



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”

**Lao People's Democratic Republic recommendations
29 August 2025**

Subtheme 1. Safe and Secure Environments Free from Forced Labour

1. Ensure that all national programmes towards achievement of Sustainable Development Goals (SDGs) address migrant workers' and their families' needs and advance their development to ensure that no one is left behind. Based on SDGs, there is a need for workers to have access to skills development, increased income, and improved security and quality of life. In this context, recognize the value of care work performed by migrant workers and their families as an essential component of social and economic development, and promote its inclusion in ASEAN policy frameworks.
2. Disaggregate all data to measure SDG progress by migratory status, gender and other relevant variables to enable monitoring of and reporting on development impacts on women and men migrant workers.
3. Revise and Improve labour migration policies to reduce migrant workers' dependency on their employers and vulnerability to forced labour by allowing migrant workers to change employers (employer can be changed through an agreement between both worker and employer) and to live outside their workplace. Prohibit the withholding of migrant workers' mobile phones, passports, and other personal documents, as well as the installation of Closed-Circuit Television (CCTV) or other surveillance cameras in private areas
4. Ensure that all migrant workers enjoy full labour rights and social protection at par with local workers, regardless of sector of employment, including minimum one day off per week, decent working hours and wages, effective access to information and support services, and right to organize and bargain collectively. If a worker agrees to forego a weekly rest day or a day off on official national holidays, the employer must provide compensation in accordance with the labour law of the host country.
5. Manage deceptive and fraudulent recruitment, including such leading to forced labour and forced criminality, Breaches of contract, through strictly regulating recruitment activities and agencies and enforcing these rules, including through monitoring of online recruitment. Workers compelled to perform illegal activities must not be subject to criminal penalties. Attention should be given to labour inspection, the monitoring of working conditions, and the effective, efficient, and accessible implementation of grievance mechanisms for all workers, ensuring accessibility regardless of gender or the diverse circumstances of migrant workers.



6. Strengthen enforcement of Occupational Safety and Health (OSH) standards in migrant-dominated sectors and guarantee migrant workers' periodic access to OSH training, reflecting new tools and protective equipment. Ensure that migrant workers in all sectors are enrolled in employment injury benefit schemes covering occupational disabilities, with effective access to benefits across borders, or alternatively through subsidies under the host country's social security system. OSH management systems must also adequately address the adverse effects of climate change.
7. Improve data collection SDG indicator 8.8.1 (fatal and no-fatal injuries) and disaggregate the data by migratory status. Address barriers to migrant workers' accidents being captured in the data collection and record data on assistance provided of such cases.
8. Remove limitations in law and practice on migrant workers' freedom of association and collective bargaining to allow them to form, join and lead trade unions. Eliminate gender-based discrimination and ensure the freedom to form mutual aid groups, in case where there is no legal recognition in the host country. Governments must eliminate all gender-based discrimination against the migrant workers in the Labour law, In accordance with international conventions.
9. Support and encourage organizing of migrant workers by announcing through various media, worker contracts and/or workplace signage- to migrant and national workers, trade unions, employers and government officials at local levels that workers of all nationalities have the right to organize and collectively bargain. Ensure that union busting or any discrimination against union leaders or members will not be tolerated.

Subtheme 2. Reduced Recruitment and Remittance Costs

10. Prohibit charging of recruitment fees and related costs to migrant workers. The employer must bear all responsibility in line with International Labour Standards and good practices.
11. Reduce recruitment costs payable by employers by establishing clear and transparent ceilings for fees that recruitment agencies can charge to employers and reducing costs of government documents required for migration (visas, passports, health clearances etc).
12. Include measurement of SDG indicator 10.7.1 (recruitment costs), and also consider including monitoring of SDG indicators under SDG 5 (Gender equality) and SDG 10 (Reduced Inequality) in regular labour force surveys.



13. Ensure migrant workers' financial inclusion and access to safe and affordable remittances services with transaction less than 3 per cent (in accordance with SDG 10.c), while aiming for lower using online and digital remittance channels. Integrate financial literacy curricula into training provided by Technical and Vocational Education and Training (TVET) centers, recruitment agencies, and Civil Society Organizations (CSOs) that serve migrant workers

- Provide free financial management knowledge and skills (financial literacy) to migrant workers before and after migration.
- Implement policies to ensure migrant workers have access to low-interest loans to cover preparation and travel expenses.
- Governments must strengthen cooperation between countries of origin and destination to protect migrant workers and ensure regular migration. Such cooperation should avoid encouraging irregular migration channels, ensuring remittances are sent through legal means to the home country.