

DECENT WORK

A better world starts here.



International
Labour
Organization

Labour Migration in ASEAN

ASEAN Youth Forum on Employment

Venue: Gumaya Hotel, Semarang, Indonesia

13 May 2013

Manuel Imson, Senior Programme Officer and

ILO Regional Office for Asia and the Pacific, Bangkok



ASIAN
DECENT WORK
DECADE 2006
2015



International
Labour
Organization

Presentation Overview

1. Overview and Migration Statistics
2. Driving Forces for Continuing Demand for Migrant Workers
3. Key issues and Policy Response





International
Labour
Organization

1. Overview and Migration Statistics

- **Statistics**

- 214 million **Migrants** in 2010 (UNDP)
- 105.5 million are **Migrant Workers** (ILO, 2010)
- Over 30 million (or 30%) are in **ASIA**
- Around 14 million migrants from ASEAN region
 - Almost 6 million are working within ASEAN States (World Bank)





International
Labour
Organization

Migrant Workers by Region, 2000 and 2010

Region ^a	Migrants				Migrant workers			
	2000 ^b		2010 ^c		2000 ^d		2010 ^e	
	Millions	%	Millions	%	Millions	%	Millions	%
➤ Africa	16.3	9.3	19.3	9.0	7.1	8.0	8.4	➤ 3.0
Asia	49.9	28.5	61.3	28.7	25.0	29.0	30.7	29.0
Europe	56.1	32.1	69.8	32.6	28.2	33.0	35.1	33.0
Latin America and the Caribbean	5.9	3.4	7.5	3.5	2.5	3.0	3.2	3.0
North America	40.8	23.3	50.0	23.4	20.5	24.0	25.1	24.0
Oceania	5.8	3.3	6.0	2.8	2.9	3.0	3.0	3.0
<i>Total</i>	<i>174.8</i>	<i>100</i>	<i>213.9</i>	<i>100</i>	<i>86.2</i>	<i>100</i>	<i>105.5</i>	<i>100</i>

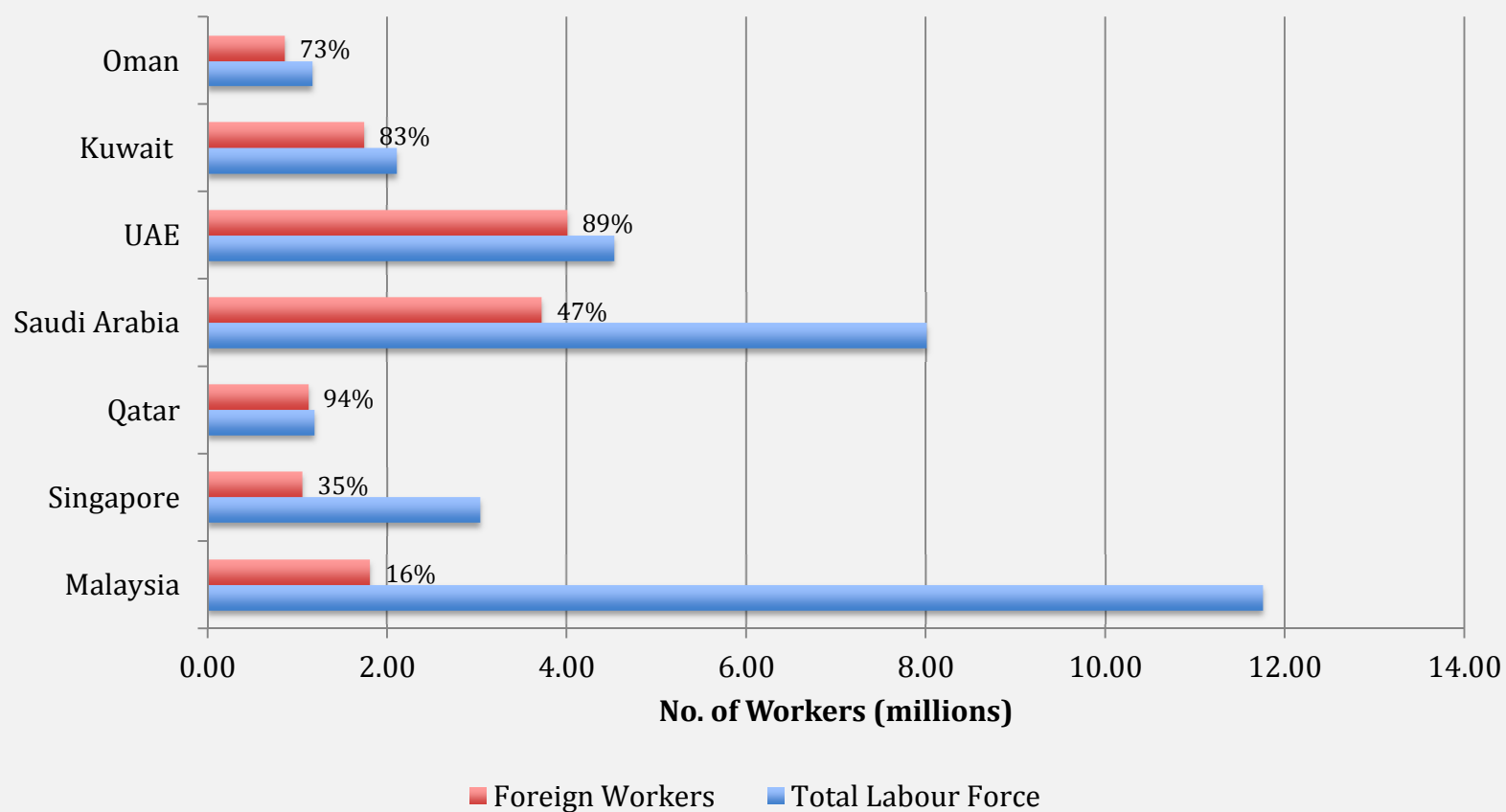
Source: ILO Estimates/UNPD estimates on stock of migrants



