

# **Towards a community of innovation through co-creation and human resource development**

**7th June 2023  
Keizai Doyukai**

# Background of the Session

## KEIZAI DOYUKAI and its ASEAN counterparts agreed to work together to

- (1) Make ASEAN-Japan a community to grow together through solving common problems and creating innovations.
- (2) Focus on human resource related challenges each country face in the midst of changes & transformations.
- (3) Work on to propose a totally new platform to promote cross-border exchange, movement and collaboration among people in the region with this AJBW session as a kick-off of continuous discussion.

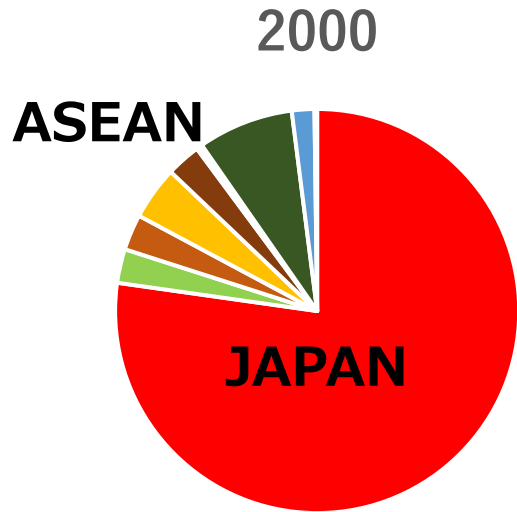
# **3 key discussion points for today**

- 1. What are the common challenges that you think ASEAN and Japan can work together on?**
- 2. How can we leverage ASEAN's diversity for value creation?**
- 3. How can ASEAN and Japan work together to maximize DEI and harness for value creation?**

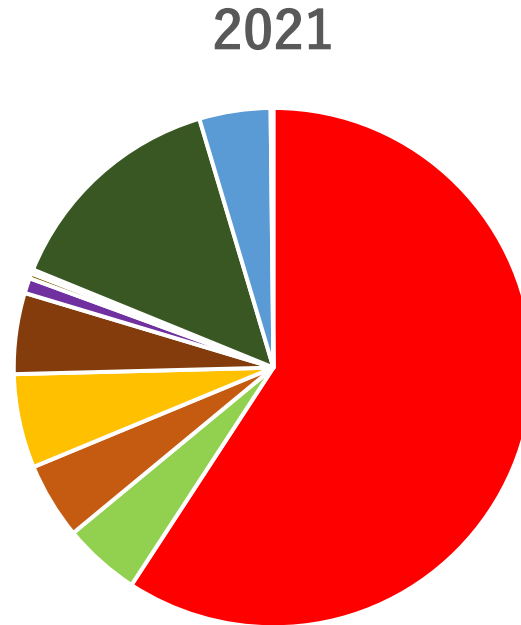
**<ASEAN-Japan Cooperation in Human Resource Development, Utilization, and Movement and circulation of people as a mutual goal>**

