

Summary Overview of the Completed Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices

I. BACKGROUND

1. The [Checklist for ASEAN Member State Governments, Labour Recruiters and Employers on Fair Recruitment and Decent Employment Practices](#) was adopted by the ASEAN Labour Ministers Meeting (ALMM) to support the implementation of the *ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers*. The Checklist serves as a voluntary self-assessment tool to:
 - a) assess achievements and identify gaps in policies and practices on fair recruitment and decent employment for migrant workers;
 - b) monitor progress through the establishment of a baseline and periodic updates; and
 - c) encourage private recruitment agencies, public employment services, and employers to assess their practices and strengthen compliance with fair recruitment and decent employment standards.
2. The Checklist consists of three complementary tools:
 - a) **Tool A: For Governments** – comprising 42 questions covering four key areas of:
 - Regulating fair recruitment which is sub-clustered into:
 - i. Regulation of fair recruitment (Q 1-8);
 - ii. Licensing of private recruitment agencies (Q 9-15);
 - iii. Education of fair recruitment (Q 16-19);
 - iv. Prevention of forced labour and trafficking in persons (TIPs) (Q 20-21);
 - Regulation of decent employment practices (Q 22-30);
 - Labour inspection, monitoring and oversight (Q 31-34);
 - Complaint and dispute resolution mechanisms (Q 35-42).
 - b) **Tool B: For Private Recruitment Agencies and/or Public Employment Services** – comprising 15 questions covering fair recruitment and decent employment practices; and
 - c) **Tool C: For Employers of Migrant Workers** – comprising 17 questions covering recruitment, employment, workplace protection, and grievance mechanisms.
3. ASEAN Member States (AMS) completed the Checklist using “Yes (Y)”, “No (N)”, “Not Applicable (NA)”, or no response (“.”). The responses were compiled and tabulated by the ASEAN Secretariat to establish a regional baseline and identify overall trends in the implementation of fair recruitment and decent employment practices for migrant workers. The self-assessments results will be submitted to the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) and the ASEAN Senior Labour Officials Meeting (SLOM) for their consideration and endorsement. The compilation will be disclosed to them only. The summary will be submitted by the SLOM Chair to the ALMM. This

summary may be made available to the public and uploaded to the ASEAN website (www.asean.org) following ALMM's notation.

II. SUMMARY OF RESPONSES¹

A. Tool A: Governments

4. Across the 42 questions and sub-questions under Tool A, AMS recorded a total of **691 “Yes” responses, 85 “No” responses, 101 “Not Applicable” responses, and 24 instances of no response**, indicating a generally high level of policy and regulatory development on fair recruitment and decent employment practices across the region. Tool A was accomplished by all 11 AMS. The name of participating government is found in Annex 1.

A.1. Regulating Fair Recruitment

A.1.1. Regulation of Fair Recruitment

5. Responses demonstrate strong regional progress in establishing labour migration governance frameworks. All AMS reported having labour migration laws, regulations and policies in place (Q1: 11 Yes). However, specific responses of most AMS where recruitment takes place show differences particularly on the respect and protection of migrant workers' human and labour rights (Q1A: 11 Yes), provision of equitable protections for migrant workers in all sectors (Q1B: 10 Yes), and recruitment responses to an established labour market need (Q1C: 7 Yes).
6. All AMS reported regulating recruitment activities involving labour intermediaries, public employment services and private recruitment agencies (Q2: 11 Yes), and that recruitment regulations cover the various stages of the recruitment process (Q2.1: 11 Yes). Implementation approaches varied across AMS in areas such as job advertisements (Q2.1A: 10 Yes), information dissemination (Q2.1B: 10 Yes), selection and hiring (Q2.1C: 10 Yes), transport (Q2.1D: 9 Yes), placement into employment (Q2.1E: 10 Yes), rights and responsibilities of migrant workers/labour recruiters/labour intermediaries/employers in Receiving State (Q2.1F: 11 Yes), and return to the Sending State (Q2.1G: 9 Yes).
7. All AMS also indicated that migrant workers were provided with written employment contracts in a language they understand (Q3: 11 Yes), while most AMS noted that it is illegal in their country to substitute approved contracts with inferior ones (Q3A: 9 Yes).
8. Most AMS have legislation/regulation on the terms and conditions of employment that must be included in migrant workers employment contract (Q4: 10 Yes). However, specific responses were uneven in AMS such as wages (Q4A: 10 Yes), employment benefits (Q4B: 10 Yes), working conditions (Q4C: 9 Yes), health and safety (Q4D: 9 Yes), complaints and dispute resolution mechanisms (Q4E: 9 Yes), repatriation details (Q4F: 9 Yes), rights and responsibilities of migrant workers (Q4G: 10 Yes) and/or employers (Q4H: 10 Yes).

