

The role of the Recruitment sector in facilitating more effective ASEAN Intra-regional labour mobility

Employers' Regional Workshop – ASEAN TRIANGLE Project
6 – 7 November 2014, DoubleTree by Hilton Hotel, Bangkok, Thailand

The ASEAN Economic Community (AEC), scheduled to come into full operation in 2015, presents many challenges and opportunities for enterprises across the region. While AEC 2015 is unlikely to meet all its targets and the pathway to a fully integrated market economy is still some distance away, it does signal a further intensification of the *regional integration process*, politically, socially, and economically. The trend is definite and the policy implications are already being felt around the region at firm-level.

A central component of ASEAN integration is enabling the mobility of workers throughout the ASEAN region. The number of intra-ASEAN migrants has increased from some 1.5 million in 1990 to some 6.5 million today,¹ and labour mobility is expected to intensify after 2015 and beyond, presenting both opportunities and challenges for employers. Yet employers continue to face numerous issues in recruiting workers across the region such as:

- Lack of clarity and consistency in legislation and regulations governing the migration process;
- Complexity of processes and procedures in recruiting workers across borders;
- Ethical challenges and unscrupulous actors in the sector;
- Limitations in recruiting skilled workers;

The mechanisms and practicality of recruiting workers from across the region has been identified by the ASEAN Confederation of Employers (ACE) as a key priority area requiring the attention of their members and policymakers as the region moves to economic integration in 2015.

The AEC Blueprint designates Mutual Recognition Agreements “MRAs” as the main mechanism by which, after 2015, equivalent skills will be recognized across ASEAN. It also recommends streamlining mechanisms for issuing visas and employment passes; benchmarking equivalent skills and qualifications in service sectors; and enhancing cooperation among ASEAN universities to increase mobility for students and staff. In 2012, the ASEAN Agreement on the Movement of Natural Persons was also introduced to facilitate the movement of skilled professionals.

Workshop objectives

To support national employers' organizations from across ASEAN countries in responding to these issues, the ILO Bureau for Employers' Activities (ACT/EMP) will organize a regional technical workshop under the framework of the ASEAN TRIANGLE project. Through presentations by regional and global

¹ UNDESA, *Trends in international migrant stocks* (2013).

experts and open discussion between ASEAN employers, the workshop aims to:

1. *Provide a better understanding of the recruitment industry and the opportunities it can provide to facilitate more effective labour market outcomes, nationally and across the ASEAN region*
2. *Increase businesses' understanding of the implications of having regional recruitment infrastructure conducive to the freer flow of labour.*
3. *Enable ASEAN EOs identify priority issues related to the recruiting workers leading up to the AEC 2015 and develop draft policy positions to address each issue.*

The meeting will bring together international experts in recruitment; recruitment practitioners from each of the 10 ASEAN member States; senior decision-makers from national employers organizations; media analysts; senior HR Directors from leading companies across the region; and representatives from the ILO and IOM.

ACE's draft policy positions will be consolidated into a comprehensive ACE policy paper to be circulated for comment with a view to adoption ahead of the next ACE meeting to be held in Phnom Penh in 2015 and consequently to be used in the policy discourse at the ASEAN level.

The ILO Bureau for Employers' Activities

The Bureau for Employers' Activities (ACT/EMP) of the ILO is a specialized unit within the ILO Secretariat. Its task is to maintain close and direct relations with employers' organizations in member States, to make the ILO's resources available to them and to keep the ILO constantly aware of their views, concerns and priorities.

ACT/EMP's mission is to foster well-functioning employers' organizations, which are crucial in shaping an environment conducive to competitive and sustainable enterprises that can contribute to socio economic development. ACT/EMP maintains close contacts with employers' organizations in all ILO member States. It also runs a Technical Cooperation Programme, which provides assistance to employers' organizations in developing and transition countries.