**1. What are the common challenges that you think ASEAN and Japan can work together on?**

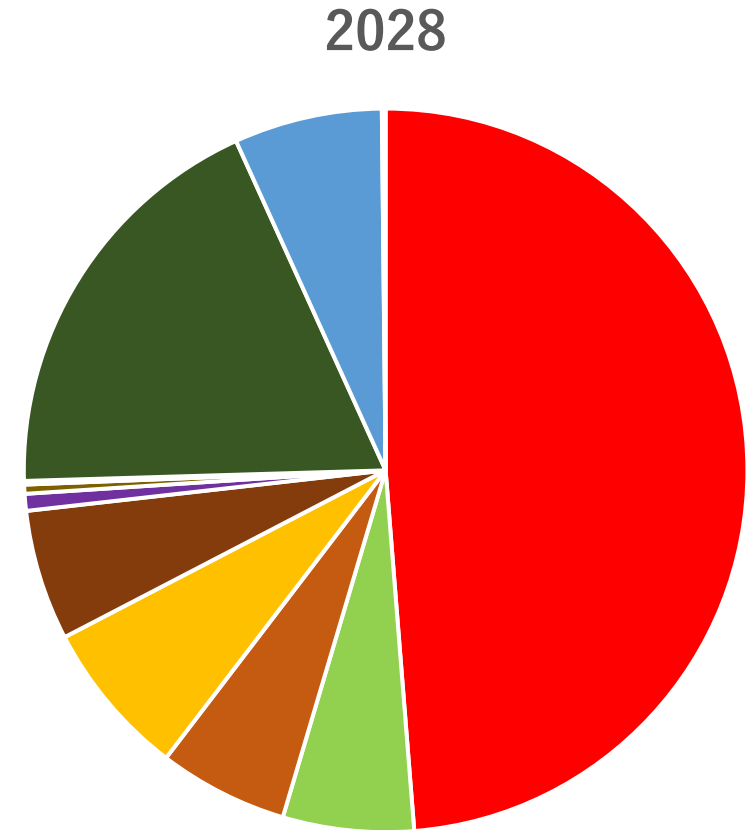
# JAPAN-ASEAN GDP



**5,165**  
billion, USD



**7,491**  
billion, USD

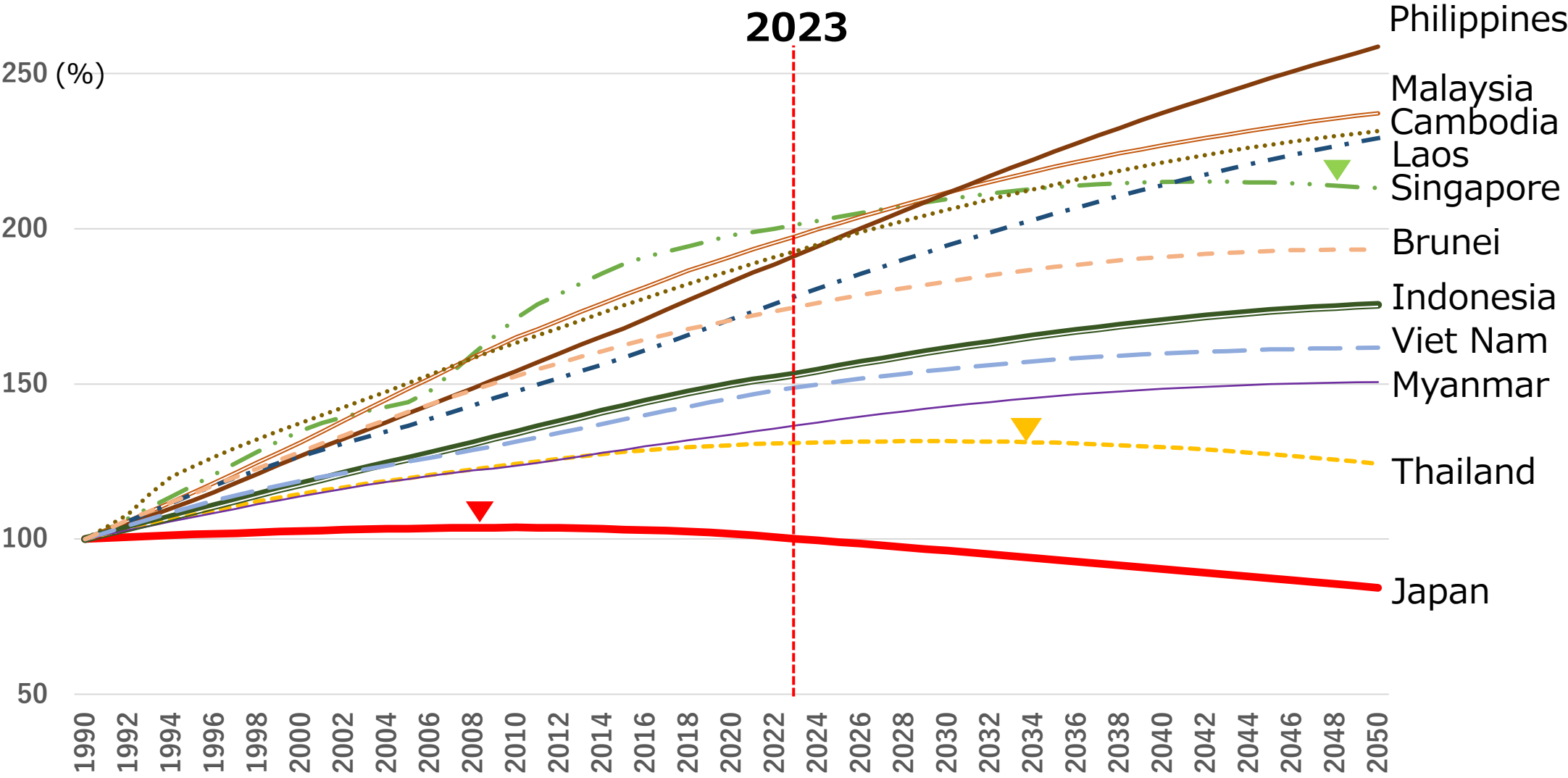


**10,965**  
billion, USD

- Japan
- Singapore
- Malaysia
- Thailand
- Philippines
- Myanmar
- Cambodia
- Lao PDR
- Indonesia
- Vietnam
- Brunei Darussalam

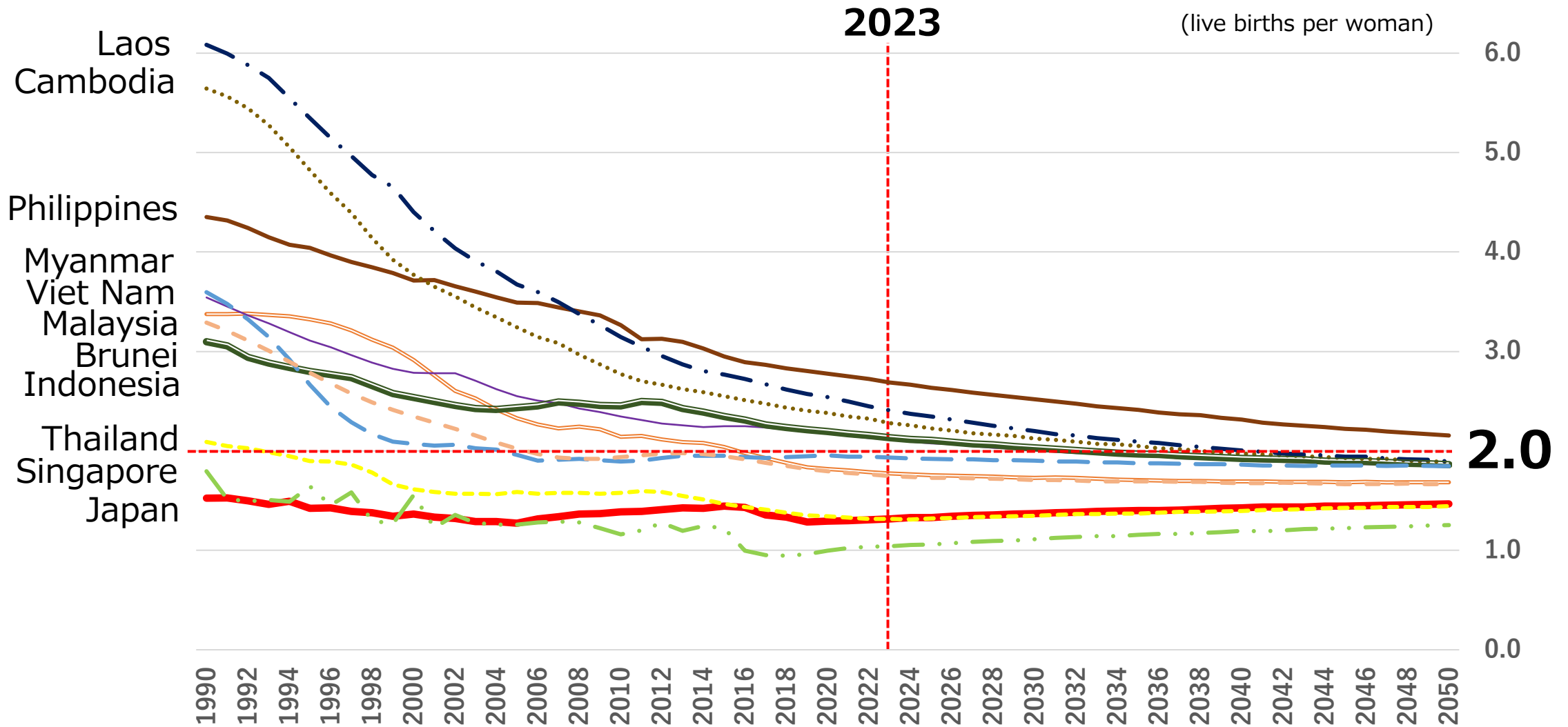
出典:2000,2021 The world bank GDP (constant 2015 US\$)  
2028 IMF Economic outlook databse

# ASEAN-JAPAN POPULATION



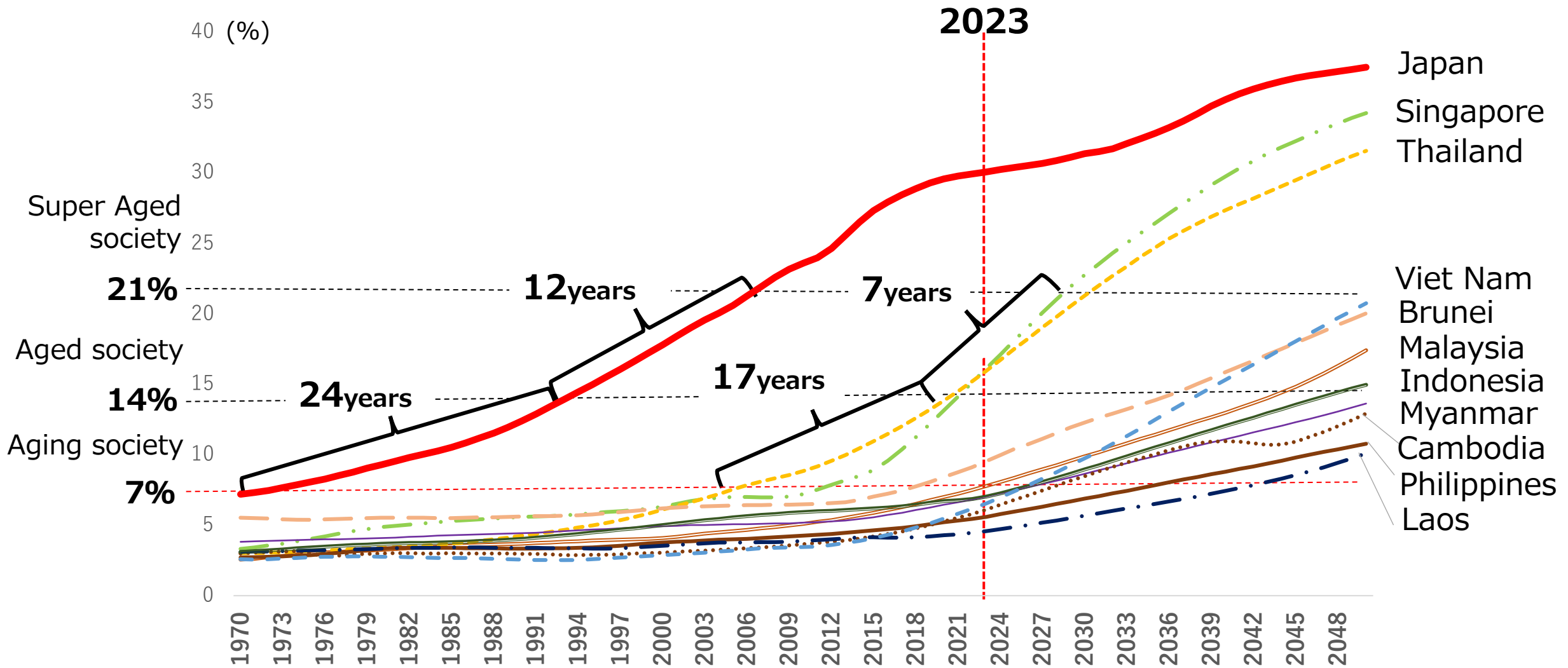
Note: United Nations Population Division, World Population Prospects, 2022 (1990 = 100)