¹ “Most AMS” referred to 6 or more AMS, while “Some AMS” referred 5 or less AMS. “All AMS” refer to all 11 AMS who submitted the completed checklists to the ASEAN Secretariat.

9. AMS have adopted a range of approaches to regulating recruitment fees and related costs. Several AMS have prohibition of recruitment fees and related costs charged to migrant workers (Q5: 7 AMS). Majority have regulations mandating certain recruitment fees and related costs be paid by employers (Q5A: 9 Yes), charging recruitment fees and related costs to migrant workers based on cost ceilings (Q5B: 9 Yes), and publishing and disseminating publicly the costs and fees (Q5C: 10 Yes)
10. Most AMS have Memoranda of Understanding (MOUs), Memoranda of Cooperation or bilateral or multilateral agreements between Sending and Receiving States to ensure international coordination on consular protection and establishment of oversight mechanisms (Q6: 10 Yes).
11. Most AMS minimised to the fullest extent the time needed by jobseekers to secure official documentation to migrate for employment (Q7: 10 Yes). This include establishing user-friendly websites (Q7A: 8 Yes), using shared databases among concerned agencies and units (Q7B: 7 Yes), establishing one-stop centres (Q7C: 5 Yes), standardising and simplifying procedures (Q7D: 8 Yes), and adopting standard employment contracts (Q7E: 8 Yes).
12. Many AMS reported having mechanisms for collecting migrant worker feedback and incorporating it into policy improvement (Q8: 7 Yes).

A.1.2. Licensing of Private Recruitment Agencies

13. Most AMS reported having licensing systems for private recruitment agencies recruiting migrant workers (Q9: 10 Yes). This include recruitment agencies applicants having qualifications/knowledge/experience in management/recruitment/job-matching (Q9A: 9 Yes); obtaining licenses for all branches/personnel/agents (Q9B: 8 Yes); and prohibiting transfer/assignment of recruitment licenses to other entities without prior approval (Q9C: 9 Yes).
14. Most AMS reported conducting regular training for recruitment agencies on legislation, regulations, and policies on recruitment of migrant workers (Q10: 9 Yes), maintaining public lists of registered/licensed agencies (Q11: 10 Yes), and reporting on migrant worker deployment and employment status data by private recruitment agencies (Q13: 10 Yes),
15. Some AMS reported having performance criteria/rating system for fair recruitment (Q12: 6 Yes), including incentive/reward schemes for private agencies meeting the criteria (Q12A: 5 Yes) as well as positive rating systems for responsible employers (Q14: 4 Yes); and providing a list of non-compliant employers (Q15: 6 Yes).

A.1.3 Education on Fair Recruitment

16. Some AMS reported having education programmes for employers of migrant workers on fair recruitment and decent work for migrant workers (Q16: 5 Yes) and provision of post-arrival or pre-employment orientation programmes for incoming migrant workers (Q18: 3 Yes).
17. Several AMS provided pre-departure orientation programmes for outgoing migrant workers (Q17: 7 Yes) and implemented information dissemination programmes for migrant workers and their families on overseas employment opportunities and risks (Q19: 8 Yes). However, specific responses were uneven in AMS such as electronic

and print media (Q19A: 7 Yes), support services/migrant worker resource centre (Q19B: 6 Yes), information outreach programmes (Q19C: 6 Yes); pre-departure trainings or post-arrival orientation seminars (Q19D: 7 Yes); and diplomatic missions/consular offices (Q19E: 6 Yes).

