(in 1990) would be much larger. Of course, foreign investment in developing countries is unevenly distributed; $14 billion of that $32 billion goes to East and Southeast Asia, $9 billion to Latin America, and $3 billion to Africa.[14] For the medium-term, foreign investment and therefore skill-targeting human resources planning, holds most promise for countries that are just below middle-income level, which have achieved near-universal basic education and more, as well as better developed infrastructures — countries such as Malaysia, the Philippines, Indonesia, India, and some Latin countries.

An example of this explosive potential can be seen in private investments in Latin America, which tripled in 1991 following economic reforms such as privatizations and trade and investment deregulations in 1990. Half of that investment was in repatriations of previously-fled money from Latins themselves.[15] In the longer term, the potential of foreign investment is also great for Africa and South Asia if basic education and infrastructure are improved and political stability and a welcoming policy environment return. There is a place in foreign investment for all skill levels if conditions are right. The stakes involved in tapping the massive potential for local skills acquisition inherent in the new global corporation and foreign investment are huge. Success in upgrading workforces — through both general education and specific skill-targeting — will empower developing countries to take advantage of the opportunities created by these economic and political trends as well as to overcome the problems they create.

A second example of the interplay of these world economic and social trends is the recent upsurge in international migrations of people, especially of the most skilled

14. *The Economist*, September 19, 1992, p. 17.

15. *The Economist*, April 18, 1992, p. 11.