

**ASEAN LABOUR MINISTERS' (ALM)
WORK PROGRAMME 2016-2020
AND WORK PLANS
OF THE SUBSIDIARY BODIES**



one vision
one identity
one community



ASEAN LABOUR MINISTERS' (ALM) WORK PROGRAMME 2016-2020 AND WORK PLANS OF THE SUBSIDIARY BODIES

The ASEAN Secretariat
Jakarta

The Association of Southeast Asian Nations (ASEAN) was established on 8 August 1967. The Member States are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam. The ASEAN Secretariat is based in Jakarta, Indonesia.

For inquiries, contact:

The ASEAN Secretariat
Community Relations Division (CRD)
70A Jalan Sisingamangaraja
Jakarta 12110
Indonesia

Phone: (62 21) 724-3372, 726-2991

Fax: (62 21) 739-8234, 724-3504

E-mail: public@asean.org

Catalogue-in-Publication Data

ASEAN Labour Ministers' (ALM) Work Programme 2016-2020 and Work Plans of the Subsidiary Bodies
Jakarta, ASEAN Secretariat, December 2017

331.12042

1. Labour Market – Policy
2. Ministry – ASEAN

ISBN 978-602-6392-16-9

ASEAN: A Community of Opportunities

First published: November 2016

1st Reprint: December 2017

The text of this publication may be freely quoted or reprinted, provided proper acknowledgement is given and a copy containing the reprinted material is sent to the Community Relations Division (CRD) of the ASEAN Secretariat, Jakarta.

General information on ASEAN appears online at the ASEAN Website: www.asean.org

Copyright Association of Southeast Asian Nations (ASEAN) 2017.
All rights reserved.


TABLE OF CONTENTS

List of Abbreviations	iii
ASEAN Labour Ministers' (ALM) Work Programme 2016-2020	1
ASCC Blueprint 2025's Strategic Measures Relevant to ALM Work Programme 2016-2020	7
SLOM Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG) Work Plan 2016-2020	15
ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) Work Plan 2016-2020	31
ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) Work Plan 2016-2020	41
ASEAN Labour Ministers' Statement on Improving Occupational Safety and Health for Sustainable Economic Growth	51
Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN	59
ASEAN Leaders Statement on Human Resources and Skills Development for Economic Recovery and Sustainable Growth.	65
ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers	71
ANNEX 1	
ASEAN Member States' Ratification of ILO Fundamental Conventions	81
ANNEX 2	
ASEAN Member States' Ratification of ILO Governance Conventions	83

LIST OF ABBREVIATIONS

ACMW	ASEAN Committee on the Implementation of ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ADB	Asian Development Bank
ALMM	ASEAN Labour Ministers Meeting
AMS	ASEAN Member States
AICHR	ASEAN Inter-Governmental Commission on Human Rights
ASCC	ASEAN Socio-Cultural Community
ASEAN-OSHNET	ASEAN Occupational Safety and Health Network
ASEAN-TRIANGLE	Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region
ASEAN-BCA	ASEAN Business Coalition on HIV/AIDS
ASETUC	ASEAN Services Employees Trade Union Council
AQRF	ASEAN Qualifications Reference Framework
ASSA	ASEAN Social Security Association
CBM	Coordinating Board Meeting
CSR	Corporate Social Responsibility
CLMV	Cambodia, Lao PDR, Myanmar and Viet Nam
E-READI	Enhanced Regional EU-ASEAN Dialogue Instrument
EU-OSHA	European Agency for Safety and Health at Work
FES	Friedrich-Ebert-Stiftung
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HRD	Human Resources Development
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IALI	International Association of Labour Inspection
ICT	Information and Communications Technology
IOM	International Organization for Migration

ILO	International Labour Organization
ISSA	International Social Security Association
ISSA Mining	International Section of the International Social Security Association on Prevention in the Mining Industry
KOSHA	Korean Occupational Safety and Health Agency
LMIS	Labour Market Information System
MRA	Mutual Recognition Arrangements
MSMEs	Micro, Small and Medium Enterprises
NGO	Non-Governmental Organisation
OSH	Occupational Safety and Health
READI	The Regional EU-ASEAN Dialogue Instrument
ROK	Republic of Korea
SEOM	Senior Economic Officials Meetings
SLOM	Senior Labour Officials Meeting
SLOM-WG	SLOM Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN
SME	Small and Medium Enterprises
SOM-AMAF	Senior Officials Meeting on Agriculture and Forestry
SOM-ED	Senior Officials Meeting on Education
SOMHD	Senior Officials Meeting on Health Development
SOMRDPE	Senior Officials Meeting on Rural Development and Poverty Eradication
SOMSWD	Senior Officials Meeting on Social Welfare and Development
SOMTC	Senior Officials Meeting on Transnational Crime
SOMY	Senior Officials Meeting on Youth
SSN	Social Safety Nets
TIP	Trafficking in Persons
TVET	Technical Vocational Education and Training
TFAMW	Task Force on ASEAN Migrant Workers
UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women
UNODC	United Nations Office on Drugs and Crime



**ASEAN LABOUR MINISTERS' (ALM) WORK PROGRAMME
2016-2020**

ASEAN LABOUR MINISTERS' (ALM) WORK PROGRAMME 2016-2020

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic.
ASCC Objectives	<ol style="list-style-type: none">1. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all;2. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights;3. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people;4. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats and challenges; and5. Strengthen ability to continuously innovate and be a proactive member of the global community.
Overall Objective	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.

Key Result Areas (outcome level)	Skilled and Adaptable Workforce	Productive Employment	Harmonious, Safe and Progressive Workplace	Expanded Social Protection
<p>Intermediate Targets by 2020</p>	<ul style="list-style-type: none"> ● Improved workforce competitiveness and productivity <ul style="list-style-type: none"> ○ Increased number of skilled workers in ASEAN Member States ○ Improved labour productivity of ASEAN Member States ● Strengthened capacities to promote skills development and recognition (include but not limited to LMIS, TVET, etc.) 	<ul style="list-style-type: none"> ● Improved level of employment and reduced levels of unemployment and under-employment in ASEAN Member States ● Increased support for workers in rural employment and Micro, Small and Medium Enterprises (MSMEs) 	<ul style="list-style-type: none"> ● Promoting sound industrial relation system <ul style="list-style-type: none"> ○ Reduced incidence of labour disputes in ASEAN Member States ● Increased capacity and strengthened institutionalized mechanisms of social dialogues and tripartite cooperation in ASEAN ● Fostered safe and healthy environment in the workplace ● Strengthened capacity for labour inspection ● Increased capacities for labour law enforcement 	<ul style="list-style-type: none"> ● Strengthened social protection systems <ul style="list-style-type: none"> ○ Raised awareness on social protection ○ Expanded coverage, affordability, availability, quality, equitability and sustainability of social protection ● Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States

Thematic Areas¹

Gender Equality

1. Gender mainstreaming of labour sector (Responsible Body: SLOM)
Project: Gender Mainstreaming into Labor and Employment Policies to Promote Decent Work for All, including Workshop on Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work, 5-6 October 2017, Ha Noi, Viet Nam. **[Country Coordinator: Viet Nam]**
Project: Development of ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work for All **[Country Coordinator: Viet Nam]**

Labour dimension of Sustainable Development

2. Impact of ASEAN economic integration (Responsible Body: SLOM)
Project: ASEAN Inter Pillar Policy Dialogue on the Impact of ASEAN Economic Integration in Labour Sector, 21 March 2016, Kuala Lumpur, Malaysia **[Country Coordinator: Malaysia]**
3. Support the implementation of the ASEAN Declaration on Strengthening Social Protection (Responsible Body: SLOM)
Commitment: participation in cross-sectoral cooperation on cross-cutting issues of social protection (e.g. development of social protection baseline information, assessment, database) **[Country Coordinator: Lao PDR and Viet Nam]**
4. Promotion of green jobs (Responsible Body: SLOM)
Project: ASEAN Forum on Green Job Promotion, 14-15 September 2017, Bangkok, Thailand **[Country Coordinator: Thailand]**

Functional Social Dialogue

5. Engagement of tripartite partners, where appropriate, in the implementation of the ALM Work Programme 2016-2020 (Responsible Body: SLOM)
6. Strengthening labour laws (Responsible Body: SLOM)
Project: Regional assessment of the adequacy of national labour laws in supporting harmonious and progressive workplace to serve as inputs to ASEAN Member States in strengthening their labour laws and to identify areas of cross-country support¹

¹ The 13th SLOM on 5-6 May 2017 in Singapore agreed that this project will be implemented through the "Workshop to share information and best practices on employment and industrial relations particularly on various, including new/innovative models and approaches of labour dispute and labour justice" (Activity no. 20 of the SLOM-WG Work Plan 2016-2020).

