

The background of the slide is a photograph of a large commercial airplane flying directly towards the viewer. The sky is a deep orange and red, indicating sunset or sunrise. In the foreground, there are several tall power line towers with multiple cross-arms and insulators, silhouetted against the bright sky. The airplane's landing gear is visible, and its wings are spread wide. The overall scene conveys a sense of movement and connectivity.

Movement of Human Resources: An Avenue for Regional Integration

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Introduction

- **World Bank Study**
 - Increased number of migrants in most net-labor importing countries for the past two decades
 - 1970s
 - Estimated 300,000 migrants within Southeast Asia
 - 2000s
 - Approximately 4 million migrants in Southeast Asia
 - 2 million foreigners are working in Northeast Asia
- **Contributing Factors**
 - The forces of globalization through the liberalization of services
 - Responses of individuals and countries to regional economic and demographic asymmetries that produce differential impact on the regional labor markets.

Introduction

- **Regional Labor and Demographic Asymmetries**
 - have the potential for contributing to regional advancement
 - movement of people is a very sensitive issue for receiving countries
 - Apprehensions of Receiving countries
 - Impact of the inflows of foreigners on their labor markets
 - Heavy pressures on social infrastructure
 - Risks involved in exporting manpower services on the sending countries
 - Over-dependence on remittances from overseas employment
 - Overvaluation of the real exchange rate
 - Displacement of labor and domestic industries
 - Brain drain.

Framework of Analysis in the Regional Movement of People

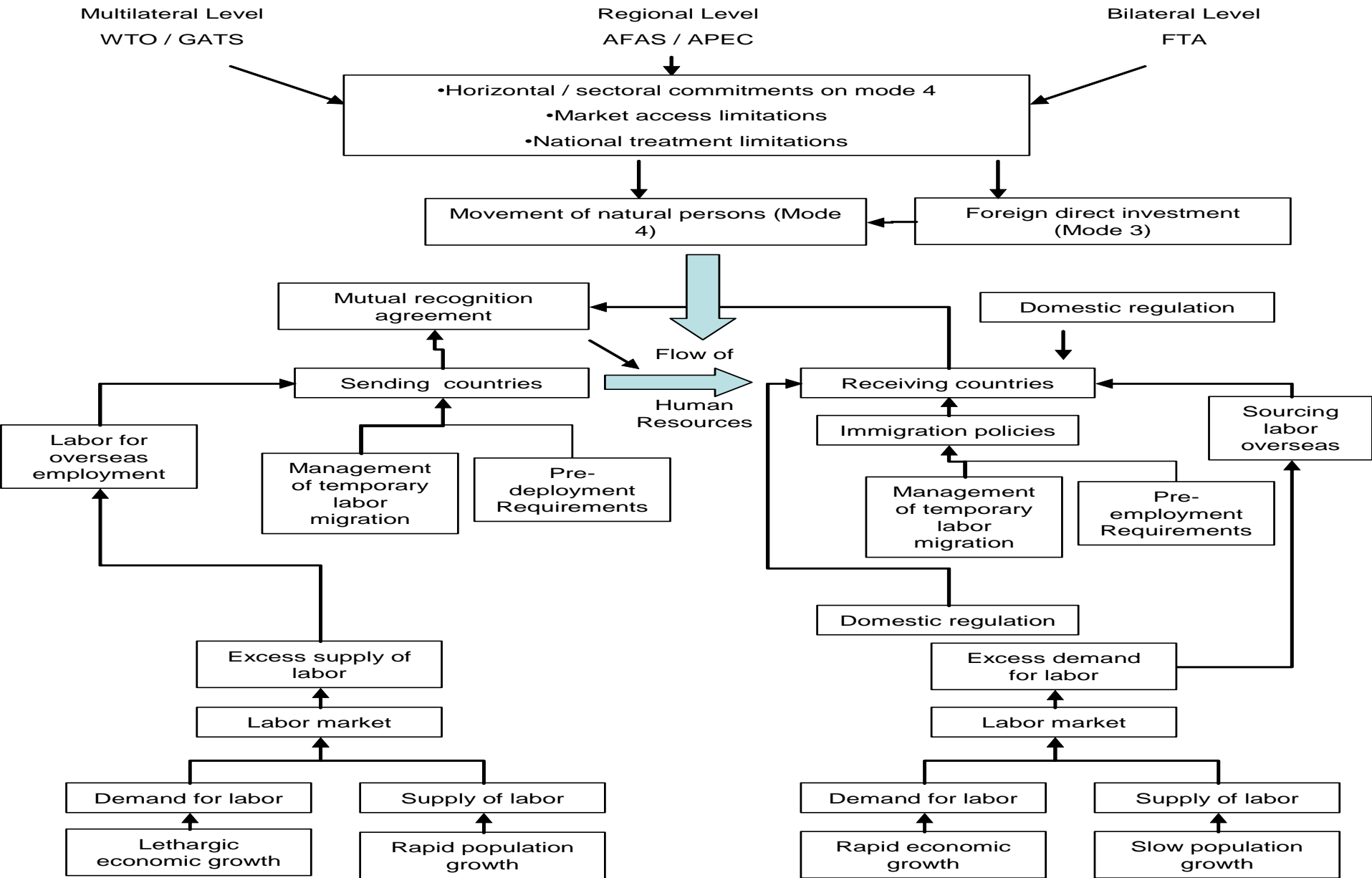
- **Trade Negotiation Perspective**
 - Refers to the role of trade negotiations at various levels in facilitating or restricting the flow of human resources across the region.
 - General Agreement on Trade in Services (GATS) under WTO
 - ASEAN Framework Agreement on Services (AFAS)
 - Asia Pacific Economic Cooperation (APEC)
 - Bilateral Agreements
 - Components of agreements entered into by countries at various levels of trade negotiations
 - Horizontal and sectoral commitments
 - Market access limitations
 - National treatment limitations