A.1.4 Prevention of Forced Labour and TIPs

18. Strong convergence was also observed in all AMS relating to measures on prevention of labour trafficking in persons and forced labour (Q20: 11 Yes). Meanwhile, most AMS enforces migrant workers' free and complete access to their passports and other original documents, subject to laws, regulations, and policies (Q21: 10 Yes).

A.2. Regulation of Decent Employment Practices

19. Several AMS indicated that migrant workers are covered by minimum wage remuneration and other benefits (Q22: 7 Yes), social protection schemes (Q23: 9 Yes), occupational safety and health trainings/equipment/guidelines/information (Q24: 9 Yes), allowing migrant workers freedom of association, right to bargain, or join trade union/associations (Q25: 9 Yes); require employers to address all forms of gender-based violence and sexual harassment at the workplace (Q26: 9 Yes); ensure that migrant workers are provided with safe and decent living conditions/accommodations when provided by employers (Q27: 9 Yes); having laws/regulations workers freedom to move within their country or to leave their country without employer's permission (Q29: 6 Yes), and having provision of complaint and dispute resolution mechanisms irrespective of migrant workers presence or legal status in a State (Q30: 10 Yes).
20. Responses reflect differing national regulatory approaches to employer mobility for migrant workers, with some AMS allowing changes of employer without requiring employer permission (Q28: 2 Yes), while some others have structured frameworks governing such transitions.

A.3. Labour Inspection, Monitoring and Oversight

21. All AMS have allocated resources for inspection and monitoring of recruitment agencies (Q31: 11 Yes), and regular labour inspection/monitoring/ oversight activities of employers that recruit migrant workers (Q32: 11 Yes).
22. Most AMS provided training labour inspectorate in gender sensitive approaches (Q33: 10 Yes), including women labour inspectorate (Q33A: 9 Yes).
23. Some AMS (Q34: 4 Yes) reported systematic engagement of employers' organisations, trade unions, civil society organisations, and other stakeholders in inspection activities.

A.4. Complaint and Dispute Resolution Mechanism

24. All AMS have legal access to complaints and dispute resolution mechanisms for migrant workers against recruitment agencies and employers for violations of human and labour rights as well as employment conditions (Q35: 11 Yes). This may include providing language interpretation (Q35A: 8 Yes) and being gender-responsive and accessible (Q35B: 9 Yes). All AMS reported the existence of enforceable penalties against recruiters and employers who breach migrant workers' human and labour rights (Q38: 11 Yes).

25. Most AMS' support services for victims of gender-based violence are available for migrant workers making complaints (Q36: 10 Yes), and complaint and dispute resolution processes (Q37: 10 Yes), providing access to complaint and dispute resolution mechanisms across borders (Q39: 7 Yes), and support migrant workers to stay in the Receiving State while complaints are being processed (Q40: 6 Yes).
26. Some AMS have protections against reprisals, detention, or deportation when migrant workers lodge complaints (Q41: 5 Yes and Q42: 4 Yes). Nonetheless, responses suggest continued opportunities for strengthening labour mobility rights, enhancing migrant worker participation in policy processes, expanding access to complaint mechanisms across borders, and improving protections for migrant workers seeking remedies.