# ASEAN-JAPAN FERTILITY RATE



Source: United Nations Population Division, World Population Prospects, 2022

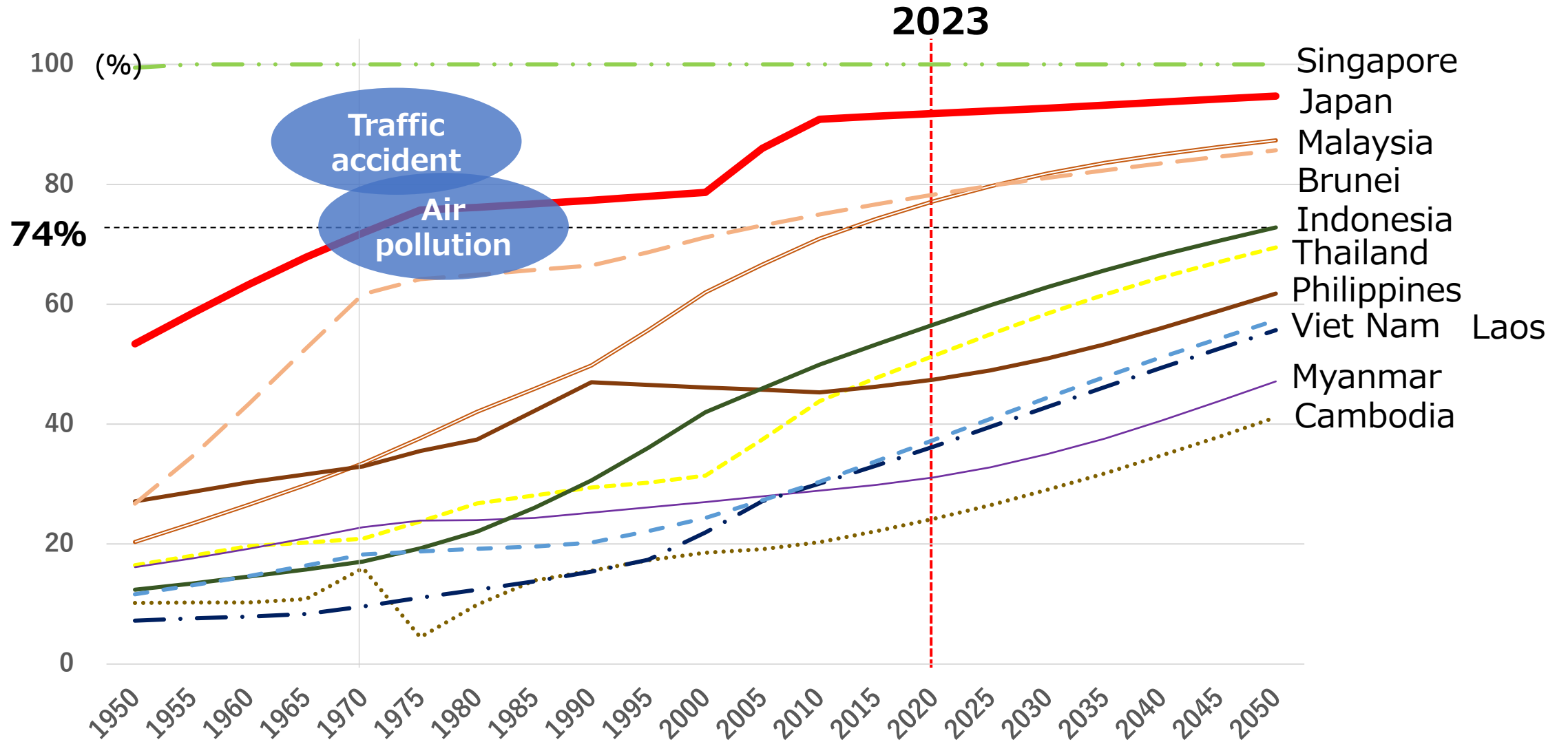
# ASEAN-JAPAN AGING RATE



Source: United Nations Population Division, World Population Prospects, 2022



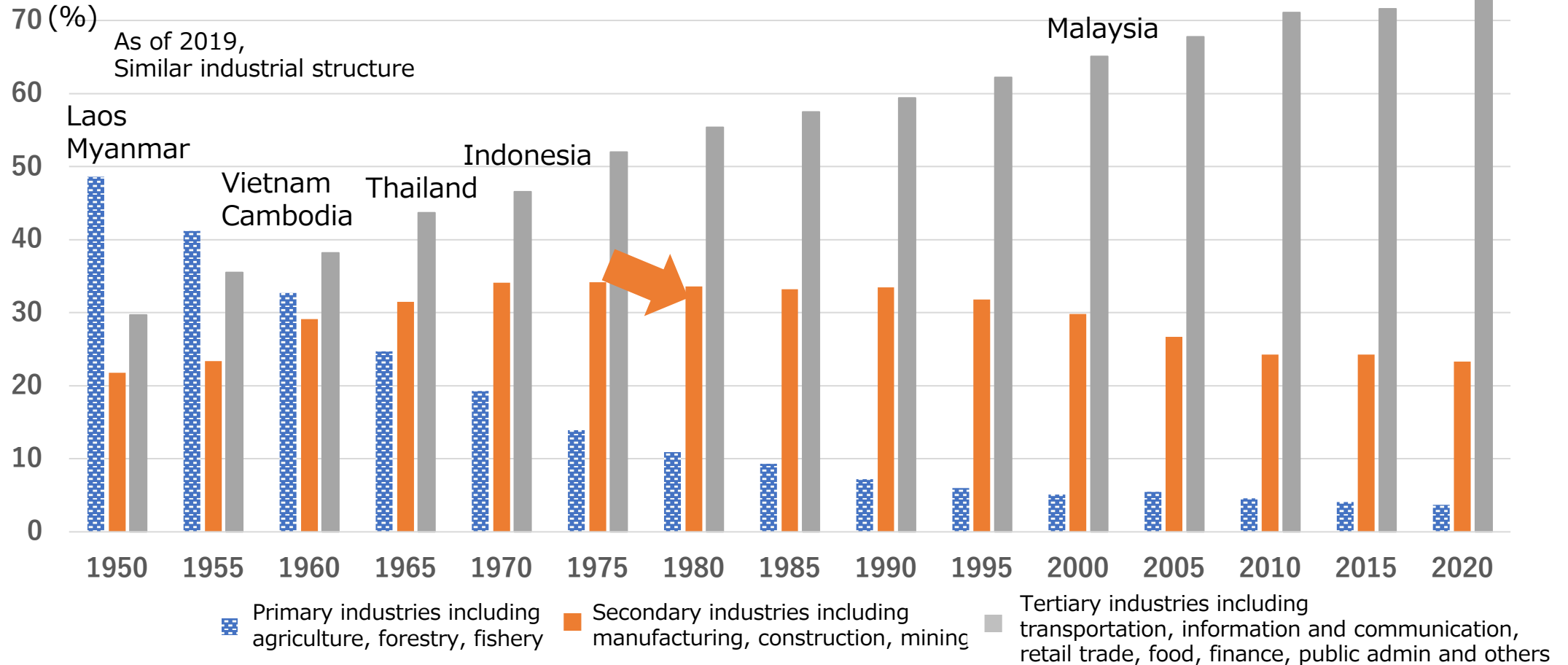
# ASEAN-JAPAN URBANIZATION



Source: United Nations Population Division, Proportion Urban, 2022

