



Regional Action Plan of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN

I. Vision

A better quality of life for ASEAN people through workforce engaged in decent work by 2025.

II. Mission

Enhanced well-being of workers and their families, inclusive growth, and eradicated poverty.¹

III. Objective

Promoted decent work in ASEAN through transition from informal employment to formal employment.

¹ Taken from the Preamble of the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work in ASEAN

No	Key Result Areas, Strategies ² and Activities	Focus Area	Lead Country in SLOM	Contributing Sectoral Body	Timeline of implementation	Key Performance Indicators
KRA-1 : STRENGTHENED POLICIES, PROGRAMMES AND STRATEGIES TO PROMOTE TRANSITION FROM INFORMAL EMPLOYMENT TO FORMAL EMPLOYMENT						
Strategy 1: Promote the elimination of forced labour, child labour, violence at workplace and all forms of discrimination						
1	Comparative study on national policies and strategies on elimination of forced labour, child labour, violence at workplace and all forms of discrimination, including multi-agency collaboration	Research	Viet Nam	SOMSWD ACWC		Publication of the study report
2	Knowledge Sharing Workshop on Promising Practices in Labour Inspection and Child Labour Elimination in Hard-to-Reach Sectors of ASEAN Member States ³	Knowledge sharing	Cambodia	SOMSWD WGMSMEs ACWC	24-26 May 2017, Siem Reap, Cambodia	Objectives of the Workshop met
3	Implementation of the ASEAN Guidelines for Corporate Social Responsibility (CSR) on Labour ⁴ which includes a priority area on elimination of forced labour and child labour	Public-private partnership promotion	All ASEAN Member States (national level)	ASEAN-CSR Network	2017-2025	Report of AMS and ASEAN-CSR Network on involvement of private sector in eliminating forced labour and child labour
Strategy 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						
4	Study and documentation of best practices in assessing labour market needs and employment opportunities, linking with skills requirements of growing industries	Economic and skills needs assessments	Singapore	WG-MSMEs SOMRDPE SOM-ED		Publication of the study report

² Taken from the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work in ASEAN

³ Activity in the SLOM-WG Work Plan 2016-2020

⁴ The Guidelines was adopted by the 24th ASEAN Labour Ministers Meeting (ALMM) on 15 May 2016 in Vientiane, Lao PDR

No	Key Result Areas, Strategies ² and Activities	Focus Area	Lead Country in SLOM	Contributing Sectoral Body	Timeline of implementation	Key Performance Indicators
Strategy 6: Strengthen human resources development policies and programme 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						
5	Tripartite workshop to share good practices and experiences in strengthening LMIS to facilitate responsiveness of TVET to labour market demands and skills needed for unemployed youth, women and other vulnerable groups in ASEAN Member States ⁵	Knowledge sharing	The Philippines and Myanmar	SOM-ED SOMY	2017	Objectives of the workshop met
6	Implement skills development programmes (both farm and non-farm) at country level for better employability, increased livelihood opportunities and improved access to markets and value chains	Capacity building	All ASEAN Member States (national level)	WG-MSMEs SOMRDPE		Tracers studies conducted to indicate increased number of graduates who are employed or self-employed
Strategy 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						
7	Regional forum for sharing best practices and knowledge, policy discussion to promote formal employment in MSMEs, value chain and entrepreneurship, including through public procurement policies, better access to markets, innovative registration procedures, incentives, and deepening links between large firms and MSMEs/ producers ⁶	Knowledge sharing	Lao PDR	WG-MSMEs SOMY	13-15 December 2017, Champasack, Lao PDR	Objectives of the forum met

⁵ Activity in the SLOM-WG Work Plan 2016-2020

⁶ This activity was implemented through the convening of Regional Workshop on Decent Work Promotion in Rural Economy through Productivity Growth, Local Employment Promotion, and Transition from Informal Employment to Formal Employment, which was planned in the SLOM-WG Work Plan 2016-2020. The Regional Workshop was convened on 13-15 December 2017 in Champasack Province, Lao PDR.

No	Key Result Areas, Strategies ² and Activities	Focus Area	Lead Country in SLOM	Contributing Sectoral Body	Timeline of implementation	Key Performance Indicators
Strategy 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						
8	Regional Workshop on Promoting Rural Development: Sustainable Tourism and Short Rural Supply Chain ⁷	Knowledge sharing	Lao PDR		22-26 May 2017, Luang Prabang, Lao PDR	Objectives of the workshop met
KRA-2: IMPROVED DATA COLLECTION, RESEARCH, AND ANALYSIS TO SUPPORT POLICY AND PROGRAMME DEVELOPMENT						
Strategy 2: Promote joint work and sharing best practices and methodologies among AMS and possible with dialogue partners in assessing the factors, characteristics and circumstances of informality in employment in the national context 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						
9	Collect, report and analyse employment statistics in the ASEAN Member States, for rural and urban areas, to better understand informal employment and decent work indicators for better policy making	Data analysis	ASEAN Secretariat	ACSS WG-MSMEs SOMRDPE		Publication and dissemination of the statistics
10	Regional forum to share good practices in measuring informal employment and analysing its characteristics and trends ⁸	Capacity building on data analysis	Thailand	ACSS WG-MSMEs SOMRDPE	2018	Objectives of the forum met
11	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 systemize labour market information ⁹	Capacity building on data analysis	The Philippines and Viet Nam	ACSS		Improved LMIS to support policies and programmes

⁷ Activity in the SLOM-WG Work Plan 2016-2020

⁸ This activity will be implemented through the convening of the “seminar to promote better understanding and exchange information and experience on how to promote productivity of informal sector and SMEs” to be hosted by Thailand as planned in the SLOM-WG Work Plan 2016-2020.