Share of Foreign Workers to Total Labour Force in Selected Countries in Asia and GCC, 2009



International
Labour
Organization



Source: State statistical sources



Migrant Workers to Total Labour Force in Selected Sectors in Malaysia, 2010



International
Labour
Organization

Sector	Migrant Workers	Total Labour Force	Percentage of Migrant Workers to Total Labour Force
Manufacturing	688,886	1,879,700	37%
Construction	288,722	1,019,000	28%
Agri.(incl forestry, fishery)	420,218	1,475,100	28%
Total	1,397,826	4,373,800	32%

Source: Labour Force Survey Malaysia, 2010; Ministry of Home Affairs;
10th Malaysian Plan; ILO TRIANGLE Project Baseline Survey(2011)





International
Labour
Organization

1. Overview and Migration Statistics

- **Labour migration flows in the ASEAN:**
 1. Labour Migration flows from South East Asia to GCC countries;
 2. Labour migration flows to and within the ASEAN region;
 3. Labour migration to East Asia which is mainly from countries in South East Asia.





International
Labour
Organization

1. Overview and Migration Statistics

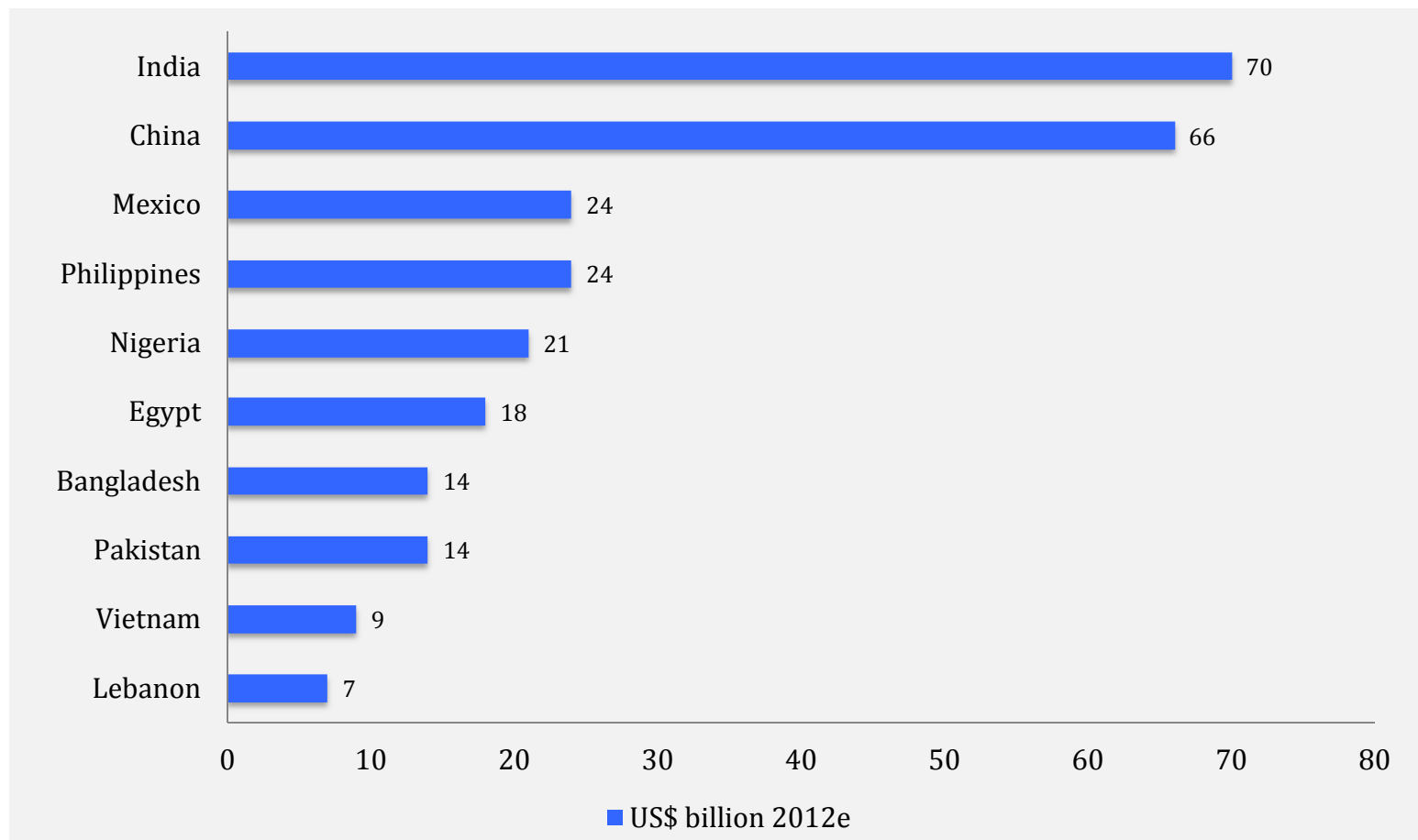
- **Characteristics of ASEAN Migration**
 - **Temporary** migration regimes
 - **Less skilled** work
 - **Women** comprise 43 per cent of the flows and concentrated in **domestic work**
 - **Substantial remittance** flows (Philippines and Vietnam are among the top 20 remittance receiving countries in 2010)





International
Labour
Organization

Top 10 Recipients Of Migrant Remittances, 2012e



Source: World Bank

ASIAN
DECENT WORK
DECADE
2006
2015



DECENT WORK

A better world starts here.



International
Labour
Organization

East Asia

Republic of Korea

Employment Permit Scheme (EPS): In 2012 a little under 50,000 workers were admitted from 15 countries of origin (in Asia) with whom the South Korean government has signed an MOU. For 2013 there is a quota of 62,000 workers. The sectors are manufacturing, agriculture, fisheries, construction and services.

Taiwan (China) admits foreign workers from selected countries (mainly in South East Asia) for a period of up to 12 years. Foreign workers are almost equally divided between manual workers and care givers (Asian Migration Outlook, Scalabrini Migration Centre, 2012).

