

Labour Migration in ASEAN, the reality

25-26 November 2015, Jakarta, Indonesia

Regional Office for Asia and the Pacific
International Labour Organization
Bangkok, Thailand

Outline of Presentation

- 1. Global Migration Trends**
- 2. Key Issues on Migration**
- 3. ILO Standards on Migration**
- 4. Labour Migration in ASEAN**

1. Global Migration Trends

- There are **232 million** migrants **worldwide** (UN DESA, 2013).
- In 2013, **Asia** hosted around **70.8 million** international migrants (UN DESA, 2013).



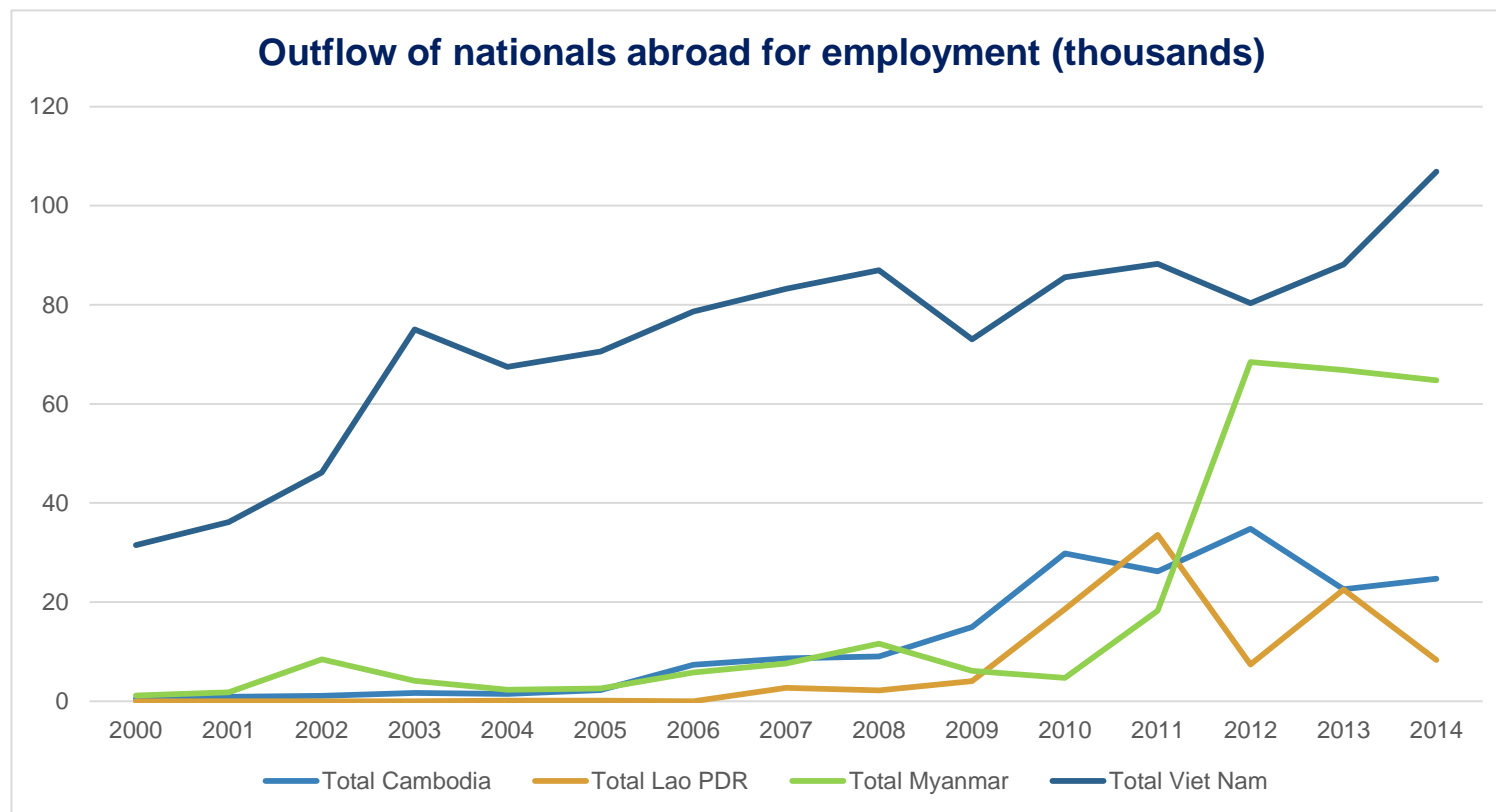
In ASEAN

- In 2013, there were an estimated **10.206.000** international migrants currently working and living in **ASEAN** (World Bank, 2015).
- Of the international migrants living and working in ASEAN, **6,788,000** of them, that is around two thirds of the total, are estimated to **have come from within the region** (World Bank, 2015).
- ASEAN nationals **living outside** of their country of birth have been estimated at **21.3 million** (World Bank, 2015).

