



### VOCATIONAL TRAINING STRATEGIES

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A constant updating of vocational training strategies is of the utmost importance to maximize the potentials of a workforce. This is particularly the case today as rapid technological development and economic globalization are putting tremendous demands on managers and workers to continuously absorb and apply new knowledge and to obtain new skills. Under this circumstance, vocational training will have to respond properly to the needs of industry. It is therefore crucial to develop a comprehensive infrastructure to provide timely vocational training.

Against this background, the APO organized a symposium on Vocational Training Strategy in Seoul, Republic of Korea, in February 2001. The objective was for APO member countries to share and exchange information and experience on vocational training, and to suggest appropriate policies at both national and corporate levels. This publication is a report on the proceedings of the meeting, and includes the five resource papers and the 19 country papers presented at the meeting. It is a useful reference text for those involved in vocational training for it provides timely information on: 1) vocational training strategy options, 2) vocational training and economic restructuring, 3) training in an age of digitalization, and 4) numerous country case reports.



### ENHANCING PRODUCTIVITY, COMPETITIVENESS AND QUALITY OF JOBS

The Asian Experience

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Enhancing productivity, competitiveness and quality of jobs was the theme of the APO's Basic Research X. This two-year study was undertaken in collaboration with the International Labour Organization. Its objective was to focus attention on a often neglected issue: labor welfare. Labor plays a critical role in a corporation's innovation program to enhance its competitiveness. Yet there is little concern about the possible impact a firm's incessant pursuit of competitiveness might have on labor.

This book provides an integrated summary of the findings of the basic research, and the reports of the 13 member countries which took part. The reports covered the following industries: palm oil (Indonesia), garments (Bangladesh, Fiji, and Nepal), textiles (Iran and Vietnam), automotive (Malaysia and the Philippines), electronics and semiconductor (Republic of Korea, Singapore, and Republic of China), banking (Japan), and plastics (Thailand).

It became apparent from the study that the successful firms were competitive without having to sacrifice workers' welfare. Their strategies are actually anchored on raising the productivity of the organization, which is possible only if workers are content with their jobs. It implies that enhancing the quality of jobs is essential to a firm's pursuit of competitiveness.

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