



International
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TRIANGLE
PARTNERSHIPS

► TRIANGLE Partnerships for Fair and Effective Labour Migration in ASEAN

October 2026

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At a glance



Duration

5 years (April 2026 - March 2031)



Partners

The main partners include ASEAN institutions with mandate on labour migration and skills development; labour ministries, workers and employers' organizations, recruitment agency associations and civil society organizations at regional and national levels.



Development partners

Australian Department of Foreign Affairs and Trade (DFAT) and the Swiss Federal Department of Foreign Affairs / Swiss Agency for Development and Cooperation (FDFA / SDC).



Budget

US\$ 19,880,716 equally shared between DFAT and FDFA/SDC.



Target beneficiaries

The ultimate beneficiaries of TRIANGLE Partnerships are current, potential and returned migrant workers and their families. Over its five-year duration, the programme aims to directly support more than 200,000 migrant workers and other beneficiaries across the region.



Geographical focus

Regional focus on ASEAN, with country level interventions in Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand and Timor-Leste.

Context

Labour migration has long been a feature of the economic and social dynamism of the Association of Southeast Asian Nations (ASEAN) region. Disparities in economic development and stability between Member States, fuelled by demographic changes, mean that migration makes a substantial contribution to improved livelihoods and skills development as well as increased labour market efficiency in the region.

However, due to high costs and complex procedures during recruitment and decent work deficits during employment, many ASEAN migrant workers face human and labour rights challenges. Migrant workers are also excluded from skills training opportunities in countries of destination and struggle to have their skills recognized upon return home. A significant portion of migrant workers are also in irregular situations due to complex and costly legal migration processes and different labour market demands than admissions allow.

While there are significant flows of skilled and professional workers, most ASEAN migrant workers are employed in low-paid occupations in agriculture, construction, fisheries, manufacturing and services, including domestic work and care, typically arranged under temporary labour migration schemes. Migration experiences also remain highly gendered. Women are concentrated in lower-paid jobs and earn less than men, while persons with disabilities face barriers to formal migration pathways.

ILO Response

TRIANGLE Partnerships aims to ensure that migrant workers in ASEAN benefit from enhanced livelihoods through improved access to skills development, rights protection, safe pathways and effective regional migration governance. The programme operates on three levels under three outcomes, aimed to strengthen the relationship between the ASEAN level agenda, national policy and local implementation:



- **Regional (ASEAN):** Strengthening ASEAN labour migration governance through improved regional standards, stakeholder collaboration, skills recognition and evidence-based policy making.
- **National:** Supporting inclusive labour migration systems through rights-based laws, policy, practices and institutional capacity.
- **Local:** Improving migrant workers' access to services, rights protection, and skills development and recognition throughout all stages of the migration cycle.

Technical areas

Across all levels of operations, TRIANGLE Partnerships focuses its technical assistance on five core pillars:

- Fair recruitment and legal pathways;
- Skills mobility, recognition and development;
- Social protection and the portability of social security benefits;
- Labour protection and decent work; and
- Reintegration.

The programme interventions are guided by four cross-cutting strategies to ensure sustainability and inclusivity: Climate change and disaster-related adaptation and resilience; Gender equality and disability equity; Locally led development; and Private sector engagement.



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