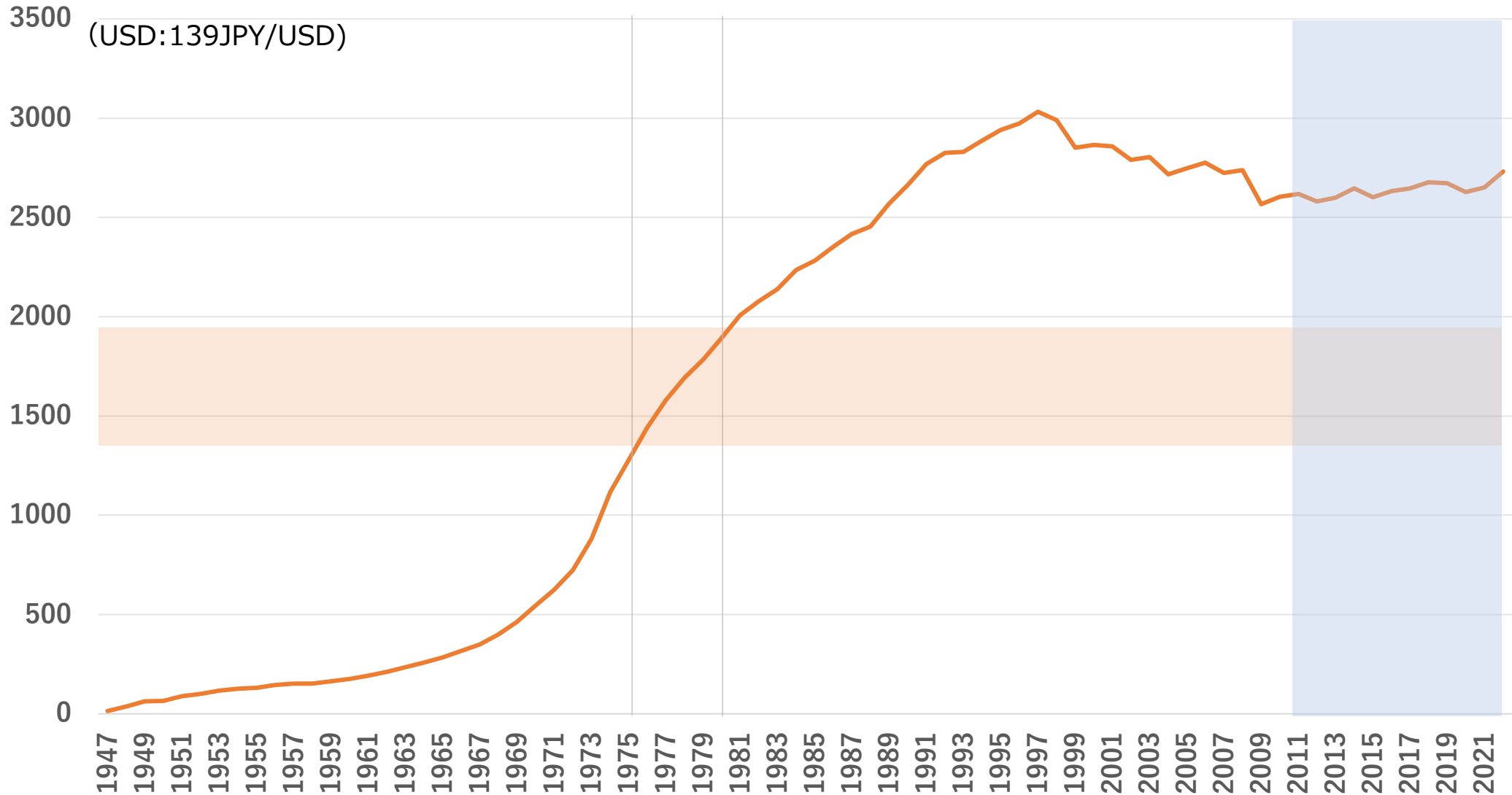
# JAPAN INDUSTRIAL TRANSITION

## Japanese Leading Industry Shift



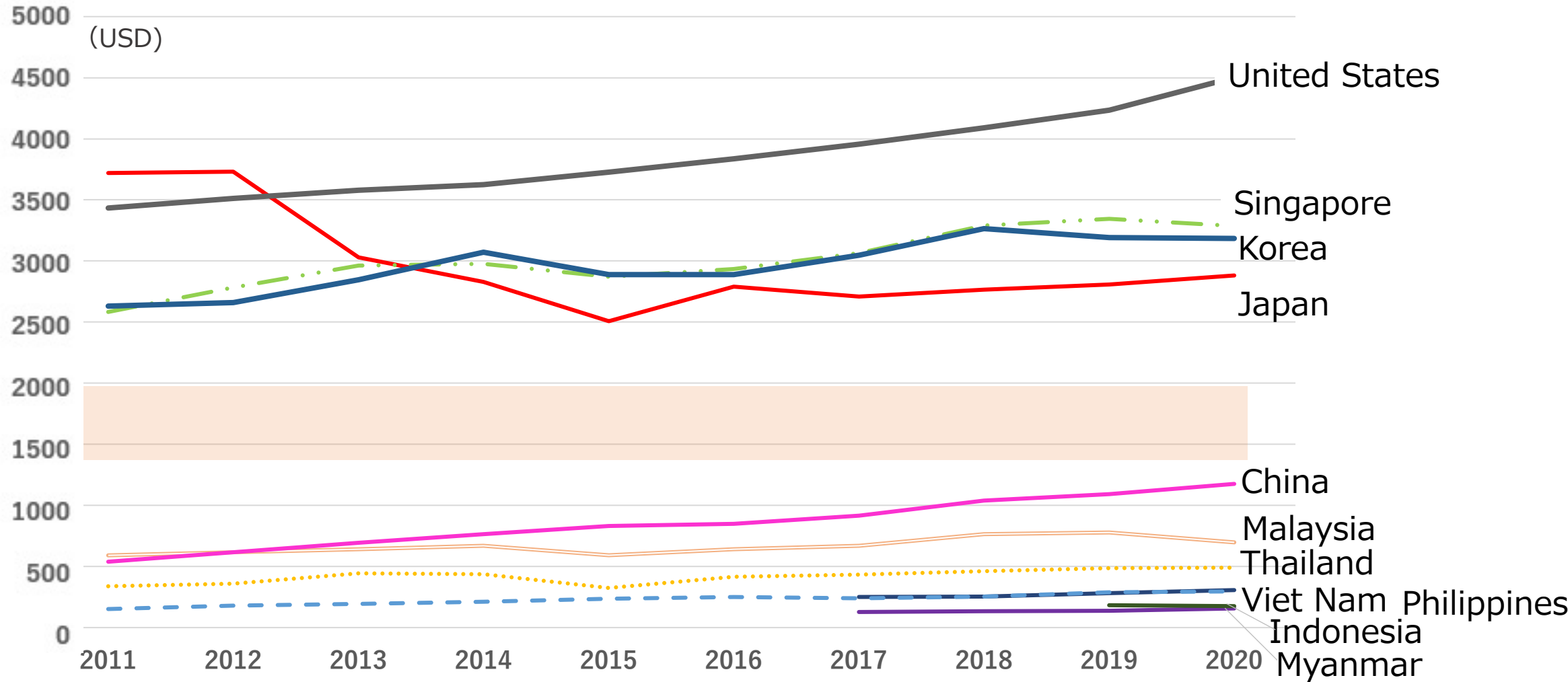
Source: Number of workers by industry, National census time series (~1990), OECD Stat Population and employment by main activity (1995~), Ministry of Health, Labor and Welfare 「Changes in Industrial Society and Workers' Lives」

