AND TO COME UP WITH RECOMMENDATIONS TO CONSOLIDATE AND EXPAND THE HRDI SYSTEM . MANY OF YOU HAVE HAD THE OPPORTUNITY TO PARTICIPATE IN PREVIOUS WORKSHOPS. FOR SOME, THIS MAY BE THE FIRST TIME. THIS WORKSHOP IS AN IMPORTANT EVENT AS IT

SIGNIFIES THAT THE STEERING GROUP MEMBERS, AFTER INTENSIVE DISCUSSION, HAVE REACHED A CONSENSUS ON IDENTIFYING 55 HRD INDICATORS.

I WOULD LIKE TO TAKE THE OPPORTUNITY TO STRESS THE IMPORTANCE OF HRD INDICATORS IN THE SPECIFIC CONTEXT OF THE MYANMAR ECONOMY AND INDEED OF OTHER DEVELOPING COUNTRY ECONOMIES UNDERGOING TRANSITION TO MARKET SYSTEMS ACCOMPANIED BY RAPID SOCIAL AND ECONOMIC CHANGE. THE ISSUE OF HUMAN RESOURCE DEVELOPMENT IS PART OF THE LARGER HUMAN DEVELOPMENT PARADIGM. DEVELOPMENT HAS TO BE ANALYZED AND UNDERTAKEN IN TERMS OF PEOPLE. IT MUST NOT ONLY TAKE INTO CONSIDERATION HOW TO IMPROVE HUMAN CAPABILITY OVER TIME, BUT ALSO HOW BEST TO USE IT. THE CHARACTER AND DISTRIBUTION OF ECONOMIC GROWTH MUST BE MEASURED AGAINST THE YARDSTICK OF ENRICHING PEOPLE'S LIVES. AND THE HUMAN DEVELOPMENT PARADIGM MUST EMBRACE ALL ASPECTS OF SOCIETY, NOT JUST THE ECONOMY. HUMAN DEVELOPMENT MUST LEAD TO INCREASED PRODUCTIVITY. GREATER EQUITY AND SUSTAINABILITY .

THE HISTORICAL RECORD OF DEVELOPMENT CLEARLY SHOWS THAT THERE IS A REAL DANGER THAT RAPID GROWTH CAN OCCUR AT THE COST OF HUMAN DEVELOPMENT AND THAT GENDER CONCERNS CAN BE NEGLECTED. EXPERIENCE IN DEVELOPMENT WORK SHOWS THAT SUCCESS CAN BE ACHIEVED IF RIGHT FROM THE START, COUNTRIES REALIZE THE PRIMACY OF HUMAN DEVELOPMENT AND ADOPT MEASURES TO PROMOTE HUMAN RESOURCE DEVELOPMENT. I WELCOME THIS WORKSHOP IN THIS CONTEXT AND APPLAUD ALL THOSE WHO HAVE GIVEN THEIR SUPPORT TO IT.

THE ASSESSMENT WORKSHOP WILL COVER THE REVIEW OF HRD INDICATORS, USE OF THE INDICATORS FROM THE USER'S PERSPECTIVE, BOTH IN THE PUBLIC AND PRIVATE SECTORS. BASED ON THE REVIEW OF THE PRESENT INDICATORS, THERE WILL BE DISCUSSIONS FOR THE SUSTAINABILITY OF THE SYSTEM, AND THE UPDATING OF THE INDICATORS BY THE RESPONSIBLE AGENCY.

BEFORE I CONCLUDE, I WOULD LIKE TO ENCOURAGE ALL PARTICIPANTS TO ACTIVELY PARTICIPATE IN THIS WORKSHOP. I CALL ON THE PARTICIPANTS TO HELP IN REVIEWING THE

INDICATORS ACCORDING TO THE NEEDS OF THE COUNTRY. EACH PERSON HAS HIS OR HER OWN PERSPECTIVE AND VALUE TO ADD TO THIS PROCESS. THIS WORKSHOP WILL BE A GOOD FORUM TO ESTABLISH RELATIONSHIPS BETWEEN THE PUBLIC AND PRIVATE SECTOR REQUIREMENTS FOR AN HRD INDICATORS SYSTEM, WHICH WILL WORK TOWARDS COMMON GOALS OF PEOPLE-CENTERED SUSTAINABLE DEVELOPMENT.

THANK YOU.

Welcoming Address by the Director-General of the Department of Labour, U Tun Shwe at the Opening Ceremony of the "Assessment Workshop on Human Resource Development Indicators" co-sponsored by UNFPA and the Department of Labour

Good Morning,

- Excellencies,
- Personnel from UN Agencies,
- Invited Guests,
- Resource Persons,
- Participants and Observers,
- Ladies and Gentlemen,

◆ I am pleased and honoured to have this opportunity to deliver this Welcoming Address at the "Opening Ceremony" of the "Assessment Workshop on Human Resource Development Indicators".

◆ It is also my delight to welcome the resource persons, participants and observers from Governmental and Non-Governmental Organisations who were involved in the process of exploring and developing Human Resource Development Indicators.

◆ It is an opportune moment for me to reveal briefly the activities of the UNFPA funded project MYA/94/PO3 on the "Use of Human Resource Development Indicators for the Population and Development Planning Process" which has been implemented by the Department of Labour of the Ministry of Labour.

◆ With a view to effectively carrying out the project activities, a "Steering Committee" and a "Technical Working Group" were constituted in early 1995. Since then, the activities of the entire project have been carried out, step by step, in a systematic manner.

◆ In accordance with the adopted Project components, we have successfully held 3-Technical Workshops and a Seminar designed to collect and collate Human Resource Development Indicators. In addition, members of the Steering Committee and Technical Working Group were sent abroad on study tours and attachment training under the arrangement of UNFPA.