Annual Outflow of Migrant Workers from Cambodia, Lao PDR, Myanmar and Viet Nam



International
Labour
Organization



Source: International Labour Migration Statistics (ILMS) in ASEAN, ATP, ILO.

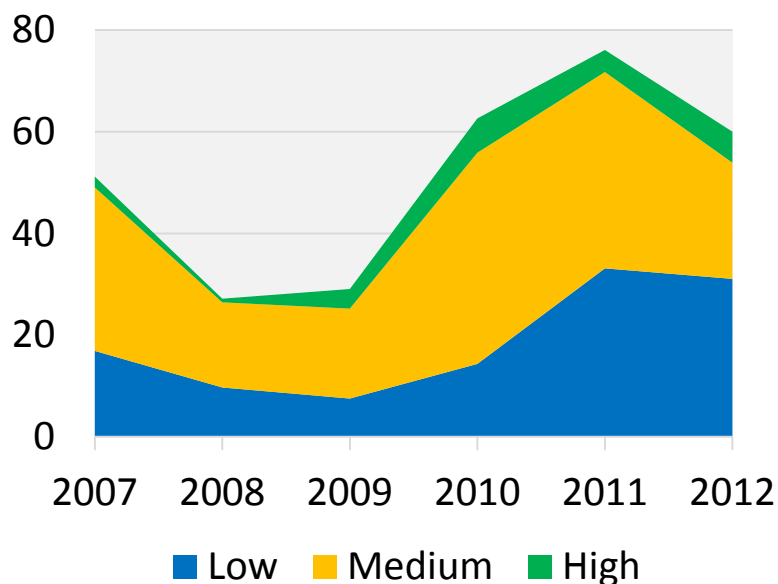
Total deployment and deployment to ASEAN

ASEAN Member State	Total Deployment	Deployment to ASEAN	
		Total	%
Cambodia (2014)	24,700	16,500	66.8
Indonesia (2014)	429,900	172,600	40.1
Myanmar (2014)	64,800	59,600	92.0
Philippines (2014)	1,430,800	203,200	14.2
Thailand (2014)	119,500	19,700	16.5
Viet Nam (2014)	106,800	5,500	5.1
Lao PDR (2014)	8,300	--	--

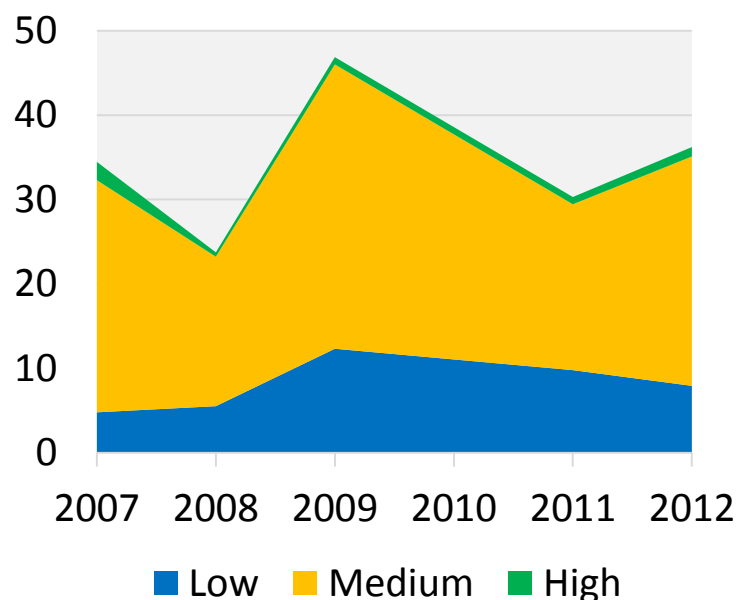
Source: International Labour Migration Statistics (ILMS) in ASEAN, ATP, ILO.