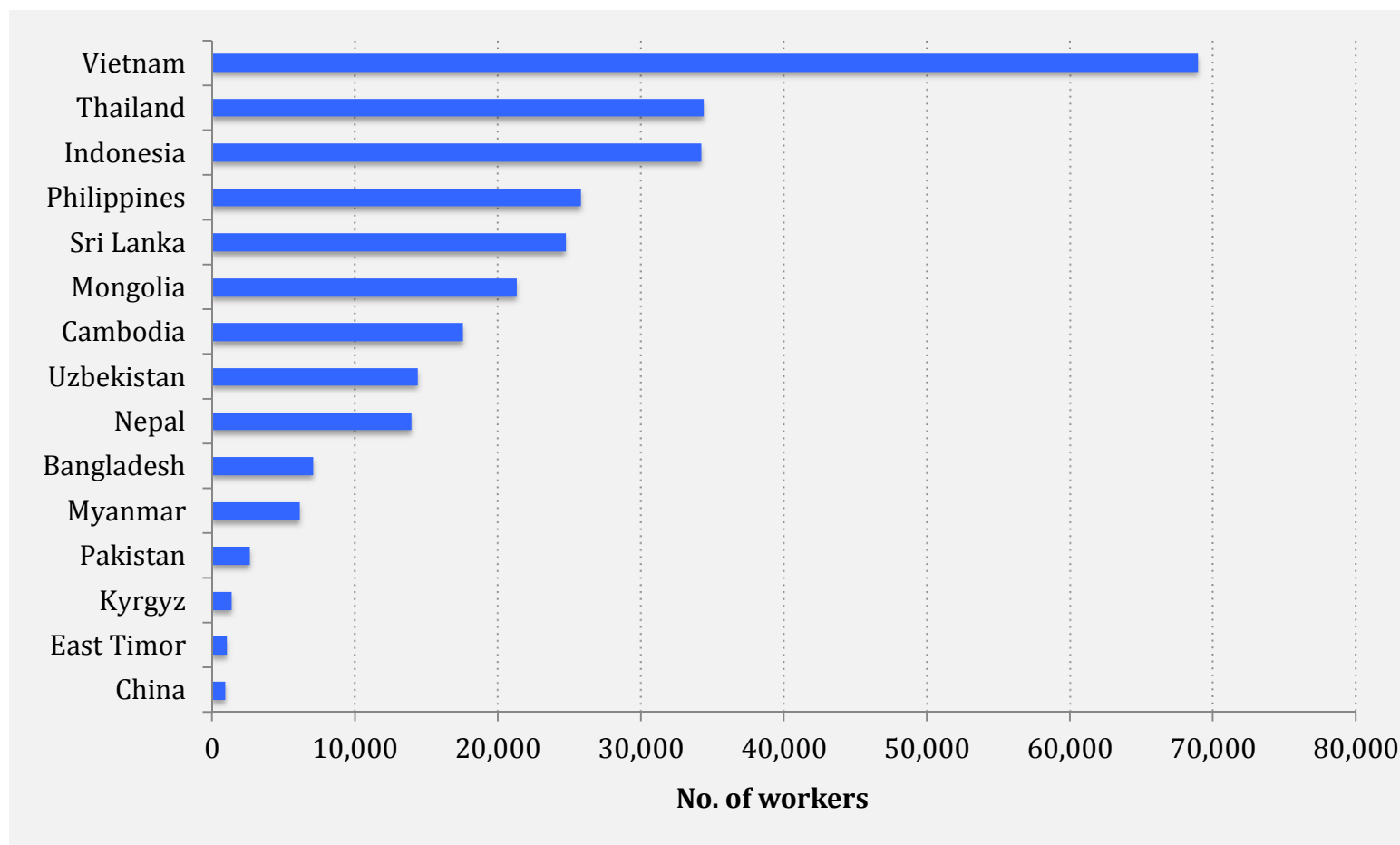
Hong Kong SAR (China) receives mainly foreign domestic workers from the Philippines and Indonesia, in addition to mainland China.





International
Labour
Organization

Stock of Foreign Workers in Korea through EPS, June 2012



Source: Ministry of Employment and Labour, Republic of Korea

ASIAN
DECENT WORK
DECADE 2006
2015



DECENT WORK

A better world starts here.

- **Primary destination** for South Asian labour migrants (Philippines and Indonesia)
- **Temporary migration of low-skilled and semi-skilled** workers on fixed term contracts
- Recruitment is **dominated by the private sector** with the state playing a minor role.

Outflow of Workers from Selected Asian Countries to the GCC in 2011

Destination Origin	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	UAE	Total
Bangladesh	13,996	29	135,265	13,111	15,039	282,739	460,179
India	14,323	45,149	73,819	41,710	289,297	138,861	603,159
Nepal	4,647	15,187	2,442	102,966	71,116	44,464	240,822
Pakistan	5,940	6,251	37,580	10,171	138,495	222,097	420,534
Sri Lanka	7,057	48,105	6,370	53,632	70,896	42,198	228,258
Philippines	15,434	53,010	10,955	87,813	293,049	201,214	661,475
Indonesia	14,323	45,149	73,819	41,710	289,297	138,861	603,159
Vietnam				7	3,627	1,160	4,794
Total	75,720	212,880	340,250	351,120	1,170,816	1,071,594	3,222,380

