

Checklist of the ASEAN Guidelines on the Effective Return and Reintegration of Migrant Workers

Introduction

The purpose of this checklist is to assist ASEAN Member States (AMS) to undertake actions on a voluntary, non-binding basis to operationalize the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers.¹ In doing so, the checklist will contribute to improved coordination among relevant actors, greater coherence across ASEAN, and enhanced protection and support for migrant workers throughout the return and reintegration process.

The checklist is structured to reflect the key pillars of the ASEAN Guidelines and aligns with principles under the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017). It also draws on good practices identified across ASEAN and beyond. This tool is not intended to compare country performance but to support national self-assessment, benchmarking, and evidence-based policy and programme development at both national and regional levels. It is designed to assist ASEAN Member States (AMS) to monitoring the implementation and operationalization of the ASEAN Guidelines, while identifying strengths, gaps, and opportunities for improvement in managing return and reintegration.

Instructions for use

Governments are invited to complete the checklist based on the current situation in their respective country. Responses should be provided using Yes / No / Not Applicable (N/A) options. For each item, a remarks column is available to offer additional information, including references to relevant laws, programmes, responsible agencies, implementation examples, and challenges faced. It is strongly encouraged that detailed comments are included wherever possible to enrich the value of the checklist as a benchmarking and planning tool.

There is no right or wrong answer. "No" responses may reflect gaps or contextual circumstances, and "Yes" responses do not necessarily indicate that no further work is needed, particularly with regard to the practical application of policies. This checklist may be updated over time in line with lessons learned and evolving priorities.

ASEAN Member States may also consider applying a voluntary scoring or benchmarking system (e.g. baseline, midline, endline assessments) to track progress over time and support internal planning and regional learning. It is recommended that the checklist be completed by AMS once every three years and shared with the ASEAN Secretariat (ASEC) at least one month prior to the annual meeting of ACMW in the year of submission. ASEC will compile and circulate the results

¹ <https://asean.org/book/asean-guidelines-on-effective-return-and-reintegration-of-migrant-workers/>

Furthermore, the ASEAN Guidelines was translated into five national languages of AMS which is available online: Khmer, Bahasa Indonesia, Lao, Thai, and Vietnamese.

to the ASEAN Committee on the Implementation of ASEAN Declaration on Protection and Promotion of the Rights of Migrant Workers (ACMW) and may produce a regional summary to support mutual learning and regional policy development. The summary will be consulted with ACMW for finalisation and, subsequently, with the Senior Labour Officials Meeting (SLOM) for endorsement. The endorsed summary will be reported by the SLOM Chair to the ASEAN Labour Ministers Meeting (ALMM) for notation and may be made available to the relevant ASEAN bodies and the public through the ASEAN website without disclosing individual countries' results. The findings will also inform future cooperation under the post-2025 ASEAN Consensus Action Plan.

Scope

This checklist is a practical tool designed to support the implementation of the ASEAN Guidelines on the Effective Return and Reintegration of Migrant Workers. It primarily addresses structural, institutional, and service-related aspects of regular return and reintegration in non-crisis contexts.

The checklist does not provide in-depth guidance on the identification, referral, or assistance for cases involving heightened vulnerability—such as exploitation, abuse, violence, trafficking in persons, or the specific protection needs of children and other at-risk groups, for which dedicated guidelines exist. Nor does it address return procedures related to migration and displacement resulting from crisis situations, such as armed conflict or natural disasters. These contexts require specific approaches and are guided by other ASEAN instruments, guidelines, and checklists.

Users are therefore advised to consult other relevant ASEAN instruments that provide more comprehensive normative and operational guidance on these matters. These include:

- ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
- ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers
- ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP) (2015)
- ASEAN Plan of Action Against Trafficking in Persons, Especially Women and Children (2015)
- ASEAN Guidelines for the Protection of the Rights of Trafficked Children (2017)
- ASEAN Regional Plan of Action on the Elimination of Violence Against Women (RPA EVAW) (2016)
- ASEAN Regional Plan of Action on the Elimination of Violence Against Children (RPA VAC) (2016)
- ASEAN Declaration on the Protection of Migrant Workers in Crisis Situations (2020)
- ASEAN Guidelines on the Protection of the Rights of Migrant Workers in Countries in Crisis (2022)

Checklist

Specific instructions

Please respond to each question by selecting one of the following options: Yes, No, Partially, or N/A (Not Applicable), and provide additional information in the Remarks column. These responses help assess the status of return and reintegration measured in your country.

a) Response options:

- Yes: The policy, mechanism, or practice is established and implemented.
- No: The policy, mechanism or practice is not in place.
- N/A: The question is not applicable to your country's role or context (e.g. applies only to Sending or Receiving States)

b) Remarks column

Use the Remarks column to elaborate on your response. Please reference relevant laws, policies, or operational practices and describe the current status of implementation. Where applicable, identify specific gaps, challenges, or limitations, and outline any planned improvements or reforms. Providing concrete examples, institutional responsibilities, or geographic coverage will strengthen the value of this checklist for policy dialogue, planning, and cross-country learning.

c) Terminology

- **Receiving State:** An ASEAN Member State that hosts a migrant worker. Also referred to as the *Country of Employment* or *Country of Destination*, this is the country where the migrant worker was employed prior to return.
- **Sending State:** An ASEAN Member State of which the migrant worker is a national. Also referred to as the *Country of Origin that sends or dispatches a worker to work overseas*, this is the country to which the migrant worker returns and where reintegration support is provided.

