



International
Labour
Organization



Canada

TRIANGLE in ASEAN

More and more people move abroad for work within the ASEAN region. Today, labour migration is a key feature in all ASEAN Member States. While labour migration can be an economic boost and a driver of social development, many migrant workers experience exploitation and abuse during recruitment and employment, often related to particular identity factors, including gender, age, race, sexual orientation or disability.

TRIANGLE in ASEAN is part of the International Labour Organization's worldwide efforts to increase the benefits and minimize the risks of labour migration for all.

TRIANGLE in ASEAN delivers technical assistance with the overall goal of maximizing the contribution of labour migration to an equitable, inclusive and stable growth in ASEAN. It is supported by the Australian Government Department of Foreign Affairs and Trade (2015-2025) and Global Affairs Canada (2016-2024).



Reduced
recruitment fees

Safe

Migrant
workers

Decent
working
conditions

ASEAN



TRIANGLE in ASEAN contributes to UN Sustainable Development Goals 5, 8, and 10.



Main objectives

- ▶ **Protection:** All migrant workers are better protected by labour migration governance frameworks.
- ▶ **Development:** Policies and programmes enable all migrant workers to contribute to and benefit from economic and social development.
- ▶ **Mobility:** Labour mobility systems are gender-transformative and increase the efficiency of labour markets.



Programme partners

- ▶ ASEAN Secretariat, ASEAN Committee on Migrant Workers (ACMW), labour ministries, workers' and employers' organizations, recruitment agency associations and civil society organizations at the regional and national level in Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Thailand and Viet Nam.



TRIANGLE in ASEAN - At a glance

- ▶ **Geographical focus:** ASEAN region, with country-level activities in Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Thailand and Viet Nam
- ▶ **Timeframe:** 2015-2025
- ▶ **Donors:** Australian Government Department of Foreign Affairs and Trade (DFAT); Global Affairs Canada (GAC; until 2024)
- ▶ **Budget:** AUD 24 million 2015-2025 and CAD 9.5 million 2016-2024

TRIANGLE in ASEAN 2011-2025 Key Results

Knowledge generation

84 knowledge products published, including 6 in 2025, for example:

- Care at home: Projecting Thailand's need for national and migrant labour for home-based care for older persons
- Empowering Migrant Workers: Lessons Learned from ILO MRCs
- Labour migration in ASEAN: Analysis from the ILMS Database
- Accelerating Actions Towards SDGs on Safe Migration and Decent Work for Migrant Workers in ASEAN
- Advancing Skills Mobility, Recognition and Development in ASEAN: Unlocking Opportunities for Migrant Workers

Improving law and policy

51 policy and legislative instruments adopted with technical assistance from TRIANGLE, including 2 in 2025:

- Cambodia's Labour Migration Policy 2025-2034
- The National Implementation Plan 2024 - 2026 for the Global Compact for Safe, Orderly and Regular Migration (GCM) in Cambodia

ASEAN engagement

23 completed activities of the ASEAN Committee on Migrant Workers (ACMW) supported, including in 2025, for example:

- 18th ASEAN Forum on Migrant Labour: Accelerating actions towards SDGs on safe migration and decent work
- Development of the Checklist for ASEAN Member State governments, labour recruiters and employers on fair recruitment and decent employment practices
- Workshop on regional actions on fair and ethical recruitment practices
- Capacity building for ASEAN labour attachés towards better protection of migrant workers

Advocacy and outreach

17,558,734

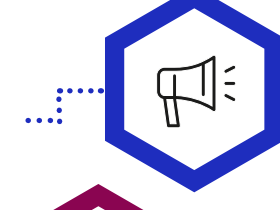
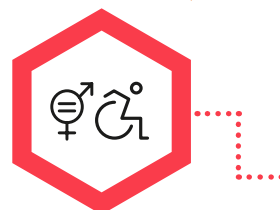
people were reached with outreach and communications materials,

ranging from information on migration to social media campaigns to share migration experiences. This includes 2,071,951 in 2025.

Women's groups

In 2025,

32 migrant women's groups had 1,717 active members in Cambodia, Myanmar and Thailand.



Services to migrant workers

417,599 migrant workers accessed services through

46% women

28 Migrant Worker Resource Centres in 6 countries. This includes 115,995 (44% women) in 2025.

US\$ 13,510,495 was ordered in compensation to migrant workers for legal claims.



This includes US\$ 273,431 (in 470 cases) in 2025.

Gender equality and disability inclusion budgeting

While all activities promote gender equality and disability inclusion, since 2016,

28% of all activity funds have been spent specifically on redressing gender balance and disability inclusion.

In 2025, the amount spent was at 27%.

Reducing migration and remittance costs

498 recruitment agencies committed to codes of conduct

on fair recruitment with TRIANGLE support.

Reintegration support

42,293 migrant workers

53% women

accessed reintegration services such as job matching, skills recognition and up-skilling, business support, livelihood and emergency support etc. This includes 13,520 (53% women) in 2025.

Building local and regional capacity

56,216

people from ASEAN Member States were trained

48% women

on labour migration issues. This includes 3,618 people (63% women) at 71 events in 2025.