◆ In this way we have been able to effectively implement the project. As far as this UNFPA project is concerned, a set of (55) core HRD Indicators has already been developed and a Manual of the Human Resource Development Indicators has accordingly been prepared for consistent computation to be made by respective department and organisation. This Draft Manual has already been distributed to all those concerned, prior to this Workshop to seek their comments, views and suggestions.

◆ In fact, the project activities will come to the conclusion after this workshop as it is the last component of the entire project. But it should be borne in mind that this is not the end. It is only just a beginning and the spirit of this project should be sustained for long-term application of these economic and social indicators.

◆ As His Excellency, the Minister for Labour pointed out earlier, uniformity and consistency are prerequisites for use of these indicators in the long run for planning. He, also pointed out the need for necessary addenda and amendments of the Manual as suggested by this Workshop for practical application and long term benefit. Furthermore, this Workshop will need to designate the most appropriate organisation to serve as the "focal point" for wider and long term application of these indicators.

**Distinguished guests, participants and observers,**

◆ It is to be stressed here that these HRD Indicators have successfully been developed for the first time with the active participation and cooperation of concerned Ministries and Organisations. I am fully confident that these Indicators will greatly assist the works relating to population and development planning. It is indeed something we can all be proud of. The close cooperation, co-ordination and understanding among these organisations and individuals should be acknowledged with high esteem.

**Distinguished guests, participants and observers,**

◆ As this Workshop will serve as a venue for the final round of discussion for the successful completion of this entire project, the participants are urged to take an active interest to achieve the best results. This is the most crucial moment to assess the project activities and the accomplishment of the project objectives.



◆ Finally, may I conclude my "welcoming address" by expressing my heartfelt thanks to the Excellencies, the Minister for Labour and the Ministers from different Ministries, the Deputy Minister for Labour and diplomats from foreign missions for their gracious presence at this auspicious Ceremony. My profound thanks are also due to the Heads of the Department, Invited guests, participants and observers. Last, but not the least I would also like to express my appreciation to all those officials and responsible persons concerned who made their sincere contributions for every success of this important Workshop.

Thank you.

## The Assessment Workshop on HRD Indicators (27-28 February 1997)

27. 2. 97	08:40 - 09:00	Registration
(Thursday)	09:00 - 10:00	Opening Ceremony
	10:00 - 10:45	Refreshments
	10:45 - 11:45	Break for switching the Workshop Venue
	11:45 - 12:15	Introduction to HRDI manual ( <i>U Nyan Myint, National Consultant</i> )
	12:15 - 13:00	Lunch break
	13:00 - 14:30	Review of HRDI manual ( <i>Dr. Tan Boon Ann, UNFPA / CST Adviser</i> )
		Open discussion on Review of HRDI manual
	14:30 - 15:00	Tea break
	15:00 - 16:30	Floor discussion of users on the implementation of HRDI for the population and development planning process
28. 2. 97	09:30 - 09:45	Proposal for expansion of HRDI system and its application ( <i>U Khin Maung Yee, National Project Director, DOL</i> )
(Friday)	09:45 - 11:00	Floor discussion on the expansion of HRDI system and its application from the aspect of public and private sector ♦ Discussion for the public sector ♦ Discussion for the private sector
	11:00 - 12:15	Working group discussion on findings and recommendations on HRDI system
	12:15 - 13:00	Lunch
	13:00 - 13:45	Finalization on recommendations ( <i>Dr. Tan Boon Ann, UNFPA/CST Adviser</i> )
	13:45 - 14:30	Recapitulation ( <i>U San Din, Deputy Director-General (rtd.), DOL</i> )
	14:30 - 15:00	Tea break
	15:00 - 16:00	Closing Ceremony

Good morning, distinguished guests, dear participants, ladies and gentlemen. This is a great honour for me to have a opportunity to present this short paper concerning the use of our HRD indicators. Please let me start with the Rationale and Background of the project.

As all of you know, Myanmar has been experiencing major changes in the economic system since 1989. These changes in economic system have led to rapid economic, social and demographic changes with differential impacts on different sections of the population. Today, we can clearly see the emergence of private and joint venture enterprises and institutions, and the decline or transformation of older public ones, the development of a wider labour market for the private sectors with a changing patterns of demand for skills. The life-long employment pattern, which has been existing in current public sector and once also existed in the private sector, is weakening and the labour mobility is emerging.

In this new economic context, the planners and policy makers in the Government body as well as the international development-aid agencies need to track down the direction and also to monitor the changing social and economic situations. Only then, the development policies and plans can rapidly be reacted to relieve adverse impacts as soon as such things happened. In the absence of appropriate policies and monitoring mechanisms, the social costs could easily outweigh the economic benefits in shifting from centrally planned to market oriented economic system. In particular, vulnerable groups like women and children may be severely affected by weakening social safety nets during the awakening of market economy.

During 5 to 7 years time, the economy is generally growing; the trade, hotel, transport and construction sectors are booming; various private hi-tech skill training are escalating; and the job opportunities for the young females and semi-technicians are accelerating. On the other hand, Myanma traditional social values are diminishing, the rich are richer, the income differential (or wage rate) between the government and the private employee is greater, and for the majority of population, social security, education and literacy, and the health situation are hardly improved. You can see, more women and children are working at unskilled labour-intensive jobs. As yet, reliable and relevant information relating to these facts could hardly be found and, without any reliable statistics, it is impossible to draw effective plans for the future. Thus, the necessity to set up a mechanism, which can ensure to obtain the relevant information for the appropriate and effective planning, is apparent.

