

**ACTION PLAN (2018 – 2025) TO IMPLEMENT THE ASEAN CONSENSUS ON
THE PROTECTION AND PROMOTION OF THE RIGHTS OF MIGRANT WORKERS**

The ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (ASEAN Consensus) was signed by the ASEAN Leaders during the 31st ASEAN Summit in November 2017.

2. As provided for under the ASEAN Consensus, ASEAN Member States (AMS), through the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), will implement the ASEAN Consensus through an action plan.

A) Action Plan

3. The proposed action plan is enclosed in Annex A1. This action plan is developed based on the following principles:

- (a) ASEAN Consensus' provisions can be categorised under five broad areas, namely (i) education/information; (ii) protection; (iii) enforcement; (iv) recourse; and (v) reintegration;
- (b) AMS are at various stages of development and progress, with different laws, regulations and policies on the protection and promotion of the rights of migrant workers;
- (c) The action plan will capture AMS's efforts between 2018 – 2025 to implement the ASEAN Consensus. Changes¹ to projects can be made in the action plan in 2019 and subsequent years subject to consultation and consensus of ACMW.

¹Changes refer to addition of new projects, withdrawal of existing projects or any revision to the projects.

- (d) Since the action plan to implement the Consensus is aligned with the ACMW Work Plan (which is to implement activities related to the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers – “Cebu Declaration”), the ACMW Work Plan² will eventually be merged with the action plan to create an action plan (2018 – 2025) to implement the ASEAN Consensus. For greater oversight, progress on the action plan, as per the ACMW Work Plan, will be regularly reported at ACMW meetings.
- (e) The action plan will be endorsed by the Senior Labour Officials Meeting (SLOM) and adopted by the ASEAN Labour Ministers’ Meeting (ALMM) for notation by the 33rd ASEAN Summit in November 2018, to keep up with the momentum from the signing of the ASEAN Consensus at the 31st ASEAN Summit in November 2017.

4. Every AMS’s assistance is sought to identify and insert projects into the proposed action plan 2018 – 2025 in Annex A1. Each AMS commits to lead at least one project in the action plan.

²The projects in the existing ACMW Work Plan 2016-2020 will continue to be implemented.

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*Note: Columns highlighted in yellow colour contain information on projects led by ACMW.
Columns highlighted in blue colour contain information on projects led by other ASEAN bodies.*

Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	Status
(1) Education / Information					
1. [ACMW Work Plan 2016-2020] Workshop on educational initiatives for migrant workers	2018		Singapore		COMPLETED The Workshop was held on 3-4 July 2018 in Singapore.
2. [ACMW Work Plan 2016-2020] Repository of legislations and policies on migrant workers of AMS	On-going (2018-2025)		AMS (English text submission) ASEC (uploading to website)		ON-GOING The online repository is updated regularly by AMS. The online repository can be accessed at: https://asean.org/asean-socio-cultural/asean-labour-ministers-meeting-alm/other-documents/

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3. [ACMW Work Plan 2016-2020] Public campaign on safe migration	2018-2021		The Philippines, Indonesia	<p>Phase I – ILO (TRIANGLE in ASEAN) and E-READI</p> <p>Phase II – ILO (Safe and Fair Programme) and E-READI</p>	<p>ON-GOING</p> <p>Phase I - Led by Indonesia, ASEAN Safe Migration Campaign was finalised and launched on 12 December 2018 at the ASEAN Secretariat, Jakarta, Indonesia.</p> <p>The Campaign was translated into national language of Cambodia, Indonesia, Lao PDR, Myanmar, Thailand and Viet Nam. The Campaign is available at: https://asean.org/asean-socio-cultural/asean-labour-ministers-meeting-alm/other-documents/</p> <p>The ASEAN-EU Dialogue on Safe Labour Migration was held in conjunction with the launch.</p> <p>Phase II - Led by the Philippines, two audio-visual educational materials (AVP) will be developed. The project is now on-going.</p>
4. [ACMW Work Plan 2016-2020] a. Study on the	2020-2021		Viet Nam	ILO (TRIANGLE in	<p>PLANNED</p> <p>Both projects are merged with the</p>