Note: Figures for Sri Lanka and the Philippines are for 2010

Source: Figures are from government statistical sources from each individual country where available and from the ADBI-OECD report on Managing Migration to Support Inclusive and Sustainable Growth, 2013



International
Labour
Organization

The ASEAN Region

➤ labour sending countries

- Philippines, Indonesia and Vietnam (to East Asia and GCC)
- Lao PDR, Cambodia and Myanmar (to neighbouring countries and in the ASEAN)

➤ host countries

- Malaysia, Thailand, Singapore and Brunei
 - In Thailand, the stock of migrant workers is estimated at 2-2.5 million out of which a million are documented
 - Both Malaysia and Thailand have undertaken regularization programs
 - predominantly employed in low-wage
 - low-skilled jobs in sectors (domestic and care work, construction, manufacturing, agriculture, fishing and forestry)





International
Labour
Organization

Stock of Migrant Workers in Malaysia, 2007-2011

Year	Total
2007	2,043,805
2008	2,062,596
2009	1,918,146
2010	1,817,871
2011	1,573,061

Source: Ministry of Human Resources, Malaysia

Foreign Workforce Numbers in Singapore 2007- mid 2012

Pass Type	Dec 2007	Dec 2008	Dec 2009	Dec 2010	Dec 2011	Jun 2012
Employment Pass (EP) – Skilled Workers	99,200	113,400	114,300	143,300	175,400	174,700
S Pass – Mid-Level skilled Workers	44,500	74,300	82,800	98,700	113,900	128,100
Work Permit (Total)	757,100	870,000	856,300	871,200	908,600	931,200
- Work Permit (Foreign Domestic Worker)	183,200	191,400	196,000	201,400	206,300	208,400
- Work Permit (Construction)	180,000	229,900	245,700	248,100	264,500	277,600
Total Foreign Workforce	900,800	1,057,700	1,053,500	1,113,200	1,197,900	1,234,100
Total Foreign Workforce (excluding Foreign Domestic Workers)	717,600	866,300	857,400	911,800	991,600	1,025,700

Source: Ministry of Manpower, Singapore





International
Labour
Organization

Migrant Workers Stock in Malaysia, 2011

NATIONALITY	MAIDS	CONSTRUCTION	MANUFACTURING	SERVICES	PLANTATION	AGRICULTURE	TOTAL
INDONESIA	134733	161691	125155	25947	251569	86141	785236
BANGLADESH	49	24696	63369	93904	12208	6951	116663
NEPAL	74	3750	214242	26796	2478	11157	258497
MYANMAR	102	13709	107201	15658	3202	21039	146126
INDIA	504	3794	5707	38606	17749	6254	87399
VIETNAM	996	2507	48208	1128	138	21039	53473
PHILIPPINE	16932	4816	4256	4217	5784	496	44359
PAKISTAN	25	5695	3190	1219	5251	8354	26229
THAILAND	347	669	506	3631	55	10849	5838
CAMBODIA	29152	236	5952	396	260	630	36282
CHINA	32	1775	774	5383	38	286	8008
SRI LANKA	1110	64	2241	541	483	6	4596
LAOS	9	14	19	2	2	157	51
UZBEKISTAN	1	0	0	0	0	5	1
KAZAKHSTAN	0	0	0	0	0	0	0
OTHERS	26	272	0	0	0	0	303
TOTAL	184092	223688	580820	132919	299217	152217	1573061

Source: Ministry of Human Resources, Malaysia



Migrant Workers from the Top Three Source Countries registered at the Department of Employment, Ministry of Labour, Thailand 2010 - 2012



International
Labour
Organization

2010:

Nationality	Labourers			Domestic Workers			Total
	Male	Female	Total	Male	Female	Total	
Myanmar	430,336	310,877	741,213	13,265	58,506	71,771	812,984
Laotian	27,664	22,626	50,290	2,164	10,338	12,502	62,792
Cambodian	33,267	19,559	52,826	1,022	2,631	3,653	56,479
Total	491,267	353,062	844,329	16,451	71,525	87,926	932,255

2011:

Nationality	Labourers			Domestic workers			Total
	Male	Female	Total	Male	Female	Total	
Myanmar	492,080	352,310	844,390	12,091	49,092	61,183	905,573
Laotian	50,216	40,302	90,518	2,948	13,504	16,452	106,970
Cambodian	143,400	84,694	228,094	1,984	5,443	7,427	235,521
Total	685,696	477,306	1,163,002	17,023	68,039	85,062	1,248,064

Source: Ministry of Labour, Thailand





International
Labour
Organization

The ASEAN Region

- **The ASEAN community has recognized the importance of labour migration in the region.**
 - **The Economic Community Blueprint**
 - calls for the free flow of skilled labour
 - **The Social-Cultural Community Blueprint**
 - provides for the protection and promotion of the rights of migrant workers
 - **ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (Cebu, 2007)**
 - ASEAN Committee on the Implementation of the Declaration (ASCMW) was established (2008)
 - **ASEAN Labour Ministers Work Programme**

ASIAN
DECENT WORK
DECADE 2006
2015



DECENT WORK

A better world starts here.

2. Driving Forces for Continuing Demand for Migrant Workers



International
Labour
Organization

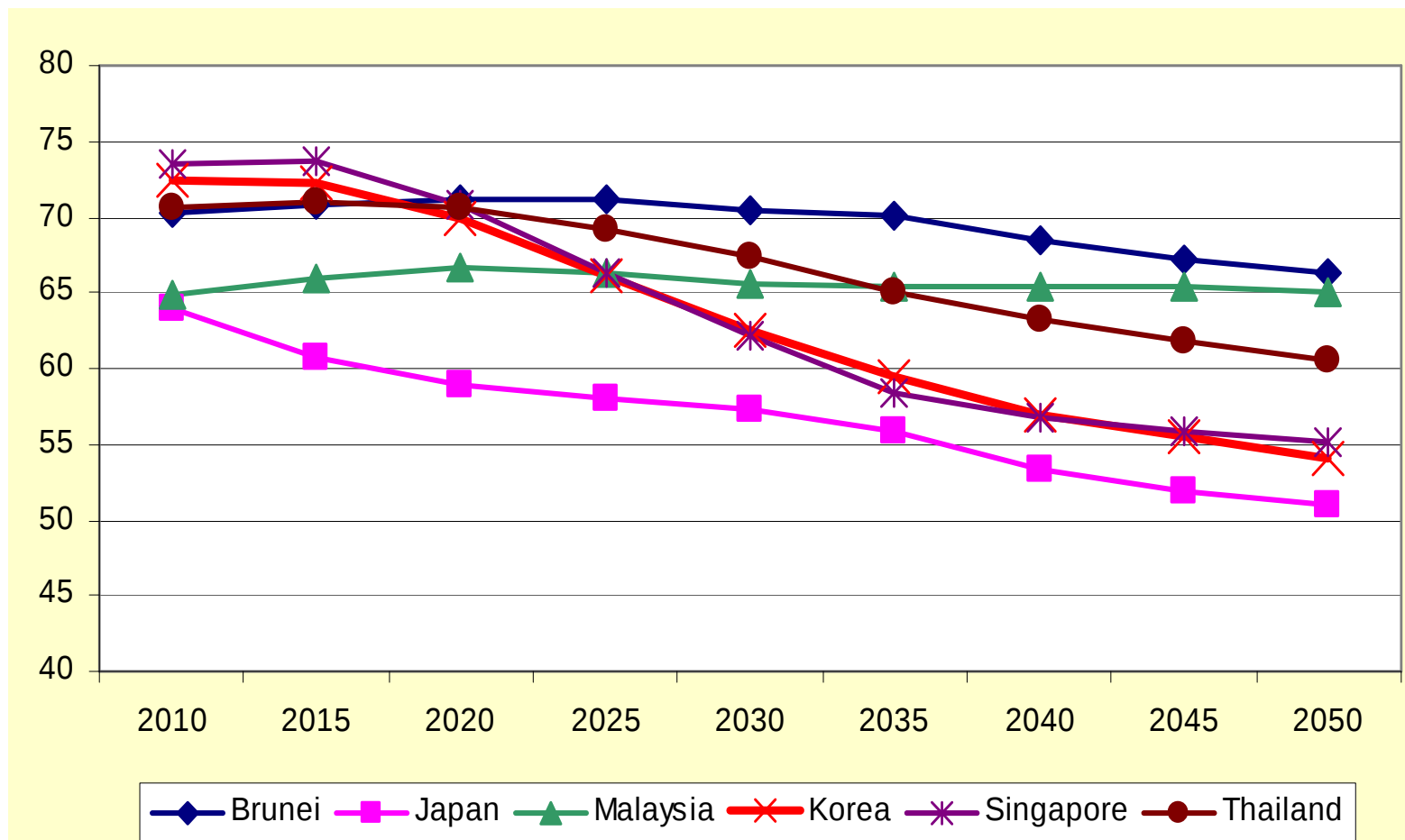
- Demographic evolution
 - Higher life expectancy, lower fertility rates and declining working age population (15-64) in destination countries and high growth in labor force in countries of origin
- Economic growth
- Labour shortages and
- Wage differentials among countries of origin and destination