## **2. Project Setting**

Reflecting the needs, Government of Myanmar and UNFPA jointly initiate a project called the “Human Resource Development Indicators for the Population and Development Planning Process”. The main objective of this project is “to have fully developed a system of sustainable human resource development indicators as an integral part of the planning process in Myanmar” with following two immediate objectives:

- (i) To have raised awareness and understanding among high level policy makers, planners, and programme managers of the importance of HRDI for monitoring and responding to social and economic change; and
- (ii) By the end of 1996 to have developed a core set of sustainable human resource development indicators; and by the end of the project to have expanded and strengthened these indicators.

To fulfil these objectives, the Department of Labour (DOL) has been chosen as the focal point for this project since DOL has a key role in the field of human resource development and planning. The Director-General of the DOL is also serving as Chairman of the National Nucleus Commission (NCC) for Human Resource Development, which has been setting up with the representatives from various ministries, to implement the Jakarta Plan of Action.

Although the DOL is fully responsible to implement the project, qualified officials and technicians from several ministries and departments have been actively working together through the selection and development process of the current set of HRD indicators. This project is very significant since it is the first (and the only project) where several ministries and departments are working collaboratively. Therefore, the success of the project is credited to the concerted efforts of high and middle level officials and technicians from the various ministries and organizations, namely:

Ministry of Labour (MOL);  
Ministry of Health (MOH);  
Ministry of Education (MOE);  
Ministry of Agriculture (MOA);  
Ministry of Cooperatives (MOC);  
Ministry of National Planning and Economic Development (MNPED);  
Lately, Ministry of Home Affairs (MHA) and  
Currently, Ministry of Immigration and Population (MIP);  
Myanmar Maternal and Child Welfare Association (MMCWA);  
Myanmar Medical Association (MMA);  
HUMATE Associates; and  
UNFPA.

The target groups of the project are policy makers, planners and programme managers as well as the technical staff at various levels. The ultimate target groups are the people, the men, women and children of the Union of Myanmar, who will benefit from improved planning.

The main theme of the project is not to invent a new data collection system, but to use the pre-existed indicators or those, which could easily be driven from the existing data in various service and administrative statistics. However, few specialized surveys could be necessary for some important indicators, for which we cannot gather from the existing statistics. Again, the computational procedures for most indicators are simple and straightforward. Simple arithmetic is used to acquire rates, ratios, proportions and percentages.

The current set of HRD indicators contains only 55 indicators. It is hoped that this set of indicators is sustainable. At one point during the development process, we have nearly 120 indicators, but with a great patience, understanding and cooperative, we could manage to shrink the set to the current set without sacrificing the quality, usefulness and coverage of our HDR indicators. That was a long process. Therefore, I personally confident that the commitment and assistance from DOL and other concerned departments and agencies will again be successful in collecting, maintaining, and using the HRD indicators beyond the project period.

Now let me present **The Selected Indicators and Major Providers.**

These indicators can be viewed under seven general headings as follows:

**I. Demographic Indicators (Population & Vital Statistics)**

1. Population by age and gender
2. Crude Birth Rate
3. Crude Death Rate
4. Total Fertility Rate
5. Migration
6. Infant Mortality Rate (IMR)

**II. Health and Nutrition Indicators**

7. Under 5 Mortality Rate (U5MR)
8. Maternal Mortality Rate (MMR)
9. Life Expectancy at birth
10. Percentage of Moderate to Severely Malnourished Children under 3
11. Contraceptive Prevalence Rate or Prevalence Rate (CPR)
12. Percentage of Low Birth Weight Babies
13. Percentage Coverage of Universal Child Immunization
14. Population per Physician
15. Population per Nursing Personnel
16. Population per Hospital Bed
17. Number of Villages per Rural Health Care Centre and Sub-Centre
18. Percentage of RHC with Standard Level of Staff, Equipment and Supply of Essential Drugs
19. Percentage of Population Accessible to Safe Drinking Water
20. Percentage of Population Accessible to Proper Sanitation

### III. Education Indicators

21. Gross Enrolment Ratios by Level
22. Net Enrolment Ratios by Level
23. Transition Rates between Levels
24. Retention Rate by Level
25. Internal Efficiency of Primary Education
26. Number of Graduates by Specialization
27. Number of Persons Trained in Technical, Agricultural and Vocational Institutions by Skill Level
28. Adult Literacy Rate
29. Mean Years of Schooling per Person Aged 5 and Over
30. Percentage of Female Student by Level

### IV. Indicators on Employment and Labour Force

31. Percentage of Senior Official Positions Held by Women in Public Sector
32. Total Labour Force
33. Labour Force Participation Rate (LFPR)
34. Unemployment Rate
35. Labour Force by Education Level
36. Employed Population by Occupation and Industry Group
37. Employed Population by Employment Status
38. Establishments and their Growth by Ownership
39. Coverage of Social Security Scheme for Registered Employed Persons

## V. Economic Indicators

40. Real GDP and Growth Rate of GDP
41. Real GDP per Head and Growth Rate
42. Food Availability per Head
43. Investment, Export and Import
44. Public Expenditure by Sector
45. Consumers' Price Index
46. Cultivated Land per Head
47. Land Use (under Cultivation, Forest and Others)
49. Energy Consumption by Type

## VI. Indicators on Transport and Communication

48. Number of Motor Vehicles per 1,000 Population
50. Railway Traffic Passenger Miles
51. Railway Traffic Cargo-Ton Miles
52. Daily Newspaper: Number of Circulation
53. Number of Radios and TV Sets, and Radios and TV Sets per 1,000 Inhabitants
54. Number of Telephones and Telephones per 1,000 Inhabitants Composite Indicator