Receiving countries: Annual inflow of migrant workers by skill of occupation ('000)

Malaysia



Thailand

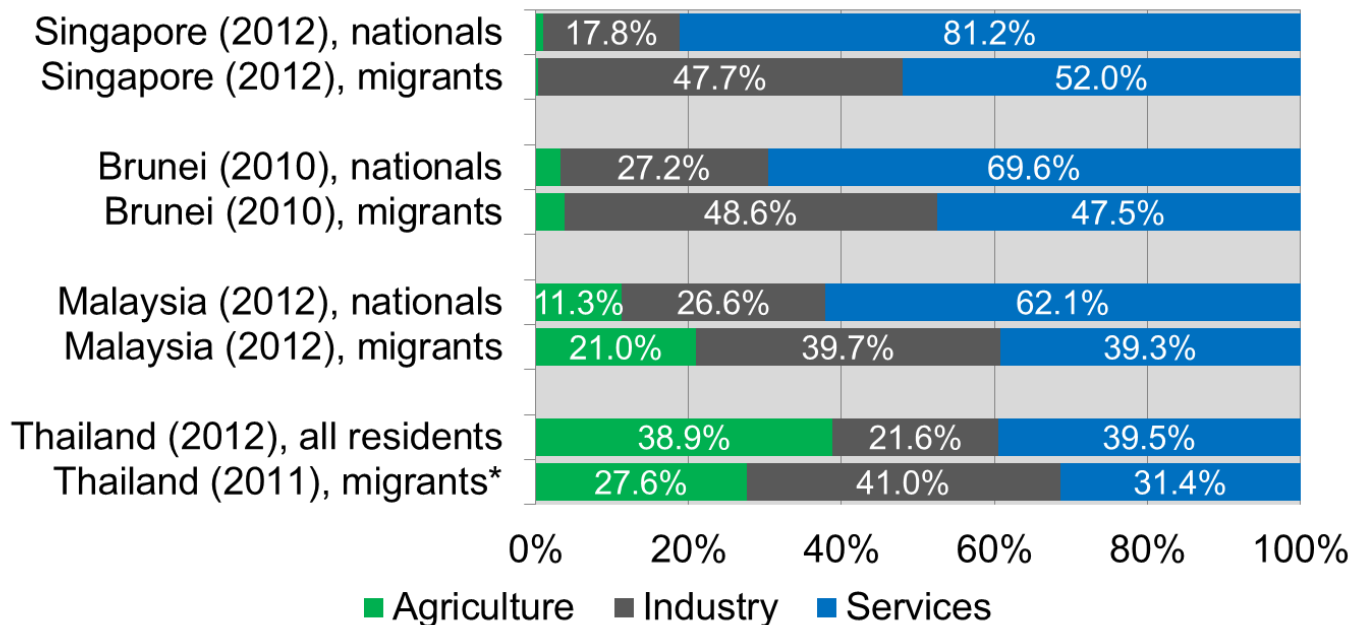


NOTES: Malaysia covers only those residing in private living quarters. Thailand data measure those who migrated to Thailand within the previous year so may include some Thai-born or native 'return migrants'; series break between 2009 and 2011 – figure for 2010 was interpolated assuming a linear trend.

Sources: **Malaysia** – Department of Statistics Malaysia, *Migration Survey (various)*; **Thailand** – National Statistical Office (NSO), Ministry of Information and Communication Technology, *Labour Force Survey* (module on migration, 2007-2009) and *Migration Survey* (2011 and 2012).

Receiving Countries:

Migrant stock by broad sector of employment (%)



NOTES: Data are based on ISIC, Rev. 4, divided into agriculture (A), industry (B-F) and services (G-U). **Singapore** 'agriculture' includes ISIC sections B, D and E; migrants refer only to temporary residents. **Brunei Darussalam** includes only private sector employees; migrants refer to all non-nationals. **Malaysia** covers only those residing in private living quarters; migrants include all non-nationals. **Thailand** based on administrative records of registered migrants.

Sources: **Singapore** – Ministry of Manpower, *Singapore Yearbook of Manpower Statistics 2013*; **Brunei Darussalam** – Labour Department, Ministry of Home Affairs, *Statistical Yearbook 2011* (Table 2.9); **Malaysia** – Department of Statistics Malaysia, *Labour Force Survey 2012*; **Thailand** – National Statistical Office, *Labour Force Survey 2012* and *Department of Employment, Ministry of Labour, based on administrative records.