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<p>demand and supply of migrant workers in receiving and sending countries in ASEAN</p> <p>b. Capacity building and sharing best practices on labour market</p>	2020-2021		Indonesia	<p>ASEAN), IOM</p> <p>ILO, IOM</p>	<p>following projects in the SLOM-WG Work Plan 2016-2020:</p> <p>a. Stock taking of the available labour market information systems in AMS and ASEAN (including scope, definitions, methodologies, etc.) leading to the development of common capacity to gather, analyze and systematize labour market information available in AMS and the region”, led by Philippines and Viet Nam; and</p> <p>b. Tripartite Workshop to share good practices and experiences in: strengthening LMIS to facilitate responsiveness of TVET to labour market demands and skills needed for unemployed youth, women and other vulnerable groups in AMS”, led by Philippines and Myanmar.</p> <p>The merged proposal titled “Strengthening labour market information system in AMS towards achieving greater labour mobility across ASEAN” is being finalised by lead countries for consideration and endorsement of ACMW and SLOM-WG. The</p>

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					project will be supported by TRIANGLE in ASEAN Project and RECOTVET.
5. [ACMW] Workshop to improve the quality of pre-departure trainings	2021		Indonesia		PLANNED
6. [ACMW] Employers' education programme on recruitment of migrant workers	TBC		Brunei Darussalam		PLANNED
7. [ACMW] Public perceptions and awareness raising to improve public perception on positive contribution of migrant workers	2022-2023		Malaysia		PLANNED
8. [SLOM-WG Work Plan 2016-2020] Research and	2019 - 2021		Viet Nam	ILO, IOM, GIZ, E-READI	

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regional workshop on the linkage between TVET and sending workers to work overseas					
9. [SLOM-WG Work Plan 2016-2020] Documentation of the existing bilateral or multilateral government-to-government or business-to-business mutual recognition of skills arrangement on selected occupational areas among some AMS, including development processes and implementation	2021		The Philippines	ILO	

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10. [SLOM-WG Work Plan 2016-2020] Comparative study on laws and policies in the management of foreign workers in ASEAN particularly in occupations under the 8 MRAs	2018		Viet Nam	SEOM, ILO, FES, E-READI	
11. [Bohol TIP Work Plan 2017-2020] Research on the best practices and lessons learned on TIP public awareness campaign for AMS	TBC		Lead: - CSB: SLOM		
12. [Bohol TIP Work Plan 2017-2020] Undertake a cross-sectoral promotion and campaign to provide and improve access to	TBC		Lead: - CSB: SLOM, ACMW, SOMTC, SOMSWD and AICHR		

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healthcare services for TIP victims, including with mental health problems, communicable diseases, occupational/work-related diseases by developing national policies and regulations					
13. [Bohol TIP Work Plan 2017-2020] Develop and maintain a directory of regional TIP experts on law enforcement, immigration, education, social welfare, labour, and other relevant officials, and where appropriate, with	TBC		Lead: SOMTC CSB: DGICM, SOM-ED, SOMSWD, SLOM		

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members of civil societies, non-governmental organisations and other relevant organisations					
14. [Bohol TIP Work Plan 2017-2020] Compile, popularise and promote relevant documents on TIP developed by different ASEAN Sectoral Bodies	TBC		Lead: SOMTC CSB: Relevant Sectoral Bodies/Organs		
15. [Bohol TIP Work Plan 2017-2020] Explore the development of a database of persons and entities including travel and recruitment agencies that may	TBC		Lead: - CSB: -		

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be involved/ engaged in TIP based on, but not limited to, information taken from travel documents					
(2) Protection					
16. [ACMW Work Plan 2016-2020] Workshop on strengthening the capacity of labour officials in the prevention of TIPs	2018-2019		Lao PDR	ILO (TRIANGLE in ASEAN), AAPTIP	<p>COMPLETED</p> <p>The Workshop on Strengthening Capacity and Coordination on Prevention and Investigation of Trafficking in Persons for Forced Labour was held on 27-28 May 2019 in Luang Prabang, Lao PDR. The Workshop was attended by representatives of ACMW, SOMTC, AICHR, ASLOM, SOMSWD, ACWC.</p> <p>The Workshop adopted the Proposed Actions on Improving Cooperation between Labour Inspectors, Recruitment Agency, Regulators and Anti-Trafficking Police.</p> <p>The Proposed Actions were submitted by Lao PDR to ACMW, SOMTC, AICHR, ASLOM, SOMSWD and ACWC for consideration and support in November 2019.</p>