## VII. Composite Indicator

55. Number (and Percentage) of Villages with School, Clinic and Electric Lighting

All in all, the current values for these 55 indicators are obtained from 7 different sources:

- (1) *Immigration and Population Department (IPD)*
- (2) *Central Statistical Organization (CSO)*
- (3) *Planning Department (PD)*
- (4) *Department of Planning and Statistics-Ministry of Health (DPS)*
- (5) *Department of Basic Education (DBE)*
- (6) *Myanmar Education Research Bureau (MERB)*
- (7) *Department of Labour (DOL).*



## **II. BRIEF DESCRIPTION AND THE USE OF HRD INDICATORS**

### **1. Population by age and gender**

Population is usually perceived as a basic information. However, it itself is an indicator. Population data are usually obtained from the census or population registers. In a developing country or a country with a large population, the population registers are inapplicable. The last population census of Myanmar was conducted in 1983, which was 14 years ago. Since then, only projected population, especially made available by Immigration and Population Department, is used as official population figure.

However, during this period, the country's social and economic systems have been changing drastically and so to the level and pattern of fertility, mortality, marriage and migration. These in turn affect future population size, structure, distribution and characteristics. Thus, the reliability of the projected population is in question. Moreover, population of the special groups, such as by district or township, by urban and rural residence, by literacy and education level and by work status cannot be projected. At present, total population by gender by states and division in usual 5-year age groups is readily available from IPD and single-year population can be made available on request.

This indicator is particularly in good demand by various users. Apart from what the IPD normally provides. Department of Health (DOH) needs the projected population in various project areas as well as under 1 and under 3 population. Department of Basic Education (DBE) is eager to obtain the school going age population (ages 5-9, 10-12 and 13 to 15) in each state and division by gender and by urban / rural residence. Moreover, UNDP wants the population by age and gender and by urban / rural residence for the 11 project townships and UNICEF demanded for under 5 population in various regions, especially in the rural areas and so on.

### **2, 3. Crude Birth Rate and Crude Death Rate**

Although these two indicators are grouped under the demographic indicators, they could also be perceived as health indicators. The current values of these two indicators, separately for the urban and rural population, are provided by Central Statistical Organization (CSO). As mentioned in the HRDI manual, the vital registration is yet to cover the whole country. CSO claimed that, by 1993, the Vital Registration System covered 254 notified towns (91 per cent of total urban population) and the rural areas of 153 townships (59 per cent of total rural population). Thus, the system covered about 67 per cent of the total population of the country. Although CSO provides for urban and rural areas separately, it rejects to provide for the country as a whole. However, one can estimate for the whole country by giving appropriate weights: estimated urban rural population ratio for CBR and CDR. For example by using the population ratio of 74% rural and 26% urban the CBR and CDR estimates for the whole country could be

obtained as:

<b>Indicator</b>	<b>Area</b>	<b>90/91</b>	<b>91/92</b>	<b>92/93</b>	<b>93/94</b>	<b>94/95</b>	<b>95/96</b>
Crude Birth Rate (CBR)	Rural	30.2	30.4	30.1	30.0	30.2	30.1
	Urban	28.4	28.5	28.3	28.1	28.2	28.0
	<b>Union</b>	<b>29.7</b>	<b>29.9</b>	<b>29.6</b>	<b>29.5</b>	<b>29.7</b>	<b>29.6</b>
Crude Death Rate (CDR)	Rural	9.7	9.8	9.7	9.9	9.8	9.9
	Urban	8.8	8.9	8.9	8.7	8.7	8.6
	<b>Union</b>	<b>9.5</b>	<b>9.6</b>	<b>9.5</b>	<b>9.6</b>	<b>9.5</b>	<b>9.6</b>

By having the indicator values by Union, Urban and Rural separately, the use for these indicators will apparently be higher. Basically, planners and policy makers concerning with population growth and health need two indicators since number of live births and total deaths in a year can be derived from them. Moreover, private market researchers, as well as, researchers and demographers from Institute of Economics, Immigration and Population Department, Central Statistical Organization and from the private organizations are also using these indicators. CSO conducted a survey to measure the completeness of birth and death registration system and it was found to be about 63 per cent in the urban areas. Thus, both the CBR and CDR are underestimated. As yet CSO inclines to produce the adjusted indicator values.

## **5. Migration**

The migration is particularly very important. With currently expanding job opportunities in the cities, the urbanization has now been accelerating with rural and peri-urban to urban areas. Moreover, existing patterns of migration such as from one special locality to another like from the dry zone to hilly region, from hilly region to delta and vice versa. The general migration patterns such as rural to rural, rural to peri-urban, rural to urban and urban to rural are of great interest rather than the migration from one state to another.

Migration rate is of course very difficult to obtain in the absence of a reliable population census although large-scale survey could give the overall pattern. Therefore, only IPD is likely to provide accurate information once in every 10 years.

## **4, 6, 7, 8, 9. Total Fertility Rate; Infant Mortality Rate; Under 5 Mortality Rate Maternal Mortality Rate; and Life Expectancy at Birth**

Like CBR and CDR, these indicators are also obtained from CSO. Apart from Maternal Mortality Rate (MMR), other indicators are widely used by various departments. In the Government's draft Population Policy and the Master Plan of Operation (MPO) for 1996-2000 by the Government and UNICEF use these indicators in many places: in setting targets and developing strategies, and using as measuring tools for project achievements and so on. Again, these indicators are obtained from Vital Registration System, and they also are underestimates. However, the magnitude of underestimation for the individual indicator is not easy to determine.

