

**The 17th ASEAN Forum on Migrant Labour: Care work and labour migration in
ASEAN: Philippines recommendations
6 November 2024**

Subtheme 1. Meeting care needs through labour migration

1. Assess and project demand for care, including migrant care workers, based on demographic, health, and employment data and changing patterns in the provision of unpaid care
 - a. Improve survey methodology to capture care work statistics, including data collection for facilities related to care work
2. Acknowledge migrant care workers in national care policies and strategies and adopt measures to address their needs
 - a. Align national development plans towards facilitating labor migration and protection of care workers
3. Establish MOUs and pathways for deployment and admission of migrant care workers at all skill levels
 - a. Strengthen pre-departure orientations and seminars to empower migrant care workers to assert their rights under their respective employment contracts, including fair treatment

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

1. Formalize the care sector, including domestic workers and community volunteers.
 - a. Align legal and policy frameworks to ensure decent working conditions for care workers at the national and regional levels
 - b. Regulate the care work, paid or unpaid, to ensure compliance with labor standards, occupational safety and health standards, and other labor legislations
 - c. Develop a national strategic action plan to address key problem areas both in the domestic and migrant care work sectors
2. Improve care workers' working conditions and social protection to attract migrant care workers.
 - a. Enhance social protection mechanisms to reduce the risks faced by domestic and migrant care workers, including those under live-out arrangement, during the employment and post-employment phases
 - b. Promote portability of social protection considering the ASEAN declaration
 - c. Establish national registration of care workers
 - d. Promote parity of employment contracts for care workers, including recruitment fees

3. Revise immigration rules to enable easy permit renewals, longer stay, and changing of employers, to attract migrant care workers.
 - a. Review national laws to facilitate the protection of migrant care workers
4. Provide migrant care workers effective access to upskilling and reskilling and certification, recognition, and career development opportunities
 - a. Establish mechanisms for migrant workers to have access to opportunities to facilitate their reintegration, considering their acquired skills and competencies through a ladderized approach, back into the domestic economy
 - b. Align with skills qualification standards with regional and global frameworks
 - c. Leverage digital tools to facilitate assessment, certification, and registration of care workers
5. Prevent and address violence and discrimination against migrant care workers
 - a. Implement advocacy campaigns and establish workplace mechanisms to address violence and discrimination
6. Ensure care workers' participation in social dialogue, the effective right to organize care workers, and their representation in care policymaking.
 - a. Provide an enabling environment for care workers' exercise of their labor rights, including the right to organize and collectively bargain and participate in policymaking processes
 - b. Establish a mechanism for social dialogue between the government, employers' organizations, and workers' organization