# AVERAGE MONTHLY WAGE IN JAPAN



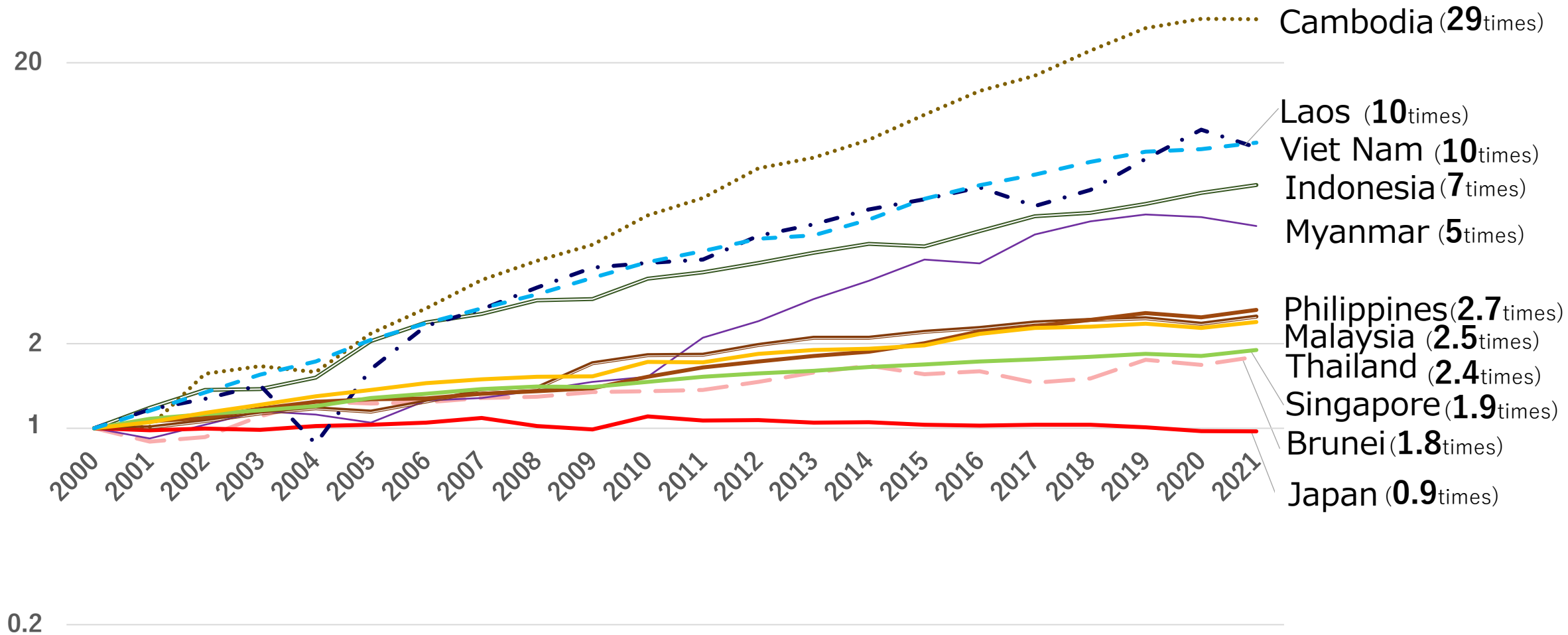
Source: The Japan Institute for Labour Policy and Training

# AVERAGE MONTHLY WAGE IN THE WORLD



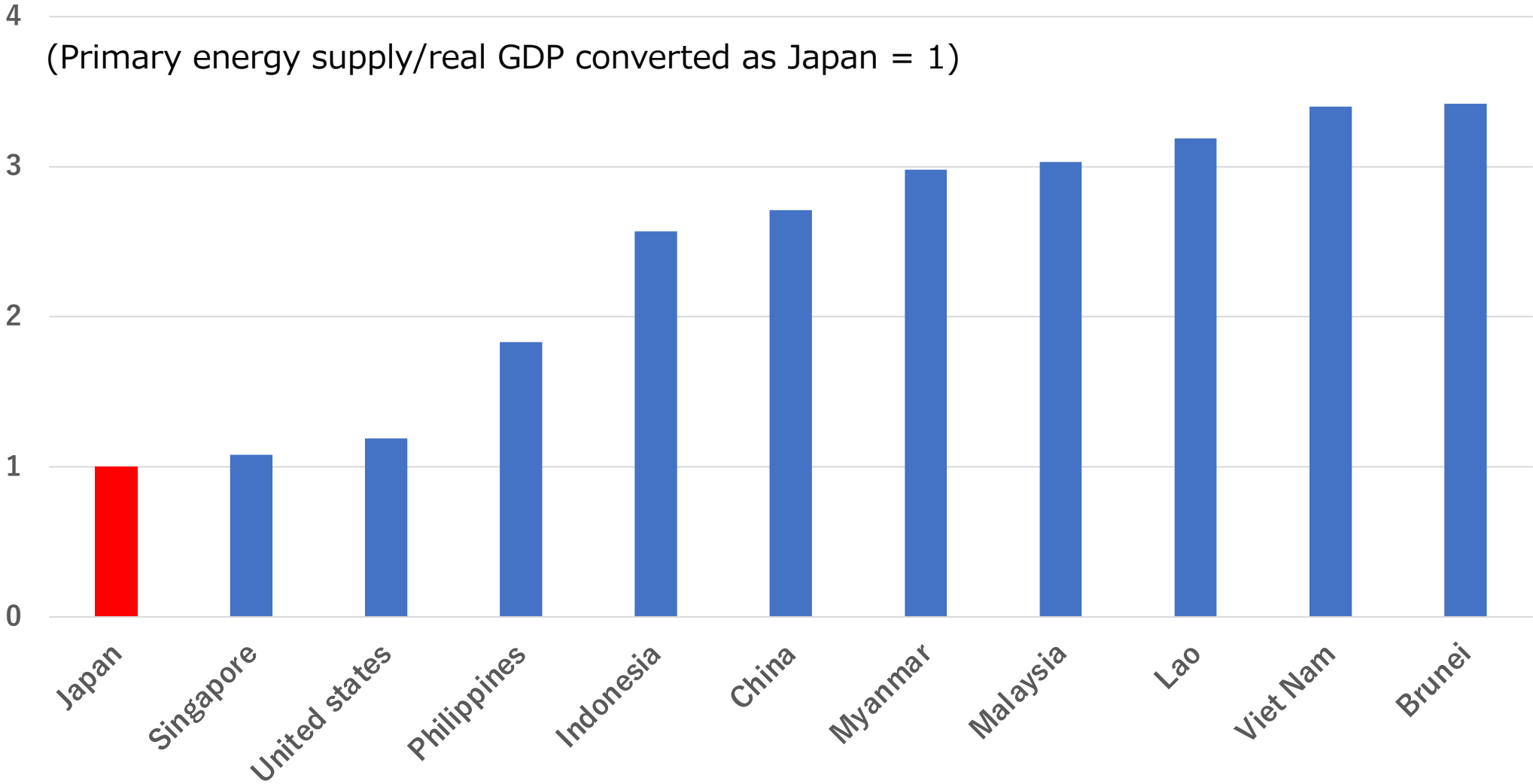
Source: ILO STAT average monthly earnings of employees

# ENERGY CONSUMPTION GROWTH RATE



Source: EIA U.S Energy Information Electricity (2020·1)

# ENERGY CONSUMPTION EFFICIENCY 2020



Source: International Energy Agency World Energy Balances, World Bank World development indicators