International
Labour
Organization

Per cent Share of Working Age (15-64) in Total Population



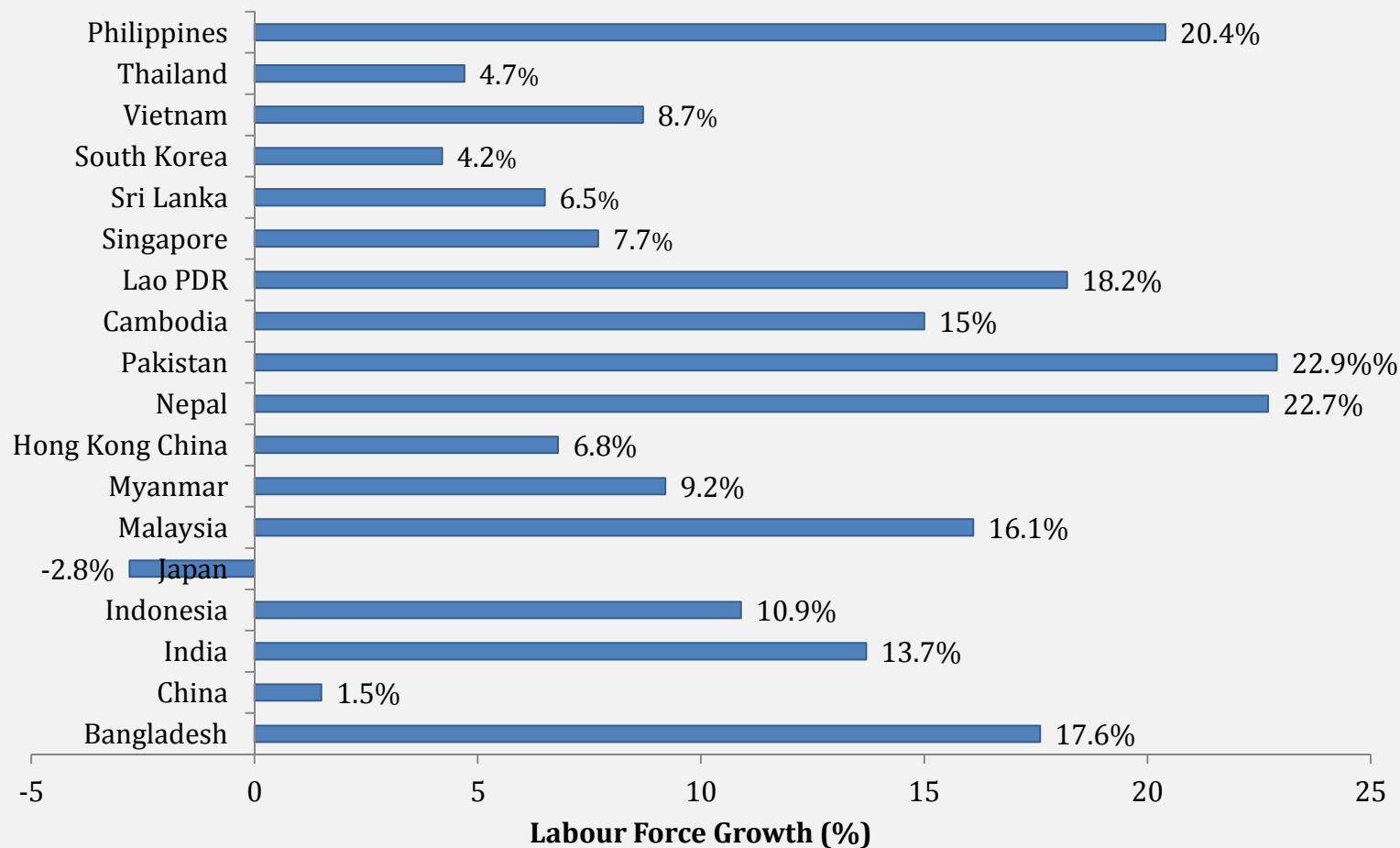
Source: UN World Population Prospects: the 2010 Revision