B. Tool B: Private Recruitment Agencies and/or Public Employment Services

27. Across the 15 questions and sub-questions under Tool B, responses recorded **297 "Yes", 49 "No", 28 "Not Applicable", and 11 no-response entries**, indicating generally positive adoption of fair recruitment practices among participating recruitment actors.
28. Tool B was accomplished by recruitment agencies from 11 AMS. The name of participating recruitment agencies is found in **Annex 1**.
29. All AMS indicated having provision of written employment contracts in a language that migrant workers understand (Q3: 11 Yes) and containing clear employment terms and conditions (Q3.1: 11 Yes). Specific responses were uneven in AMS covering wages (Q3.1A: 11 Yes), employment benefits (Q3.1B: 10 Yes), working conditions (Q3.1C: 10 Yes), health and safety requirements (Q3.1D: 10 Yes), complaints and dispute resolution mechanisms (Q3.1E: 9 Yes), repatriation details (Q3.1F: 7 Yes), rights and responsibilities of migrant workers (Q3.1G: 9 Yes), and/or employers (Q3.1H: 9 Yes).
30. Most AMS reported facilitating access to complaints and dispute resolution mechanisms for migrant workers (Q14: 10 Yes).
31. Most AMS indicated areas of convergence from participating recruitment agencies and/or public employment services employing migrant workers on:
- a) provision of pre-departure or post-arrival training programmes (Q1: 10 Yes); including standardising (Q1A: 9 Yes) and adhering of training curricula to government guidance (Q1B: 10 Yes); and inclusion of information on rights, responsibilities, working conditions and available support services in training programmes (Q1C: 10 Yes);
 - b) prohibition of charging of recruitment fees and related costs to migrant workers (Q2: 8 Yes), including aligning it with government-set cost ceilings (Q2A: 7 Yes), publishing and disseminating it (Q2B: 8 Yes); and charging it to employers (Q2C: 8 Yes);
 - c) training employees and labour intermediaries on legal responsibilities and obligations relating to recruitment and protection of migrant workers, affecting their work (Q4: 10 Yes and Q4A: 10 Yes);

- d) verifying job vacancies prior to publishing and disseminating it (Q8: 9 Yes) and using labour market intermediaries in recruitment process (Q9: 8 Yes); and
 - e) driving professional recruitment standards as part of an industry initiative (Q11: 10 Yes) such as receiving training ethical code of conduct (Q11A: 10 Yes) and undergoing assessment to monitor compliance with the code of conduct (Q11B: 6 Yes).
32. Most recruitment agencies and public employment services also reported positive responses to the following:
- a) monitoring fair recruitment and decent employment practices such as self-assessments and audits (Q5: 10 Yes)
 - b) undertaking compliance assessments with government rules and procedures (Q6: 9 Yes);
 - c) verifying labour intermediaries' licensing status and compliance records (Q7: 6 Yes);
 - d) giving migrant workers' free and complete access to their passports and other government issued documents (Q10: 8 Yes);
 - e) maintaining communication with migrant workers throughout their employment term (Q12: 7 Yes);
 - f) having permanent representative in Receiving countries to support migrant workers (Q13: 6 Yes); and
 - g) having systematic collection and utilisation of migrant worker feedback for service improvement (Q15: 8 Yes).
33. Some AMS reported subsidising recruitment fees and related costs incurred by migrant workers (Q2D: 2 Yes) and having a procedure for evaluating labour intermediaries whether they are licensed or compliant (Q9A: 4 Yes).
34. These results suggest that while many recruitment agencies have adopted important fair recruitment practices, additional efforts may be needed to strengthen transparency regarding recruitment costs and enhance due diligence throughout recruitment supply chains.

C. Tool C: Employers of Migrant Workers

35. Across the 17 questions and sub-questions under Tool C, responses recorded **178 "Yes"**, **56 "No"**, **41 "Not Applicable"**, and **36 no-response entries**, indicating a generally positive but more varied level of implementation among employers.
36. Tool C was accomplished by employers from 9 AMS. The name of participating employers is found in **Annex 1**.
37. Most participating employers in AMS reported implementation on:
- a) outlining job advertisements with the terms and conditions of employment and the rights and responsibilities of migrant workers and employers (Q6: 7 Yes);
 - b) enrolment of migrant workers in social protection schemes provided by government (Q12: 7 Yes).

- c) workplace policies addressing violence and harassment (Q13: 8 Yes); and
- d) occupational safety and health training and provision of safety guidelines and information in languages understood by migrant workers (Q14: 8 Yes); and
- e) facilitating effective, sustainable, and rights-based return and repatriation arrangements (Q15: 7 Yes)

38. Some participating employers in AMS reported implementation in several areas, including:

- a) providing employer education and/or information programmes for employers hiring migrant workers (Q1: 5 Yes);
- b) conducting direct hiring of migrant workers (Q2: 4 Yes);
- c) recognition of migrant workers' freedom of association, collective bargaining rights, or join trade unions/association (Q8: 5 Yes);
- d) assessed by government labour inspectorates or monitoring body (Q9: 6 Yes);
- e) having a system of positive ratings for responsible employers in the industry (Q10: 4 Yes)
- f) recognising migrant workers' skills and qualifications, including their employment history, experiences, and languages (Q11: 6 Yes); and
- g) providing or facilitating access to complaints and dispute resolution mechanisms (Q16: 6 Yes).