Each question in this checklist is accompanied by a reference to the relevant section and paragraph of the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers to ensure alignment and traceability. While the General Guiding Principles outlined in the Guidelines apply to the checklist as a whole, specific references to individual principles are included only where a direct and explicit connection exists.

Finally, in this checklist, questions in bold represent minimum standards for an effective and sustainable return and reintegration system, aligned with the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers and supported by relevant ASEAN, international frameworks and best practices. Non-bolded questions reflect recommended practices that can further strengthen reintegration systems and promote long-term resilience and positive outcomes for migrant workers and their communities.

I. Regulatory Framework and institutional set up

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
1. Does your country have a national legal or policy framework specifically guiding the return and reintegration of migrant workers? ²				
2. Are return and reintegration policies integrated into national employment and migration strategies? ³				
3. Has your country established a lead agency or inter-ministerial task force to coordinate national reintegration efforts of returning migrant workers? ⁴				
4. Are the following stakeholders consulted in return and reintegration policy development and review? ⁵				
a) Workers' organizations				
b) Civil society and migrant community-based organizations				
c) Employers' organizations				
d) Recruitment agencies				
e) Local authorities				
f) Returned migrants				
5. Does your country's legislation provide specific protections or procedures for migrant workers who have experienced violence, exploitation, or abuse? ⁶				
6. Cross-cutting: Are reintegration policies and programmes gender-responsive and inclusive of vulnerable, taking into account intersecting forms				*

² Guideline section VI.1.1, paragraph 31

³ Guideline section VI.1.1, paragraph 31

⁴ Guideline section VI.1.1, paragraph 32

⁵ Guideline section VI.1.1, paragraph 33

⁶ Guideline section V.4. paragraph, 19; Guideline section VI.1.1, paragraph 34

of discrimination (e.g. on the basis of gender, age, disability, legal status, ethnicity, or migration experience) ⁷				
7. Does your country perform a related skills training and orientation on pre-departure?				
8. Is there a roadmap for the implementation of the return and reintegration of migrant workers, considering that such implementation involves multiple stakeholders across sectors?				

II. Bilateral coordination on return procedures

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
9. [For Receiving State] Does your country have established procedures in place for bilateral coordination and joint return and reintegration planning with countries of origin for migrant workers originating from their country? ⁸				
10. [For Sending State] Does your country have established procedures in place for bilateral coordination and joint return and reintegration planning with countries of destination for your country citizens working in their country? ⁹				
11. [For Receiving State] Does your government collaborate bilaterally with governments countries of origin to ensure migrant workers' access to justice and remedies, such as unpaid wages or compensation? ¹⁰				

⁷ Guideline section V.5. paragraph 20-21.

⁸ Guideline section V.4. paragraph, 19; Guideline section VI.1.1, paragraph 34

⁹ Guideline section VI.1.1. paragraphs 36, 37.

¹⁰ Guideline section VI.1.1. paragraph 34; section VII.3, paragraph 71

12. [For Sending State] Does your government collaborate bilaterally with governments countries of destination to ensure migrant workers' access to justice and remedies, such as unpaid wages or compensation? ¹¹				
13. Are bilateral labour migration agreements (BLMAs) or Memorandums of Understanding (MOUs) in place with the following provisions? ¹²				
a) Return and reintegration coordination				
b) Skills recognition and transfer ¹³				
c) Wage recovery mechanisms				
d) Joint reintegration planning				
e) Full-cycle reintegration support				

III. Pre-return services in Receiving State (Country of Employment)

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
14. Are pre-return services or assistance available for migrant workers in the receiving state (country of employment) to prepare them for return home? ¹⁴				
15. Are medical screenings conducted and medical records provided to migrant workers? ¹⁵				
16. Are individual needs assessments (economic, social, psychosocial and				

¹¹ Guideline section VI.1.1. paragraph 34; section VII.3, paragraph 71

¹² Guideline section VI.1.1. paragraph 36; section VI.1.2, paragraph 37; VI.2., paragraph 50

¹³ For further reference on skills recognition and transfer in the context of policy, BLMAs/MoUs, please consult the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers Q1-7, pages 2 and 3.

