



**JOINT COMMUNIQUÉ
THE TWENTY-NINTH ASEAN LABOUR MINISTERS MEETING (29th ALMM)**

26 AUGUST 2026, BANGKOK, THAILAND

1. The 29th ASEAN Labour Ministers' Meeting (ALMM) was held on 26 August 2026 in Bangkok, Thailand. The Meeting was chaired by H.E. Julapun Amornvivat, Minister of Labour of Thailand, and attended by the Labour Ministers/Heads of Delegations of Brunei Darussalam, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, Timor-Leste, and Viet Nam who attended in person and Cambodia who attended virtually, the Deputy Secretary-General of ASEAN for ASEAN Socio-Cultural Community, and their respective accompanying delegations.

2. Guided by the theme "Advancing ASEAN Human Capital: Skills Certification towards Global Recognition", we exchanged views on strengthening ASEAN human capital amid rapid technological change, the green and digital transitions, demographic shifts, evolving labour markets, and intensifying labour mobility. We underscored the importance of strengthening credible, transparent and industry-responsive skills certification and recognition systems to enhance the employability, mobility and competitiveness of ASEAN workers. We encouraged greater cooperation towards improved comparability and recognition of skills and qualifications within ASEAN and beyond, while taking into account the different national systems and levels of development of ASEAN Member States. We reaffirmed our shared commitment to advance decent work, inclusive employment, workforce resilience and lifelong learning opportunities, while ensuring that no one is left behind.

3. We reaffirmed support to the implementation of the ASEAN Community Vision 2045 and ASEAN Socio-Cultural Community (ASCC) Strategic Plan adopted by the 46th ASEAN Summit. We underscored that effective labour cooperation is essential to realising a resilient, innovative, dynamic, and people-centred ASEAN Community. We expressed our collective resolve to translate our common goal of decent work for all into tangible measures and improvements.

4. We supported the development of the ASCC Results Framework as a key instrument for monitoring and evaluating the implementation of the ASCC Strategic Plan. We tasked the Senior Labour Officials Meeting (SLOM) to actively participate in the data collection for the ASCC Results Framework's key performance indicators under its purview. We recognised that stronger results-based planning, reliable and timely data, and effective coordination among sectoral bodies across the ASEAN Community will help translate regional commitments into tangible improvements in the livelihoods and well-being of the peoples of ASEAN to ensure coherent response to the changing world of work. We affirmed the contribution of labour cooperation to the Framework, including through decent work, human capital development, social protection, occupational safety and health, and inclusive and resilient labour markets.

5. We commented the finalisation of the ASEAN Labour Ministers' Work Programme 2026–2030 , together with the Work Plans 2026–2030 of the Senior Labour Officials Meeting's Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG), the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET), and the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), as well as the ASEAN Plus Three Senior Labour Officials Meeting (SLOM+3) Work Plan 2026–2030, which were adopted ad-referendum in April 2026 and noted by the 48th ASEAN Summit. We tasked SLOM and its subsidiary bodies to implement these frameworks, which will guide coherent, results-oriented, and responsive regional labour cooperation in the next five years. In this regard, we adopted the Monitoring and Evaluation Framework of the ASEAN Labour Ministers' Work Programme 2026-2030.

6. We tasked the SLOM and its relevant subsidiary bodies to implement the Joint Statement on Actionable Plan for Green Jobs Towards a Sustainable and Inclusive ASEAN Workforce, adopted ad-referendum in October 2025 and its accompanying ASEAN Framework and Action Plan for a Just and Inclusive Transition to Green Jobs (2025–2030) adopted ad-referendum in March 2026 and noted by the 48th ASEAN Summit. These commitments guide our cooperation to expand green employment opportunities, foster green and digital skills, strengthen social protection and lifelong learning, and improve the adaptability and competitiveness of the ASEAN workforce. We encouraged the implementation of these initiatives through strengthened tripartite and multi-stakeholder cooperation.