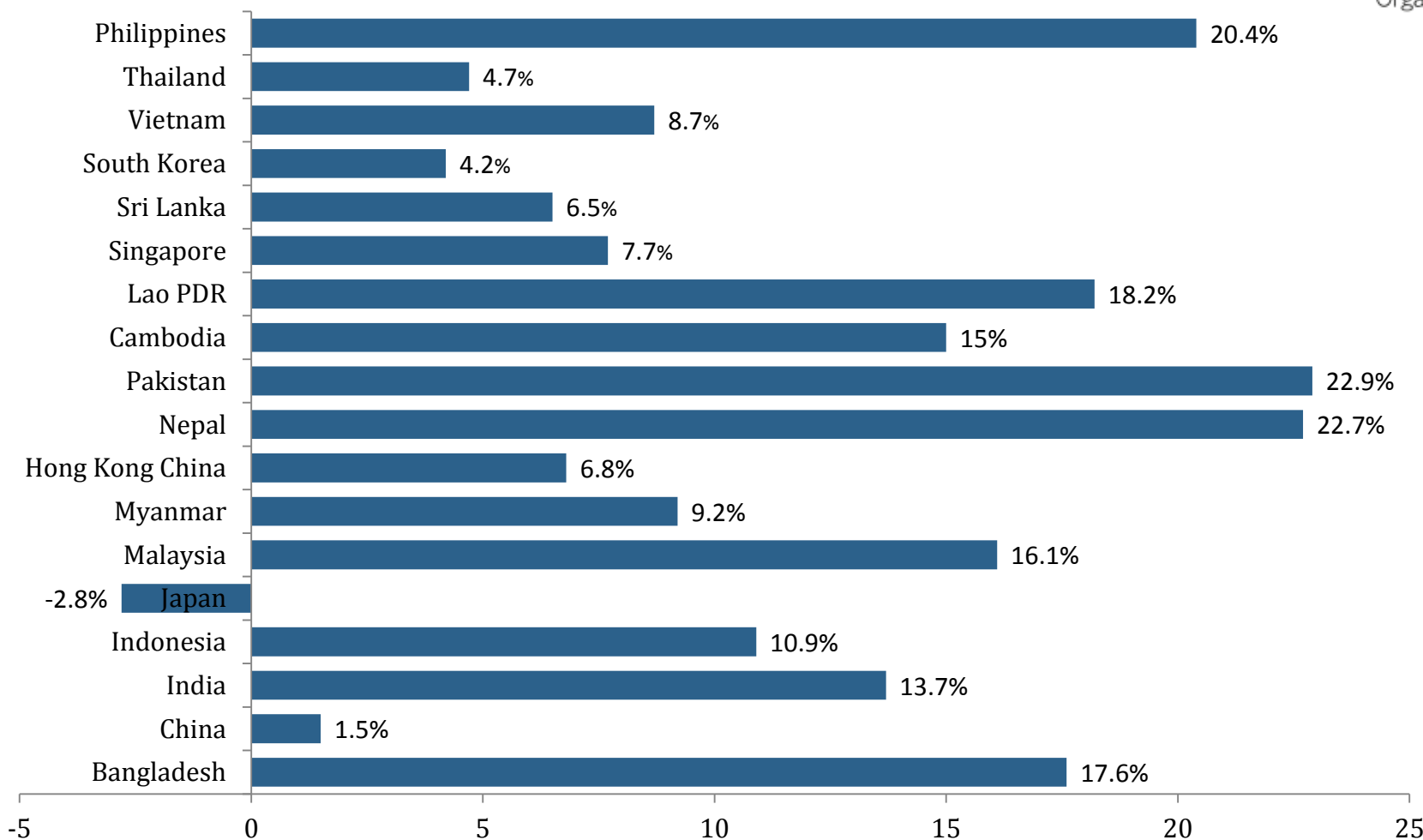
Driving Forces for Continuing Demand for Migrant Workers

- **Demographic evolution**
 - **Higher life expectancy, lower fertility rates and declining working age population (15-64) in destination countries and high growth in labor force in countries of origin**
- **Economic growth**
- **Labour shortages**
- **Wage differentials among countries of origin and destination**
- **The networks and nexus associated with recruitment, driven by monetary reasons, clearly play a role, as well as social networks**
- **Better communication and cheaper transportation**