¹⁴ Guideline section VI 1.2. paragraph 37; section VII.3 paragraph 70

¹⁵ Guideline section VI.1.4. paragraph 47. However, paragraph 47 is focused on assessment of needs for returned migrant workers by Sending States, and not on pre-return services. That said, it is mentioned in paragraph 47 that some workers may be returned to the Sending State based on medical screening in the Receiving State.

health) conducted for migrant workers prior to return? ¹⁶				
17. Are referral systems in place to connect migrant workers to relevant support services before return? ¹⁷				
18. [For Receiving and Sending State] Does your country coordinate with destination or origin countries or employers to support the recognition and certification of migrant workers' skills or to recognise job responsibilities and duties through certificates of migrant workers' employment? ^{18 19}				

IV. Information systems and data management on returnees in Sending State (Country of Origin)

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
19. Are returning migrant workers in your country encouraged or required to register with the central or local authorities to facilitate their access to support services? ²⁰				
20. Who collects data on returning migrant workers in your country? ²¹				
a) Government authorities (through return registration)				
b) Statistical offices (through surveys, such as Labour Force Survey)				
c) Recruitment agencies				
d) Civil society				
e) Others: Who?				

¹⁶ Guideline section V.4, paragraph 19; section VI.1.4. paragraph 47

¹⁷ Guideline section V.4, paragraph 19; section VI.1.4. paragraph 47

¹⁸ Guideline section VI.2. paragraph, 50; section VII.3. paragraphs 67, 68

¹⁹ For further reference on skills recognition and certification, please consult the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers see Q8-15, page 4 and 5.

²⁰ Guideline section V.11., paragraph 28; section VI.1.2. paragraph 41

²¹ Guideline section VI.1.3. paragraphs 42, 43

21. Are recruitment agencies required to maintain and report on migrant placement and return? If yes, is this data reviewed and acted on? ^{22 23}				
22. Is labour market information or forecasting used to inform reintegration programmes at local levels? ^{24 25}				
23. a) Is there a centralized database or information hub on returning migrant workers?				
b) Is there a database on the skills and work experience of returned migrant workers profiles (including skills and experiences)? ^{26 27}				
24. Are data on migrant workers managed using standard and ethical practices? ²⁸				
a) Disaggregated by sex, age, vulnerability, and reason for return				
b) Standard forms/indicators used				
c) Data protection and privacy standards applied				

²² Guideline section VI.1.3. paragraph 43, 46.

²³ For further reference on fair recruitment, please consult the Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices, see Q2 (page 4), 13 (page 8), as well as the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers Q19 (page 5)

²⁴ Guideline section VI.2. paragraph 49

²⁵ For further reference on labour market information or forecasting in the context of skills mobility, please consult the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, see Q7, Q10, pages 3 and 4.

²⁶ Guideline section VI.1.3. paragraph 43.

²⁷ For further reference on data collection and management in the context of skills mobility, please consult the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, see Q14 (page 5),

²⁸ Guideline section V.11., paragraph 28; section VI.1.3. paragraph 42

V. Needs assessment and access to services in Sending State (Country of Origin)

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
25. Are reception and post-arrival assistance procedures in place at key points of entry for returning migrant workers in the Sending State (Country of Origin) ²⁹				
26. Are individual needs assessments (vulnerabilities, health, legal, family tracing) conducted for migrant workers post arrival? ³⁰				
27. Are consular staff / labour attachés from your country mandated, resourced, and equipped to support migrant workers' return and reintegration through the following functions? ³¹				
a) Providing pre-return needs assessments, counselling and information on return options				
b) Conducting post-arrival orientation sessions for returning migrant workers				
c) Maintaining up-to-date records of nationals working abroad				
28. Are referral systems in place to connect migrant workers to relevant support services before return and after arrival? ³²				
29. Are migrant workers informed (through outreach or awareness campaigns) about				

²⁹ Guideline section VI.1.2. paragraph 40; section VII.3, paragraph 64

³⁰ Guideline section V.4. paragraph 19; section V.11 paragraphs 28, 29; section VI.1.4. paragraph 47

³¹ Guideline section VI.1.2. paragraph 38; section VII.3. paragraphs 64, 65, 66

³² Guideline section V.4. paragraph 19; section VI.1.4. paragraph 47

reintegration services available upon return? ³³				
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VI. Economic reintegration in Sending State (Country of Origin)

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
30. Are the following services available and accessible in the formal sector? ^{34 35}				
a) Skills recognition and certification, including Recognition of Prior Learning (RPL)				
b) Employment services or job matching				
c) Technical and vocational training programmes including financial literacy training				
d) Entrepreneurship programmes				
e) Formal financial services such as bank accounts, microloans, savings schemes, insurance, and lending products ³⁶				
31. Which institution provides economic reintegration services? ³⁷				
a) Government and public institutions				
b) Private institutions				
c) Civil society / migrant-led organizations				