7. We reaffirmed our steadfast commitment to prevent child labour and eliminate its worst forms. We tasked the SLOM, in cooperation with other relevant ASEAN bodies, to implement the ASEAN Declaration for the Prevention of Child Labour Including the Elimination of the Worst Forms of Child Labour adopted ad-referendum in October 2024 and the ASEAN Roadmap for the Prevention of Child Labour Including the Elimination of the Worst Forms of Child Labour by 2035 adopted ad-referendum in October 2025 and noted by the 48th ASEAN Summit. The renewed Roadmap will guide cross-sectoral regional cooperation, strengthen policy coherence, and promote inclusive and sustainable responses to child labour in the context of globalisation and interconnected supply chains.

8. We welcomed follow-up actions to the ASEAN Guidelines on Portability of Social Security Benefits for Migrant Workers in ASEAN and the ASEAN Guidelines on the Placement and Protection of Migrant Fishers adopted in 2024. We reiterated the importance of these Guidelines as voluntary references for ASEAN Member States to promote decent work of migrant workers, including migrant fishers, in accordance with the national laws, regulations, and policies of ASEAN Member States. We encouraged Member States, where relevant, to consider international standards of work in the fishing sector as a complementary framework to these Guidelines. We further encourage stronger regional linkage among national and bilateral efforts to address the cross-border nature of the recruitment, placement, and employment of migrant fishers.

9. We encouraged continued efforts to advance the objectives of the Joint Statement on Skills Development for the Future Workforce in ASEAN and the Guidance Document

of the ASEAN Declaration on Promoting Competitiveness, Resilience, and Agility of Workers following their adoption ad-referendum in October 2025 and October 2023, respectively. We reaffirmed the value of these instruments in providing regional direction for strengthening responsive and inclusive skills development systems, promoting lifelong learning, and supporting workers to adapt to technological advancement, digitalisation, the green transition, including platform and gig economies, and other structural changes in the world of work. We further emphasised the importance of reskilling and upskilling, apprenticeship, and stronger linkage between education, training centers, and industry to anticipate labour demand, address skills mismatch, and prepare for evolving work demand.

10. We welcomed the completion of the Checklist of the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers and its Summary Overview of the completed results from ASEAN Member States. We discussed the valuable results in providing a useful snapshot of progress, practices, and remaining gaps in strengthening and recognising the skills of migrant workers. We encouraged ASEAN Member States to draw on the findings to advance the implementation of the Vientiane Declaration.

11. We were pleased to note the ASEAN Member States' ongoing completion of the Self-Assessment of the ASEAN Consensus on Protection and Promotion of the Rights of Migrant Workers, the Checklist for ASEAN Member State Governments, Labour Recruiters, and Employers of Migrant Workers on Fair Recruitment and Decent Employment Practices adopted ad-referendum in May 2025 and the Checklist of the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers adopted ad-referendum in April 2026. These practical self-assessment instruments will support a consolidation of comprehensive information on the protection of migrant workers in the entire migration cycle. We encouraged their voluntary use to promote information sharing, mutual learning, and cooperation among ASEAN Member States for safe, dignified, and sustainable labour migration.

12. We welcomed the progress in the implementation of the ASEAN Declaration on the Protection of Migrant Workers and Family Members in Crisis Situations and underscored the importance of translating this ASEAN regional commitment into practical and operational arrangement to enable ASEAN to cooperate early, rapidly and collectively during and after crises, and encourage stronger coordination among relevant ASEAN sectoral bodies and national authorities including through effective coordination channels, information sharing, emergency assistance, and safe return.

13. We endorsed the ASEAN Declaration for Fair, Ethical and Sustainable Recruitment for Empowered Migrant Workers and the ASEAN Declaration on Labour Market and Social Resilience. The former seeks to strengthen regional commitment to fair, transparent, and sustainable recruitment, enhance the protection and empowerment of migrant workers, and promote shared responsibility among governments and other relevant stakeholders, where appropriate. The latter provides strategic direction for building labour markets that are more resilient, adaptable, and inclusive in responding to future work disruptions. We looked forward to the adoption of these Declarations at the 49th ASEAN Summit.