39. However, several areas demonstrated uneven responses across employers in AMS, including:

- a) evaluating private recruitment agencies' compliance with fair recruitment standards before working with them (Q3: 4 Yes), including having procedure for monitoring private recruitment agencies' compliance with fair recruitment standards (Q3A: 4 Yes);
- b) prohibition of charging of recruitment fees and related costs to migrant workers (Q4: 3 Yes). Specific responses were uneven in AMS such as aligning it with government-set cost ceilings (Q4A: 2 Yes), publishing and disseminating it (Q4B: 1 Yes); paying it to Sending/Receiving State governments/recruiters (Q4C: 3 Yes), charging it to migrant workers by labour recruiters (Q4D: 2 Yes); subsidising it by recruitment actors (Q4E: 2 Yes);
- c) conduct of pre-departure or post-arrival orientation programmes for migrant workers (Q5: 7 Yes). Specific responses were uneven in AMS such as having orientation programmes include rights and responsibilities of migrant workers and employers (Q5A: 6 Yes), standardisation of orientation curricula across industries (Q5B: 4 Yes), and its adherence to government's guidance (Q5C: 5 Yes); and
- d) provision of written employment contracts in languages understood by migrant workers (Q7: 8 Yes); including clear employment terms and conditions in contracts (Q7.1: 8 Yes) such as wages (Q7.1A: 6 Yes), employment benefits (Q7.1B: 6 Yes), working conditions (Q7.1C: 6 Yes), health and safety requirements (Q7.1D: 6 Yes),

complaints and dispute resolution mechanisms (Q7.1E: 5 Yes), repatriation details (Q7.1F: 5 Yes), rights and responsibilities of migrant workers (Q7.1G: 5 Yes), and/or employers (Q7.1H: 5 Yes).

40. A notable area of variation across employers was observed regarding arrangements for migrant workers to change employers (Q17: 1 Yes). This may reflect differing national regulatory frameworks governing employment transitions, and further suggests that labour mobility within employment relationships remains an area requiring further dialogue and policy consideration.

III. CONCLUSION

41. The submissions to the Checklist demonstrate that AMS governments, recruitment agencies, public employment services, and employers have, overall, made substantial progress in advancing fair recruitment and decent employment practices for migrant workers. Strong areas of convergence include the existence of labour migration regulatory frameworks, provision of written employment contracts, prevention of labour trafficking and forced labour, occupational safety and health measures, and access to complaints and dispute resolution mechanisms.
42. At the same time, the responses reflect differing implementation approaches across AMS in several areas across the region, such as recruitment fee regulation and cost-sharing arrangements, employer and recruiter incentive systems, stakeholder participation in labour inspection, cross-border access to complaint mechanisms, and systematic collection of worker feedback to improve policies and services.
43. There are some variations in responses across stakeholder groups in the answers by different stakeholders, as shown on the table below. The ACMW may wish to exchange views on the causes of these inconsistencies and ways to address those in the future completion of this Checklist. Inconsistencies may be due to different interpretations of the questions by the organisations answering Tool A, B and C which would require the development of supplementary information to the Checklist for clarity and future reference. Inconsistencies may also be caused by other reasons such as the gap between policy frameworks and enforcement on the ground, or limitations in having adequate background information to support the answers.

Common Topic	Government	Recruiters	Employers
Recruitment fees and costs	Prohibition of recruitment fees and related costs charged to migrant workers (Q5: 7 AMS), including: • Mandating certain recruitment fees and related costs be paid by employers (Q5A: 9 Yes) • Charging recruitment fees and related costs to migrant workers based on cost ceilings (Q5B: 9 Yes) • Publishing and disseminating publicly the costs and fees (Q5C: 10 Yes);	Prohibition of charging of recruitment fees and related costs to migrant workers (Q2: 8 Yes), including: • Aligning it with government-set cost ceilings (Q2A: 7 Yes),	Prohibition of charging of recruitment fees and related costs to migrant workers (Q4: 3 Yes) • Aligning it with government-set cost ceilings (Q4A: 2 Yes)