**1. What are the common challenges that you think ASEAN and Japan can work together on?**

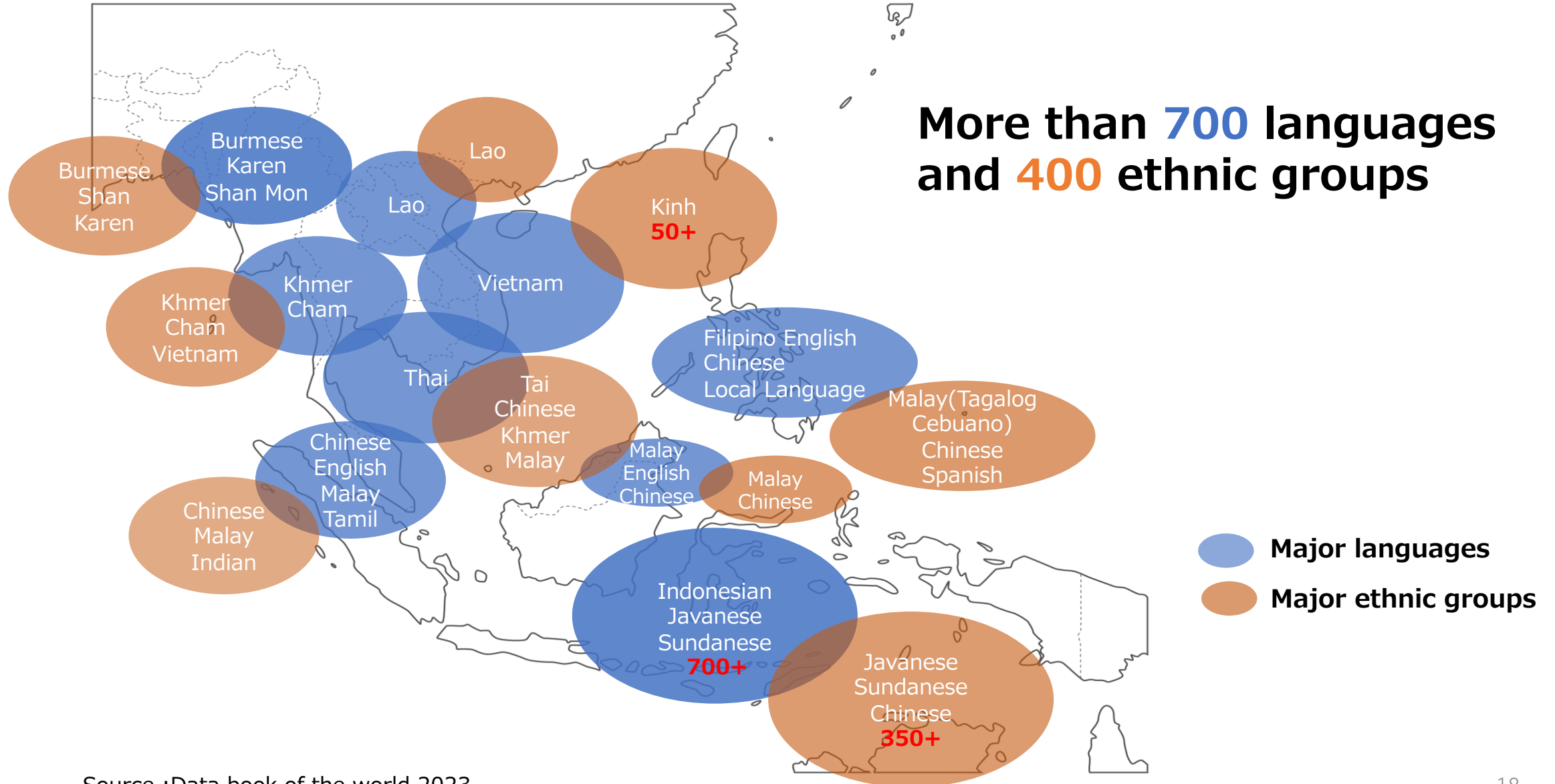
**2. How can we leverage ASEAN's diversity for value creation?**



# WHY DEI IS IMPORTANT FOR INNOVATION?

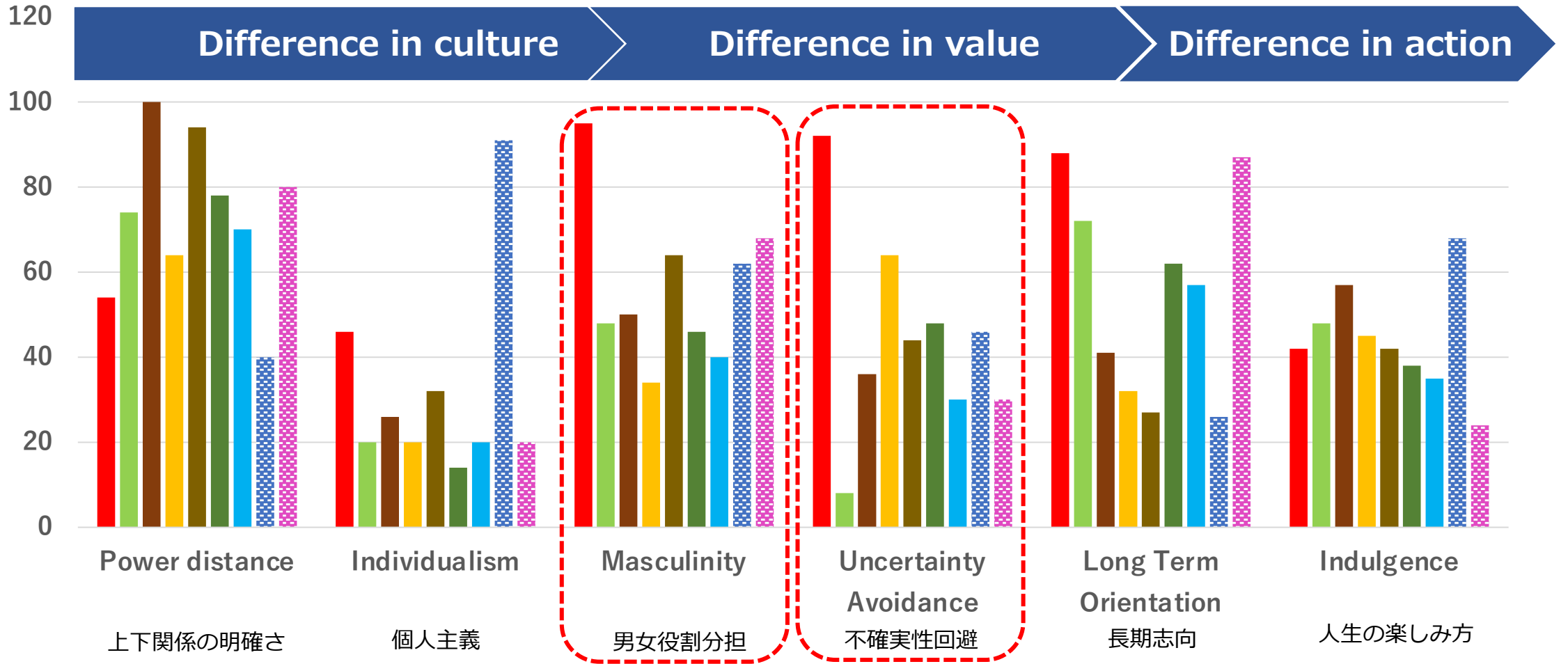


# CULTURAL DIVERSITY in ASEAN



Source :Data book of the world 2023

# CULTURAL DIVERSITY



■ Japan ■ Singapore ■ Malaysia ■ Thailand ■ Philippines ■ Indonesia ■ Viet nam ■ United states ■ China