Emerging Labour Trends

- 7. Corporate Social Responsibility (CSR) in labour sector (Responsible Body: SLOM)
Project: ASEAN Corporate Social Responsibility (CSR) on Labour Forum “ASEAN CSR on Labour: From Guideline to Action”, 18-19 August 2016, Bangkok, Thailand [**Country Coordinator: Thailand**]
Project: Moving forward with an ASEAN Corporate Social Responsibility on Labour to Support an ASEAN Community [**Country Coordinator: Thailand**]
- 8. Response to emerging trends in employment relations (including impact of ICT and outsourcing in the world of work) (Responsible Body: SLOM)
Project: Regional study on the changing nature of employment relationships as the impact of the use of ICT and outsourcing and on the adequacy of legislations in regulating employment relationships [**Coordinator: ASEAN Secretariat**]

<p>9. Labour market information system (Responsible Body: SLOM-WG)</p> <p>10. Skills development (Responsible Body: SLOM- WG)</p> <p>11. Skills recognition (including support to the ASEAN Qualifications Reference Framework) (Responsible Body: SLOM-WG)</p>	<p>12. Promotion of inclusive employment including for rural employment, unemployed youth, persons with disabilities, and other vulnerable workers² through employment support services, skills matching, and entrepreneurship/ SMEs) (Responsible Body: SLOM-WG)</p>	<p>15. Strengthening labour inspection (Responsible Bodies: SLOM-WG and ASEAN- OSHNET)</p> <p>16. OSH standards and capacity (Responsible Body: ASEAN- OSHNET)</p>	<p>20. Expansion of coverage of social protection to all workers (Responsible Body: SLOM-WG)</p> <p>21. Social protection of migrant workers in ASEAN (Responsible Body: ACMW)</p>
--	---	--	--

		<p>13. Promoting productivity of workers in informal sector (Responsible Body: SLOM-WG)</p> <p>14. Governing mechanisms of labour mobility (e.g. recruitment, job placement, reintegration programmes) (Responsible Body: ACMW)</p>	<p>17. HIV prevention and control in the workplace (Responsible Body: ASEAN-OSHNET)</p> <p>18. Capacity building on tripartism (including on wage setting) (Responsible Body: SLOM-WG)</p> <p>19. Labour dispute and labour justice (Responsible Body: SLOM-WG)</p>	<p>22. Protection and promotion of the rights of migrant workers (Responsible Body: ACMW)</p> <p>23. Labour dimension of trafficking in persons (Responsible Body: ACMW)</p>
--	--	---	--	--

Notes:

1. Projects under the thematic areas, timelines, country coordinators, potential partners for collaboration, and resource mobilization strategy are to be determined by the assigned responsible bodies.
2. Vulnerable employment is defined as a sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. (see http://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_120470/lang--en/index.htm).

Monitoring and/or evaluation mechanism:

- a. Annual progress reporting of the implementation of the ALM Work Programme by Subsidiary Bodies to the annual meeting of SLOM.
- b. Output-level checklist to monitor progress of the ALM Work Programme (scorecard) to be completed by the Subsidiary Bodies (ASEAN Secretariat to draft a checklist template):
 - a. Data/information/statistics
 - b. Laws/standards/policies.
- c. Outcome-based mid-term and final reviews of the ALM Work Programme by SLOM (every 2.5 years).
- d. Capacity building on monitoring and evaluation for SLOM.

Resource Mobilisation Strategy:

- a. Cost-sharing among ASEAN Member States; and/or
- b. Support from ASEAN Dialogue Partners and external parties through resource mobilisation efforts by the Country Coordinators or with the support of the ASEAN Secretariat.

ASCC BLUEPRINT 2025'S STRATEGIC MEASURES RELEVANT TO ALM WORK PROGRAMME 2016-2020

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>B.2.ii Develop regional strategies and enhance institutional capacity for gender mainstreaming in ASEAN policies, programmes and budgets across pillars and sectors.</p>	<p><u>Gender Equality</u> 1. Gender mainstreaming of labour sector (Responsible Body: SLOM)</p>
<p>B.2.iii Enhance effectiveness of the implementation of strategies and programmes under ASCC and promote their harmonisation with those of ASEAN Political-Security Community (APSC) and ASEAN Economic Community (AEC), particularly in the areas of social protection, universal health coverage, food safety, poverty eradication, employment and decent work, and trafficking in persons</p>	<p><u>Labour dimension of Sustainable Development</u> 2. Impact of ASEAN economic integration (Responsible Body: SLOM)</p>
<p>B.3.ii Promote sustainable financing mechanism for social protection, particularly universal health coverage, early childhood care and development, financial risk protection for disaster risk reduction and climate change adaptation, and social pension, through strategic partnerships with private sector and other relevant stakeholders.</p> <p>B.3.iv Support accelerated implementation among ASEAN Member States to extend coverage, accessibility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.</p>	<p>3. Support the implementation of the ASEAN Declaration on Strengthening Social Protection (Responsible Body: SLOM)</p>

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>C.4.iv Promote the integration of Sustainable Consumption and Production strategy and best practices into national and regional policies or as part of CSR activities.</p>	<p>4. Promotion of green jobs (Responsible Body: SLOM)</p>
<p>A.1.i Institutionalise ASEAN policies on relevant stakeholders' consultations and engagement in the work of ASEAN Organs and Bodies including policy making initiatives, integration of impact assessment into policy development, programme development, implementation, and monitoring, among others.</p>	<p><u>Functional Social Dialogue</u></p> <p>5. Engagement of tripartite partners, where appropriate, in the implementation of the ALM Work Programme 2016-2020 (Responsible Body: SLOM)</p> <p>6. Strengthening labour laws (Responsible Body: SLOM)</p>
<p>A.1.i Institutionalise ASEAN policies on relevant stakeholders' consultations and engagement in the work of ASEAN Organs and Bodies including policy making initiatives, integration of impact assessment into policy development, programme development, implementation, and monitoring, among others.</p>	<p><u>Emerging Labour Trends</u></p> <p>7. Corporate Social Responsibility (CSR) in labour sector (Responsible Body: SLOM)</p>
<p>B.2.iii Enhance effectiveness of the implementation of strategies and programmes under ASCC and promote their harmonisation with those of ASEAN Political-Security Community (APSC) and ASEAN Economic Community (AEC), particularly in the areas of social protection, universal health coverage, food safety, poverty eradication, employment and decent work, and trafficking in persons.</p>	<p>8. Response to emerging trends in employment relations (including impact of ICT and outsourcing in the world of work) (Responsible Body: SLOM)</p>

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>B.2.v Support ASEAN Member States' initiatives in strengthening national gender and age-disaggregated databases and analyses, including on poverty and equity, and establish a reliable regional database for key sectors to support ASEAN policies and programmes.</p>	<p>9. Labour market information system (Responsible Body: SLOM-WG)</p>
<p>E.2.i Enhance the competitiveness of ASEAN human resources through the promotion of life-long learning, pathways, equivalencies and skills development as well as the use of information and communication technologies across age groups.</p> <p>E.2.ix Encourage the government, private sector and community to develop a system of continuous training and re-training to support lifelong learning and workforce development.</p>	<p>10. Skills development (Responsible Body: SLOM-WG)</p>
<p>B.2.iv Provide mechanisms and enhance institutional capacity to promote greater access to basic social services for all, such as health services and education including early childhood education and vocational education, skills training, and promotion of skills recognition.</p>	<p>11. Skills recognition (including support to the ASEAN Qualifications Reference Framework) (Responsible Body: SLOM-WG)</p>

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>B.2.vi Promote human capital development, economic self-reliance and sustainable livelihood, especially among the poor, through access to education, employment opportunities, entrepreneurship, and micro-finance.</p>	<p>12. Promotion of inclusive employment including for rural employment, unemployed youth, persons with disabilities, and other vulnerable workers through employment support services, skills matching, and entrepreneurship/ SMEs) (Responsible Body: SLOM-WG)</p> <p>13. Promoting productivity of workers in informal sector (Responsible Body: SLOM-WG)</p>
<p>B.3.ix Enhance regional initiatives in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers to improve the protection and promotion of the rights of workers and migrant workers.</p>	<p>14. Governing mechanisms of labour mobility (e.g. recruitment, job placement, reintegration programmes) (Responsible Body: ACMW)</p>
<p>A.2.iv Promote non-discriminatory laws, policies, and practices by developing effective, responsive, accountable and transparent institutions at all levels.</p>	<p>15. Strengthening labour inspection (Responsible Bodies: SLOM-WG and ASEAN-OSHNET)</p> <p>16. OSH standards and capacity (Responsible Body: ASEAN-OSHNET)</p>
<p>B.3.iv Support accelerated implementation among ASEAN Member States to extend coverage, accessibility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.</p>	<p>17. HIV prevention and control in the workplace (Responsible Body: ASEAN-OSHNET)</p>

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>A.1.i Institutionalise ASEAN policies on relevant stakeholders' consultations and engagement in the work of ASEAN Organs and Bodies including policy making initiatives, integration of impact assessment into policy development, programme development, implementation, and monitoring, among others.</p> <p>A.2.iv Promote non-discriminatory laws, policies, and practices by developing effective, responsive, accountable and transparent institutions at all levels.</p>	<p>18. Capacity building on tripartism (including on wage setting) (Responsible Body: SLOM-WG)</p> <p>19. Labour dispute and labour justice (Responsible Body: SLOM-WG)</p>
<p>B.3.iv Support accelerated implementation among ASEAN Member States to extend coverage, accessibility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.</p>	<p>20. Expansion of coverage of social protection to all workers (Responsible Body: SLOM-WG)</p> <p>21. Study on portability of social security for migrant workers across ASEAN Member States (Responsible Body: ACMW)</p>

ASCC Blueprint 2025's Strategic Measures	Thematic Areas of ALM Work Programme 2016-2020
<p>B.3.v Enhance the effective implementation of relevant ASEAN declarations and instruments related to human rights</p> <p>B.3.vii Enhance regional initiatives and stakeholder participation to promote the elimination of all forms of discrimination – institutionalised or otherwise – exploitation, trafficking, harmful practices, and violence and abuse against children, women, persons with disabilities, youths, migrant workers, elderly/older persons, and victims/survivors of trafficking in persons, ethnic minority groups, and vulnerable and marginalised groups.</p> <p>B.3.ix Enhance regional initiatives in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers to improve the protection and promotion of the rights of workers and migrant workers.</p>	<p>22. Protection and promotion of the rights of migrant workers (Responsible Body: ACMW)</p> <p>23. Labour dimension of trafficking in persons (Responsible Body: ACMW)</p>



**SLOM WORKING GROUP ON PROGRESSIVE LABOUR
PRACTICES TO ENHANCE THE COMPETITIVENESS OF ASEAN
(SLOM-WG) WORK PLAN 2016-2020**

SLOM WORKING GROUP ON PROGRESSIVE LABOUR PRACTICES TO ENHANCE THE COMPETITIVENESS OF ASEAN (SLOM-WG) WORK PLAN 2016-2020

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic
ASCC Objectives	<ol style="list-style-type: none"> 1. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all; 2. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights; 3. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people; 4. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats, and challenges; and 5. Strengthen ability to continuously innovate and be a proactive member of the global community.
Overall Objective of ALM Work Programme 2016-2020	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.