³³ Guideline section VII.3. paragraph 70; section V.7. paragraph 23; Section VI.1.4. paragraph 47(inferred);

³⁴ Guideline section VI.2 paragraphs 49, 50, 51, 52, 53, 54, 55; section; VII.3 paragraphs 67, 68

³⁵ For further reference on skills mobility or fair recruitment and decent employment, please consult the Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices, as well as the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers

³⁶ Formal financial services play a vital role in sustainable reintegration by enabling returnees to manage income, invest in livelihoods, and build resilience. This includes access to basic banking services (e.g. savings accounts), microloans (small, often unsecured loans for low-income individuals or start-ups), and lending services (which may involve larger amounts, collateral, or structured repayment). See: IOM Reintegration Handbook (2019), Module 2.4; ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers (2020), Section VI.2.

³⁷ Guideline section VI.2 paragraphs 52, 53, 54.

d) Employers' organizations or chambers of commerce				
e) Community-based initiatives (e.g., reintegration clubs or local associations)				
f) Other (please specify)				
32. Has your country established partnerships with the private sector or introduced employer incentive schemes to promote the employment of returning migrant workers, including in green sectors or regions undergoing economic transition (e.g. just transition, climate adaptation, digitalisation)? ³⁸				

VII. Social and Cultural reintegration in Sending State (Country of Origin)³⁹

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
33. Are Mental Health and Psychosocial Support services (MHPSS) available and accessible to returnees as part of their social reintegration process? ⁴⁰				
If yes, at which levels are MHPSS interventions and services provided? ⁴¹				
a) Basic services and security (e.g., safe environments, shelter, social protection that considers mental well-being)				
b) Community and family support (e.g., community support groups, reintegration clubs, family reunification).				

³⁸ Guideline section V9. paragraph 25; section VI.2. paragraph 52; AFML 11, recommendation 1.

³⁹ This checklist does not cover specialized cases of abuse, exploitation, or violence. Users should consult other ASEAN instruments such as the ACTIP, ASEAN Guidelines on for the Protection of the Rights of Trafficked Children, the RPA EVAWC/VAC, and child protection guidelines for detailed guidance.

⁴⁰ Guideline section V.4; paragraph 19; section VI.3. paragraph 56

⁴¹ This question is based on the Inter-Agency Standing Committee (IASC) Guidelines on Mental Health and Psychosocial Support in Emergency Settings (2007), which recommend a layered system of complementary support services ranging from basic services and community supports to specialized mental health care. For more information, see: IASC (2007). Guidelines on Mental Health and Psychosocial Support in Emergency Settings.

c) Focused non-specialized support (e.g., psychological first aid, trained non specialist psychosocial workers, case management)				
d) Specialized services (e.g., individual psychotherapy, psychiatric care, clinic treatment by trained professionals)				
34. Are legal identity and civil registration services available and accessible to returnees?				
If yes, what kind of documents/services are available? ⁴²				
a) Birth registration				
b) National ID issuance				
c) Replacement of lost or expired documents				
d) Civil registration of marriage/divorce				
e) Registration of children born abroad				
f) Issuance of travel documents (e.g., passport, laissez-passer)				
g) Other (please specify)				
35. Are the following social reintegration services available and accessible? ⁴³				
a) Language training and educational opportunities ⁴⁴				
b) Housing or shelter assistance				
c) Legal aid and access to justice				
d) Peer support networks, including digital peer support networks				
e) Community-based reintegration services (e.g., clubs, support groups, local associations)				

⁴² Legal identity is essential for access to services and protection. It is prioritized in the ASEAN Declaration on Migrant Workers (2007), and supports SDG 16.9 on legal identity for all.

⁴³ Guideline section VI.2. paragraph 56; section VII.3. paragraph 66

⁴⁴ This refers to access to formal or non-formal education and language training opportunities that support the social and economic reintegration of returnees. It includes literacy programmes, vocational education, school reintegration for children, adult education, and language courses aimed at improving communication skills, especially when returnees are not fluent in the local language.

36. Who supports the implementation of these services? ⁴⁵				
a) Local government institutions				
b) National government institutions				
c) NGO/Civil society organizations				
d) Community-based organizations				
e) Other – who?				
37. Are communities in the Sending State engaged in the planning and implementation of reintegration programmes? ⁴⁶				
38. Does the reintegration plan assess and address specific household-level needs of returning migrant workers—such as housing, children’s schooling and childcare, spouses’/partners’ employment, health and psychosocial services, and social-protection coverage for dependents? ⁴⁷				
39. Are specific services or support mechanisms available to address the social and cultural reintegration needs of vulnerable groups (e.g., women, children, persons with disabilities, survivors of violence or trafficking)?⁴⁸				

VIII. Social Protection

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
40. [For Sending State] Are contributory social security schemes in your country adapted to allow returning migrant workers to				

⁴⁵ Guideline section VI.3. paragraph 56; section VII.3. paragraph 66

⁴⁶ Guideline section VI.3. paragraph 56; section V6 paragraph 22.