Source: Hofstede Insights Country Comparison Tool

**2. How can we leverage ASEAN's diversity for value creation?**

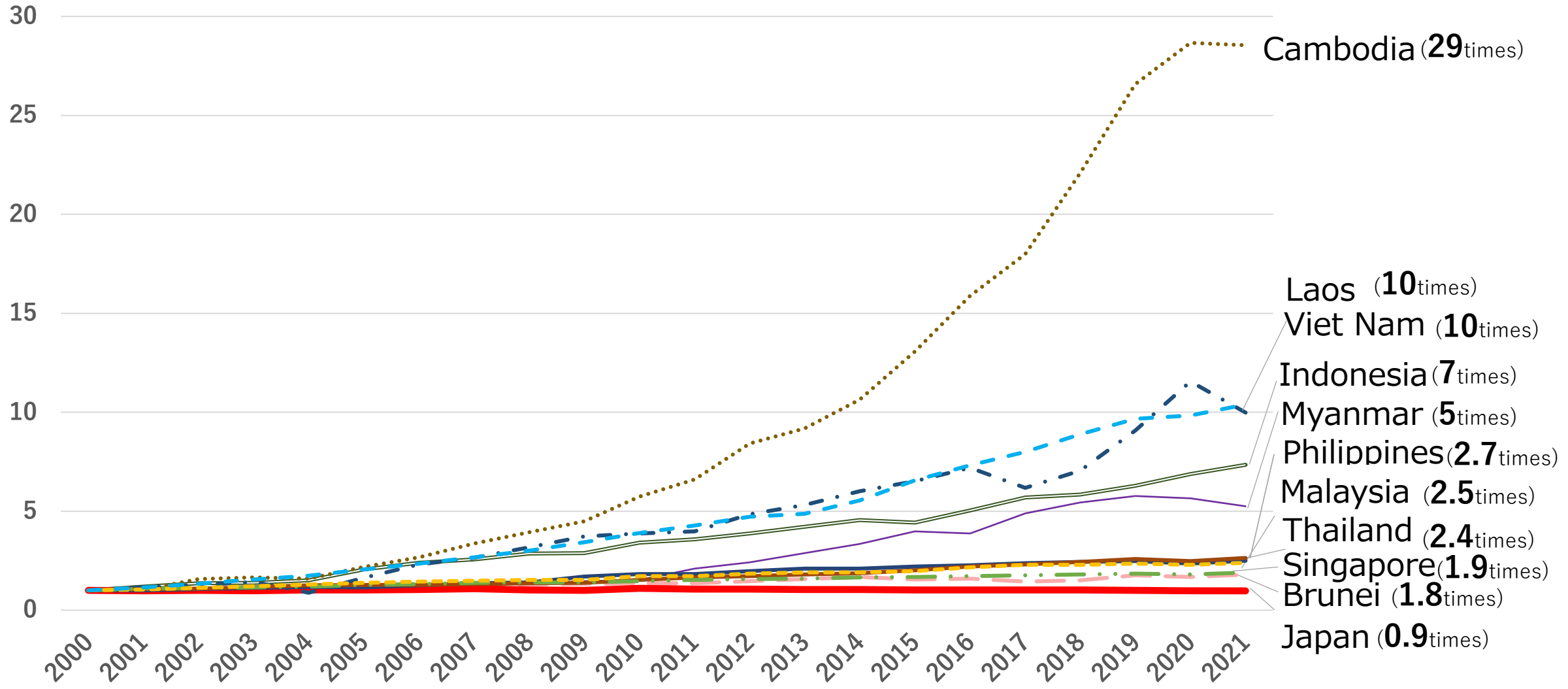
### **3. How can ASEAN and Japan work together to maximize DEI and harness for value creation?**

**<ASEAN-Japan Cooperation in Human Resource Development, Utilization, and Movement and circulation of people as a mutual goal>**



# Appendix

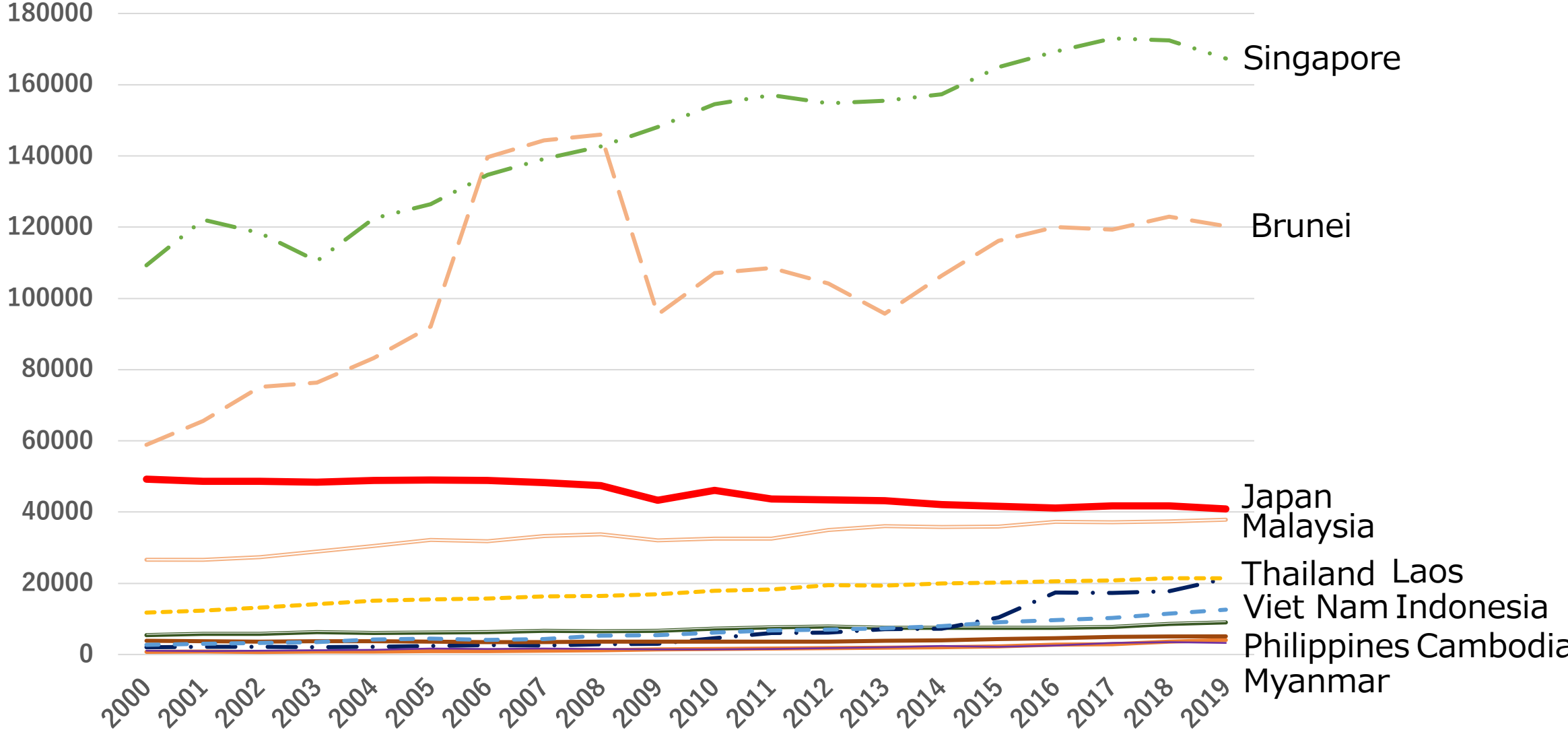
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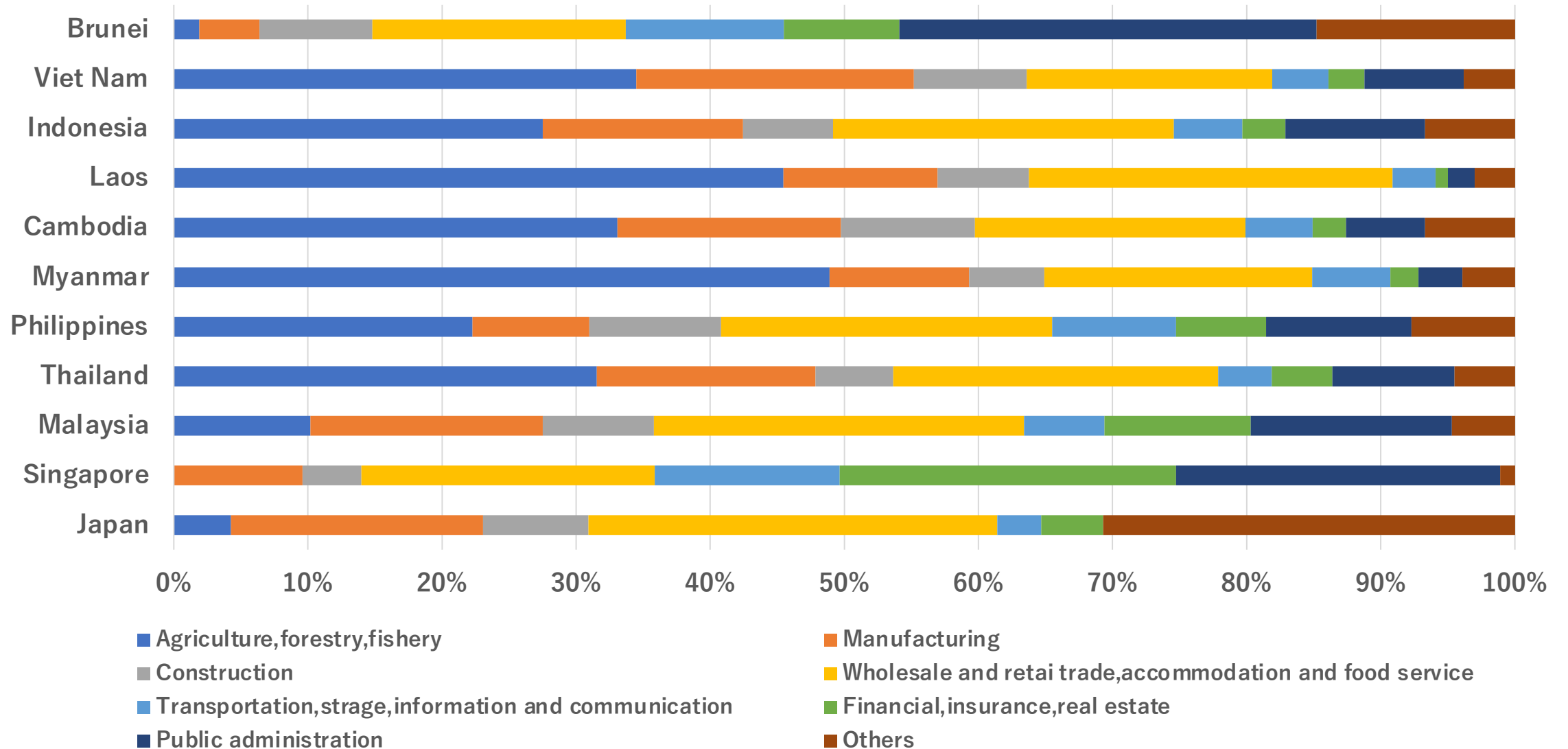
Source: EIA U.S Energy Information Electricity (2020·1)