Common Topic	Government	Recruiters	Employers
		• Publishing and disseminating it (Q2B: 8 Yes); • Charging it to employers (Q2C: 8 Yes);	• Publishing and disseminating it (Q4B: 1 Yes) • Paying it to Sending/ Receiving State governments / recruiters (Q4C: 3 Yes), • Charging it to migrant workers by labour recruiters (Q4D: 2 Yes); • Subsidising it by recruitment actors (Q4E: 2 Yes);
Written contracts	Provision of written employment contracts in a language that migrant workers understand (Q3: 11 Yes) • Clear employment terms and conditions (Q4: 10 Yes) including: • Wages (Q4A: 10 Yes) • Employment benefits (Q4B: 9 Yes) • Working conditions (Q4C: 9 Yes) • Health and safety requirements (Q4D: 9 Yes) • Complaints and dispute resolution mechanisms (Q4E: 9 Yes) • Repatriation details (Q4F: 10 Yes) • Rights and responsibilities of migrant workers (Q4G: 10 Yes) • Rights and responsibilities of employers (Q4H: 10 Yes)	Provision of written employment contracts in a language that migrant workers understand (Q3: 11 Yes) and containing clear employment terms and conditions (Q3.1: 11 Yes). Specific responses were: • wages (Q3.1A: 11 Yes), • employment benefits	Provision of written employment contracts in languages understood by migrant workers (Q7: 8 Yes); Clear employment terms and conditions in contracts (Q7.1: 8 Yes) including: • Wages (Q7.1A: 6 Yes) • Employment benefits (Q7.1B: 6 Yes)

Common Topic	Government	Recruiters	Employers
		(Q3.1B: 10 Yes), • working conditions (Q3.1C: 10 Yes), • health and safety requirements (Q3.1D: 10 Yes), • complaints and dispute resolution mechanisms (Q3.1E: 9 Yes), • repatriation details (Q3.1F: 7 Yes), • rights and responsibilities of migrant workers (Q3.1G: 9 Yes), • and/or employers (Q3.1H: 9 Yes).	• Working conditions (Q7.1C: 6 Yes) • Health and safety requirements (Q7.1D: 6 Yes) • Complaints and dispute resolution mechanisms (Q7.1E: 5 Yes) • Repatriation details (Q7.1F: 5 Yes) • Rights and responsibilities of migrant workers (Q7.1G: 5 Yes) • Rights and responsibilities of employers (Q7.1H: 5 Yes).
Pre-departure / post-arrival orientation	Pre-departure orientation programmes for outgoing migrant workers (Q17: 7 Yes) and implemented information dissemination programmes for migrant workers and their families on overseas employment opportunities and risks (Q19: 8 Yes). Specific responses such as: • electronic and print media (Q19A: 7 Yes), • support services/ migrant worker resource centre (Q19B: 6 Yes),	Provision of pre-departure or post-arrival training programmes (Q1: 10 Yes); including • standardising (Q1A: 9 Yes) • adhering of training curricula to	Conduct of pre-departure or post-arrival orientation programmes for migrant workers (Q5: 7 Yes). Specific responses such as: • having orientation programmes include

Common Topic	Government	Recruiters	Employers
	- information outreach programmes (Q19C: 6 Yes); - pre-departure trainings or post-arrival orientation seminars (Q19D: 7 Yes); - post-arrival or pre-employment orientation programmes for incoming migrant workers (Q18: 3 Yes).	government guidance (Q1B: 10 Yes); and inclusion of information on rights, responsibilities, working conditions and available support services in training programmes (Q1C: 10 Yes)	rights and responsibilities of migrant workers and employers (Q5A: 6 Yes), - standardisation of orientation curricula across industries (Q5B: 4 Yes), and - its adherence to government's guidance (Q5C: 5 Yes)
Complaints and dispute resolution	Having provision of complaint and dispute resolution mechanisms irrespective of migrant workers presence or legal status in a State (Q30: 10 Yes) Have legal access to complaints and dispute resolution mechanisms for migrant workers against recruitment agencies and employers for violations of human and labour rights as well as employment conditions (Q35: 11 Yes). Have complaint and dispute resolution processes (Q37: 10 Yes).	Facilitating access to complaints and dispute resolution mechanisms for migrant workers (Q14: 10 Yes).	Providing or facilitating access to complaints and dispute resolution mechanisms (Q16: 6 Yes).
Repatriation arrangements	Have repatriation details (Q4F: 9 Yes).	Have repatriation details (Q3.1F: 7 Yes)	Have repatriation details (Q7.1F: 5 Yes). Facilitating effective, sustainable, and rights-based return and repatriation