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17. [ACMW] Regional Multi-stakeholder Forum: Responsible Business Conduct for Safe Labour Migration in ASEAN	2018		The Philippines	IOM, ILO, UN Women, ASEAN CSR Network, SDC GPMD	COMPLETED Regional Multi-Stakeholder Forum was held on 19-20 September 2018 in Manila, the Philippines.
18. [ACMW Work Plan 2016-2020] Study on portability of social security for migrant workers across ASEAN Member States	2019-2020		Thailand	ILO (TRIANGLE in ASEAN Project)	ON-GOING The draft study report has been consulted with ACMW and received further inputs. The revised draft study report is currently being consulted with ACMW for endorsement. Thailand hosted a virtual workshop on 26 November 2020 to discuss the findings.
19. [ACMW Work Plan 2016-2020] Research on migrant worker rights-based on standard employment contract	2019-2021		Indonesia	ILO (Safe and Fair Project)	ON-GOING The research is on-going and expected to be concluded in 2021. The Inception Report has been endorsed by ACMW. National experts have been nominated by all AMS. Country reports and regional study report will be developed.
20. [ACMW Work Plan 2016-2020] ASEAN	Annual		ACMW Chair	ILO, IOM, UN Women, TFAMW	RECURRING (ANNUALLY)

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Forum on Migrant Labour ³ <ul style="list-style-type: none"> • 11th AFML • 12th AFML • 13th AFML⁴ • 14th AFML • 15th AFML • 16th AFML • 17th AFML • 18th AFML 	2018 2019 2020 2021 2022 2023 2024 2025		Singapore Thailand Viet Nam Brunei Darussalam Cambodia Indonesia Lao PDR Malaysia		<p>The 11th AFML was held on 29-30 October 2018 in Singapore with theme of “Digitalisation to Promote Decent Work for Migrant Workers in ASEAN.”</p> <p>The 12th AFML was held on 25-26 September 2019 in Bangkok, Thailand with the theme of “Future of Work and Migration.”</p> <p>The 13th AFML was held in Viet Nam on 11 and 12 November 2020, with the theme “Supporting Migrant Workers during the Pandemic for a Cohesive and Responsive ASEAN Community”</p>
21. [ACMW Work Plan 2016-2020] Review mechanism of AFML recommendations	2019-2025 (voluntarily) Voluntary self-assessment as decided by the 10 th				<p>ON-GOING</p> <p>The template for the self-assessment of the AFML recommendations was endorsed by the 12th ACMW Meeting in February 2019 in Bangkok, Thailand. As of the 13th ACMW Meeting in November 2020, the self-assessment results were submitted by 5</p>

³ Regularisation of the consultations and cooperation among tripartite partners, civil society, and key stakeholders on migration laws, policies and programs of AMS is included in the Implementation Plan of ASEAN Comprehensive Recovery Framework (ACRF).

⁴ The 13th AFML with the aforementioned theme is included in the Implementation Plan of ACRF.

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	ACMW Meeting				AMS. The other 5 AMS confirmed to submit results in due course.
22. [ACMW Work Plan 2016-2020] Collaboration with SOMHD on addressing health risk of migrant workers including those affected by emerging infectious diseases	2018-2021		Thailand	SOMHD, ASEAN-OSHNET, IOM	ON-GOING
a) [ACMW] Conference with SOMHD on response to COVID-19 and future pandemic	2021		Thailand		PLANNED
b) [ACMW] Development of ASEAN voluntary and non-binding guidelines on protection of	TBC		TBC		PLANNED

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migrant workers in crisis situations including health pandemics that is gender sensitive ⁵					
c) [ACMW] Follow-up of the ASEAN Compendium of Migrant Workers' Education and Safe Migration Programmes with focus on health and safety for possible collaboration of with SOMHD	TBC		The Philippines		PLANNED
23. [ACMW Work Plan 2016-2020] Workshop on labour protection of migrant workers through an ASEAN networking forum	2021		Indonesia	SLOM-WG, ILO, IOM, Dialogue Partners	PLANNED

⁵ This initiative is included in the Implementation Plan of ACRF.

