



Recommendations from ASEAN Confederation of Employers (ACE)

15th ASEAN Forum on Migrant Labour

“Resumption of Labour Migration and Regional Cooperation”

18 October 2022

In our globalized world and as all stakeholders will adapt to new realities, it is now highly time for stronger collaboration between employers and government on labour migration issues. The private sector relies extensively on mobile human resources and stands to gain from people being able to move for work. In this framework, ASEAN Employers call for regular and organized dialogue between the private sector and government through formal communications channels, as well as investment in data collection to make a stronger case for improved regulations.

The consultations should not only happen in times of crisis. More importantly, mechanisms at national level should be put in place to ensure that this dialogue is ongoing to prevent and/or better manage upcoming crisis. Consequences of a lack of consultations include: business discontinuity, resulting in diminished productive capacities, resulting in a more complex path to regaining economic and productive growth. Consequences will also be seen on increased illegal migration with its related negative impacts.

On data collection, ASEAN governments could begin compiling/publishing outgoing and incoming workers' statistics. The employers should have access to such information to source required skills as and when needed. In addition, if employers' also feed information on job availability, skills matching can be possible and be mutually beneficial.

Given that businesses form the backbone of economies, it would serve governments well to ensure that any decisions on migration policies are made in consultation with the employer's organizations. While ASEAN governments have the sovereign right to decide immigration and emigration policies, if these policies are to be effective and relevant, they must be based on an analysis of needs for certified skills in consultation with various stakeholders, including the private sector.

ASEAN Employers call for more dialogue on skills mobility policies between policymakers and employers' organisations to better understand the skills needs and requirements from the various industries.



ASEAN Employers, we call for greater dialogue between countries of origin and destination, as well as employers and recruitment agencies to collectively find solutions to mitigate risks, especially to reduce the recruitment costs.

ASEAN Employers call for more collaboration among ASEAN governments that reflects employers' views to improve skills development, recognition and matching.

ASEAN Employers call for a digital transformation of immigration processes, and migration systems designed in a manner as to enhance labour mobility and reduce the recruitment costs.