



International  
Labour  
Organization

**2<sup>nd</sup> Regional Conference in view of the creation of  
Alliance of Asian Associations of  
Overseas Employment Service Providers (AAA-OESP)**

**MAKING BREAKTHROUGHS IN THE IMPLEMENTATION OF  
ETHICAL AND PROFESSIONAL RECRUITMENT**

**Manila, Philippines**

**1-2 April 2014**

**PROGRAMME**

**DAY 1: 1 APRIL 2014, TUESDAY**

**8:30 – 9:00 am**

**Registration**

**9:00 – 10:10 am**

**Opening Ceremonies**

9:00 – 9:03 am

**Philippine National Anthem**

9:03 – 9:10 am

**Welcome Remarks**

Mr. Marco Boasso

Chief of Mission, IOM Philippines/  
Director, Manila (Global) Administrative Centre

**Opening Messages**

9:10 – 9:17 am

Mr. Lubomir Frebort

Head of Political, Press and Information Section

Delegation of the European Union to the Philippines

9:17 – 9:24 am

Mr. Lawrence Jeff Johnson

Country Director

ILO Manila

9:24 – 9:40 am

**Keynote Message**

Hon. Rosalinda Dimapilis-Baldoz

Secretary of Labor and Employment

Republic of the Philippines

9:40 – 9:55 am

**Photo Opportunity**

9:55-10:10 am

**Tea Break**

10:10 – 10:30 am	<p><b>Introduction of the Delegates and the Objectives of the Conference</b>          Mr. Ricardo Casco  <i>Mission Coordinator/National Programme Officer          IOM Philippines</i></p>
<b>10:30 – 11:30 am</b>	<p><b>SESSION 1: Revisiting the Foundation for Ethical Recruitment</b>  <i>Co-Facilitators: Ms. Christina Burwell, Regional Programme Manager, SAFE Migration, IOM Dhaka; Mr. Md Abdul Hannan, Managing Director, Bangladesh Overseas Employment and Services Limited (BOESL)</i></p>
10:30 – 10:50 am	<p><b>International Standards on Recruitment: Private Employment Agencies Convention 1997 (No.181) and ILO Multilateral Framework on Labour Migration</b>          Mr. Nilim Baruah  <i>ILO Regional Migration Specialist for Asia-Pacific, Bangkok</i></p>
10:50 – 11:00 am	<p><b>2008 Commitment to Action on Ethical Recruitment: Vision, Mission and Core Values</b>          Mr. Rene Cristobal  <i>President, Association for Professionalism in Overseas Employment (ASPROE), Philippines</i></p>
11:00-11:20 am	<p><b>A multi-stakeholder approach to Ethical International Recruitment: the case of the USA</b>          Ms. Corazon A. Bautista  <i>Chairperson International Healthcare, formerly Global Care, and Member of the Board of the Alliance for International Ethical Recruitment Practices</i></p>
	<p><b>Response from Recruitment Industry Delegates:</b></p>
11:20 – 11:30 am	<p>Mr. Abdullah Syakir Abdurahman  <i>Coordinator for Training and Development Unit, Indonesian Manpower Service Association (APJATI)</i></p>
11:30 – 11:40 am	<p>Mr. Mohamed Faizer Mackeen  <i>Secretary, Association of Licensed Foreign Employment Agencies (ALFEA), Sri Lanka</i></p>
<b>11:40 – 12:00</b>	<b>Open Discussion</b>

**12:00 – 1:00 pm**

**LUNCH**

**1:00 – 2:30 pm**

**SESSION 2: “Emerging Trends and Realities in Recruitment”**

Co-facilitators: Ms. Yuko Hamada, *Senior Regional Labour Migration/Migration & Development Specialist, IOM Regional Office for Asia Pacific*, and Ms. Mai Thuy Nguyen, *National Programme Coordinator, ILO Viet Nam*

1:00 – 1:30 pm

**Labour Market Realities and Recruitment Trends**

Mr. Phil Martin  
*ILO Consultant*  
*University of California - Davis*

1:30 – 1:50 pm

**Asian Labour Migration Trends and Labour Mobility in ASEAN Economic Community**

Mr. Manuel G. Imson  
*Senior Programme Officer and Project Coordinator,*  
*ILO ASEAN Triangle Project, Bangkok*

1:50 – 2:10 pm

**Different Types of Recruitment Regulation Regimes**

Mr L.K. Ruhunage, *Consultant on Labour Migration/Formal Addl. General Manager-Sri Lanka Bureau of Foreign Employment, Colombo*

2:10 – 2:30 pm

**Assessment of the Implementation of Selected Codes of Ethics**

Ms. Jennifer Frances dela Rosa  
*National Project Coordinator*  
*Decent Work Across Borders, ILO Manila*

**Response from Recruitment Association Delegate:**

2:30 – 2:40 pm

Ms. Suchita Dutta  
*Executive Director*  
*Indian Staffing Federation*

2:40 – 2:50 pm

Mr. Somsak Sooksombatisatian  
*Advisor, Thai Overseas Manpower Association (TOMA), Thailand*

2:50 – 3:30 pm

**Open Discussion**

3:30 – 3:45pm

**Tea Break**

3:45 – 5:25 pm

**SESSION 3: “Fostering an Environment Conducive to Ethical Recruitment”**

Co-Facilitators: Ms. Catherine Vaillancourt-Laflamme, *Chief Technical Adviser, ILO Manila*; Mr. Venkataswamy Kuruva, *General Manager, Overseas Manpower Company of Andra Pradesh Ltd, India*