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on labour inspection					
24. [ACMW] Proposed Actions on Improving Cooperation between Labour Inspectors, Recruitment Agency Regulators and Anti-Trafficking Police: Follow up of the Workshop on Strengthening Capacity and Coordination on Prevention and Investigation of TIP for Forced Labour	2022 (2-day Workshop)		Lao PDR		PLANNED
25. [ACMW] Develop policies to accommodate the access of migrant workers' children to education	2022		Indonesia		PLANNED

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26. [ACMW] Development of an ASEAN guideline for the memorandum of cooperation on portability of social security of migrant workers ⁶	2022-2023		Lead: Cambodia Co-lead: Viet Nam	ILO TRIANGLE EU - Safe and Fair Other Stakeholders	PLANNED
27. [ACMW] Workshop on Placement Fees, Ethical Recruitment and/ or Employers' Pay Principle	TBC		The Philippines		PLANNED
28. [ACMW] Regional Conference on Human Resources Policies on the Employment of Migrant Workers	TBC		The Philippines		PLANNED Originally planned under the SLOM-WG Work Plan 2021-2025. As of 21 October 2020, the Philippines was amendable to the suggestion of Singapore during the 12th SLOM-WG Meeting to place the project in the Action Plan under the cluster of Protection.

⁶ Follow-up to the study on portability of social security rights between ASEAN Member States is planned in the Implementation Plan of ASEAN Comprehensive Recovery Framework.

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29. [SOMSWD Work Plan 2016-2020] Develop effective mechanisms and programmes to protect migrant children, focusing on development, education, and health services	2018		Thailand		
30. [SOMSWD Work Plan 2016-2020] ASEAN Forum on the Protection and Rehabilitation of Victims of Trafficking	2018		Malaysia	ACWC, US PROGRESS	
31. [ACW Work Plan 2016-2020] Protection Programme for Marginalised and Vulnerable Women (e.g. victims of trafficking, migrant	Mid 2019		Myanmar Lao PDR		

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workers, victims of disasters)					
32. [ACWC Work Plan 2016-2020] Regional Multi-sectoral Guidelines and Procedures to Address the Needs of TIP Victims in accordance with ACTIP	2017-2018		Lead: Thailand	US PROGRESS	
33. [ACWC Work Plan 2016-2020] Children's rights: strengthening the survivors for preventing TIPs in ASEAN	2018		Indonesia	READI, UN Women, UNHCR	
34. [SOMHD Cluster 3 Work Programme 2016-2020] Advocacy targeted to sending countries on	TBC		Philippines Thailand Indonesia	ILO, IOM	

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ensuring health coverage of documented migrants					
35. [SOMHD Cluster 3 Work Programme 2016-2020] Workshop to develop guidelines on health coverage for documented migrants and on sharing and recommendations for policy consideration	TBC		Philippines Thailand Indonesia	ILO, IOM	
36. [Bohol TIP Work Plan 2017-2020] Conduct regular workshop/training on TIP victim identification	TBC		Lead: ACWC and SOMTC CSB: AICHR		
37. [Bohol TIP Work Plan 2017-2020]	TBC		Lead: AICHR CSB: ACWC,		

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Conduct capacity-building on gender sensitive/child-friendly/human rights-based handling of cases by frontline personnel of relevant agencies			SOMSWD, SOMTC		
38. [Bohol TIP Work Plan 2017-2020] Tap the assistance where possible, of foreign consular posts and/or government agencies attached to diplomatic missions in identifying and locating persons who may be involved in TIPs	TBC		Lead: DGICM CSB: SOMTC		
39. [Bohol TIP Work Plan 2017-2020]	TBC		Lead: DGICM CSB: SOMTC		

Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	Status
Encourage more countries in the region to enter into Mandatory Consular Notification (MCN) agreements between countries to facilitate investigation of TIP cases					
(3) Enforcement					
40. [ACMW] Women migrant workers in the laws and policies of ASEAN Member States	2021 - 2023	USD 100,000	Viet Nam	ILO UN Women ACW	PLANNED
41. [Bohol TIP Work Plan 2017-2020] Training for law enforcement and relevant agencies in the identification and prevention of TIPs	TBC		Lead: SOMTC CSBO: AICHR		

Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	Status
42. [DGICM Plan of Action] Development of the Guidelines for Consular Assistance by ASEAN Member States Missions in Third Countries to Nationals of Other AMS	2018 (on-going)				
(4) Recourse					
43. [ACMW] Capacity Building for Labor Attaches / Foreign Service Officers and/or Migrants Welfare Officer towards better Protection of Migrant Workers in the ASEAN Community (Special focus: Recourse / dispute settlement; available services in sending and host	TBC		The Philippines		PLANNED

Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator	Status
AMS; worker rights; employment standards; immigration regimes)					
44. [Bohol TIP Work Plan 2017-2020] Develop a region-wide compendium of TIP cases with a view of identifying effective practices within and outside the region	TBC		Lead: - CSB: SOMTC		
45. [Bohol TIP Work Plan 2017-2020] Conduct research and/or share findings on typologies and trends of TIP cases in the region for the purpose of identifying prevention	TBC		Lead: SOMTC CSB: AICHR, SLOM, SOMHD, ACWC, SOMSWD		

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strategies					
(5) Reintegration					
46. [ACMW Work Plan 2016-2020] Reintegration programme for returning migrant workers	2018-2020		Indonesia	ILO (TRIANGLE in ASEAN)	COMPLETED The ASEAN Guidelines on the Effective Return and Reintegration was finalised and endorsed ad-ref by ACMW on 21 February 2020. It was subsequently endorsed by SLOM on 26 May 2020 and the 26 th ALMM on 28 October 2020.
47. [ACMW] Reintegration: Employment Issues for Returning Migrant Workers ⁷	2021-2023	USD 150,000	Viet Nam		PLANNED
48. [ACMW] Strengthening Cooperation among AMS for the Effective Implementation of Return and Reintegration Mechanisms in	TBC		The Philippines		PLANNED

⁷ Implementation of the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers is included in the Implementation Plan of ACRF.

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times of Social Unrest, Pandemics and Natural Calamities ⁸					

Notes:

- While a project may cut across multiple categories, it is reflected only under one category to keep this action plan streamlined.
- CSB: Contributing Sectoral Body

⁸ Implementation of the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers is included in the Implementation Plan of ACRF.

List of Abbreviation

ACMW	ASEAN Committee on the Implementation of ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACW	ASEAN Committee on Women
AFML	ASEAN Forum on Migrant Labours
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
AICHR	ASEAN Intergovernmental Commission on Human Rights
ALMM	ASEAN Labour Ministers Meeting
AMS	ASEAN Member States
ASEAN CSR Network	ASEAN Corporate Social Responsibility Network
ASEAN-OSHNET	ASEAN-Occupational Safety and Health Network
ASEC	ASEAN Secretariat
CSB	Contributing Sectoral Body
DGICM	ASEAN Directors-General of Immigration Departments and Heads of Consular Affairs Divisions of the Ministries of Foreign Affairs
E-READI	Enhanced Regional EU-ASEAN Dialogue Instrument
FES	Friedrich-Ebert-Stiftung
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ILO	International Labour Organization
IOM	International Organization for Migration
MRA	Mutual Recognition Arrangement
PROGRESS	ASEAN-U.S.Partnership for Good Governance, Equitable and Sustainable Development and Security
READI	Regional EU-ASEAN Dialogue Instrument
SDC GPMD	Swiss Agency for Development and Cooperation - Global Programme Migration and Development
SEOM	Senior Economic Officials Meeting
SLOM	Senior Labour Officials Meeting

SLOM-WG	Senior Labour Officials Meeting's Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN
SOM-ED	Senior Officials Meeting on Education
SOMHD	Senior Officials Meeting on Health Development
SOMSWD	Senior Officials Meeting on Social Welfare and Development
SOMTC	Senior Officials Meeting on Transnational Crimes
TAF	The Asia Foundation
TF-AMW	Task Force on ASEAN Migrant Workers
TIP	Trafficking in Persons
TVET	Technical Vocational Education and Training
UNHCR	United Nations High Commissioner for Refugees