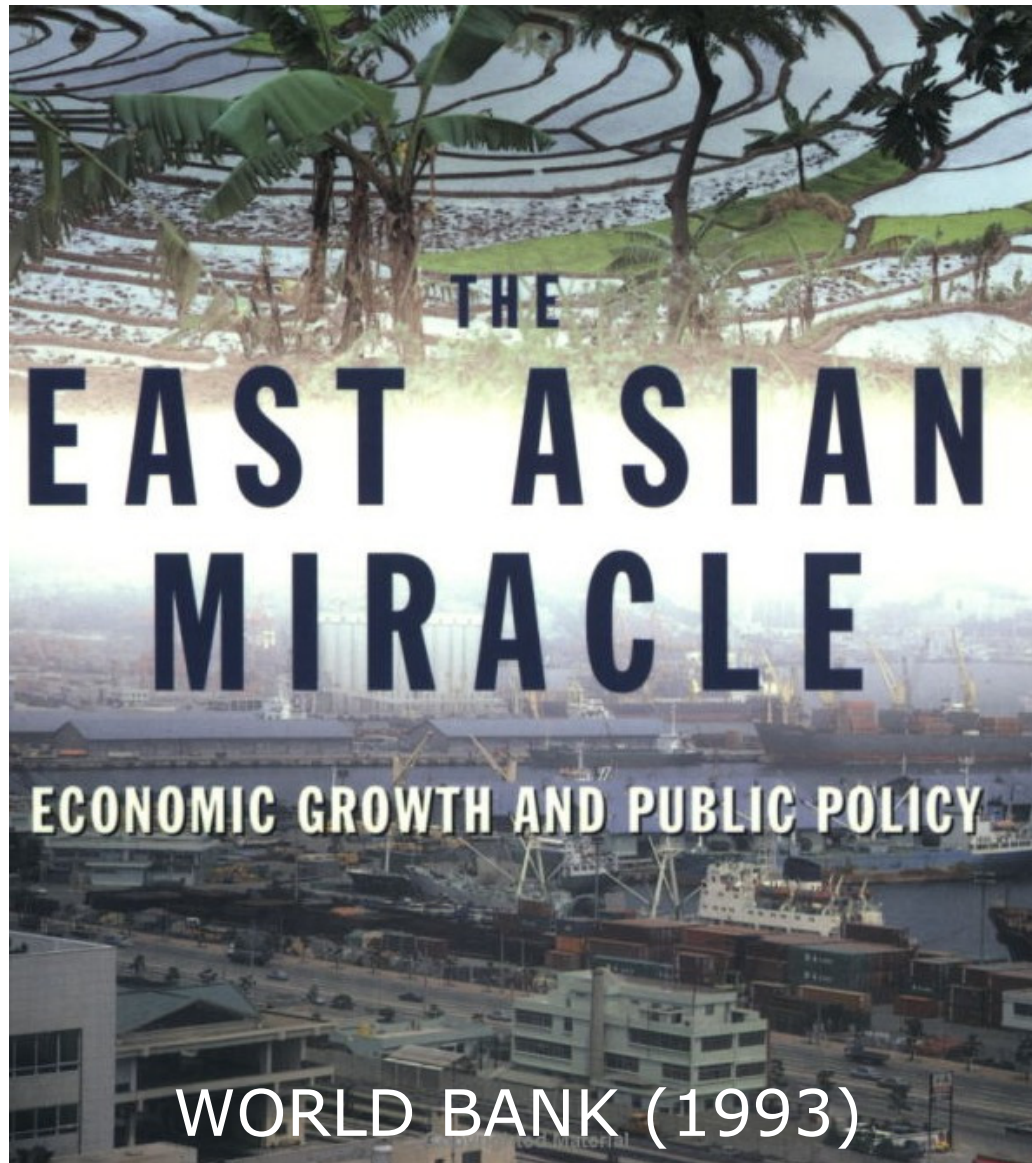




# Human Resource Development and Sustainable Shared Growth Survey

A Joint Research Project of  
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**SHARED GROWTH**