⁴⁷ Guideline section VI.3. paragraph 56; section VII.3. paragraph 66

⁴⁸ Guideline section V.4; paragraph 19; section VI.3. paragraph 56

(re)enrol and contribute to (e.g. pensions, unemployment benefits)? ⁴⁹				
41. [For Sending State] Which of the following social security benefits can returnees enrol in and claim benefits from? ⁵⁰				
a) National health coverage schemes, or subsidized options where applicable				
b) Sickness benefits				
c) Unemployment benefits				
d) Old-age pensions				
e) Employment injury benefits				
f) Family and child benefits				
g) Maternity benefits				
h) Disability benefits				
i) Death benefits				
42. Are processes in place to allow returnees submit cross-border claims to access benefits from Receiving State (Country of Employment) social security schemes after return home? (portability of benefits) ⁵¹				

IX. Reintegration programmes

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
43. [For Sending State] Does your country assess how political and social contexts affect reintegration outcomes? ⁵²				

⁴⁹ Guideline section VI.4. paragraph 58; section VII.3. paragraph 69

⁵⁰ Guideline section VI.4. paragraph 58

⁵¹ Guideline section VI.4. paragraph 58; section VII.3. paragraph 69;

Portability of social security benefits refers to the ability of migrant workers to preserve, maintain, and transfer acquired rights and entitlements—such as pensions, health benefits, or unemployment insurance—across borders, particularly from the country of employment to their country of origin. For further reference on the portability of social security benefits, see: <https://asean.org/wp-content/uploads/2024/09/Buku-ASEAN-Guidelines-on-Portability-of-Social-Security-Benefits-for-Migrant-Workers-in-ASEAN.pdf>

⁵² Guideline section VII.1. paragraph 59 (inferred)

44. [For Sending State] Are fair recruitment standards in place to prevent overcharging and debt? ⁵³				
45. [For Sending State] Are recruitment agencies regulated and monitored for compliance? ^{54 55}				
46. Does your country provide mandatory pre-departure orientation for outgoing migrant workers? ^{56 57}				
If yes: a) Do pre-departure programmes for outgoing migrant workers include reintegration planning modules?				
b) Are private recruitment agencies involved in these modules? ⁵⁸				
47. Does your country coordinate with the Sending State or Receiving State (County of Employment) to strengthen return preparedness? ⁵⁹				
If yes: a) Are post-arrival orientation sessions tailored to reflect returnees' sex/gender, sector of employment, or region/community of origin?				

⁵³ Guideline section V.2. paragraph 15; section VII.2. paragraph 60

⁵⁴ Guideline VI.1.3. paragraph 46

⁵⁵ For further reference on fair recruitment and decent employment, please consult the Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices. Specific questions related to the regulation of fair recruitment Tool A: Q2, Q5, Q9, Q10-13, Q31, Q38; Tool B: Q2, Q4, Q5, Q6, Q7-9, Q11; Tool C: Q3, Q4; or Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, Q 19 (page 5).

⁵⁶ Guideline section VII.2. paragraphs 61, 62

⁵⁷ For further reference on fair recruitment and decent employment, please consult the Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices. Specific questions related to the regulation and monitoring of recruitment agencies, Q9-15.

⁵⁸ For further reference on fair recruitment and decent employment, please consult the Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices. Specific questions related pre-departure programmes and private recruitment agencies, Tool A: Q19; Tool B: Q1; Tool C: Q5.

⁵⁹ Guideline section VII.3. paragraph 63.

48. Does your country collaborate with civil society, trade unions, and other partners in destination countries to enhance the protection and integration of migrant workers? ⁶⁰				
49. Are mechanisms in place to help migrant workers claim unpaid wages or benefits? ⁶¹				

X. Capacity building and resource mobilization

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
50. Does your country have a national strategy or framework to strengthen return and reintegration capacities? ⁶²				
51. Are officials delivering return and reintegration programmes/services trained regularly on providing reintegration assistance, including: ⁶³				
a) psychosocial assistance				
b) trauma counselling				
c) livelihood programmes				
d) entrepreneurship training				
e) Job seeking / Job matching counselling / Job Fair				
f) others, please specify				
52. Are the following actors included in training efforts? ⁶⁴				
a) National/Local government officials				
b) Civil society organizations				
c) Community-based organizations or migrant returnee associations				
d) Other (please specify)				

⁶⁰ Guideline section V.2. paragraph 16

⁶¹ Guideline section VII.3. paragraph 71

⁶² Guideline section VII.3. paragraph 72

⁶³ Guideline section VII.3. paragraph 72; section V.4. 19; V.5. paragraphs 20-21,