# ENERGY CONSUMPTION PER CAPITA



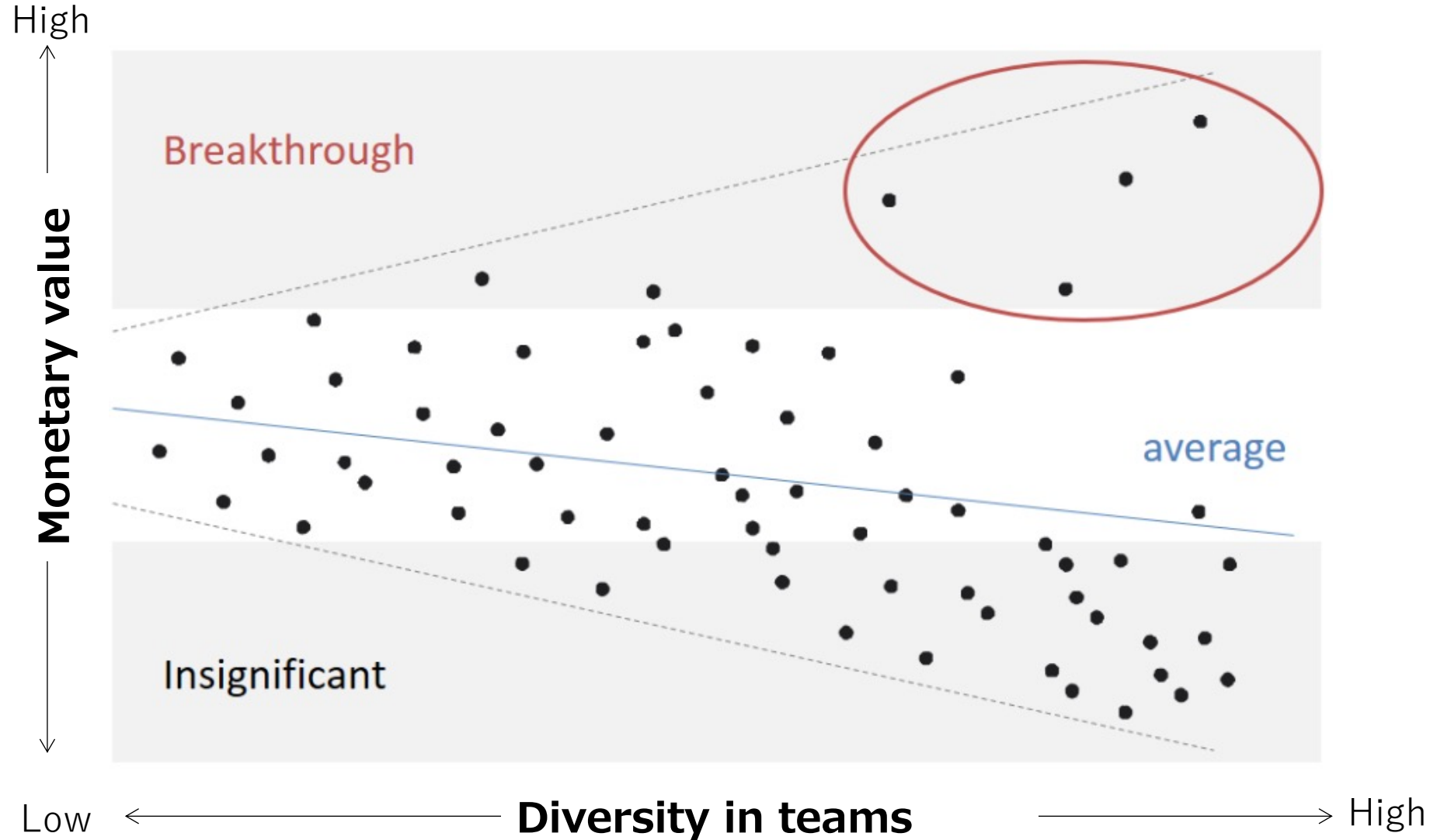
# JAPAN-ASEAN INDUSTRIAL STRUCTURE 2019



Source: ASEAN Statistical yearbook 2022 Japan: OECD Stat Population and employment by main activity

\* Public service in Japan is included in Other. Singapore's agriculture, forestry, and fisheries are included in other. Data for Laos are from 2017

# DIVERSITY IN TEAMS LEADS TO INNOVATION



Source: Harvard Business Review 「Perfecting Cross-Pollination」 by Lee Fleming