Rapid income  
growth

+

Improvement in  
income  
distribution

Efficiency

+

Equity

# SHARED GROWTH ROOTS



East Asian  
Miracle  
Countries  
JAPAN

REPUBLIC OF KOREA

TAIWAN

HONG KONG

THAILAND

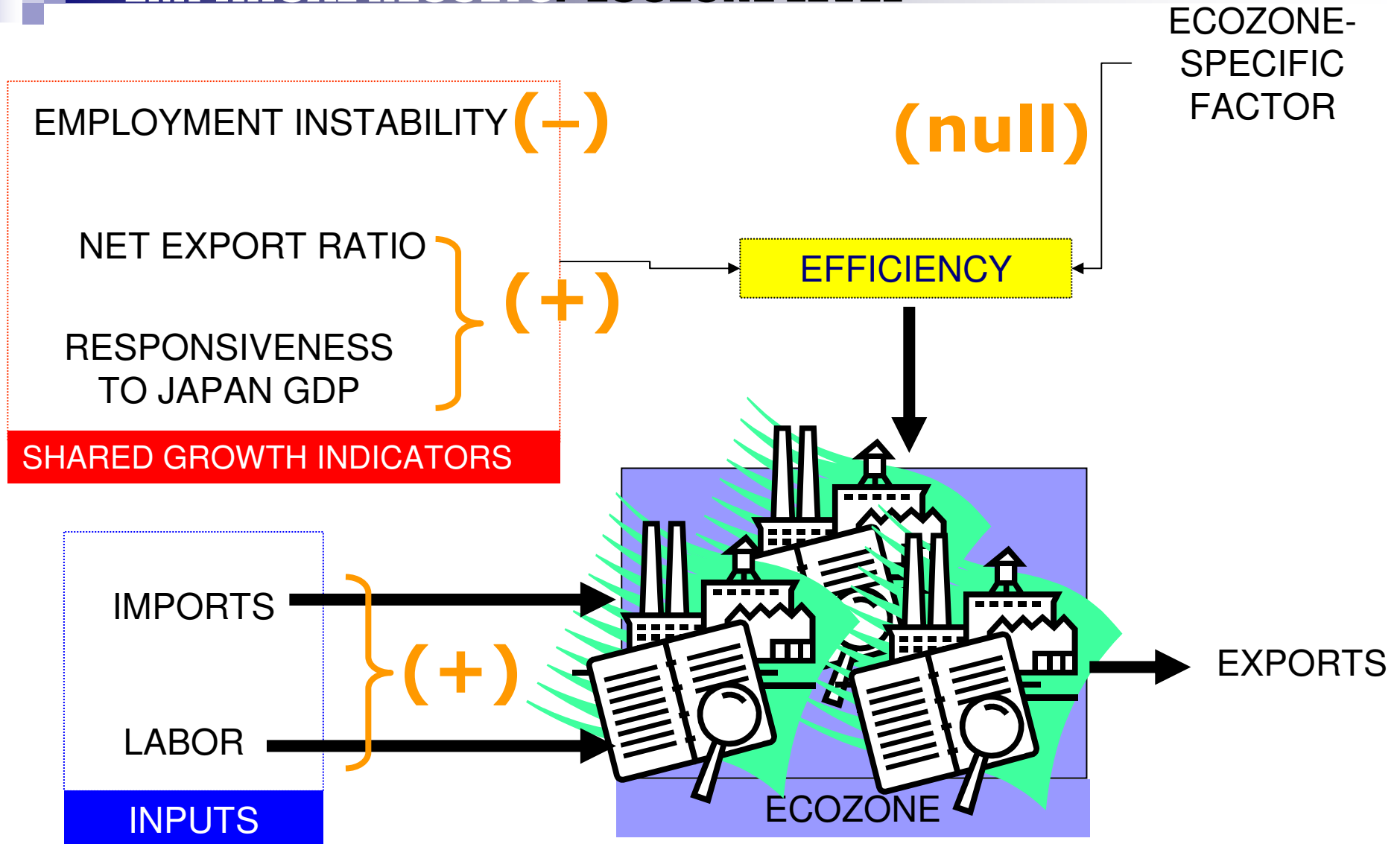
MALAYSIA

SINGAPORE

INDONESIA

RECENT NOTE: WE ARE IN A MIDDLE INCOME TRAP (ADB, 2012).  
TO GET OUT WE NEED A VIBRANT MANUFACTURING SECTOR

# EMPIRICAL RESULTS: ECOZONE LEVEL



A Roadmap Towards Shared Growth through the Automotive Industry in the Philippines (2008)