⁶⁴ Guideline section V.6. paragraph 22

53. [For Sending State] Does your country operate a welfare fund to support the reintegration or skills development of returned migrant workers? ⁶⁵				
54. [For Sending State] Does your country leverage public–private partnerships, including diaspora engagement, to support the reintegration of returned migrant workers? ⁶⁶				
55. Has your country explored assistance from competent local agencies and international development partners for capacity-building efforts and to support reintegration initiatives? ⁶⁷				
56. Are efforts being made in your country to reduce remittance transaction costs for migrant workers and their families? ⁶⁸				

XI. Implementation, monitoring and evaluation

Checklist	Yes	No	N/A	Remarks <i>Please use this space to explain your answer and provide additional information.</i>
57. Has your country implemented the ASEAN Guidelines on Return and Reintegration through: ⁶⁹				
a) Dissemination to stakeholders				
b) Training or orientation sessions for officials				
c) Integration into policies and programmes				
d) Coordination with migration and employment strategies, including ASEAN consensus, UN 2030 agenda, SDGs and GCM				

⁶⁵ Guideline section VII.3. paragraph 75

⁶⁶ Guideline section VII.3. paragraph 74, 77

⁶⁷ Guideline section VII.3. paragraph 79

⁶⁸ Guideline section VII.3. paragraph 76

⁶⁹ Guideline section X. paragraphs 80, 82

58. Are reintegration programme evaluations conducted and used to inform policy and programming? ⁷⁰				
If yes, please specify if:				
a) Evaluation findings are publicly disseminated				
b) Findings are shared with relevant ministries or stakeholders				
c) Findings have led to policy or programme changes				
59. [For Sending and Receiving States] Is a migrant worker feedback and complaint mechanisms ⁷¹ in place pre-return as well as post-arrival? ⁷²				
60. Is coordination for monitoring and evaluation established between national and local authorities in your country? ⁷³				
If yes, is the coordination conducted regularly and through an institutionalised mechanism?				

⁷⁰ Guideline section X. paragraphs 81

⁷¹ Feedback and complaint mechanisms are tools to allow returnees and other stakeholders to express their views on the assistance received and the reintegration process more broadly, including dissatisfaction or protection concerns; IOM Reintegration Handbook (2019), Module 5: Monitoring & Evaluation. Such mechanisms should be accessible, transparent, timely, affordable, gender-responsive, and allow for safe reporting without fear of retaliation; ILO Fair Recruitment Guidelines (2020), Principle 10

⁷² Guideline section V.8, paragraph 24

⁷³ Guideline section X. paragraphs 83

Annex 1: Glossary ⁷⁴

ASEAN: Association of Southeast Asian Nations, consisting of the following 10 Member States: Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam.

Assisted Voluntary Return and Reintegration (AVRR):* Assisted Voluntary Return and Reintegration refers to the administrative, logistical or financial support, including reintegration assistance, provided to migrants who are unable or unwilling to remain in host or transit countries and who decide to return to their countries of origin.⁷⁵

Bilateral/Multilateral Agreements:* Bilateral and multilateral agreements are formal or informal understandings between two or more States that define the principles, responsibilities, and operational measures for cooperation on labour migration, return, and reintegration.⁷⁶

Circular migration:* Circular migration refers to temporary movements of a repetitive character (either formally or informally) across borders, usually for work, involving the same migrants. By definition, all circular migration is temporary migration. Circular migration, thus, means repeat migration, and it overlaps also with the concept of return migration, as return is part of the circular movement.

Civil society organisations: Broad collectivity (grouping) of non-governmental and social and civic institutions or associations which are (more or less) formally organized and which seek to reinforce or alter existing rules, norms and/or social structures. Includes non-governmental organisations, trade unions, academic institutions, citizen groups, professional associations, voluntary associations, etc.⁷⁷

Community Reintegration:* Community reintegration refers to the efforts that support the re-establishment of positive relationships and social participation between returnees and the communities to which they return.⁷⁸

Decent Work:* Decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in decisions that affect their lives, and equality of opportunity and treatment for all women and men.⁷⁹

⁷⁴ Terms marked with an asterisk (*) have been added based on the content of the ASEAN Checklist of the ASEAN Guidelines on the Effective Return and Reintegration of Migrant Workers. All other terms are drawn directly from the glossary in the ASEAN Guidelines on the Effective Return and Reintegration of Migrant Workers.

