



**The 17th ASEAN Forum on Migrant Labour: Care work and labour migration in
ASEAN: Cambodian recommendations
18 September 2024**

Subtheme 1. Meeting care needs through labour migration

1. Conduct research on recruitment related costs and fees, conditions of work and other factors for migrant care workers.
2. Assess and project demand for care, including migrant care workers, based on demographic, health and employment data and changing patterns in provision of unpaid care.
3. Acknowledge migrant care workers in national care policies and strategies, and adopt measures to address their needs.
4. Mapping existing skills training programmes related to care work and develop new training programmes for care workers.
5. Establish inclusive MOUs and pathways for deployment and admission of migrant care workers at all skills levels, including sharing of good practices, challenges and lessons learnt. During MOU discussions between country of origin and countries of destination; countries of destination should provide information about available support services and labour inspection reports, for further sharing with relevant authorities and recruitment agencies in the COO.
6. Adopt an ASEAN wide definition of care workers/migrant care workers;
7. Integrate care work into the business and human rights agenda.
8. Facilitate inclusive regular pathway for migrants with disabilities into national and regional labour migration frameworks.

Subtheme 2. Enhancing protection and promotion of the rights of migrant care workers

9. Work towards ratification of the ILO convention No C 189 and C190.
10. Formalize the care sector, including domestic work and community volunteers.
11. Improve care workers' wages, social protection and other conditions of work to attract migrant care workers.
12. Revise and simplify immigration rules to enable easy permit renewals, longer stay and changing of employers to attract migrant care workers.
13. Provide migrant care workers effective access to skills development and recognition.
14. Prevent and address violence, abuse and discrimination against migrant care workers.



15. Ensure effective right to organize care workers and ensure their representation in care policy making.
16. Reduce worker paid recruitment fees and realtered costs of migration, and clearly define the costs responsible by employers and governments.
17. Ensure migrant care worker access to remedy, hotline and responsive support services and mechanisms.
18. Study the visibility for establishing welfare fund for migrant workers.