## **10. Percentage of Moderate to Severely Malnourished Children under 3**

## **11. Contraceptive Prevalence Rate or Prevalence Rate (CPR)**

## **12. Percentage of Low Birth Weight Babies**

## **13. Percentage Coverage of Universal Child Immunization**

All these indicators are obtained through the efforts of Department of Planning and Statistics, Ministry of Health. The main sources of these indicators are the various sections of the Department of Health. These indicators are of particularly important for assessing the welfare of the population in general and for the health and well being of the women and children in particular.

In computing the percentage of malnourished children, children under 3 years of age with the body weight under 2 standard deviation of the average normal weight for age from the NCHS standards are assumed as malnourished children. However, the values for this indicator are obtained from the surveys conducted by National Nutrition Centre in 1991 and 1994. Now regular weighting is conducted in the growth monitoring project townships and more reliable information is expected from the Department of Health in the near future. Since the average weight for age for the American children is

used as standard, this indicator might be upward biased, that is it might be higher than actual. On the other hand, international comparison is possible by using the same standard. Since malnutrition is one of the most important contributing causes of childhood illness and death, it is widely used by health and demographic personals. From a survey conducted by ENVIPRO Co. Ltd. during 1995 in the rural areas of 7 HDI project townships, the moderate malnutrition was about 20 per cent and severe malnutrition was only 2.6 per cent.

The Contraceptive Prevalence Rate is obtained only for the birth spacing project townships. This is very important on the ground of maternal and child health and also for drawing the population policy. Again, from the same survey, CPR in 1995 was found to be 32.6 per cent and the low birth weight baby was only 1.4 per cent. Again, the UCI coverage was found to be 93 per cent.

**14, 15, 16. Population per Physician; Nursing Personnel; and Hospital Bed**

**17. Number of Villages per Rural Health Care Centre and Sub-Centre**

**18. Percentage of RHC with Standard Level of Staff, Equipment and Supply of Essential Drugs**

These indicators measure the accessibility of health facilities and the later two are especially aimed at the rural population. They are important in health and education planning as well as for the rural development plans. However, these indicators hardly vary from year to year. Therefore, the necessity to include these indicators every year is in question. Only the percentage of RHC with standard level of staff, equipment and supply of essential drugs is exceptionally very low since most RHC were opened without full strength. This indicator is expected to grow gradually in the near future.

**21, 22, 23, 24, 25. Gross and Net Enrolment Ratios by Level; Transition Rates between Levels; Retention Rate by Level; and Internal Efficiency of Primary Education**

These indicators are particularly useful for education planning and they are standard education indicators. These indicators by gender (boy and girl) could reflect the gender equity, and those by residence could measure the educational disparity between urban and rural areas. However, both gross and net enrolment ratios need population at the school going ages, and at the absence of population census and projection by urban / rural residence, it is impossible to find the disparity between urban and rural areas.

**26, 27. Number of Graduates by Specialization; Number of Persons Trained in Technical, Agricultural and Vocational Institutions by Skill Level**

These two indicators are used not only for the education planners but also for the

manpower policy makers. From them, plans can be drawn for placing new mid and high level technicians in the current labour market.

**28, 29. Adult Literacy Rate; Mean Years of Schooling per Person Aged 5 and Over**

These two indicators are used to measure the knowledge of the population in the Human Development Index. However, starting from 1997, literacy rate and combined gross enrolment ratio for primary and secondary level are used instead. These rates do not respond quickly enough to changing socio-economic situations. Both adult literacy rate and mean year of schooling are available from the population census and nation-wide surveys only.

**30. Percentage of Female Student by Level**

**31. Percentage of Senior Official Positions Held by Women in Public Sector**

These are two gender equity measures. Myanmar is well known for lower gender preference and gender differential and these indicators will unveiled whether it is really true or not and whether job opportunity for female is as high as education opportunity.

**32, 33, 34. Total Labour Force; Labour Force Participation Rate (LFPR) and Unemployment Rate**

Again, in the absence of recent population census and labour force survey, these important indicators are only projections. They provide the basic information on the employment and labour force and essential for economists, statisticians as well as planners and policy makers from various sectors.

**35, 36, 37, 38. Labour Force by Education Level; Employed Population by Occupation and Industry Group; Employed Population by Employment Status and Establishments and their Growth by Ownership**

These four indicators are useful for education and manpower planners. Unlike previous three labour force indicators, these indicators could not be projected reasonably. Only, the establishments and their growth by ownership can be obtained from the biennial establishment survey conducted by the department of labour. Generally, users are not satisfied with the labour force projection or the unemployment rate at the rapidly changing economy.

**40, 41, 43, 44. Real GDP and Growth Rate of GDP; Real GDP per Head and Growth Rate; Investment, Exports and Imports; Public Expenditure by Sector**

These are the most fundamental indicators on the economic performance of a nation. Although there are doubts on the reliability and method of calculation, national plans and policies are drawn based on them. Moreover, sectoral plans are prepared accordingly. High-level policy makers, planners, economists, statisticians and technicians are the users and potential users for these indicators.

**42, 45, 46, 47. Food Availability per Head; Consumers' Price Index; Cultivated Land per Head; and Land Use (under Cultivation, Forest and Others)**

With the emergence of market economy and rapidly expanding exports on consumer goods especially cereals and pulses, could affect the balance of food availability in the country. It is therefore, very important to know the current and minimum level of food availability before drawing a good policy regarding exports and imports. Moreover, salary and wages, especially in the private sector are reflecting the CPI. Most foreign joint venture companies relate their wage rates with the current CPI. The other two indicators reflect the changing government policy on the plantation and environmental conservation.

**49. Energy Consumption by Type**

This indicator is particularly weak in this manual. The energy consumption for different types (firewood, charcoal, electric power and petroleum) are measured in different units and only the proportion of household consumption (based on value) is available for few selected years. The proportions represent only Yangon and it might have been changed by now.