Key Result Area 1 of the ALM Work Programme 2016-2020 (outcome level)	Skilled and Adaptable Workforce			
Intermediate Targets by 2020 of the Key Result Area 1 of the ALM Work Programme 2016-2020 that are contributed by SLOM-WG	<ul style="list-style-type: none"> i. Improved workforce competitiveness and productivity <ul style="list-style-type: none"> ● Increased number of skilled workers in ASEAN Member States ● Improved labour productivity of ASEAN Member States ii. Strengthened capacities to promote skills development and recognition (include but not limited to LMIS, TVET, etc.) 			
Thematic Area of the ALM Work Programme 2016-2020	Labour market information system			
	Contributing to ASCC Blueprint 2025's Strategic Measures B.2.v Support ASEAN Member States' initiatives in strengthening national gender and age-disaggregated databases and analyses, including on poverty and equity and establish a reliable regional database for key sector to support ASEAN policies and programmes.			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
1. Stock taking of the available labour market information systems in AMS and ASEAN (including scope, definitions, methodologies, etc.) leading to the development of common capacity to gather, analyze and systematize labour market information available in AMS and the region.	2016		The Philippines and Viet Nam (co- coordinator)	ILO IOM

Thematic Area of the ALM Work Programme 2016-2020	Skills development				
	Contributing to ASCC Blueprint 2025's Strategic Measures E.2.i Enhance the competitiveness of ASEAN human resources through the promotion of life-long learning, pathways, equivalencies and skill development as well as the use of information and communication technologies across age groups.				
	Contributing to ASCC Blueprint 2025's Strategic Measures E.2.ix Encourage the government, private sector and community to develop a system of continuous training and re-training to support lifelong learning and workforce of development.				
Project Title		Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
2. Tripartite Workshop to share good practices and experiences in:					
a. Strengthening LMIS to facilitate responsiveness of TVET to labour market demands and skills needed for unemployed youth, women and other vulnerable groups in AMS;		2017		The Philippines and Myanmar	SOM-ED, SOMY, Tripartite Partners, IOM
b. Promoting involvement of industries in skill standards and curriculum development to be adaptable to labour market demands, and life-long learning through job trainings for skills improvement.		2017-2018		Thailand and the Philippines	SOM-ED, Tripartite partners, ILO, IOM

<p>3. Continue the ASEAN Skills Competition (ASC) biennially, and develop regional strategies and activities to add value to the Competitions on:</p> <p>a. Skill standards improvement in ASEAN Member States;</p> <p>b. Exploring possible harmonization of training curriculum standards for TVET instructors in selected skill areas;</p> <p>c. Exploring benchmarking of skills assessment and certification.</p>	<p>23-28 September 2016, Serdang, Malaysia</p> <p>2018</p> <p>2020</p>		<p>Malaysia</p> <p>Thailand</p> <p>Singapore</p>	<p>World Skills Competition Committee, TVET institutions of AMS participating in the ASC</p>
<p>4. a. Research on the linkage between TVET and sending workers to work overseas</p> <p>b. Regional workshop on the linkage between TVET and sending workers to work overseas</p>	<p>2017-2018</p>		<p>Viet Nam</p>	<p>ILO, IOM, GIZ, E-READI</p>
<p>Thematic Area of the ALM Work Programme 2016-2020</p>	<p>Skills recognition (including support to the ASEAN Qualifications Reference Framework)</p> <p>Contributing to ASCC Blueprint 2025's Strategic Measures B.2.iv Provide mechanisms and enhance institutional capacity to promote greater access to basic social services for all, such as health services and education including early childhood education and vocational education, skills training, and promotion of skills recognition.</p>			
<p>Project Title</p>	<p>Timeline</p>	<p>Indicative Budget</p>	<p>Country Coordinator</p>	<p>Potential Collaborator</p>
<p>5. Documentation of the existing bilateral or multilateral business-to-business or government-to-government mutual recognition of skills arrangement on selected occupational areas among some AMS, including development processes and implementation.</p>	<p>2017</p>		<p>The Philippines</p>	<p>ILO</p>

6. Seminar involving the ASEAN Tourism Professional Monitoring Committee (ATPMC) to share its good model of the MRA on Tourism Professional implementation with an intention to replicate it in other selected skill areas such as construction work.	2016-2017		SLOM-WG Chair to coordinate with the ATPMC Chair: Myanmar (2016) Lao PDR (2016-2018)	ATPMC
7. Support to the ASEAN Qualifications Reference Framework's voluntary referencing process and be regularly updated on the referencing progress	2016 onwards		SLOM-WG Chair to coordinate with AQRFC Committee Chair: Myanmar (2016) Lao PDR (2016-2018)	AQRFC Committee
8. Comparative study on laws and policies in the management of foreign workers in ASEAN, particularly in occupations under the 8 MRAs	2017-2018		Viet Nam	SEOM, ILO, FES, E-READI

**Key Result Area 2
of the ALM Work
Programme 2016-2020
(outcome level)**

Productive Employment

**Intermediate Targets
by 2020**

- i. **Improved level of employment and reduced levels of unemployment and under-employment in ASEAN Member States**
- ii. **Increased support for workers in rural employment and Micro, Small and Medium Enterprises (MSMEs)**

Thematic Area of the ALM Work Programme 2016-2020	Promotion of inclusive employment including for rural employment, unemployed youth, persons with disabilities, and other vulnerable workers through employment support services, skills matching, and entrepreneurship/ SMEs)				
	Contributing to ASCC Blueprint 2025's Strategic Measures B.2.vi Promote human capital development, economic self-reliance and sustainable livelihood, especially among the poor, through access to education, employment opportunities, entrepreneurship, and micro-finance.				
	Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
9.	Special Meeting for the Development of the Regional Action Plan of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN	20-21 April 2017, Vientiane, Lao PDR		Lao PDR	SOMSWD, SOMRDRE, SOM-AMAF, SEOM, ILO
10.	Regional Conferences to share information and best practices as well as to report and collect data on progress toward a particular theme under inclusive employment:				SOMY, ILO, ADB, TVET institutes, Employment service agencies
	a. Reducing youth unemployment	2017		Cambodia and the Philippines	
	b. Human resources policies for foreign workers	2018		Philippines	
	c. Employment services in ASEAN	2018-2020		Thailand	

11. Regional Training Workshop on Promoting Rural Development: Sustainable Tourism and Short Rural Supply Chain	22-26 May 2017, Luang Prabang, Lao PDR		Lao PDR	ILO
Thematic Area of the ALM Work Programme 2016-2020	Promoting productivity of workers in informal sector			
	Contributing to ASCC Blueprint 2025's Strategic Measures B.2.vi Promote human capital development, economic self-reliance and sustainable livelihood, especially among the poor, through access to education, employment opportunities, entrepreneurship, and micro-finance.			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
12. Regional Workshop on Decent Work Promotion in Rural Economy through Productivity Growth, Local Employment Promotion and Transition from Informal Employment to Formal Employment	13-15 December 2017, Champasak Province, Lao PDR		Lao PDR	ILO
13. a. Research on promoting productivity of workers in informal sector and SMEs • Title of Research: Decent Work Promotion in Rural Economy through Productivity Growth, Promotion of Local Employment, and Transition from Informal Employment to Formal Employment b. Seminar to promote better understanding and exchange information and experience on how to promote productivity of informal sector and SMEs	2017/2018 2018		Lao PDR Thailand	ILO ILO

Key Result Area 3 of the ALM Work Programme 2016-2020 (outcome level)	Harmonious, Safe and Progressive Workplace				
Intermediate Targets by 2020	<ul style="list-style-type: none"> i. Promoting sound industrial relation system <ul style="list-style-type: none"> • Reduced incidence of labour disputes in ASEAN Member States ii. Increased capacity and strengthened institutionalized mechanisms of social dialogues and tripartite cooperation in ASEAN iii. Fostering safe and healthy environment in the workplace iv. Strengthened capacity for labour inspection v. Increased capacities for labour law enforcement 				
Thematic Area of the ALM Work Programme 2016-2020	Strengthening labour inspection				
	Contributing to ASCC Blueprint 2025's Strategic Measures A.2.iv Promote non-discriminatory laws, policies, and practices by developing effective, responsive, accountable and transparent institutions at all levels.				
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	
14. Workshop to share information on labour inspection systems, including on how to extend labour inspection to hard-to-reach sectors including mining, fishing and informal sectors	2017		Brunei Darussalam		
15. Knowledge Sharing Workshop on Promising Practices in Labour Inspection and Child Labour Elimination in Hard-to-Reach Sectors of ASEAN Member States	24-26 May 2017, Siem Reap, Cambodia		Cambodia	ILO, United States Department of Labour	