Labour Force Growth (%), 2012-2020



International
Labour
Organization



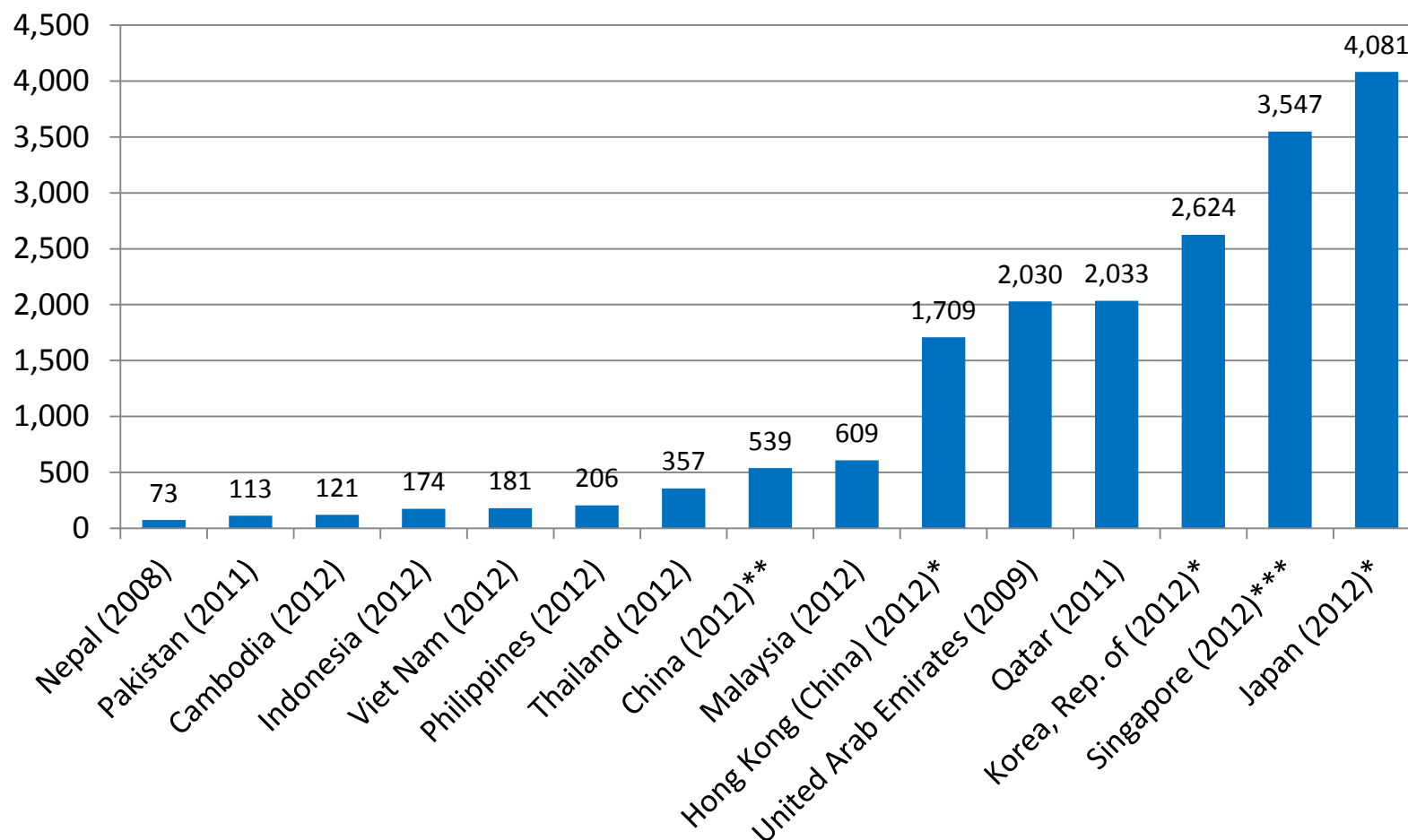
Source: ILO, *Trends Econometric Models*.

Wage disparities

Average monthly wage in US\$ (2012 or latest available)



International
Labour
Organization



Source: ILO, *Global Wage Database* (forthcoming)

NOTES: Non-monthly rates were converted into monthly assuming a five-day working week and 52 weeks in a 12-month year (i.e. daily rate converted into monthly using $x5 \times 52 / 12$).

All figures are based on labour force survey, except: *Based on an establishment survey with broad coverage (Hong Kong (China) and Japan refer only to full-time employees); **Based on an establishment survey, calculated as employment-weighted average of urban units and private enterprises; ***Based on administrative records from the Central Provident Fund Board.

2. Key Issues of Migration



International
Labour
Organization

To meet labour shortages Asian countries have responded in three ways:

- Countries of destination have developed temporary labour migration regimes and entered into bilateral agreements or MOUs with countries of origin
- Countries in ASEAN are moving towards free movement of professionals
- Countries of origin are promoting foreign employment

**Labour
Mobility and
Admissions
Policy**

**Reducing
recruitment
costs**

- Private recruitment agencies account for a majority of workers placed abroad
- Migrant workers are highly vulnerable to abuses during recruitment. Such abuses include high fees and costs, misrepresentation, failure to meet placement obligations and contract substitution

Consider more options for matching employers and job seekers:

- Transparency in costs. *Philippines rules and regulations specify type of costs.*
- Development and implementation of Codes of Conduct.

**Improving
Recruitment**

- Assess ratification of C 181.
- Put in place legislation to regulate recruitment.
- Ensure that a complaints mechanism is in place and support services to avail of the mechanisms.



International
Labour
Organization

Increasing the development impact of migration

Six Asian countries were among the top ten remittances receiving countries globally (World Bank, 2013).