**48, 50, 51. Number of Motor Vehicles per 1,000 Population; Railway Traffic Passenger Miles; and Railway Traffic Cargo-Ton Miles**

Transport is again weak in our HRD indicator system. Very few indicators are represented and they cover just a small fraction of public transportation. Road transport and inland waterways are totally absent in our system.

**52, 53, 54. Daily Newspaper: Number of Circulation; Number of Radios and TV Sets, and Radios and TV Sets per 1,000 Inhabitants; Number of Telephones and Telephones per 1,000 Inhabitants**

Essentially, these communication indicators do reflect the public information and communication system. However, with a widespread use of unregistered radios and TV sets as well as the differences between number of licenses and actual sets due to definition made difficult to understand. Information on these mass information, education, and communication means are very important for the various government departments and ministries as well as for the private businessmen and researchers.

With the existence of private book rental shops and video parlors in every part of cities and towns as well as in most villages, those centers could easily be used as mass IEC centers. The statistics concerning book rental shops and video parlors are yet to be collected in any survey. However, they are partially available at the local administrative offices.

**55. Number (Percentage) of Villages with School, Clinic and Electric Lighting**

This very important and only composite indicator is yet to be available.

Out of these indicators, some might have slower response to the changes in the socio-economic system and so to the human development, some might be very difficult to obtain reliable statistics regularly, and some might be underestimated.

Therefore, some indicators with lesser use and not available reliable data every year should be dropped from the list. Some indicators that are very important but we do not have the current value and if we can obtain them through some specialized survey or small study, we should arrange for such study. At the same time some underestimated indicators should be adjusted or revived even only for the HRDI system.

On the other hand, even for the public sector alone, some indicators are left out in the current list of 55 indicators such as road transport and inland waterway, growth of total foreign direct investment, effective wage rates and so on. Again we should expand our indicators to cover the private sector - include some indicators like private sector workforce, workforce in the foreign and joint-venture firms, their wage rates, their investment by sector – whether in the import substitution industries or export oriented ones, whether in non-durable or durable consumer goods. Moreover, growth of private industries and enterprises, number of skill training institutions, trainers and persons trained in a year, private health services – professionals, clinics, beds, etc., and so on. We hope although these changes could not be made at once, this workshop could laid down some criteria for future HRD indicators. Thanks you.



**List of group members for two working groups (Public sector and Private sector )**

**Group A (Public Sector)**

1. U Sein Myint.(DOL)
2. U Aung Myint Thein.(CSO)
- 3 Dr. Tun Aung Prue.(CID)
5. U Sein Myint (DBE)
6. U Sein Tun.(RTD)

**Group B (Private Sector)**

1. Dr. Soe Myint.(DPS,Health)
2. Dr. Thet Lwin.(Institute of Eco.)
3. U Kyaw Myint(Economist)
4. Dr.KhinWinKyu (MMCWA)
5. Daw Tin Tin Mya.(DP)
6. U Myat Naing.(MERD)
- 7 Daw Win Kyi.(FERD)
8. Daw Tin Tin Nyunt.(IPD)
9. Daw Khin May Aung.(IPD)
10. Mr. Martin Pun ( Serge Pun & Associates(Myanmar) Ltd.

## **POINTS TO BE DISCUSSED FOR TWO WORKING GROUPS**

### **Points to be discussed for both Groups:**

- To identify indicators that should totally deleted from the list.
- To identify indicators that may not need to include in the handbook every year and frequency of publishing.

### **For Group A (Public Sector)**

- To identify indicators that should include in the future HRD indicator system:
  - (1) transports and communication (at least road transport and inland waterway)
  - (2) labour productivity (Overall, Agriculture, Industry and ),
  - (3) effective wage rate in the public sectors,
  - (4) growth of total foreign direct investment,
  - (5)

.....

### **For Group B (Private Sector)**

- To identify indicators that should include in the future HRD indicator system from private sector:
  - (1) private sector workforce;
  - (2) workforce in the foreign and joint-venture firms;
  - (3) wage rates in the private sector;
  - (4) private investment by sector and by industry;
  - (5) the growth of private industries and enterprises;
  - (6) number of skill training institutions - trainers and persons trained;
  - (7) private health services – professionals, clinics, beds;
  - (8) other private skill testing and certification; and so on.

**PROPOSED INDICATORS BY GROUP A**

**PUBLIC SECTOR**

1. **TRANSPORT AND COMMUNICATION**

(A) NOS. OF VEHICLES  
(TRUCK, BUSES AND SALOON)

(B) LENGTH OF ROAD (ALL WEATHER)

(C) ROAD TRAFFIC PASSENGER MILES

(D) ROAD TRAFFIC CARGO-TON MILES

2. **WAGE RATE OF PERSONAL IN PUBLIC SECTOR**

TOP AND LOWER ECHELON

3. **GROWTH OF FOREIGN INVESTMENT**

4. **EDUCATION**

(A) RATIO OF TEACHERS & STUDENT

(B) RATIO OF SCHOOL & STUDENT (BY NUMBER)

**PROPOSED INDICATORS BY GROUP B  
PRIVATE SECTOR**

**1. EXTEND SR.NO.27**

TO INCLUDE PRIVATE SECTOR PROVIDING LOW- AND MID- LEVEL SKILL TRAINING SUCH AS :

- COMPUTER LITERACY
- SECRETARY TRAINING
- WELDING
- LATHE-MACHINE OPERATORS
- HOTEL SERVICES TRAINING CHEF/WAITERS
- LANGUAGE SKILL, ETC.