16. Continue the ASEAN Labour Inspection Conference regularly	28-29 November 2016, Kuala Lumpur, Malaysia 2016-2020 (regularly)		Malaysia	ILO, World Vision
17. Regional training workshop for labour inspectors in ASEAN	2017		Viet Nam	IALI, ILO
Thematic Area of the ALM Work Programme 2016-2020	Capacity building on tripartism (including on wage setting)			
	Contributing to ASCC Blueprint 2025's Strategic Measures A.1.i. Institutionalise ASEAN polices on relevant stakeholders' consultations and engagement in the work of ASEAN Organs and Bodies including policy development, programme development, implementation, and monitoring, among others.			
	Contributing to ASCC Blueprint 2025's Strategic Measures A.2.iv. Promote non-discriminatory laws, polices, and practices by developing effective, responsive, accountable and transparent institutions at all levels			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
18. Strengthening Capacity for Industrial Relation Activities: Sharing of Practices and Promotion of the Harmonised Industrial Relations	2018		Viet Nam and Singapore	

19. Promote the work of the annual Regional Tripartite Social Dialogue (RTSD) initiated by ASETUC	18-19 October 2017, Manila, the Philippines 2017-2020 (annually)		The Philippines Member States assuming the ASEAN Chairmanship	ASETUC, FES	
Thematic Area of the ALM Work Programme 2016-2020	Labour dispute and labour justice				
	<p>Contributing to ASCC Blueprint 2025's Strategic Measures A.1.i. Institutionalise ASEAN polices on relevant stakeholders' consultations and engagement in the work of ASEAN Organs and Bodies including policy development, programme development, implementation, and monitoring, among others.</p> <p>Contributing to ASCC Blueprint 2025's Strategic Measures A.2.iv. Promote non-discriminatory laws, polices, and practices by developing effective, responsive, accountable and transparent institutions at all levels</p>				
Project Title		Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
20. Workshop to share information and best practices on employment and industrial relations particularly on various, including new/innovative, models and approaches of labour dispute and labour justice ² .		2017		Cambodia and the Philippines	ILO, Tripartite partners

² The 13th SLOM on 5-6 May 2017 in Singapore agreed that project no. 6 of the ALM' Work Programme 2016-2020 will be implemented through this Workshop. The assessment will be synthesized from the country papers to be submitted to the Workshop.

Key Result Area 4 of the ALM Work Programme 2016-2020 (outcome level)	Expanded Social Protection			
Intermediate Targets by 2020	i. Strengthened social protection systems <ul style="list-style-type: none"> ● Raised awareness on social protection ● Expanded coverage, affordability, availability, quality, equitability and sustainability of social protection ii. Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States			
Thematic Area of the ALM Work Programme 2016-2020	Expansion of coverage of social protection to all workers Contributing to ASCC Blueprint 2025's Strategic Measures B.3.iv Support accessibility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
21. Build network and collaboration with the ASEAN Social Security Association (ASSA) in areas of mutual interest including in updating the compilation of national profiles of social security schemes	2016 onwards		SLOM-WG Chair to coordinate with the ASSA President: Myanmar (2016) Lao PDR (2016-2018)	ASSA Plus Three Countries

<p>22. a. ASEAN Productivity-linked Wage Conference</p> <p>b. Study to share information on wage systems/models in AMS including on wage setting, structure, scale, national wage council, collective bargaining/collective agreement, as well as benefits and linkage of wage with productivity and competencies.</p>	<p>10 October 2017, Kuala Lumpur, Malaysia</p> <p>2017</p>		<p>Malaysia</p> <p>The Philippines</p>	<p>ASEAN Japan Fund for Building SSN</p>
<p>23. Regional studies to support capacities of AMS on situational analysis of AMS, viable models from within and outside ASEAN, as well as recommendations on:</p> <p>a. Sustaining financing mechanisms for social insurance including social pension</p> <ul style="list-style-type: none"> • Workshop on Sustaining Financing Mechanism for Social Insurance: Sustainability of Pension Systems in ASEAN <p>b. Expanding coverage of social insurance to informal sector.</p>	<p>2018</p> <p>21-22 September 2017, Ho Chi Minh, Viet Nam</p>		<p>Viet Nam</p> <p>Thailand</p>	<p>ASSA Tripartite Partners, ILO</p>

Monitoring and Evaluation Mechanism:

- a. The SLOM-WG Chair to report the annual progress of the implementation of the SLOM-WG Work Plan 2016-2020 to the annual meeting of SLOM.
- b. SLOM-WG to complete the output-level monitoring checklist and report it regularly to SLOM.
- c. Outcome-based mid-term and final reviews of the SLOM-WG Work Plan 2016-2020 to be conducted together with the mid-term and final reviews of the ALM Work Programme by SLOM (every 2.5 years).
- d. Capacity building on monitoring and evaluation for SLOM-WG.

Resource Mobilisation Strategy:

- c. Cost-sharing among ASEAN Member States; and/or
- d. Support from ASEAN Dialogue Partners and external parties through resource mobilisation efforts by the Country Coordinators or with the support of the ASEAN Secretariat.



**ASEAN COMMITTEE ON THE IMPLEMENTATION OF THE ASEAN
DECLARATION ON THE PROTECTION AND PROMOTION OF THE
RIGHTS OF MIGRANT WORKERS (ACMW) WORK PLAN
2016-2020**

ASEAN COMMITTEE ON THE IMPLEMENTATION OF THE ASEAN DECLARATION ON THE PROTECTION AND PROMOTION OF THE RIGHTS OF MIGRANT WORKERS (ACMW) WORK PLAN 2016-2020

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic
ASCC Objectives	<ol style="list-style-type: none"> 1. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all; 2. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights; 3. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people; 4. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats, and challenges; and 5. Strengthen ability to continuously innovate and be a proactive member of the global community.
Overall Objective of ALM Work Programme 2016-2020	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.

Key Result Area 2 of the ALM Work Programme 2016-2020 (outcome level)	Productive Employment				
Intermediate Targets by 2020 of the Key Result Area 2 of the ALM Work Programme 2016-2020 that are contributed by ACMW	i. Improved level of employment and reduced levels of unemployment and under-employment in ASEAN Member States ii. Increased support for workers in rural employment and Micro, Small and Medium Enterprises (MSMEs)				
Thematic Area of the ALM Work Programme 2016-2020	Governing mechanisms of labour mobility (e.g. recruitment, job placement, reintegration programme)				
	Contributing to the ASCC Blueprint 2025's Strategic Measure B.3.ix: Enhance regional initiatives in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers to improve the protection and promotion of the rights of workers and migrant workers.				
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	
1. Workshop on best practices in protecting migrant workers (carried over activity of the ACWM Work Plan) <ul style="list-style-type: none"> Workshop on educational incentives for migrant workers 	back-to-back with ACMW Meeting, as needed		ACMW Chair Singapore (2018)	TBC	

<p>2. ASEAN Forum on Migrant Labour (carried over activity of the ACMW Work Plan)</p> <ul style="list-style-type: none"> ● 9th AFML: Better Quality of Life for ASEAN Migrant Workers through Strengthened Social Protection ● 10th AFML: Towards Achieving Decent Work for Domestic Workers in ASEAN ● 11th AFML ● 12th AFML ● 13th AFML 	<p>Annual</p> <p>2016</p> <p>2017</p> <p>2018</p> <p>2019</p> <p>2020</p>		<p>ACMW Chair</p> <p>Lao PDR</p> <p>Philippines</p> <p>Singapore</p> <p>Thailand</p> <p>Viet Nam</p>	<p>ILO, IOM, TFAMW, UN WOMEN, UN ESCAP</p>
<p>3. ACMW review mechanism of AFML recommendations</p>	<p>Regular at ACMW Meeting</p>			
<p>4. ASEAN Compendium on Workers Education and Safe Migration Programmes (carried over activity of the ACMW Work Plan)</p> <ul style="list-style-type: none"> ● Translation of the Compendium into Khmer, Bahasa Indonesia, Laotian, Thai, and Vietnamese. 	<p>2016-2017</p>		<p>The Philippines</p>	<p>READI</p>
<p>5. Reintegration programme for returning migrant workers</p>	<p>2017-2018</p>		<p>Indonesia</p>	<p>UN ESCAP, IOM, ILO</p>
<p>6. a. Study on the demand and supply of migrant workers in receiving and sending countries in ASEAN</p> <p>b. Capacity building and sharing best practices on labour market</p>	<p>2017-2020</p> <p>2018-2019</p>		<p>Viet Nam</p> <p>Indonesia</p>	<p>ILO (ASEAN Triangle Project), IOM</p> <p>ILO, IOM</p>

Key Result Area 4 of the ALM Work Programme 2016-2020 (outcome level)	Expanded Social Protection				
Intermediate Targets by 2020 of the Key Result Area 4 of the ALM Work Programme 2016-2020 that are contributed by ACMW	i. Strengthened social protection systems <ul style="list-style-type: none"> ● Raised awareness on social protection ● Expanded coverage, affordability, availability, quality, equitability and sustainability of social protection ii. Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States				
Thematic Area of the ALM Work Programme 2016-2020	Social protection of migrant workers in ASEAN Contributing to the ASCC Blueprint 2025's Strategic Measure B.3.iv: Support accelerated implementation among ASEAN Member States to extend coverage, accessibility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.				
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	
7. Study on portability of social security for migrant workers across ASEAN Member States	2018		Thailand	ILO (ASEAN Triangle Project)	
8. Collaboration with SOMHD on addressing health risk of migrant workers including those affected by emerging infectious diseases	2016-2020		ASEAN Secretariat (intermediary between ACMW and SOMHD)	SOMHD, ASEAN-OSHNET, IOM	