The costs of sending remittances has declined and there is scope for further reduction.

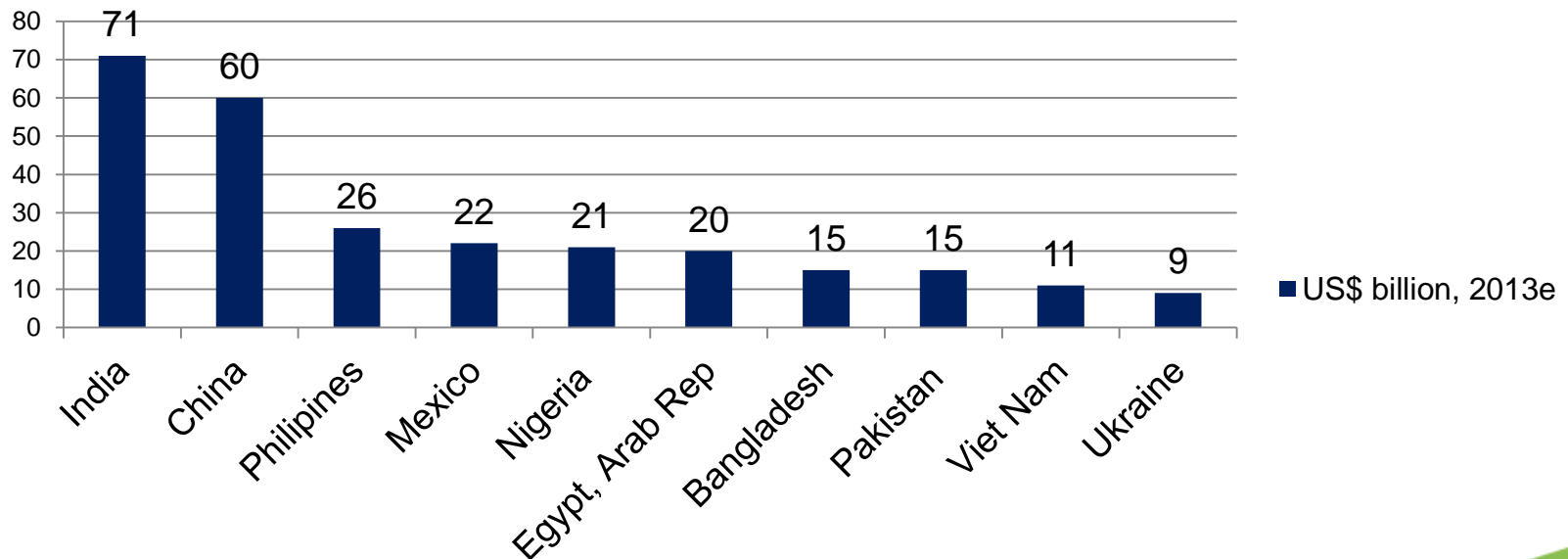
Reintegration of returning workers and increasing livelihood options in the country of origin is potentially a significant area of collaboration between countries of origin and destination.



On Remittances

The region is marked by substantial remittance inflows. There are six Asian countries among the top 10 remittance receiving countries, e.g. India, Philippines, Bangladesh, Pakistan and Vietnam (World Bank, 2013)

Top 10 recipients of remittances, 2013





International
Labour
Organization

Migration in the Agenda 2030



Migration-related SDG targets in the Agenda 2030

Target 8.8 on labour rights and safe secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Target 10.7 on safe, orderly and regular migration, including through well-managed migration policies.

Target 10c. reducing the cost of remittances.

Target 17.18 on data disaggregation in relation to migratory status.

3. ILO Standards on Migration

- ILO Constitution: *“Protection of the interests of workers when employed in countries other than their own”*
- ILO Fundamental Principles and Rights at Work – including Forced Labour Protocol
- International Labour Standards (ILS) apply to all workers, including migrant workers:

ILO Standards of prime relevance to migration:

- Migration for Employment Convention 97 and Recommendation 88 (including a Bilateral Agreement as Annex)
- Migrant Workers (Supplementary Provisions) Convention 143 and Recommendation 151
- Private employment agencies Convention 181 & Recommendation 188
- Domestic workers Convention 189 & Recommendation 201
- ILO Multilateral Framework on Labour Migration, 2006

ILO Multilateral Framework on Labour Migration (2006)



A series of non-binding principles and guidelines for a rights-based approach to labour migration.

It aims to assist governments, social partners and stakeholders in their efforts to regulate labour migration and protect migrant workers.

It provides a comprehensive set of rights-based guidelines and principles so as a global compilation of good practices on labour migration developed by governments and social partners.