NOTE:

- (1) ESTABLISH INSTITUTION THAT KEEPS TRACKS OF ALL SKILL TRAINING INSTITUTIONS
- (2) ESTABLISH SKILL TESTING AND CERTIFICATION

**2. EXTEND SERIAL NO.36**

TO INCLUDE PRIVATE SECTOR

**3. EXTEND SR.NO.14 THROUGH 20**

- TO INCLUDE ALL PRIVATE, CLINICS, HOSPITALS
- MATERNITY SHELTERS (INCLUDING THOSE RUN BY NGO'S)

**4. WAGES IN PRIVATE SECTOR SHOULD BE CONSIDERED AT LATER STAGE.**

**DOL/UNFPA**  
**ASSESSMENT WORKSHOP ON H.R.D.I**  
**RECAPITULATION.**

**28TH FEB 1997**

**Mr. Chairman,  
Distinguished guests  
Resource Persons  
Participants and observers  
Ladies and gentleman**

- 1. I deem it a great honour and pleasant for me to have this privilege to make the winding up deliberation on this very important Assessment Workshop on H.R.D.I.**
- 2. All of you might aware that the idea of H.R.D came forefront of the world development scenario. Taking due account that human resources is the determinant factor for National development endeavours. It is a major concern for all of us and the new approaches it is not only concern of providing Education and Training but also concern for enhancement of their quality of life.**
- 3. Human beings are both means and ends for development. Each person has aspiration to a better life and is aware of obstacles to achieve that life. The means of use of human resources can not be detached from the end of development on the other hand enhancing human resources as a areas to development almost always simultaneously improve the quality of life of involved and therefore helps achieve development as an end. So, we put these conceptual framework considerations into an account for the formulation of this very project idea for documentation.**

**Distinguished guests and participants,**

- 4. At this point, I would like to recall that the UNFPA funded project on the " Use of Human Resource Development Indicators for Population and Development Planning Process" had formally been approved by the Government of the Union of Myanmar in October, 1994 and the project activities started to take place in December the same year.**

5. The primary objective of the Project is to establish a system of Human Resource Development Indicators which can effectively be utilised in population and development planning process in Myanmar and hence to have fully developed a sustainable HRD Indicators System in the future.

6. With a view to successful implementation of the project, a Steering Committee and a Technical Working Group had been formed with the representatives from relevant Ministries and coordinated efforts are being made for several project activities in 1995. To be more specific and Induction Workshop, an Awareness Raising Seminar and a Technical Workshop on the Development of HRDI have successfully been held in January, July and August respectively. Moreover, a Study Tour Programme to Vietnam and Malaysia has been arranged in June for (10) senior officials who are involved with the technical matters of the project and an attachment training course has also been conducted by UNFPA/CST in Bangkok for (8) middle level technical officials from concerned organisations and departments in September, the same year. After holding the Workshop on the Use of Indicators and Data Analysis, joint meeting of Steering Committee and Technical Working Group were held in July & December 1996 to approve the HRDI Manual.

7. Thanks to the series of these project activities an initial set of HRDI has so far been developed and a Manual hence to make methodology for HRDI System uniform for all organisations. So today's Workshop is to enhance the capability in assessment with the use of Selected HRDI and also to replace appropriate methodology applicable to planning and policy making process.

8. As far as this project is concerned three stages of implementation can be identify subsequently:-

- Awareness Raising
- Development of HRDI System with a set of Core Indicators
- Further elaboration of increasing use of indicators in the Planning Process

9. There, views have been Succinctly summed up and defined as the maximization of the human potential as well as the promotion of its fullest utilisation for economic and social progress. Eventually general description of indicators will serve as an introduction. To their nature and use: they are applications of economic and social trends, and to the planning and evaluation of policy.

10. This final component of the project is no doubt for reflecting and compiling are up to date phenomenon which can serve as avenue for all planners and policy makers.

11. The deliberation, discussion, group exercise, Presentation could enable research and develop and give better access to the given situation as the whole ie. a critical study on concrete situation with reasoned analysis eventually contribute to the generation of knowledge. So we are looking forward to have such sustainable development. This is needed a very light hearted moment for all of us. We feel release that we have gone through several important sessions of deliberation and really feel very pleased and encouraged to unstrained participants in the discussion of this workshop during the past two days.

12. This Workshop is highly satisfying and productive one. Moreover this workshop is unique for providing an opportunity to share the experiences of related activities and HRDI . Leading discussant, distinguished Chairperson, Resource Persons, Academicians, Specialists, Entrepreneurs who owe their strenuous and concerted efforts with valuable and unaccountable skills of imparting their wisdom, instinctively. Throughout the two days of its discussion we can witness enormous success and achievement. The prove lies in the various proposals and recommendations adopted at this workshop.

13. I would fail in my duty if I did not point out the distinguished participants and observers from respective agencies for their attentiveness, sharing discussions to steer this Workshop to achieve its desired objectives.

14. Apparently, the project document has designed in an active and dynamic collaboration within the Ministries and Agencies with the clear cut long term and immediate objective target setting. We pleased to note that pessimism which attended the preparation for this project document and activities had been dispelled by its outcome. "The Manual of HRDI thanks to the Excellent preparatory work done by Steering Committee, Technical Working Group. National Consultant and also paid tribute to the work of the project office DOL in preparing and serving the doing of Meetings, Seminars and Workshops etc.

15. In fact, the purpose of the Manual of this HRDI:-

- (a) To develop a national or regional or sector-wise strategy and plan for all activities.
- (b) to obtain and maintain accurate MP to date and reliable information on HRDI.
- (c) to perform insightful analysis of HRDI.
- (d) to formulate realistic goal for HRDI planning exercises.
- (e) to prepare through reports and formulate with information gathered through various surveys.
- (f) to effectively present and apply the results of the surveys and analysis towards the goal integrated plan.

