



The 18th ASEAN Forum on Migrant Labour: “Accelerating Actions Towards Sustainable Development Goals (SDGs) on Safe Migration and Decent Work for Migrant Workers in ASEAN”
Cambodia recommendations
21 August 2025

Subtheme 1: Safe and Secure Environments Free from Forced Labour

1. ASEAN member states should amend their policy frameworks, laws or regulations to allow migrant workers to change employers and have choices about where to live, while respecting workers' privacy, by prohibiting employers from retaining workers' mobile phones, passports and other personal documents.
2. Ensure that all migrant workers receive the same protection and promotion of labour rights, decent working conditions, social protection schemes, access to information (especially for women and people with diverse gender identities, disabilities), and support services as being foreign workers in the countries of destination.
3. Ensure that all migrant workers, regardless of their status, including children and their families in the context of migration, receive basic protection, social assistance, and education.
4. Ensure that all migrant workers have the right to join trade unions, associations, and participate in collective bargaining.
5. ASEAN Member States should establish policy/legal frameworks to prevent, regulate, and suppress all acts of fraudulent recruitment and placement of migrant workers.
6. ASEAN member states should strengthen mechanisms for labour supervision/inspection in hard-to-reach workplaces, such as establishing a diverse communication system and tools (language and means of communication) for migrant workers for report and assistance.
7. Identified workers that are forced to work in fraudulent places and scams, they should have the right and permit to stay and work.
8. ASEAN Member States should explore the visibility of, and consider ratifying, the ILO's Optional Protocol on Forced Labour.



9. Strengthen the legal framework and enforcement mechanisms on occupational safety and health (OSH) in sectors where migrant workers work by:
 - Establish a management and guidance system on occupational safety and health (OSH)
 - Incorporate this guidance and system into the pre-departure orientation training programme and ensure delivering the programme for workers before they departure.
 - Ensure comprehensive policies and strong enforcement to prevent forced labour practices in all sectors, including strengthening the labour inspection system, increasing penalties for violations and promoting stricter oversight of recruitment agencies and placement sites.
10. Empower migrant workers by connecting them to support services: Increase outreach to support services and receive workers' complaints more widely.
 - Establish and strengthen reporting systems, through anonymous online and digital channels, for reporting complaints of exploitation, labour rights violations and other challenges in ways that are transparent, confidential, safe and accessible. Provide victims with comprehensive protection, legal assistance and rehabilitation services to restore dignity and support reintegration.
11. Raise awareness among workers about their rights, health and safety at work (OSH): Raising awareness about their labour rights, the risks of forced labour, and mechanisms for seeking help and empowering workers with knowledge is a key factor in preventing exploitation.
12. Ensure that all migrant workers have access to health care insurance.
13. Promote multi-stakeholder cooperation: Encourage partnerships between government authorities, employers, trade unions, civil society organizations and international institutions to coordinate efforts against forced labour and promote decent and safe working conditions for all migrant workers.
14. Establishing and organising migrant workers, families, and communities with the purpose to maintain solidarity, represent, support each other's, and exchange migration information.
15. Remove restrictions in law and practice on the freedom of association and collective bargaining of migrant workers to allow them to form, join and lead unions.



16. Support and encourage the organization of migrant workers through various media platforms, employment contracts and/or workplace signage to local workers/migrant workers, unions, employers and local government officials that all workers, regardless of their nationalities, have the right to organize and bargain collectively and that union closures or any discrimination against union leaders or members should not be tolerated.

Sub-theme 2: Reduce recruitment and remittance costs

17. ASEAN Member States should work together to prohibit the charging of recruitment fees and related costs to migrant workers in line with international labour standards and employer-paid model best practices.
18. Employers should be responsible for the recruitment fees. Set clear and transparent fees for local recruitment agencies that can be charged to employers, and or companies in the countries of destination. To help this, the government should reduce the cost of documents for migration (visas, passports, health certificates, etc.).
19. Promote online money transfers and digital money transfers (e-wallets, Bakong, Bank transfers...) with low fees charge.
20. Provide information about transparent, low-cost, and secure money transfer fees, promoting the use of bank accounts for wage payments
21. Provide financial literacy and know how to deposit and transfer money into bank accounts, promote digital literacy including the use of mobile applications for migrant workers.
22. Foster cooperation among relevant institutions in facilitating easy, low-fee, and secure money transfer systems, including integration of information on deposit fees and financial and digital literacy in the Pre-Departure Orientation Programme and sessions and deliver it for migrant workers before leaving to work abroad.