- ILO Plan of Action for Migrant Workers – Resolution on a Fair Deal for Migrant Workers (*92nd Session, International Labour Conference, 2004*)
 - Anchored on ILO conventions and standards and promotes best practices
- ILO convened a tripartite meeting of experts (4th Q 2005) to debate on and adopted the **ILO Multilateral Framework on Labour Migration**

ILO Standards on Migration



International
Labour
Organization



The ILO has promoted standards specific to guiding migration policy and the protection of migrant workers:

- *Migration for Employment Convention (Revised), 1949 (No.97)*
- *Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143)*

ILO conventions 97 and 143 were the first international instruments on MWs. They put forward:

- equal treatment between regular status migrants and nationals in employment & working conditions;
- measures to address irregular migration; rights of irregular migrants;
- social consequences need to be addressed;
- labour migration process must be regulated within a rights-based framework.

4. Labour Migration in ASEAN



ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers

- Adopted by ASEAN heads of state at the 12th ASEAN Summit, January 2007, Cebu, Philippines; “Cebu Declaration”
- Calls on COOs and CODs to promote the full potential and dignity of migrant workers by outlining obligations in the areas of:
 - (i) protection from exploitation, discrimination, and violence;
 - (ii) labour migration governance; and
 - (iii) the fight against trafficking in persons.



International
Labour
Organization

ASEAN Declaration

Obligations of Countries of Destination

- 1) Intensify efforts to protect the fundamental rights, promote the welfare and uphold dignity of migrant workers.
- 2) Work towards harmony between CODs and MWs.
- 3) Facilitate access to resources and remedies, access to justice and social welfare services, as appropriate.
- 4) Promote fair and appropriate employment protection, payment of wages, decent working and living conditions.
- 5) Provide victims of abuse, exploitation and discriminations with access to legal and judicial systems.
- 6) Facilitate the exercise of consular functions when a migrant is arrested or detained.

Obligations of Countries of Origin

- 1) Enhance measures to the promotion and protection of MW rights.
- 2) Ensure access to employment and livelihood opportunities to citizens as sustainable alternatives to migration.
- 3) Set up policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation for deployment overseas and protection of the migrant workers when abroad as well as repatriation and reintegration to the countries of origin.
- 4) Establish and promote legal practices to regulate recruitment of migrant workers and adopt mechanisms to eliminate recruitment malpractices through legal and valid contracts, regulation and accreditation of recruitment agencies and employers.

ASEAN Declaration

ASEAN Forum on Migrant Labour (AFML)

- Established to advance the implementation of the principles of the Declaration
- 8th AFML was held in October 2015 at Kuala Lumpur, Malaysia

Instrument to Implement the Declaration

- Being drafted by members of the ASEAN Committee on Migrant Workers (ACMW)
- Target: end of 2014
- Binding or non-binding?

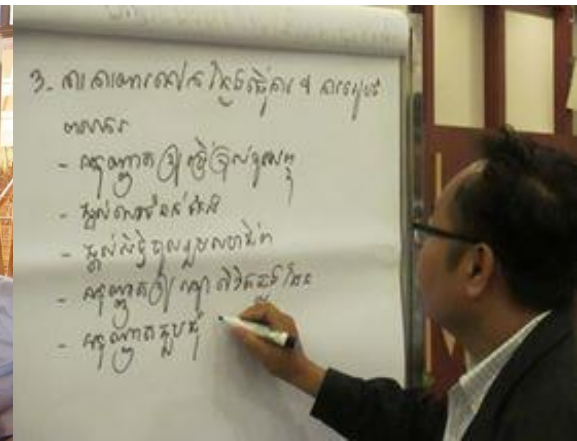
ASEAN Labour Ministers' Work Programme, 2016-2020.

The ASEAN Forum on Migrant Labour (AFML)



International
Labour
Organization

- **Open platform** for review, discussion and exchange of good practices on labour migration issues in ASEAN
- **Tripartite** plus CSOs
- **Annual meetings** since 2008
- **Pre- and Post-AFML meetings** by AMS and social partners
- **Recommendations** agreed on and implemented by all stakeholders