Mr. Chairman,

16. Taking this opportunity please allow me to reiterate the points mentioned in the Welcoming Address delivered by Director General of DOL at the Opening Ceremony of this Workshop. It has been quoted that " this Workshop as it is the last component of the entire project. But it should be borne in mind that this is not the end, It is only just a beginning and the spirit of this project. Should be sustained for long term application of these economic an social indicators.

17. At the appropriate time in the very near future the whole package including the proposal and recommendations of this work shop shall be forwarded to the competent authority.



18. To admit frankly we are satisfied with what we have done and with we have achieved so far. In my mind I realise that there should be a continuing effort and we should not lose an momentum in dealing with Perspective Plan. There can be still challenging situations lie ahead of us. We have to encounter several difficulties in the effective applications of HRDI. In this regard we should make this Manual \*\* foundation and through collective commitments from respective agencies which will help to establish a sustainable use of HRDI in Myanmar.

In Conclusion, I would like to draw an attention with regard to the continuation of the actual implementation of HRDI, with fullest possible measure. If we are striving for perfection we are headed in the right direction through HRDI.

Thanks You.

## **Concluding Remarks by U Tun Shwe**

### **Distinguished guests, Participants, Observers, Ladies and Gentlemen,**

■ Time has now come to the conclusion of this Workshop and also to the completion of Project MYA/PO3/94.

■ I now feel quite relieved. The burden of responsibility to successfully carry-out this important project has now become somewhat eased. It is my personal feeling that it may be only for the moment. Because, the challenging tasks still lie ahead of us.

■ The development of a set of core HRD Indicators and preparation of a Manual for those Indicators are not our primary goals to be achieved. We have much more notable objectives. The wider application of these indicators for population and development planning process is our desired and final goal. And it should be applicable to both public and private sectors.

■ In fact, these selected socio-economic indicators are related to different organisations produced in their own manner for different purposes. This is the reason why I said earlier of the comprehensive and complex nature of this Project.

■ Throughout the long process of this Project all of us has made our contributions to get a unified set of core HRD Indicators produced by different organisations.

■ With the cooperation and genuine goodwill of all concerned organisations we could successfully overcome all difficulties and obstacles faced by us.

Distinguished guests, Participants, Observers, Ladies and Gentlemen,

■ Based on the deliberations of this Workshop I would like to stress once again that the number of core HRD Indicators have to be made flexible. The number of core indicators shall be subject according to time and practical needs. And thus, we should welcome the changes and modifications.

■ Taking this opportunity, I would like to inform all distinguished guests and participants that we need to look forward to the application of the indicators for practical purposes. We should pursue this objective along with the credibility of these indicators.

■ Moreover, I would like to emphasise a point that the comparability of these indicators with that of other countries is also important. Concept, methodology and reference period should be considered as essential factors for this purpose.

■ All the more important is the Gender Issues. For long term evaluation and long term application of these HRD Indicators, Gender Issues should be addressed in perspective. There should also be gender specific consideration for every relevant indicator.

■ As the "Gender consideration" has been a priority of these days, "the statistical discrimination" which may occur in various economics sector at various levels of development should be alleviated gradually.

■ These important points I have mentioned above are only for further considerations. Because, it is impossible for us to make this "comprehensive" an "ideal one" at this moment of time.

Distinguished guests, Participants, Observers, Ladies and Gentlemen,

■ Our recent task, to successfully hold this Workshop is now already done.

■ Technically, the entire project has now come to its conclusion. I would like to express my profound thanks to all those who played their important role for the success of the entire project. First of all, I would like to thank His Excellency Major- General Saw Lwin for his kind support and guidance.

■ Moreover, the technical cooperation and assistance programme of the UNFPA, the invaluable expertise of Country Director Mr. Bal Gopal and members of the UNFPA Country Support Team Dr. Krishnamurthy and Dr, Tan Boon Ann and Ms. Heidi of SIAP should be acknowledged, praised, and be remembered. The UNFPA Country Representative Dr. Siba Kumar Das and Programme Officer Daw Khin Ma Ma Aye should also be thanked for their active coordinating role between UNFPA and DOL.

■ I would like to convey my sincere thanks and express my profound gratitude to all concerned Organisations for their cooperation and assistance which enable us to implement the project successfully.

■ Furthermore, I am also grateful to the members of the Steering Committee and members of the Technical Working Group for their active participation in every important activity of this project.

■ My concluding remarks will not be complete without mentioning the expertise of national resource persons Dr. Khin Mg Kywe and U Nyan Myint of Envipro Co. Ltd. (formerly the Humate Associates) who played their part efficiently.

Distinguished guests, Participants, Observers, Ladies and Gentlemen,

■ I am also grateful to the Chairpersons Dr. Sein Tin Director General of the CSO, U Ba Than and U Kyaw Myint for their efforts in steering the respective sessions of the Workshop to achieve the desired objectives.

■ I would also like to convey my personal thanks to U Khin Shwe, Managing Director of Zay Ga Bar Co. Lt., Daw Myitzu Chit of Traders Hotel and Mr. Martin Pun, Chief Executive Officer of the Serge Pun Associates for their invaluable contributions made at this Workshop.

■ Lastly, but not the least, I would also like to convey my thanks to all staffs who contributed their labour for the success of this Project (MYA/PO3/94). I heartily appreciate them for their dedication.

■ Finally, I would like to insist all of you to uphold the spirit of this project and to work hand in hand for the practical application of these indicators. Every endeavour should be made for usability of these indicators for practical purposes particularly for the entire national development planning process. This is the most important message I would like to convey to you at this closing ceremony of this Workshop.

■ I wish all of you every success in your endeavours.

Thank you.