Thematic Area of the ALM Work Programme 2016-2020 (overarching thematic area)	Protection and promotion of the rights of migrant workers				
	Contributing to the ASCC Blueprint 2025's Strategic Measure: B.3.v. Enhance the effective implementation of relevant ASEAN declarations and instruments related to human rights B.3.vii. Enhance regional initiatives and stakeholder participation to promote the elimination of all forms of discrimination – institutionalised or otherwise – exploitation, trafficking, harmful practices, and violence and abuse against children, women, persons with disabilities, youths, migrant workers, elderly/older persons, and victims/survivors of trafficking in persons, ethnic minority groups, and vulnerable and marginalised groups. B.3.ix. Enhance regional initiatives in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers to improve the protection and promotion of the rights of workers and migrant workers.				
	Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
	9. Finalisation of the ASEAN instrument on the protection and promotion of the rights of migrant workers	Signed at the 31 st ASEAN Summit, 14 November 2017, Manila, the Philippines			

10. a. Research on migrant worker rights-based on standard employment contracts	2017-2018		Indonesia	IOM, ILO, UN ESCAP, E-READI
b. Research on gender dimension of migration (including exploitation and mistreatment)	2016-2017		Indonesia	UN Women, FES
<ul style="list-style-type: none"> • Study on Women Migrant Workers in the ASEAN Economic Community 				
c. Seminar/conference to socialize the research results to AMS and beyond	7 July 2017,		Indonesia	UN Women, FES
<ul style="list-style-type: none"> • Launch of the Study on Women Migrant Workers in the ASEAN Economic Community at the ASEAN High-Level Policy Dialogue on Women Migrant Workers in the AEC 	Jakarta, Indonesia			
11. Public campaign on safe migration	2017		The Philippines	E-READI, ILO, IOM
	2018-2019		Indonesia	
12. Repository of legislations and policies on migrant workers of AMS – carried over activity (carried over activity of the ACMW Work Plan)			AMS (English text submission) ASEAN Secretariat (uploading to website)	

Thematic Area of the ALM Work Programme 2016-2020	Labour dimension of trafficking in persons				
	Contributing to the ASCC Blueprint 2025's Strategic Measure: B.3.v. Enhance the effective implementation of relevant ASEAN declarations and instruments related to human rights B.3.vii. Enhance regional initiatives and stakeholder participation to promote the elimination of all forms of discrimination – institutionalised or otherwise – exploitation, trafficking, harmful practices, and violence and abuse against children, women, persons with disabilities, youths, migrant workers, elderly/older persons, and victims/survivors of trafficking in persons, ethnic minority groups, and vulnerable and marginalised groups. B.3.ix. Enhance regional initiatives in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers to improve the protection and promotion of the rights of workers and migrant workers.				
Project Title		Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
Collaboration with SOMTC under the framework of ASEAN Plan of Action against TIPs especially Women and Children: <ul style="list-style-type: none"> ● Prevention of TIPs ● Protection of victims ● Regional and international cooperation and coordination ● Prosecution 					

13. • ASEAN Workshop on Improving Border Controls and Strengthening the Capacity of Law Enforcement Authorities to Address Irregular Migration and TIP • ASEAN Regional Workshop on Effective Investigations and Prosecution of TIP for Labour Exploitation	1-2 June 2016, Manila, the Philippines		The Philippines	READI
	6-8 June 2017, Manila, the Philippines		The Philippines	AAPTIP, ILO
14. Workshop on labour protection of migrant workers through an ASEAN networking forum on labour inspection	2016-2018		Indonesia	SLOM-WG, ILO, IOM, E-READI, Dialogue Partners
15. Workshop on strengthening the capacity of labour officials in the prevention of TIP	2018-2019		Lao PDR	SOMTC, SOMSWD, ILO, IOM, UNODC, E-READI

Monitoring and Evaluation Mechanism

- a. ACMW Chair to report the annual progress of the implementation of the ACMW Work Plan 2016-2020 to the annual meeting of SLOM.
- b. ACMW to complete the output-level monitoring checklist and report it regularly to SLOM.
- c. Outcome-based mid-term and final reviews of the ACMW Work Plan 2016-2020 to be conducted together with the mid-term and final reviews of the ALM Work Programme by SLOM (every 2.5 years).
- d. Capacity building on monitoring and evaluation for ACMW (criteria of evaluation would be set for each project in terms of its strategic fit and its alignment to the ASCC Blueprint 2025's strategic measures)

Resource Mobilisation Strategy:

- a. Cost-sharing among ASEAN Member States; and/or
- b. Support from ASEAN Dialogue Partners and/or external parties through resource mobilisation efforts by the Country Coordinators and/or with the support of the ASEAN Secretariat.



**ASEAN OCCUPATIONAL SAFETY AND HEALTH NETWORK
(ASEAN-OSHNET) WORK PLAN 2016-2020**

ASEAN OCCUPATIONAL SAFETY AND HEALTH NETWORK (ASEAN-OSHNET) WORK PLAN 2016-2020

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic
ASCC Objectives	<ol style="list-style-type: none"> 1. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all; 2. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights; 3. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people; 4. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats, and challenges; and 5. Strengthen ability to continuously innovate and be a proactive member of the global community.
Overall Objective of ALM Work Programme 2016-2020	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.

Key Result Area 3 of the ALM Work Programme 2016-2020 (outcome level)	Harmonious, Safe and Progressive Workplace				
Intermediate Targets by 2020 of Key Result Area 3 of the ALM Work Programme 2016-2020 that are contributed by ASEAN-OSHNET	<ul style="list-style-type: none"> i. Promoting sound industrial relation system <ul style="list-style-type: none"> • Reduced incidence of labour disputes in ASEAN Member States ii. Increased capacity and strengthened institutionalized mechanisms of social dialogues and tripartite cooperation in ASEAN iii. Fostering safe and healthy environment in the workplace iv. Strengthened capacity for labour inspection v. Increased capacities for labour law enforcement 				
Thematic Area of the ALM Work Programme 2016-2020	Strengthening labour inspection				
	Contributing to ASCC Blueprint 2025's Strategic Measure A.2.iv Promote non-discriminatory laws, policies, and practices by developing effective, responsive, accountable and transparent institutions at all levels.				
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	
1. Development of a common checklist for OSH inspection standards	2017		Singapore	IALI	
2. Collaborate with SLOM-WG on the convening of the ASEAN Labour Inspection Conference	2016-2020 (regularly)		Malaysia (2016) AMS (rotation)	ILO, IALI	
3. Training of Trainers on Labour Inspection on SMEs and Informal Sector	2017		Malaysia Singapore	ILO, IALI	

Thematic Area of the ALM Work Programme 2016-2020	OSH standards and capacity			
	Contributing to ASCC Blueprint 2025's Strategic Measure A.2.iv Promote non-discriminatory laws, policies, and practices by developing effective, responsive, accountable and transparent institutions at all levels.			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
4. ASEAN-OSHNET Awards <ul style="list-style-type: none"> Publication of the compendium of the awardees' profiles 	2016, 2018, 2020		Host of CBM	
5. ASEAN-OSHNET Conference (AOC) <ul style="list-style-type: none"> The 3rd AOC The 4th AOC The 5th AOC The 6th AOC The 7th AOC 	2016-2020 (annually) 28 April 2016, Da Nang, Viet Nam 6 April 2017, Bandar Seri Begawan, Brunei Darussalam 22 March 2018, Siem Reap, Cambodia 2019 2020		Host of CBM Viet Nam Brunei Darussalam Cambodia Indonesia Lao PDR	The Plus 3 Countries, ILO IALI, ISSA Mining

6. ASEAN-OSHNET Workshop for Improvement of OSH Scorecard and Information System	27-28 September 2017, Bangkok, Thailand		Thailand	ILO and KOSHA
7. Workshop on OSH data collection and analysis (including on work injury compensation systems)	2017		Indonesia Malaysia Viet Nam	ILO, ISSA, IALI
8. Participate in the international events to raise the ASEAN-OSHNET profile: <ul style="list-style-type: none"> • The XXI World Congress on Safety & Health at Work 2017 – Special Session of ASEAN Labour Ministers on Occupational Safety & Health • Asia Pacific Occupational Safety and Health Organisation Conference 	3 September 2017, Singapore		Singapore Malaysia	
9. Annual updating on ASEAN Member States' training requirements and expertise	2016-2020 (continuous)		The Philippines	
10. Development of an ASEAN Risk Management Guidebook (focusing on SMEs) <ul style="list-style-type: none"> • Workshop to develop the Guidebook 	2018-2020		Malaysia	EU, OSHA, ILO
11. Regular updating of national OSH profiles using the ILO Convention 187 (promotional framework for OSH) as a framework <ul style="list-style-type: none"> • Development of a regional OSH standard using the ILO Convention 187 as a reference 	2016-2020 (continuous)		Viet Nam Malaysia	ILO

12. Stock taking of existing injury compensation institutions in ASEAN Member States for OSH standards and performance enhancement	2017		Singapore	ISSA, KOSHA
13. Workshop on prevention and awareness raising on work injury compensation	TBC		Viet Nam	ILO, ISSA, Japan, ROK
14. Stock taking of annual national OSH campaigns in ASEAN Member States <ul style="list-style-type: none"> Each ASEAN Member State to provide a 1-page summary of national OSH campaign for the ASEAN-OSHNET Website 	2016-2020 (continuous)		ASEAN-OSHNET Secretariat	
15. Workshop on OSH and Work Injury Compensation in Informal Sector and Rural Employment <ul style="list-style-type: none"> Work towards development of an ASEAN Guidance Note on OSH in informal sector 	2017/2018		Cambodia Lao PDR The Philippines	ILO, ISSA
16. Training of Trainers to enhance understanding and implementation of the Guidance Note on OSH Management Systems for SMEs	TBC		The Philippines Malaysia	ILO, IALI
17. Undertake a joint research on risks and economic benefits of OSH among the research institutions in ASEAN	2017 onwards		Indonesia Singapore Malaysia	The Plus 3 Countries, EU OSHA, ISSA