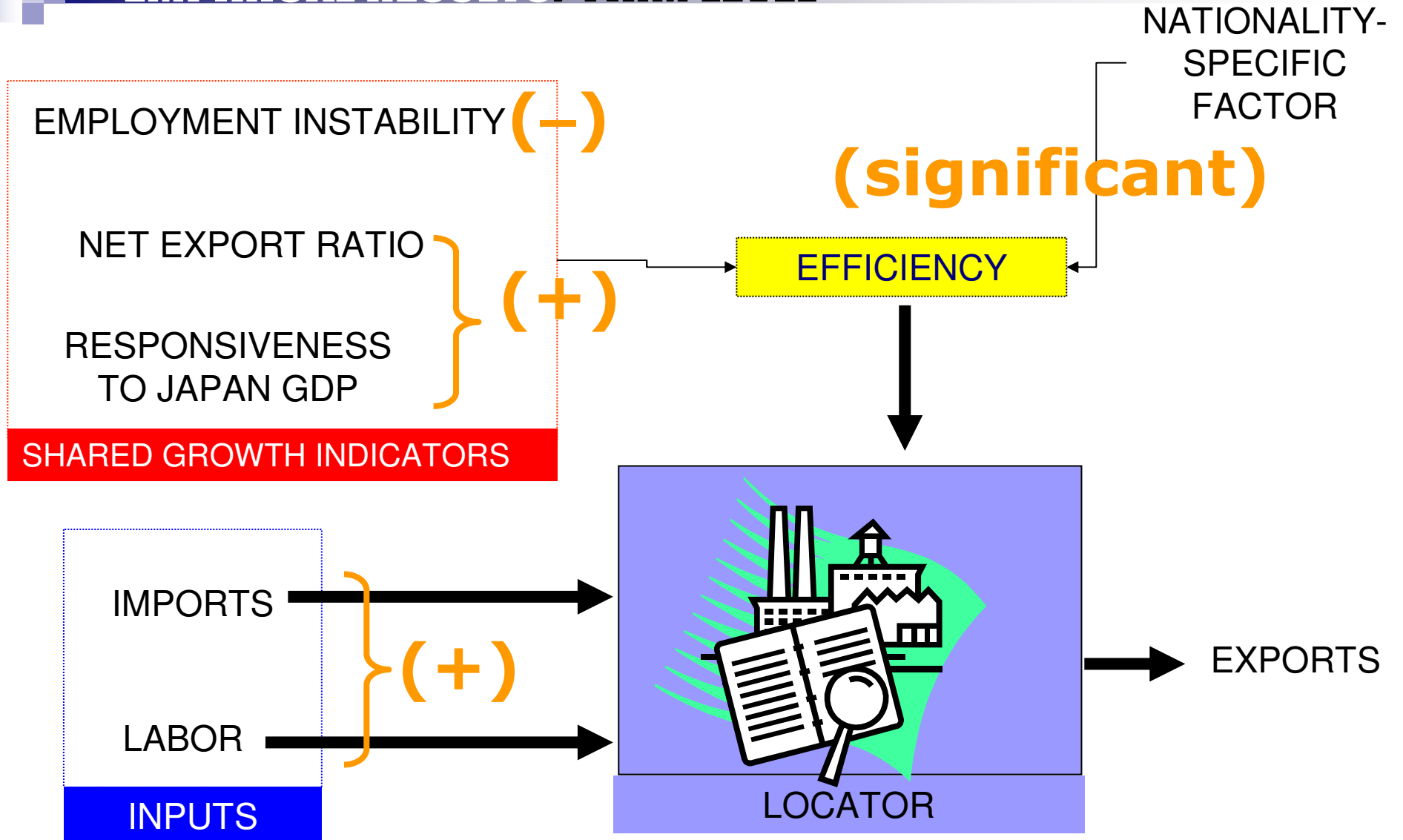


# Empirical Results

15 Ecozones 2001 Q1 → 2004 Q4

- Baguio Economic Zone
- Bataan Economic Zone
- Cavite Economic Zone
- Mactan Economic Zone
- Angeles Industrial Park
- First Cavite Industrial Estate
- Gateway Business Park
- Laguna International Industrial Park
- Laguna Techno Park
- Luisita Industrial Park
- Mactan Economic Zone II
- Subic Shipyard Special Economic Zone
- Toyota Special Economic Zone
- Victoria Wave Special Zone
- West Cebu Industrial Park