ASEAN Labour Ministers Work Programme 2016-2020

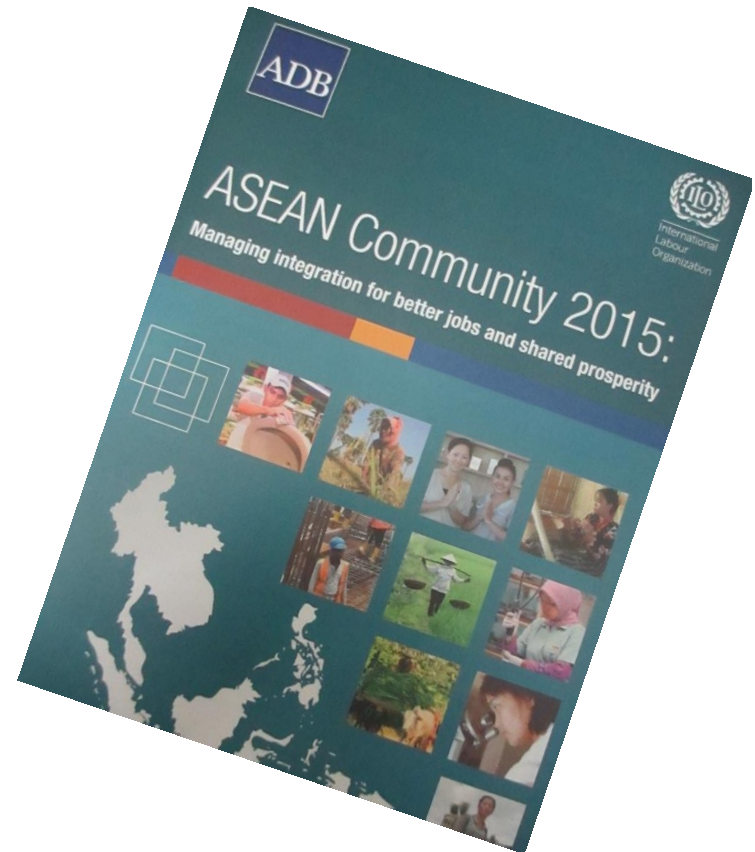
- Key result areas:
 - Skilled and adaptable workforce;
 - Productive employment;
 - Harmonious, safe and progressive workplace;
 - **Expanded social protection:**
 - i. Strengthened social protection systems
 - Raised awareness on social protection
 - Expand coverage, affordability, availability, quality, equitability and sustainability of social protection
 - ii. Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States.

AEC IMPACT : Reaping the benefits of labour mobility



International
Labour
Organization

- Migration between ASEAN countries increasing:
 - Growth from 1.5m to 6.5m between 1990-2013.
- Mainly medium and low skilled workers migrate, further growth likely:
 - High demand in construction, agriculture and domestic work.
- Migration flows will be driven by demographic and wage disparities.

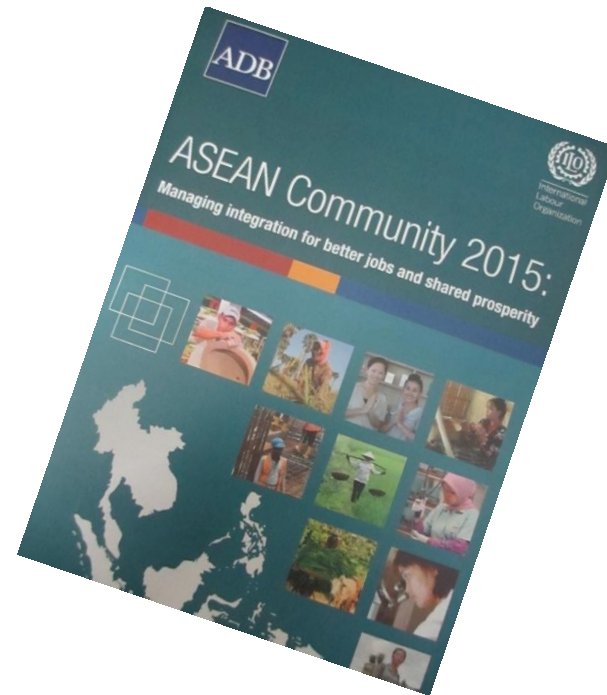


AEC IMPACT : Reaping the benefits of labour mobility



International
Labour
Organization

- Free flow of skilled labour under AEC affects less than 1% of workforce; little impact expected.
- Enhance social protection for migrants and their families.
- Poor ratification of ILO Conventions that safeguard rights of migrant workers.



The full report “*ASEAN Community 2015: Managing integration for better jobs and shared prosperity*” can be accessed at: www.ilo.org/asia



International
Labour
Organization

Canada

Thank you

For more information, please contact:

Manuel Imson

Senior Programme Officer

Project Coordinator

ILO ASEAN TRIANGLE Project

imson@ilo.org

Follow us on Facebook:

<https://www.facebook.com/aseantriangle>



www.ilo.org/asia



bangkok@ilo.org



[ILO.ORG](https://www.facebook.com/aseantriangle)



[ILOTV](#)



[iloasiapacific](#)



[@ilo](#)