Thematic Area of the ALM Work Programme 2016-2020	HIV prevention and control in the workplace			
	Contributing to ASCC Blueprint 2025's Strategic Measures B.3.iv Support accelerated implementation among ASEAN Member State to extend, coverage, accesbility, availability, comprehensiveness, quality, equality, affordability and sustainability of social services and social protection.			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
18. ASEAN Business Coalition on HIV/AIDS (ASEAN BCA)	2016-2020 (continuous)		ASEAN BCA Coordinator (rotated biennially among AMS) Malaysia (2016-2018)	<ul style="list-style-type: none"> • Asia Pacific Business Coalition on AIDS • Business Coalitions on AIDS in AMS • ASEAN Confederation of Employers (ACE)

<p>19. ASEAN Red Ribbon for Outstanding Workplace (ARROW) Award</p> <ul style="list-style-type: none"> • The 1st ARROW Ceremony • The 2nd ARROW Ceremony • The 3rd ARROW Ceremony 	<p>14 September 2016, Bogor, Indonesia</p> <p>11 May 2018, Kuala Lumpur, Malaysia</p> <p>2020</p>		<p>Indonesia</p> <p>Malaysia</p> <p>Subsequent BCA Coordinator</p>	
<p>20. ASEAN Guidelines on Essential Workplace Action for Enterprises on Prevention and Management of HIV and AIDS</p>	<p>2016 (published)</p>		<p>Indonesia Malaysia</p>	
<p>21. Development of an ASEAN Guidelines on HIV Counseling and Testing in the Workplace</p>	<p>TBC</p>		<p>Indonesia</p>	<p>ILO, ASEAN BCA</p>
<p>22. Workshop to review the current practices on HIV in migration, recruitment policies and mandatory testing in the workplace</p>	<p>2018</p>		<p>The Philippines</p>	<p>ASEAN-Japan Fund for Building SSN, ILO</p>
<p>23. ASEAN Regional Forum on addressing stigma and discrimination against people living with HIV and AIDS in the workplace</p>	<p>TBC</p>		<p>Viet Nam</p>	<p>ILO, Japan, SOMHD</p>

Monitoring and Evaluation Mechanism:

- a. The respective country coordinator will report the implementation progress of their respective items under the ASEAN-OSHNET Plan of Action 2016-2020 at the annual ASEAN-OSHNET CBM
- b. The ASEAN-OSHNET Chair with the assistance of the ASEAN-OSHNET Secretariat will compile and report the progress of the ASEAN-OSHNET Plan of Action 2016-2020 and report it regularly to SLOM.
- c. Mid-term and final reviews of the ASEAN-OSHNET Plan of Action 2016-2020 will be conducted and reported to CBM by the ASEAN-OSHNET Secretariat (2018 and 2020 respectively). This will be subsequently reported to SLOM by the ASEAN-OSHNET Chair.

Resource Mobilisation Strategy:

- a. Cost-sharing among ASEAN Member States; and/or
- b. Support from ASEAN Dialogue Partners and external parties through resource mobilisation efforts by the Country Coordinators or with the support of the ASEAN Secretariat.



**ASEAN LABOUR MINISTERS' STATEMENT ON
IMPROVING OCCUPATIONAL SAFETY AND HEALTH
FOR SUSTAINABLE ECONOMIC GROWTH**

ASEAN LABOUR MINISTERS' STATEMENT ON IMPROVING OCCUPATIONAL SAFETY AND HEALTH FOR SUSTAINABLE ECONOMIC GROWTH

WE, the Labour Ministers of Member States of the Association of Southeast Asian Nations (hereinafter referred to as “**ASEAN**”), namely Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People’s Democratic Republic, Malaysia, the Republic of the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand and the Socialist Republic of Viet Nam on the occasion of the XXI World Congress on Safety and Health at Work 2017 – Special Session of ASEAN Labour Ministers on OSH held in Singapore;

WELCOMING the progress achieved through international and national cooperation and initiatives to improve safety and health at work in ASEAN;

COMMENDING the continued support for the work of the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) to improve OSH in the ASEAN region;

RECOGNISING the commitment of individual ASEAN Member States to promote inclusive and sustainable economic growth, employment and decent work for all as set out in the United Nations 2030 Agenda for Sustainable Development and, in line with the ASEAN Socio-Cultural Community Vision 2025 of an ASEAN Community that engages and benefits the people and is inclusive, sustainable, resilient, and dynamic;

RECOGNISING ALSO that a robust OSH framework provides a strong foundation in supporting the ASEAN Socio-Cultural Community’s goal of lifting the quality of life of its people by putting their welfare and well-being as its priority;

RECALLING the aspirations of the Seoul Declarations on Safety and Health at Work adopted by the Safety and Health Summit on 29 June 2008 and the Istanbul Declarations on Safety and Health at Work adopted on 11 September 2011;

RECALLING ALSO that every worker has a right to a safe and healthy working environment;

REAFFIRMING ASEAN's collective resolve to accelerate OSH developments and enhance standards, performance and capabilities in ASEAN through measures to address emerging risks and hazards in the evolving business environment and new technologies;

RECOGNISING that OSH is an integral part of a country's development and encouraging a more action-oriented approach be taken to raise OSH standards through the ASEAN-OSHNET Plan of Action (2016-2020);

DO HEREBY:

Strive to take the following actions to protect the safety, health and welfare of workers in the ASEAN region:

1. Raise OSH standards through developing and regularly reviewing occupational safety and health legislation for adequate coverage of the working population and relevance to the changing economic and social environment;
2. Build OSH inspection capabilities and capacities to ensure that inspectorates are adequately resourced and skilled to enforce their respective OSH legislation;
3. Strengthen risk management capabilities in ASEAN which provides the foundation to improve OSH standards;
4. Enhance the collection of OSH data through improving the ASEAN-OSHNET scorecard;
5. Promote sharing of experiences, best practices and knowledge in OSH through international and ASEAN-OSHNET conferences, workshops and training sessions;
6. Improve private sector OSH capability, by adherence to safety accreditation frameworks for companies and expanding the categories of the ASEAN-OSHNET awards;
7. Encourage the participation of employers' organisations and workers' organisations in optimizing OSH standards and performance;
8. Improve productivity efficiently by means of new technology at workplace which reduces workplace hazards;
9. Reduce the social costs of injury and illness by improving the OSH performance as well as to contribute to a sustainable economic growth;

10. Increase collaboration with key partners such as the International Labour Organization and Plus Three Countries, which have traditionally provided continuous support.

We task the ASEAN Senior Labour Officials Meeting (SLOM) with the support of ASEAN-OSHNET to implement this Statement, including mobilising appropriate resources, in accordance with the national laws, regulations and policies of Member States.

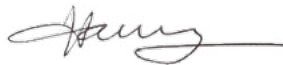
Done in Singapore on the Third Day of September in the Year Two Thousand and Seventeen, in a single original copy in the English language.

For Brunei Darussalam:



H.E. PEHIN DATO ABU BAKAR APONG
Minister of Home Affairs

For the Kingdom of Cambodia:



H.E. DR. HUY HANSONG
Secretary of State of Ministry of Labour and Vocational Training

For the Republic of Indonesia:



H.E. MUHAMMAD HANIF DHAKIRI
Minister of Manpower

For the Lao People's Democratic Republic:



H.E. DR. KHAMPHENG SAYSOMPHEANG
Minister of Labour and Social Welfare

For Malaysia:



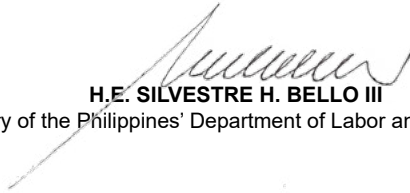
H.E. DATO' SRI (DR) RICHARD RIOT JAEM
Minister of Human Resources

For the Republic of the Union of Myanmar:



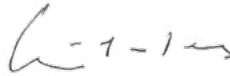
H.E. THEIN SWE
Union Minister for Labour, Immigration and Population

For the Republic of the Philippines:



H.E. SILVESTRE H. BELLO III
Secretary of the Philippines' Department of Labor and Employment

For the Republic of Singapore:



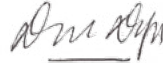
H.E. LIM SWEE SAY
Minister for Manpower

For the Kingdom of Thailand:



GENERAL SIRICHAJ DISTAKUL
Minister of Labour

For the Socialist Republic of Viet Nam:



H.E. DOAN MAU DIEP
Vice Minister of Labour, Invalids and Social Affairs



**VIENTIANE DECLARATION ON TRANSITION FROM INFORMAL
EMPLOYMENT TO FORMAL EMPLOYMENT TOWARDS DECENT
WORK PROMOTION IN ASEAN**

VIENTIANE DECLARATION ON TRANSITION FROM INFORMAL EMPLOYMENT TO FORMAL EMPLOYMENT TOWARDS DECENT WORK PROMOTION IN ASEAN

WE, the Heads of State/Government of the Association of Southeast Asian Nations (hereinafter referred to as “**ASEAN**”), namely Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People’s Democratic Republic, Malaysia, the Republic of the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand and the Socialist Republic of Viet Nam on the occasion of the 28th and 29th Summits in Vientiane, Lao PDR;

REAFFIRMING our continued commitment to build an ASEAN Community comprising three pillars, namely the ASEAN Political and Security Community, the ASEAN Economic Community, and the ASEAN Socio-Cultural Community;