3:45 – 4:05 pm

**Government-level Initiatives**

Ms. Liberty T. Casco  
*Officer-in-charge, Philippine Overseas Employment Administration (POEA), Philippines*

4:05 – 4:25 pm

**Private Employment Agency Association Multilateral Initiatives**

Mr. Steve Shepherd, *Employment Market Analyst and Group Director – Public Affairs Asia Pacific, Randstad, and Board Member, Southeast Asia, Australia and New Zealand for the International Confederation (CIETT)*

4:25 – 5:00 pm

**Agency Association Country-level Initiatives**

Mr. Trao Nguyen Luong  
*Chairperson, Vietnam Association of Manpower Supply (VAMAS), Vietnam*

**Recruitment Industry Reactions**

5:00 – 5:15 pm

Mr. Ahmad Ali Siddiqui  
*Chairperson, Pakistan Overseas Employment Promoters Association (POEPA), Pakistan*

5:15 – 5:30 pm

Ms. Subarna Shrestha  
*Ex-member, Nepal Association of Foreign Employment Agencies (NAFEA), Nepal*

5:30 – 6:00 pm

**Open Discussion**

6:00 pm

**END OF DAY 1**

## DAY 2: 2 April 2014, Wednesday

8:30 – 8:45 am

### Recapitulation of Day 1

Mr. Khair Mohammad Niru  
*Director General, Manpower and Labour Affairs  
 Regulation; Ministry of Labour, Social Affairs, Martyrs  
 and Disabled, Afghanistan*

8:45 – 10:05 am

### SESSION 4: “Promising Practices in Ethical Recruitment

*Co-Facilitators: Ms. Nurul Qoiriah, National Programme  
 Officer, IOM Jakarta, and Dr. Ir. Haposan Saragih, MM,  
 Director of Government Placement Services, National  
 Board for The Placement and Protection for Indonesia  
 Overseas Workers, Indonesia*

8:45 – 9:05 am

### Innovative Approaches to International Ethical Recruitment: International Recruitment Integrity System (IRIS)

Mr. Federico Soda  
*Head, Labour Migration and Human Development,  
 Department of Migration Management, IOM Geneva*

9:05 – 9:15 am

### Open forum

#### Country Presentations:

9:15 – 9:30 am

### Transparency, Technology in Ethical Recruitment

Mr. Loreto B. Soriano  
*President and CEO  
 LBS Recruitment Solutions Corporation, Philippines*

9:30 – 9:45 am

### Promising Practices in Ethical Recruitment in Bangladesh

Mr. Ali Haider Chowdhury  
*Secretary General, Bangladesh Association of  
 International Recruiting Agencies (BAIRA), Bangladesh*

9:45 – 10:00 am

### Promising Practices in Recruitment in Afghanistan

Mr. Rahman Habib  
*Chairman, Jobslink Afghanistan, and Vice-President,  
 JAIKA Association, Afghanistan*

10:00 – 10:15 am	<b>Promising Practices in Ethical Recruitment in Thailand</b> Mr. Bancha Chuenchom <i>Chief of Public Overseas Placement Section, Office of Overseas Employment Administration, Department of Employment, Ministry of Labour, Thailand</i>
10:15 – 10:30 am	<b>The Private Relationship to Ethical Recruitment: Opportunities and challenges - the Case of Opteam</b> Ms. Päivi Mäenpää <i>Human Resources Consultant Opteam, Finland</i>
10:30 – 10:45 am	<b>Open Discussion</b>
10:45 – 11:00 am	<b>Tea Break</b>

**11:00 am – 12:30 pm**      **SESSION 5: Breakout Session – World Café Format**  
Overall Facilitator: Mr. Ricardo R. Casco, *National Programme Officer, IOM Philippines*

*30 minutes per table*

*Break-out Table Topics:*

- I. Practical Indicators of Ethical Recruitment**  
Facilitator: Ms. Swaree Rupasinghe, *National Project Coordinator, ILO Colombo*
- II. Environmental Scanning: Strengths, Weaknesses, Opportunities and Threats (SWOT) for the Recruitment Industry**  
Facilitator: Ms. Pravina Gurung, *National Programme Officer, IOM Nepal*
- III. Challenges in Cultivating an Environment Conducive to Ethical Recruitment**  
Facilitator: Ms. Seeta Sharma, *National Programme Coordinator, ILO Decent Work Across Borders, ILO Delhi*

12:30 – 1:30 pm

**LUNCH**

1:30 – 2:00 pm

**Presentation of Outputs from World Café Session**  
Rapporteurs from 3 Groups (10 minutes each)

2:00 – 2:15 pm

**Open Discussion**

**2:15 – 4:15 pm**

**SESSION 6: Plenary Strategic Planning Workshop**

Co-facilitators: Mr. Federico Soda, *Head, Labour Migration and Human Development, Department of Migration Management, IOM Geneva*, and Mr. Nilim Baruah, *ILO Regional Migration Specialist for Asia-Pacific, Bangkok*

**Follow up Action: Joint & Parallel Programme Commitments**

4:15 – 4:30 pm

**Tea Break**

**4:30 – 5:00 pm**

**Closing Ceremonies**

4:30 – 4:40 pm

**Conference Synthesis**

Ms. Samiha Huda  
*National Programme Officer  
IOM Bangladesh*

4:40 - 4:50

**Reading and Signing of the Pledge Document:  
Adoption of the Strategic Plan and Action Programme**

4:50-5:00

**Closing Remarks**

Mr. Hans Leo J. Cacdac  
*Administrator, Philippine Overseas Employment  
Administration (POEA), Philippines*

**5:00 pm**

**END OF CONFERENCE**