# EMPIRICAL RESULTS: FIRM LEVEL

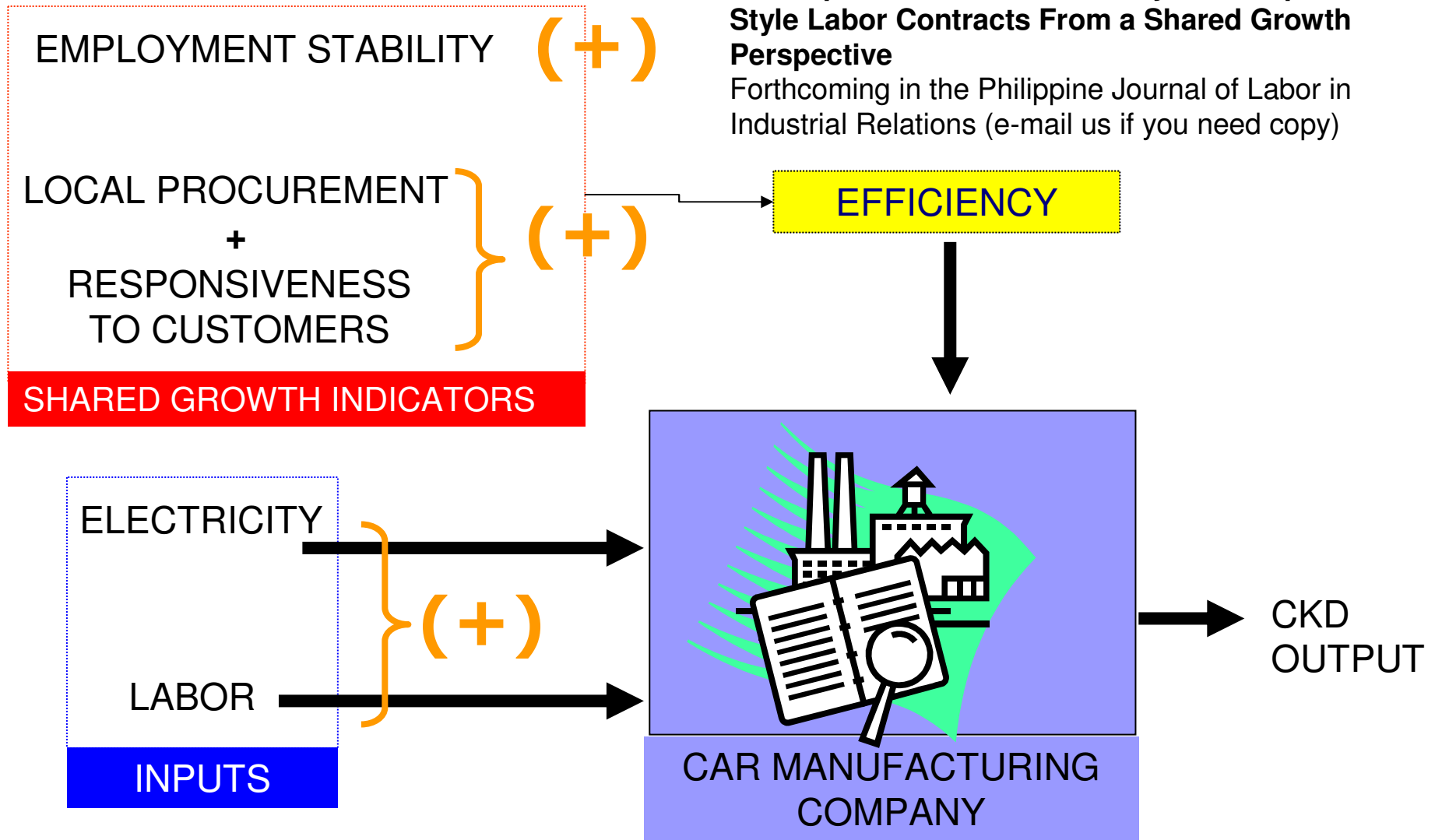


Locator Name	Equity Participation
Dae Gu Apparel Corp.	99.99% Korean, 00.01% Filipino
ITW Ampang Industries, Inc.	100% American
TI (Philippines), Inc	100% American
CS Garment, Inc.	70% German, 30% Filipino
Furuhashi Knit Glove Philippines, Inc.	100% Japanese
Hitec RCD Philippines, Inc.	100% Korean
Iriso Electronics Philippines, Inc.	99.99% Japanese, 00.01% Filipino
Itabashi Seiki Philippines, Inc.	100% Japanese
Mitsuwa Philippines, Inc.	100% Japanese
Nichivi Philippines Corp.	99.9% Japanese, 00.01% Filipino
Philippine International Mfg. Eng'g. Svcs.	99.9% Japanese, 00.01% Filipino
Philippine Ichikawa Rubber Corp.	99.98% Japanese, 00.02% Filipino
Philippine Kohsei Corp.	100% Japanese
Philippine Nakamura Corp.	99.96% Japanese, 00.04% Filipino
Philippine Sanyu Corp.	99.99% Japanese, 00.01% Filipino
Philippine Toei Chemical Corp.	99.97% Japanese, 00.03% Filipino