14. We adopted the ASEAN Guidelines on Occupational Safety and Health in the Informal Sector and the ASEAN Guidelines on Strengthening Labour Inspection in the

Fishing Sector for notation at the 49th ASEAN Summit. These Guidelines provide practical regional references to improve the protection of workers, including migrant workers and workers in vulnerable situations, strengthen preventive occupational safety and health measures, enhance labour inspection and compliance, and promote decent work in informal, high-risk and hard-to-reach sectors.

15. We commended the enterprises from ASEAN Member States that received the Fifth ASEAN-OSHNET Awards in 2024 and the Sixth ASEAN-OSHNET Awards in 2025 for their exemplary achievements, practices, and innovations in promoting safe and healthy workplaces. We also congratulated the recipients of the Fifth ASEAN Red Ribbon for Outstanding Workplaces (ARROW) Award in 2024 for their workplace programmes to prevent and control HIV and AIDS and to foster non-discriminatory working environments. These recognitions underscore the important role of employers and workers in sustaining occupational safety and health, productivity, business resilience, and workers' well-being. We look forward to the successful conduct of the Sixth ARROW Award Ceremony in 2027 in Brunei Darussalam.

16. We commended the successful conduct of the 27th ASEAN-OSHNET Coordinating Board Meeting (CBM-27) and the 13th ASEAN-OSHNET Conference on Advancing Digital Transformation in Occupational Safety and Health (OSH) Management in ASEAN towards the ASEAN Vision 2045 in July 2026 in Viet Nam. The Conference put forward recommendations to strengthen the role of governments, employers, workers, and partners in advancing digital transformation on OSH. We approved the new technology category for the ASEAN-OSHNET Award as proposed by the CBM-27.

17. We noted with appreciation the achievements of the ASEAN Qualifications Reference Framework (AQRF) Committee and the ASEAN Technical Vocational Education and Training Council (ATC) as annually reported by the respective Chairs. We took note of the efforts to enhance the standards and recognition of national qualifications frameworks and TVET systems. We encouraged closer engagement of industries, academia, professional associations, tripartite partners, and other stakeholders, where appropriate, to benefit from the initiatives of the AQRF Committee and ATC.

18. We expressed our appreciation for the valuable cooperation and support extended by the Plus Three Countries, Dialogue and Development Partners, international organisations, tripartite partners, and other relevant stakeholders. We underscored that such partnerships should be ASEAN-driven and responsive to implementation gaps and complement ASEAN priorities. We encouraged deeper integration and strengthening of partnerships to support the effective implementation of the ASEAN Labour Ministers' Work Programme 2026–2030, and encouraged SLOM, with the support of the ASEAN Secretariat and relevant partners, to mobilise expertise and resources where cooperation generates the greatest regional value while promoting coherence and avoiding fragmentation. In this regard, we welcomed the development of SLOM's work programmes with the International Labour Organization (ILO) and International Organization for Migration (IOM) to guide the cooperation in 2026-2030.

19. We expressed our sincere appreciation to the Government of Thailand, particularly the Ministry of Labour, for the warm hospitality and excellent arrangements

for the 29th ALMM. We also thanked the ASEAN Secretariat for its unwavering support in the preparations for and during the Meeting.

20. We warmly welcomed Timor-Leste as the eleventh ASEAN Member State following the signing of the Declaration on the Admission of the Democratic Republic of Timor-Leste into ASEAN on 26 October 2025. We expressed our readiness to support Timor-Leste's continued integration into ASEAN processes and the implementation of regional labour commitments, including through capacity-building and knowledge exchange. We agreed to meet again in 2028 under the ASEAN Labour Ministers' Meeting Chairmanship of Timor-Leste.