RECOGNISING the commitments of individual ASEAN Member States to promote inclusive and sustainable growth, employment and decent work for all as set out in the Goal 8 of the 2030 Agenda for Sustainable Development and in adherence to relevant international labour standards;

UNDERSTANDING that informalisation is a phenomenon where decent work deficits are more pronounced, resulting from insufficient formal employment opportunities even in countries with robust economic growth performance; and that the high rate of informal employment in the region poses a major challenge to the protection of the rights of workers and promotion of social protection and social dialogue and, therefore, to the achievement of inclusive growth and sustainable development;

RECOGNISING that a managed transition process from informal to formal employment of workers is necessary and plays an important role in enhancing the well-being of workers and their families, promoting inclusive growth, and eradicating poverty;

RECOGNISING the sovereignty of states in determining their own labour policy relating to informal employment;

ACKNOWLEDGING the diversity in factors, characteristics, and circumstances of informality in employment and different social and economic contexts of ASEAN Member States, facilitating the transition of workers from informal to formal employment may take into consideration different and multiple strategies; and that there is a need to pay special attention to those informally employed who are especially vulnerable to decent work deficits;

DO HEREBY:

STRIVE to take necessary concrete actions towards the transition from informal employment to formal employment in ASEAN Member States consistent with each ASEAN Member State's national legislation, policies and programmes:

1. Promote the elimination of forced labour, child labour, violence at the workplace and all forms of discrimination, including gender inequality;
2. Promote joint work and sharing of best practices and methodologies among ASEAN Member States and possibly with Dialogue Partners in assessing the factors, characteristics and circumstances of informality in employment in the national contexts as inputs to the design and implementation of laws, policies and other measures aiming to facilitate the transition from informal employment to formal employment in all economic sectors, especially in rural areas;
3. Foster research and information sharing among ASEAN Member States on best practices in promoting the transition from informal employment to formal employment towards achieving decent work that promotes employment creation, rights at work, social protection, and social dialogue;
4. Develop capacity and share best practices in common areas of interest especially concerning strategies on employment promotion, skills development, and labour protection, such as public employment programmes, responsive labour advisory and inspection strategies, wage policies, and social protection;
5. Take appropriate measures at the national level to promote wide access to decent jobs, entrepreneurship opportunities, skills development, decent work conditions, and income security that would contribute to equitable and sustainable development and inclusive growth in ASEAN;
6. Strengthen human resources development policies and programmes to promote access to and quality of Technical Vocational Education and Training (TVET), skills development, and lifelong learning, especially for those in rural areas, which would generate greater employment and contribute to the transition from informal employment to formal employment;

7. Integrate labour matters into national policies and programmes that promote entrepreneurship, sustainable micro, small and medium enterprises (MSMEs) and other forms of business models, by expanding access to information of relevant regulations, financial services and support, and market opportunities;
8. Strengthen policies and programmes, and encourage cooperation and collaboration of enterprises, self-employed workers, and cooperative units, to provide support to workers in informal employment who are vulnerable to decent work deficits and to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all; and
9. Encourage the participation of employers' organisations and workers' organisations in facilitating the transition from informal employment to formal employment.

WE TASK the ASEAN Labour Ministers Meeting (ALMM), with the support of the ASEAN Senior Labour Officials Meeting (SLOM), and other relevant ASEAN Sectoral Ministerial Bodies to take necessary efforts to implement this Declaration, including mobilising appropriate resources.

ADOPTED in Vientiane, Lao People's Democratic Republic, this 6th day of September in the Year Two Thousand and Sixteen, in a single original copy, in the English language.



**ASEAN LEADERS STATEMENT ON HUMAN RESOURCES AND
SKILLS DEVELOPMENT FOR ECONOMIC RECOVERY AND
SUSTAINABLE GROWTH**

ASEAN LEADERS STATEMENT ON HUMAN RESOURCES AND SKILLS DEVELOPMENT FOR ECONOMIC RECOVERY AND SUSTAINABLE GROWTH

Ha Noi, 28 October 2010

WE, the Heads of State/Government of the Association of Southeast Asian Nations (hereinafter referred to as “ASEAN”), namely Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People’s Democratic Republic, Malaysia, the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand and the Socialist Republic of Viet Nam, on the occasion of the 17th ASEAN Summit in Ha Noi;

REAFFIRMING our commitment to build an ASEAN Community comprising three pillars, namely the ASEAN Political and Security Community, the ASEAN Economic Community and the ASEAN Socio-Cultural Community, by 2015;

RECALLING the ASEAN Charter which sets out the purposes of ASEAN in particular to develop human resources through closer cooperation in education and life-long learning, in science and technology, for the empowerment of the peoples of ASEAN and for strengthening of the ASEAN Community;

RESPECTING the fundamental importance of amity and cooperation, and principles set out in the ASEAN Charter of sovereignty, equality, territorial integrity, non-interference, consensus and unity in diversity;

RECALLING our pledge expressed in our Statement on Sustained Recovery and Development at the 16th ASEAN Summit to continuously support and carry out human resource development initiatives in accordance with the requirements of ASEAN’s domestic and global labour market;

RECALLING FURTHER the Cha-Am Hua Hin Declaration on Strengthening Cooperation on Education to Achieve an ASEAN Caring and Sharing Community, which recognised the role of education for economic development in developing national skills frameworks as an incremental step towards an ASEAN skills recognition framework;

TAKING INTO CONSIDERATION the ASEAN Labour Ministers' Work Programme 2010-2015 adopted by the ASEAN Labour Ministers at their 21st Meeting in May 2010 which contains priority measures to improve the quality and capacity of human resources in the region;

RECOGNISING the importance of human resources and skills development in raising productivity and accelerating economic recovery and sustainable growth in the light of the recent global economic crisis;

RECOGNISING ALSO the major human resources challenges that ASEAN has been facing in sustaining economic recovery and growth that include enhancing workforce competitiveness, improving workforce skills, rebuilding employment and accelerating productivity;

REAFFIRMING ASEAN's collective resolve to steer through periods of economic downturns and recovery through measures and actions taken both at the national and regional levels in human resources and skills development;

DO HEREBY STATE TO:

Foster technical cooperation and capacity-building activities in ASEAN

1. Enhance technical cooperation among ASEAN Member States to improve the capacities and skills of ASEAN's labour officials, particularly in CLMV countries, and the competitiveness of ASEAN's workforce;
2. Promote sharing of experiences, best practices and knowledge in human resource development issues through seminars, workshops and training sessions, including the regular convening of the ASEAN Human Resource Conference;
3. Encourage the development of national and regional human resource development plans or programmes;
4. Encourage the sharing of policy development experiences among ASEAN Members States on challenges, policies and measures concerning employment, labour market, and skills development;
5. Promote regional cooperation in the development of programmes for skills development of vulnerable groups such as women, youth and persons with disabilities; Promote tripartite and public-private sector cooperation;

6. Foster national and regional social dialogue among government, employers and workers in addressing human resource development, policies and programmes;
7. Encourage tripartite participation in education and training policies, systems and structures in addressing human resource development issues;
8. Encourage social partners to contribute to the development and implementation of national human resource development plans and to adopt innovative human resource development practices;
9. Foster strong public-private sector partnerships at regional and national levels to enhance human resources and skills development to stimulate job creation and improve labour productivity in light of global challenges; Enhance the quality and skills of workers in all ASEAN Member States
10. Promote vocational training and workforce learning for the purpose of improving the employability and upgrading skills of the workforce;
11. Develop national skills frameworks in ASEAN Member States through sharing of experiences and best practices as an important strategy to strengthen human resource development and management and to enable Member States to raise their respective levels of skills standards, as an incremental approach towards an ASEAN skills recognition framework;
12. Encourage the participation of the private sector in the conduct of skills competitions such as the ASEAN Skills Competition to support ASEAN workforce development and to achieve regional standards competency;
13. Foster entrepreneurship and innovation of the workforce particularly in Small and Medium Enterprises to promote economic and employment growth;
14. Encourage the use of appropriate pedagogy in human resource and skills development, and design high-quality training syllabus, curriculums and textbooks relevant to the labour market;
15. Encourage better access to skills training for vulnerable and marginalised groups in society and those in the informal economy;
16. Encourage research, sharing and exchange of experiences in human resource development and training policies between ASEAN and its Dialogue Partners; Promote lifelong learning

17. Promote the sharing of experiences in the development and implementation of national lifelong learning systems among ASEAN Member States;
18. Urge the creation of opportunities to improve the quantity and quality of jobs through lifelong learning;
19. Encourage enterprises to support the development of vocational training and continuing education institutions as part of a national system and infrastructure for lifelong learning;
20. Encourage workers to practice lifelong learning through appropriate policies and frameworks in order to improve their productivity.

WE TASK the concerned ASEAN Sectoral Ministerial Bodies and Senior Official Bodies to take necessary efforts to implement this Statement, including mobilising appropriate resources, in accordance with the national laws, regulations and policies of Member States.

Adopted in Ha Noi, Viet Nam, this Twenty Eighth of October in the Year Two Thousand and Ten.