⁷⁵ IOM, Reintegration Handbook 2019, Module 1.1.2; IOM, AVRR Framework, 2018

⁷⁶ ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers, 2022

⁷⁷ ILO, "[ILO Thesaurus](#)", accessed 2 July 2025

⁷⁸ IOM, Reintegration Handbook, 2019, Module 3

⁷⁹ ILO, [Decent Work](#), accessed 2 July 2025

Documented migrant worker and undocumented migrant worker: The ASEAN Consensus defines only the term “undocumented migrant workers” as follows: ‘Undocumented migrant worker’ is a person who fails to comply with the conditions provided for him or her to legally enter the Receiving State and to stay legally for the duration of employment pursuant to the applicable laws, regulations and policies of the Receiving State. This definition includes a migrant worker who has recently been employment but is no longer legally employed in a remunerated activity.

Economic Reintegration:* Economic reintegration includes measures that enable returnees to support themselves and their families in a sustainable manner, and to participate in the economic life of their communities.⁸⁰

Effective return and reintegration: From the viewpoint of a Sending State, effective return means that their migrant workers return in a safe and dignified manner after achieving their migration objectives overseas. Effective reintegration means returned workers have successfully integrated back into their families, communities, the economy and society following return. It also means that the returned workers have achieved economic, social and cultural reintegration in the home country.

Employers’ organisations: Any organization of employers for furthering and defending the interests of employers.⁸¹

Fair Recruitment:* Fair recruitment refers to recruitment processes that are conducted in a way that respect, promote and realize internationally recognized human rights, are transparent, and ensure equal treatment of workers. Workers must not be charged recruitment fees or related costs.⁸²

Feedback and complaint mechanism:* A feedback and complaint mechanism is a formal channel that allows migrant workers and stakeholders to express concerns, lodge complaints, or provide input about services received during the return and reintegration process. These mechanisms should be accessible, confidential, gender- and vulnerability-sensitive, timely, and free from the risk of retaliation. They help improve programme accountability, service quality, and trust.⁸³

Gender-Responsive:* A gender-responsive approach involves the deliberate consideration of the different needs, experiences and challenges of women and men,

⁸⁰ IOM, Reintegration Handbook, 2019, Module 2.4

⁸¹ ILO, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Article 10.

⁸² ILO, General Principles and Operational Guidelines for Fair Recruitment, Part 1, III.1; Part 2, II.9–11

⁸³ IOM, Reintegration Handbook (2019), Module 5.2; ILO General Principles and Operational Guidelines for Fair Recruitment (2020), Principle 10; ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers (2020), Section VI.1.4

and aims to promote gender equality by addressing structural gender-based inequalities.⁸⁴

Migrant worker: The ASEAN Consensus defines a migrant worker as follows: ‘Migrant worker’ refers to a person who is to be engaged or employed, is engaged or employed, or has recently been engaged or employed in a remunerated activity in a State of which he or she is not a national. This definition is consistent with the definition of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW): ‘Migrant worker’ is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

Monitoring and Evaluation (M&E):* Monitoring and evaluation refers to a structured process of collecting, analyzing, and using information to track a programme’s progress towards its goals, inform decisions, and ensure accountability and learning.⁸⁵

Public Employment Services (PES):* Public employment services are national systems of employment offices under the authority of a central body, responsible for organizing the labour market, providing job matching, employment guidance, and labour market information.⁸⁶

Receiving state: ASEAN Member State that hosts a migrant worker.⁸⁷ The more commonly used terms are “Country of Destination,” “State of Destination”, or “Country of Employment”.⁸⁸

Recognition of Prior Learning (RPL):* Recognition of prior learning is the process of identifying, documenting, assessing and certifying a person’s competencies regardless of how, when or where the learning occurred.⁸⁹

Reintegration: There is no universally agreed upon definition of the concept of reintegration. The Return Migration and Development Platform (RDP) of the European University Institute defines reintegration as: “Process through which a return migrant participates in the social, cultural, economic, and political life of the country of origin.” Unlike return migration, reintegration is a multi-dimensional concept that is not easily measurable. It can be observed at several levels: individual; family; community; economy; and society.⁹⁰

⁸⁴ ILO, [Gender Equality and Decent Work](#), accessed 2 July 2025

⁸⁵ IOM, Reintegration Handbook, 2019, Module 5.1

⁸⁶ ILO, Employment Service Convention, 1948 (No. 88), Articles 1 and 2

⁸⁷ ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2017, Article 6.

⁸⁸ ASEAN: Compendium on Migrant Workers’ Education and Safe Migration Programmes (Jakarta, ASEAN Secretariat, 2017).

⁸⁹ ILO, Guidelines for Recognition of Prior Learning, 2015; ASEAN Declaration on Skills Mobility

⁹⁰ UNHCR, Handbook for Repatriation and Reintegration Activities, 2004, p. 7.

Reintegration Planning:* Reintegration planning refers to the process of identifying returnees' needs, aspirations, and conditions prior to return and using this information to develop tailored support plans that address economic, social, and psychosocial dimensions of reintegration.⁹¹

Re-migration: Migrant workers who returned to the country of origin may decide to migrate again soon after return for various reasons, such as seeking better prospects, failure or lack of interest in reintegration, or to meet debt burdens through overseas earnings, among others.

