

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”

**Myanmar CSOs and Trade Unions Recommendations
28 August 2025**

Subtheme 1. Safe and Secure Environments Free from Forced Labour

1. ASEAN Member States should implement the 5 June 2025 [Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar](#) and strengthen legal and institutional frameworks to eliminate forced labour, ensuring gender-responsive and disability-inclusive approaches.
2. Destination countries must guarantee migrant workers’ rights to retain their identity documents, access safe accommodation, access means of communication, and receive protection from practices that may lead to exploitation or isolation.
3. Return and repatriation processes of migrant workers must be voluntary, safe, dignified, and consistent with international human rights standards, including the principle of non-refoulement.
4. Establish accessible, safe, independent, and gender-responsive grievance mechanisms, free from interference by state or non-state actors, with strong protection against retaliation.
5. Governments should ensure equal pay for work of equal value and address wage disparities, especially in border regions and women-dominated sectors such as domestic work and other forms of care work.
6. ASEAN Member States must fully respect and implement International Labour Standards, particularly on fundamental rights to freedom of association and collective bargaining, ensuring that migrant workers have the legal right to form, lead and join trade unions.
7. Ensure meaningful engagement with civil society organizations, trade unions, grassroots groups, and women migrant workers’ associations in policy development, monitoring, and implementation.
8. Employers and governments should strengthen occupational safety and health (OSH) through training, enforcement of OSH standards, provision of personal protective equipment (PPE), and effective labour inspections.
9. All migrant workers, regardless of legal status, should have access to social protection, health services, and portable social security benefits across ASEAN.
10. Governments should improve labour migration data collection, analysis, and sharing through systems such as the International Labour Migration Statistics (ILMS), ensuring accuracy, accountability, and transparency for evidence-based policymaking.

Subtheme 2: Reduced Recruitment and Remittance Costs

11. ASEAN should promote and implement zero-recruitment fee policies in line with ILO General Principles and Operational Guidelines for Fair Recruitment, ensuring that employers and licensed agencies bear the costs of recruitment, training, language courses, and pre-departure orientation.
12. Governments must strengthen monitoring and regulation of recruitment agencies, publicly disclose non-compliant actors through accessible digital platforms, and provide migrant workers with transparent information to make informed choices.
13. ASEAN Member States should reduce remittance transfer costs to below 3% in line with SDG 10.c, and expand safe, accessible, and affordable digital transfer channels, including in rural and border areas.
14. Migrant workers must have access to inclusive and gender-responsive financial services that protect their savings, enhance financial resilience, and support investment in their communities.
15. Governments, employers, and financial institutions should expand financial literacy and digital financial skills training for migrant workers and their families, enabling them to use emerging technologies safely, reduce risks of fraud, and strengthen household financial security.