Framework of Analysis in the Regional Movement of People

- **Labor Market Perspective**
 - Refers to the market drivers on the regional flow of human resources
 - From the sending countries side
 - Lethargic economic performance
 - Rapid population growth
 - From the receiving countries side
 - Rapid economic growth
 - Slow population growth
 - Other effects of the demographic dividend
 - Domestic regulations
 - the institutions/agencies involved in the management of external flows of human resources
 - Philippine Overseas Employment Administration
 - Taxes
 - Managing the cost of temporary labor migration
 - Programs for the protection of overseas workers.

Trade Negotiation Perspective

Institutional Drivers on the Movement of Human Resources



Labor Market Perspective

Market Drivers on the Movement of Human Resources

Facilitating & Restraining Factors of Regional Movement of Human Resources

- **Trade Negotiation Perspective**
 - AFAS Liberalization Measures
 - Measures in addressing the regulatory differences
 - Regulatory Heterogeneity
 - Inadequate information
 - Capture
 - Regulatory Homogeneity
 - Regulatory Convergence
 - Mutual Recognition
 - Regulatory Harmonization
 - Extension of preferential arrangements in AFAS

Facilitating & Restraining Factors of Regional Movement of Human Resources

- **Labor Market Perspective**
 - Regional Economic Dynamism
 - Significantly improved income of people
 - Improved standard of living
 - Expanded trade
 - Attracted Foreign Direct Investments (FDI)
 - Stimulated the flow of people across the region
 - Market Driven Factors
 - Substantial rise in FDI
 - Rise of Global Production Networks (GPN)

Facilitating & Restraining Factors of Regional Movement of Human Resources

- **Labor Market Perspective**
 - Pressures of economic and demographic asymmetries
 - Heightened the economic and demographic asymmetries among the countries
 - Push factors for overseas employment
 - High paying jobs in economically advanced countries
 - Domestic economic problems
 - Rapid population growth
 - Stringent immigration policies and pre-employment policies
 - Immigration policies
 - Pre-employment policies

Conclusion and Recommendations

- Establishment of mutual recognition agreements
 - Evaluate the capability of the service provider to render the services in order to safeguard public interest and the welfare of the consumers.
 - At the regional level:
 - improvements in market access on the movement of natural persons can proceed through the establishment of MRAs on specific professions and occupations.

Conclusion and Recommendations

- Lifting market access and national treatment limitations
 - Impediments to further trade in services through MNP
 - Limited market access
 - National treatment
 - Preference for traditional sources of supply
 - Future rounds of negotiations under the AFAS
 - Reduce the unbound commitments in various sectors and modes of supply
 - Reduce the restrictions under Mode 3 and Mode 4
 - Further liberalization in Mode 3

Conclusion and Recommendations

- De-linking of Mode 4 from Mode 3 in trade accords
 - Move towards regulatory homogeneity
 - Regulatory convergence
 - Mutual recognition
 - Regulatory harmonization.
- Liberalization measures or management of temporary migration
 - Subjecting foreign workers to immigration laws and labor market tests
 - Market perspectives
 - Exploiting the opportunities offered by the labor markets
 - Bilateral labor agreements should be pursued by concerned countries to manage inflows and protect the overseas workers