# Empirical Analysis: Locator Sample (16) 2001 Q1 to 2004 Q4

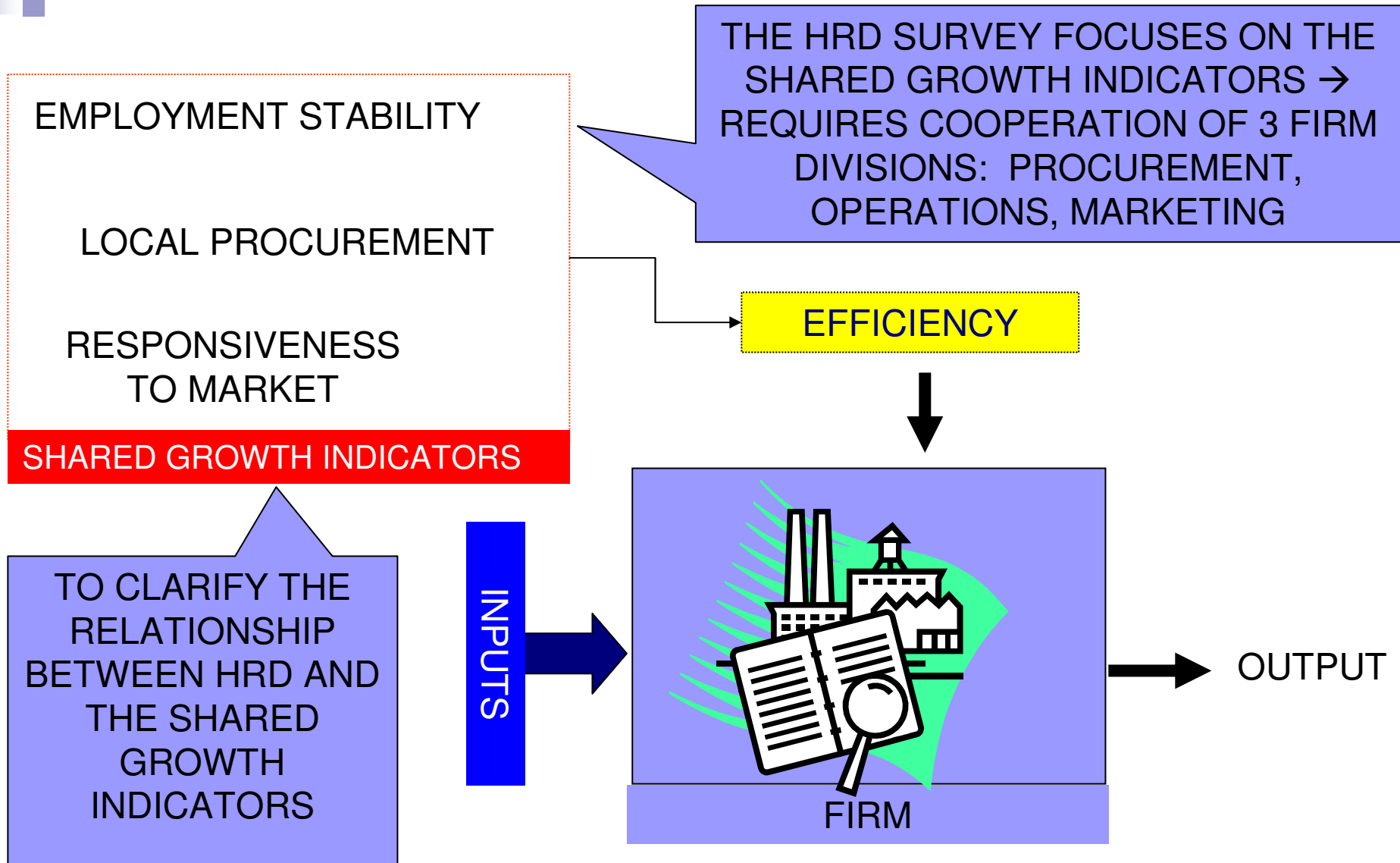
# EMPIRICAL RESULTS: FIRM LEVEL


**A Comparative Economic Analysis of Japanese-Style Labor Contracts From a Shared Growth Perspective**  
Forthcoming in the Philippine Journal of Labor in Industrial Relations (e-mail us if you need copy)





# HRD SURVEY: FIRM LEVEL





We hope to get around 70 manufacturing firms to have a good analysis. Thank you for your kind cooperation!