- Agenda - 6 - 7 November 2014

Time	DAY ONE
8.30-9.00	Registration
9.00-9.30	<ul style="list-style-type: none"> • Opening Remarks <ul style="list-style-type: none"> - Ms Alcestis Mangahas, Deputy Regional Director, International Labour Organization (ILO) • Introduction <ul style="list-style-type: none"> - Bureau for Employers' Activities, International Labour Organization (ILO) • Update on ASEAN Triangle Project <ul style="list-style-type: none"> - Mr Manuel Inson, ASEAN Triangle Project Coordinator, ILO
9.30 -10.30	<ul style="list-style-type: none"> • Presentation of ACT/EMP Paper on "Overview of current recruitment practices across ASEAN member states and the role that RAs play in sending and receiving countries in the region" <ul style="list-style-type: none"> - Ms Siew Sze Lee, ILO consultant and former Senior Adviser to the International Organization of Employers
10.30-10.45	Coffee Break
10.45-11.30	<p>Viewpoint: Public perception and media portrayal of migrant workers across the region</p> <ul style="list-style-type: none"> - Ms Thin Lei Win, Correspondent, South and East Asia, Thomson Reuters Foundation
11.30-12.45	<p><u>SESSION I: THE ROLE OF RECRUITMENT AGENCIES IN MANAGING LABOUR MOBILITY</u></p> <p><i>This session will provide a more global and regional perspective on the recruitment industry</i></p> <ul style="list-style-type: none"> • Global perspective on the role of recruitment agency <ul style="list-style-type: none"> - Mr Peter Cosgrove, President of the National Recruitment Federation of Ireland and Board member International Confederation of Private Employment Agencies (CIETT) • Trends in the evolvement of Recruitment sector in Asia <ul style="list-style-type: none"> - Mr Goran Hultin, Managing Director Caden Consulting and former Assistant- Director General of the ILO • How the sector is evolving in Vietnam <ul style="list-style-type: none"> - Ms Nicola Connolly, General Director Adecco Vietnam <p>Questions:</p> <ol style="list-style-type: none"> 1. The role of RAs in matching skills and demands 2. How is the sector evolving, what are the key trends, challenges and opportunities

	<p>3. How is the sector responding to changing workplace needs and demands particularly in terms of skills</p> <p>Moderator for the Session will be ILO</p>
12.45-14.00	Lunch
14.00-14.45	<p>SESSION II: LEGAL AND POLICY ISSUES IN RECRUITING OF MIGRANT WORKERS</p> <ul style="list-style-type: none"> • The legal requirements and considerations in mobility as ASEAN opens up and as we work towards the AEC in 2015 <ul style="list-style-type: none"> - <i>Mr Gil Zerrudo, Chair, Asia Pacific Employment Group, Quisumbing Torres (Member firm of Baker & McKenzie)</i>
14.45-15.00	Coffee Break
15.00-17.30	<p>SESSION III: CURRENT POLICY SETTINGS FOR RECRUITING OF MIGRANT WORKERS</p> <p><i>The session will focus on the current policy settings in place in the region as they effect the recruitment and placement of migrant workers. The session will also examine recent survey results on the recruitment, placement and repatriation of migrant workers in Malaysia and on recent work to improve the standard of recruitment practices of Vietnamese migrant workers.</i></p> <ul style="list-style-type: none"> • Findings of the Survey on the Recruitment, Placement, Employment and Repatriation of Foreign Workers in Malaysia <ul style="list-style-type: none"> - <i>Mr Zulkifly Abdul Rahman, Malaysian Employers' Federation (MEF)</i> • Development and impact of the Code of Conduct (COC-VN) for recruitment agencies <ul style="list-style-type: none"> - <i>Mr Nguyen Luong Trao, Viet Nam Association of Manpower Supply (VAMAS)</i> - <i>Ms Nguyen Hong Duyen, Overseas Coordinator, Hoang Long CMS, Viet Nam</i> • Experiences from Philippine recruitment agencies <ul style="list-style-type: none"> - <i>Mr Arturo C. Guerrero III, Philippine Association of Local Service Contractors (PALSCON)</i> <p>Moderator for the Session will be ILO</p>



Time	DAY TWO
9.00-11.00	<p><u>SESSION IV: COMPANY PRACTICES OF RECRUITING AND PLACING MIGRANT WORKERS</u></p> <ul style="list-style-type: none"> • Presentation of Key findings of company Study : Recruiting And Placing Migrant Workers In ASEAN” <ul style="list-style-type: none"> - <i>Ms Siew Sze Lee, ILO consultant and former Senior Adviser to the International Organization of Employers</i> • Panel discussion and Company perspectives <ul style="list-style-type: none"> - <i>Mr Buenaven A. Faustino, Pepsi Cola Products Philippines, Inc.</i> - <i>Mr Mohamad bin Audong, Malayan Agricultural Producers Association</i> - <i>Mr Loh Kuei Wah, Renesas Semiconductor KL Sdn Bhd, Malaysia</i> <p><i>Moderator for the Session will be ILO</i></p>
11.00-11.15	Coffee Break
11.15-13.00	<p><u>SESSION V: ASEAN CONFEDERATION OF EMPLOYERS (ACE) POLICY POSITION PAPER ON THE REGULATORY ENVIRONMENT FOR RECRUITING AND PLACING ASEAN MIGRANT WORKERS</u></p> <ul style="list-style-type: none"> - <i>Working session to Draft and peer review a prospective Ace Policy Position Paper on the Regulatory Environment for Recruiting and Placing ASEAN Migrant Workers</i> <p><i>Session will be moderated by ACE Secretariat</i></p>
13.00	Lunch