Common Topic	Government	Recruiters	Employers
			arrangements (Q15: 7 Yes)
Fair wages and benefits	Having employment benefits (Q4B: 10 Yes) Migrant workers are covered by minimum wage remuneration and other benefits (Q22: 7 Yes)	Containing clear employment terms and conditions (Q3.1: 11 Yes). Specific responses were: - wages (Q3.1A: 11 Yes), - employment benefits (Q3.1B: 10 Yes)	Clear employment terms and conditions in contracts (Q7.1: 8 Yes) such as: - wages (Q7.1A: 6 Yes), - employment benefits (Q7.1B: 6 Yes)
OSH protection	Having occupational safety and health trainings/equipment/guidelines/information (Q24: 9 Yes)	Having health and safety requirements (Q3.1D: 10 Yes)	Having occupational safety and health training and provision of safety guidelines and information in languages understood by migrant workers (Q14: 8 Yes)

Source: Country AMS Submissions

44. The Checklist provides an important regional baseline for future monitoring and cooperation under the *Action Plan (2026-2030) to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers*. The results may inform future activities of ACMW, including capacity-building initiatives, policy dialogue, and the development of targeted measures to strengthen fair recruitment and decent employment practices in ASEAN.

45. Future completion of questions in Tool B and C by the same organisations completing those in 2026 is important to ensure consistency of information and enable AMS to track their respective progress against the 2026 baseline information.

Requested Action:

- The summary overview is submitted to SLOM for endorsement and ALMM for notation.

ANNEX 1

AMS	Names of Participating Organisation
Brunei Darussalam	• Government: Department of Labour, Ministry of Home Affairs • Recruitment Agency: B-LIF Employment Agency • Employer: National Chamber of Commerce and Industry Brunei Darussalam (NCCIBD)
Cambodia	• Government: Ministry of Labour and Vocational Training • Recruitment Agency: Association of Cambodian Recruitment Agencies (ACRA)
Indonesia	• Government: Ministry of Indonesian Migrant Workers Protection • Recruitment Agency: Indonesian Association of Migrant Worker Placement Companies
Lao PDR	• Government: Ministry of Labour and Social Welfare • Recruitment Agency: Lao Employment Business Association
Myanmar	• Government: Department of Labour, Ministry of Labour • Recruitment Agency: Myanmar Overseas Employment Agencies Association
Malaysia	• Government: Ministry of Human Resources • Recruitment Agency: Malaysia National Association Employment Agencies (PIKAP) • Employer: Malaysian Employers Federation (MEF)
The Philippines	• Government: Department of Migrant Workers, Department of Labor and Employment, Department of Justice, and Bureau of Immigration • Recruitment Agency: Philippine Association of Service Exporters, Inc. (PASEI) • Employer: Employers Confederation of the Philippines
Singapore	• Government: Ministry of Manpower • Recruitment Agency: Association of Employment Agencies Singapore
Thailand	• Government: Ministry of Labour • Recruitment Agency: Foreign Worker Employment Agency, Central Unity Group Service Company Limited • Employer: Employers' Confederation of Thailand (ECOT)
Timor-Leste	• Government: Secretariat of State for Vocational Training and Employment • Recruitment Agency: Konnekto Employment Agency

	• Employer: Jonize Construction Unip Lda
Viet Nam	• Government: Ministry of Home Affairs • Recruitment Agency: Center of Overseas Labour (COLAB) • Employer: Viet Nam Chamber of Commerce and Industry

Source: Country AMS submissions