Return migration: Return is a catch-all term that can apply to a whole range of situations, but in general it refers to the return of migrant workers from a country of destination back to the country of origin. The ASEAN Compendium on Migrant Workers' Education and Safe Migration Programmes has the following definition: "Return: in a general sense, the act or process of going back to the country of origin. There are subcategories of return which can describe the way the return is implemented; for example, voluntary, forced, assisted and spontaneous returns."⁹²

According to the United Nations Statistical Division, return migrants are "persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country and who are intending to stay in their own country for at least a year."⁹³ While this definition identifies the home country with nationality, some argue that it is better to use the country of birth as the criterion for identifying returning migrants because those who were naturalised in countries of destination may be left out.⁹⁴ Migrants may also move to a third country/countries before returning the country of origin.

Return Preparedness:* Return preparedness refers to the set of pre-departure activities designed to ensure that returning migrants are informed, supported, and equipped—legally, logistically, psychosocially, and medically—for sustainable return and reintegration.⁹⁵

Returned migrant workers: Migrant workers who have arrived in the country of origin after employment overseas.

Returning migrant workers: Migrant workers who are in the process of return to the country of origin after employment overseas.

⁹¹ IOM Reintegration Handbook, (2019) Module 1.2 and Module 2.1

⁹² ASEAN: Compendium on Migrant Workers' Education and Safe Migration Programmes (Jakarta, ASEAN Secretariat, 2017).

⁹³ United Nations Statistical Division: Recommendations on Statistics of International Migration: Revision 1, Statistical Papers Series M, No. 58, Rev. 1 (New York, 1998), p. 94.

⁹⁴ Organisation for Economic Co-operation and Development (OECD): "Return Migration: A New Perspective", in OECD: International Migration Outlook (Paris, 2008).

⁹⁵ ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers (2020); IOM AVRR Framework (2018)

Sending state: ASEAN Member State of which the migrant worker is a national.⁹⁶ The more commonly used terms are “Country of Origin”, “State of Origin”, or “Origin Country”.

Social Protection:* The set of policies and programmes designed to reduce and prevent poverty, vulnerability and social exclusion throughout the life cycle. Social protection includes nine main areas: child and family benefits, maternity protection, unemployment support, employment injury benefits, sickness benefits, health protection (medical care), old-age benefits, invalidity/disability benefits, and survivors’ benefits. The social security landscape within ASEAN is characterized by diverse forms of systems, each managed under different social security laws, policies, and programmes.⁹⁷

Stakeholders:* Stakeholders refer to the government bodies, civil society, employers, workers’ organizations, international organizations, communities, and returnees involved in or affected by the return and reintegration of migrant workers.⁹⁸

Trafficking in Persons (TIP):* Trafficking in persons is defined as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or a position of vulnerability, or giving or receiving payments to achieve the consent of a person having control over another person, for the purpose of exploitation.⁹⁹

Tripartism and tripartite partners: Tripartism is defined by the ILO as “the interaction of government, employers and workers (through their representatives) as equal and independent partners to seek solutions to issues of common concern”.¹⁰⁰ In other words, tripartism refers to the involvement of employers’ and workers’ organisations, alongside the government, on an equal footing, in decision-making. It also does not mean that the responsibilities of the three parties are the same. Each side has a clear role and function to fulfil.¹⁰¹

Voluntary Return:* Voluntary return is understood as the assisted or independent return to the country of origin, transit or another country based on the voluntary decision of the

⁹⁶ ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, 2017, Article 5.

⁹⁷ ASEAN Guidelines on Portability of Social Security Benefits for Migrant Workers; ILO, 2021. Extending Social Protection to Migrant Workers, Refugees, and their Families: Guide for Policymakers and Practitioners.

⁹⁸ ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers, 2022

⁹⁹ ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP); IOM Glossary on Migration, 2019

¹⁰⁰ ILO, “[ILO Thesaurus](#)”, accessed 2 July 2025

¹⁰¹ ILO, National tripartite social dialogue: An ILO guide for improved governance, Social Dialogue and Tripartism Unit, Governance and Tripartism Department (Geneva, 2013).

returnee, which must be made freely and with access to accurate and timely information, and in the absence of physical or psychological pressure.¹⁰²

Workers' organisations: Any organization of workers for furthering and defending the interests of workers.¹⁰³ Organisation of employees, usually associated beyond the confines of one enterprise, established for protecting or improving, through collective action, the economic and social status of its members.¹⁰⁴

¹⁰² Source: IOM, Reintegration Handbook 2019, Module 1.1.1

¹⁰³ ILO, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Article 10.

¹⁰⁴ ILO, "[ILO Thesaurus](#)", accessed 2 July 2025