⁹ Activity in the SLOM-WG Work Plan 2016-2020

No	Key Result Areas, Strategies ² and Activities	Focus Area	Lead Country in SLOM	Contributing Sectoral Body	Timeline of implementation	Key Performance Indicators
Strategy 3: Foster research and information sharing among ASEAN Member States on best practices in promoting the transition from informal employment to formal employment						
12	Study and documentation of existing policies, good practices and implementation gaps on transition from informal employment to formal employment, including economic policies and strategies that stimulate jobs ¹⁰	Analysis	Lao PDR	WG-MSMEs SOMRDPE	2018-2019	Publication of the study report
KRA-3: ENHANCED CAPACITIES TO SUPPORT RESPONSIVE POLICIES, PROGRAMMES AND STRATEGIES						
Strategy 4: Develop capacity building 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						
13	Social insurance for informal workers: where appropriate and allowing for domestic policy consideration, provide for a mechanism so as to institute government subsidies/loans as an incentive for informal workers including but not limited to self-employed, micro entrepreneurs, small farmers, and fisher folks to contribute to the voluntary social insurance system, or explore the possibility of having a voluntary social insurance system if none was created ¹¹	Institutional strengthening	SLOM SOMRDPE SOM-AMAF			Country reports on social insurance for informal workers

¹⁰ This activity will be implemented through the conduct of the “research on decent work promotion in rural economy through productivity growth, promotion of local employment and transition from informal employment to formal employment” led by Lao PDR as planned in the SLOM-WG Work Plan 2016-2020.

¹¹ Activity 12.a in the Regional Framework and Action Plan to Implement the ASEAN Declaration on Strengthening Social Protection. Viet Nam proposed this project to be aligned with project titled “regional study to support capacities of AMS on situational analysis of AMS, viable models from within and outside ASEAN, as well as recommendations on sustaining financing mechanisms for social insurance including social pension” led by Viet Nam in the SLOM-WG Work Plan 2016-2020. This activity will also be implemented through the conduct of “regional study to support capacities of AMS on situational analysis of AMS, viable models from within and outside ASEAN on expanding coverage of social insurance to informal sector” led by Thailand in the SLOM-WG Work Plan 2016-2020

No	Key Result Areas, Strategies ² and Activities	Focus Area	Lead Country in SLOM	Contributing Sectoral Body	Timeline of implementation	Key Performance Indicators
14	a. Promote, at country level, employment services and implementation of labour market programmes for increasing employment opportunities of the rural population	Capacity building	All ASEAN Member States (national level)	WG-MSMEs SOMRDPE		Improved employment in rural areas Labour market programmes focusing on rural population
	b. Regional conference to share information and best practices as well as to report and collect data on the progress in employment services in ASEAN ¹²	Knowledge sharing	Thailand		2018-2020	Objectives of the conference met

IMPLEMENTATION AND MONITORING AND EVALUATION STRATEGIES:

1. Participation of employers' organisations and workers' organisations is encouraged in activities aiming at facilitating the transition from informal employment to formal employment.¹³
2. Implementation of activities would need to be supported by inter-sectoral consultation and cooperation at regional and national levels to promote the involvement of other relevant ASEAN sectoral bodies and relevant line ministries in ASEAN Member States.
3. Implementation of activities would also require technical and financial support from ASEAN Member States, on cost-sharing basis, and/or ASEAN Dialogue Partners, ILO and other external parties.
4. Potential partners of each activity are, but not limited to relevant ASEAN Dialogue Partners, International Labour Organization (ILO) and tripartite partners.
5. Guideline will be developed to monitor the improvement of capacities of AMS officials attending capacity building activities to strengthen policies, programmes and strategies.
6. Progress of the implementation of activities in this Regional Action Plan will be reported to the annual meetings of SLOM.
7. Mechanisms to review/assess the outcomes of this Regional Action Plan in achieving the vision, goals and objectives by 2025 will need to be developed.

¹² Activity in the SLOM-WG Work Plan 2016-2020

¹³ Strategy 9 in the Vientiane Declaration on Transition from Informal Employment to Formal Employment toward Decent Work Promotion in ASEAN

ABBREVIATIONS:

- ACSS : ASEAN Community Statistical System Committee
- ACWC : ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
- SOM-AMAF : Senior Officials Meeting of the ASEAN Ministers on Agriculture and Forestry
- SOM-ED : ASEAN Senior Officials Meeting on Education
- SOMRDPE : ASEAN Senior Officials Meeting on Rural Development and Poverty Eradication
- SOMSWD : ASEAN Senior Officials Meeting on Social Welfare and Development
- SOMY : ASEAN Senior Officials Meeting on Youth
- SLOM : ASEAN Senior Labour Officials Meeting
- WG-MSMEs : ASEAN Working Group on Micro-, Small- and Medium-Enterprises