**ASEAN DECLARATION ON THE PROTECTION AND PROMOTION
OF THE RIGHTS OF MIGRANT WORKERS**

ASEAN DECLARATION ON THE PROTECTION AND PROMOTION OF THE RIGHTS OF MIGRANT WORKERS

WE, the Heads of State/Government of the Member Countries of the Association of Southeast Asian Nations (hereinafter referred to as ASEAN), attending the 12th ASEAN Summit on 13 January 2007 in Cebu, Philippines;

RECALLING the Declaration of ASEAN Concord II adopted at the 9th ASEAN Summit in Bali, Indonesia, which stipulated the establishment of an ASEAN Community resting on three pillars: an ASEAN Security Community, an ASEAN Economic Community and an ASEAN Socio-Cultural Community;

RECALLING also the Universal Declaration on Human Rights adopted and proclaimed by General Assembly Resolution 217(A)(III) of 10 December 1948, as well as other appropriate international instruments which all the ASEAN Member Countries have acceded to, in order to safeguard the human rights and fundamental freedoms of individuals such as the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child;

RECALLING further the Vientiane Action Programme adopted at the 10th ASEAN Summit in Vientiane, Lao PDR, which provides for, *inter alia*, the promotion of human rights and obligations to realise an open, dynamic and resilient ASEAN Community;

CONFIRMING our shared responsibility to realise a common vision for a secure and prosperous ASEAN Community by improving the quality of life of its people and strengthening its cultural identity towards a people-centered ASEAN through, among others, measures on the protection and promotion of the rights of migrant workers;

RECOGNISING the contributions of migrant workers to the society and economy of both receiving states and sending states of ASEAN;

RECOGNISING further the sovereignty of states in determining their own migration policy relating to migrant workers, including determining entry into their territory and under which conditions migrant workers may remain;

ACKNOWLEDGING the legitimate concerns of the receiving and sending states over migrant workers, as well as the need to adopt appropriate and comprehensive migration policies on migrant workers;

ACKNOWLEDGING also the need to address cases of abuse and violence against migrant workers whenever such cases occur;

REITERATING that ASEAN should make further progress as a cohesive and caring society committed to enhancing the quality of life and well being of its people, especially those in the vulnerable and disadvantaged sectors;

HEREBY DECLARE AS FOLLOWS:

GENERAL PRINCIPLES

1. Both the receiving states and sending states shall strengthen the political, economic and social pillars of the ASEAN Community by promoting the full potential and dignity of migrant workers in a climate of freedom, equity, and stability in accordance with the laws, regulations, and policies of respective ASEAN Member Countries;
2. The receiving states and the sending states shall, for humanitarian reasons, closely cooperate to resolve the cases of migrant workers who, through no fault of their own, have subsequently become undocumented;
3. The receiving states and the sending states shall take into account the fundamental rights and dignity of migrant workers and family members already residing with them without undermining the application by the receiving states of their laws, regulations and policies; and
4. Nothing in the present Declaration shall be interpreted as implying the regularisation of the situation of migrant workers who are undocumented.

OBLIGATIONS OF RECEIVING STATES

Pursuant to the prevailing laws, regulations and policies of the respective receiving states, the receiving states will:

5. Intensify efforts to protect the fundamental human rights, promote the welfare and uphold human dignity of migrant workers;
6. Work towards the achievement of harmony and tolerance between receiving states and migrant workers;

7. Facilitate access to resources and remedies through information, training and education, access to justice, and social welfare services as appropriate and in accordance with the legislation of the receiving state, provided that they fulfill the requirements under applicable laws, regulations and policies of the said state, bilateral agreements and multilateral treaties;
8. Promote fair and appropriate employment protection, payment of wages, and adequate access to decent working and living conditions for migrant workers;
9. Provide migrant workers, who may be victims of discrimination, abuse, exploitation, violence, with adequate access to the legal and judicial system of the receiving states; and
10. Facilitate the exercise of consular functions to consular or diplomatic authorities of states of origin when a migrant worker is arrested or committed to prison or custody or detained in any other manner, under the laws and regulations of the receiving state and in accordance with the Vienna Convention on Consular Relations.

OBLIGATIONS OF SENDING STATES

Pursuant to the prevailing laws, regulations and policies of the respective sending states, the sending states will:

11. Enhance measures related to the promotion and protection of the rights of migrant workers;
12. Ensure access to employment and livelihood opportunities for their citizens as sustainable alternatives to migration of workers;
13. Set up policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation for deployment overseas and protection of the migrant workers when abroad as well as repatriation and reintegration to the countries of origin; and
14. Establish and promote legal practices to regulate recruitment of migrant workers and adopt mechanisms to eliminate recruitment malpractices through legal and valid contracts, regulation and accreditation of recruitment agencies and employers, and blacklisting of negligent/unlawful agencies.

COMMITMENTS BY ASEAN

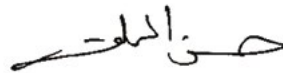
For purposes of protecting and promoting the rights of migrant workers, ASEAN Member Countries in accordance with national laws, regulations and policies, will:

15. Promote decent, humane, productive, dignified and remunerative employment for migrant workers;
16. Establish and implement human resource development programmes and reintegration programmes for migrant workers in their countries of origin;

17. Take concrete measures to prevent or curb the smuggling and trafficking in persons by, among others, introducing stiffer penalties for those who are involved in these activities;
18. Facilitate datasharing on matters related to migrant workers, for the purpose of enhancing policies and programmes concerning migrant workers in both sending and receiving states;
19. Promote capacity building by sharing of information, best practices as well as opportunities and challenges encountered by ASEAN Member Countries in relation to protection and promotion of migrant workers' rights and welfare;
20. Extend assistance to migrant workers of ASEAN Member Countries who are caught in conflict or crisis situations outside ASEAN in the event of need and based on the capacities and resources of the Embassies and Consular Offices of the relevant ASEAN Member Countries, based on bilateral consultations and arrangements;
21. Encourage international organisations, ASEAN dialogue partners and other countries to respect the principles and extend support and assistance to the implementation of the measures contained in this Declaration; and
22. Task the relevant ASEAN bodies to follow up on the Declaration and to develop an ASEAN instrument on the protection and promotion of the rights of migrant workers, consistent with ASEAN's vision of a caring and sharing Community, and direct the SecretaryGeneral of ASEAN to submit annually a report on the progress of the implementation of the Declaration to the Summit through the ASEAN Ministerial Meeting.

DONE at Cebu, Philippines, this Thirteenth Day of January in the Year Two Thousand and Seven, in a single original copy in the English Language.

For Brunei Darussalam:



HAJI HASSANAL BOLKIAH
Sultan of Brunei Darussalam

For the Kingdom of Cambodia:



SAMDECH HUN SEN
Prime Minister

For the Republic of Indonesia:



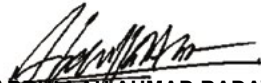
DR. SUSILO BAMBANG YUDHOYONO
President

For the Lao People's Democratic Republic:



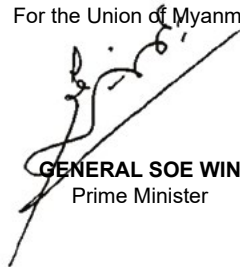
BOUASONE BOUPHAVANH
Prime Minister

For Malaysia:



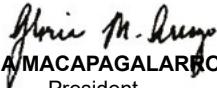
DATO' SERI ABDULLAH AHMAD BADAWI
Prime Minister

For the Union of Myanmar:



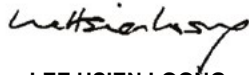
GENERAL SOE WIN
Prime Minister

For the Republic of the Philippines:



GLORIA MACAPAGAL ARROYO
President

For the Republic of Singapore:



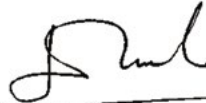
LEE HSIEN LOONG
Prime Minister

For the Kingdom of Thailand:



GENERAL SURAYUD CHULANONT (RET.)
Prime Minister

For the Socialist Republic of Viet Nam:



NGUYEN TAN DUNG
Prime Minister



ANNEXES

ANNEX 1

ASEAN MEMBER STATES' RATIFICATION OF ILO FUNDAMENTAL CONVENTIONS

ILO Convention \ Member States	29	87	98	100	105	111	138	182
Brunei Darussalam							Yes	Yes
Cambodia	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Indonesia	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lao PDR	Yes			Yes		Yes	Yes	Yes
Malaysia	Yes		Yes	Yes	Denounced		Yes	Yes
Myanmar	Yes	Yes						Yes
Philippines	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Singapore	Yes		Yes	Yes	Denounced		Yes	Yes
Thailand	Yes			Yes	Yes	Yes	Yes	Yes
Viet Nam	Yes			Yes		Yes	Yes	Yes

Source : ILO Database on International Labour Standards, accessed on 10 October 2017 and verified by ILO Regional Office for Asia and the Pacific on 31 October 2017

- C 029 : Forced Labour Convention, 1930 (No. 29)
- C 087 : Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C 098 : Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C 100 : Equal Remuneration Convention, 1951 (No.100)
- C 105 : Abolition of Forced Labour Convention, 1957 (No.105)
- C 111 : Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C 138 : Minimum Age Convention, 1973 (No.138)
- C 182 : Worst Forms of Child Labour Convention, 1999 (No. 182)

ANNEX 2

ASEAN MEMBER STATES' RATIFICATION OF ILO GOVERNANCE CONVENTIONS

ILO Convention \ Member States	81	122	129	144
Brunei Darussalam				
Cambodia		Yes		
Indonesia	Yes			Yes
Lao PDR				Yes
Malaysia	Yes			Yes
Myanmar				
Philippines		Yes		Yes
Singapore	Yes			Yes
Thailand		Yes		
Viet Nam	Yes	Yes		Yes

Source : ILO Database on International Labour Standards, accessed on 10 October 2017 and verified by ILO Regional Office for Asia and the Pacific on 31 October 2017

C 081 : Labour Inspection Convention, 1947 (No. 81)

C 122 : Employment Policy Convention, 1964 (No.122)

C 129 : Labour Inspection (Agriculture) Convention, 1969 (No.129)

C 144 : Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)



ASEAN
A COMMUNITY
OF
OPPORTUNITIES



ASEAN



@ASEAN



www.asean.org