International
Labour
Organization

Labour Force Growth, 2012-2020



Source: International Labour Organization

ASIAN 2006
DECENT WORK
DECADE 2015



DECENT WORK

A better world starts here.



International
Labour
Organization

3. Some Key Issues and Policy Responses

3.1 Labour Shortages

To meet labour shortages ASEAN countries of have responded in 3 ways:

1. Countries of destination have developed temporary labour migration regimes for low skilled migration and have often entered into bilateral agreements or MOUs with countries of origin.
 2. Countries in the ASEAN are moving towards free movement of professionals.
 3. Countries of origin not able to absorb their labour force, are promoting foreign employment.
- Assessing labour market requirements remains a challenge





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.2 Memorandum of Understanding and Bilateral Agreements

- Important tool to put order in the migration process
- Establish standards for the employment of migrant workers
- Protect migrant workers and provide admission procedures

MOUs/BLAs are an important tool in Thailand, Malaysia and Korea

MOUs in the case of Thailand at least, have not adequately served their purpose. More migrant workers enter undocumented than through the MOUs, although the number entering via the MOUs is increasing. This is partly explained by slow emigration procedures in the countries of origin.





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.3 Regional Integration

- the **ASEAN Economic Blueprint** calls for the free flow of skilled labour.
 - Movement of workers covers only professional skilled workers
- **Mutual Recognition Arrangements (MRAs)** for mutual recognition of “education and experiences obtained, requirements met, or licenses or certification granted” have been signed in 7 priority sectors: architectural services, surveying, medical practitioners, dental practitioners, engineering services, nursing and accounting services . MRA for tourism professionals is underway.
 - Signing MRAs does not automatically ensure market access
 - The much larger flow of unskilled and semi-skilled workers not covered
 - Some believe that orderly acceptable movement of workers may be achieved if (1) movements are temporary, or (2) movements are part of a crew rather than individual engagements.





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.4 Protection of Migrant Workers

- While labour migration in the ASEAN generates substantial benefits for countries of origin in terms of jobs and remittances (and for countries of destination, human resources), **abuses during recruitment and employment** are quite common and have been well documented.
- In 2009-11, recruitment and employment abuses have led to countries of origin suspending sending of domestic workers until bilateral agreements are reviewed.
- **Protection during recruitment**
 - Improving the recruitment process
 - High recruitment costs – high level of indebtedness
 - Efficient management and regulation of private agencies
 - Elimination of sub-agents and intermediaries





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.4 Protection of Migrant Workers

- **Protection during employment**
 - MW in vulnerable occupations are either not covered by labour legislation or enforcement is weak
 - Freedom of association and collective bargaining is weak
 - Low membership in trade unions
 - Portability of social security is absent
 - Migrants are in low wage sector and often not organized
 - Growing number of undocumented migrant workers in some countries
 - Public attitude towards low skilled migrant workers
 - Level of support services from the country of origin vary





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.5 Feminization of migration

- Female migrants account for a half of all migrants globally and over 40% in Asia
- vulnerabilities of women migrant workers
- Both women and men low wage and undocumented workers are vulnerable to labour exploitation. But their occupations (and migration experience) differ:
 - Domestic work, entertainment industry, nursing: female
 - Agriculture/fishing, construction, manufacturing: male
- Gaps in the protection of the rights of women and men migrant workers remain.





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.6 Youth in Migration

Growing Numbers

- Asian migrant youth form about one third of global youth numbers
- Youth migrants may range from 15-39 per cent of the total migration outflow in some countries (India, Philippines, Sri Lanka)
- Largest flows of people and youth occur within countries rather than across international borders

Vulnerabilities of Youth Migrants

- Youth migrate for various reasons: employment, education, marriage, family reunification or family formation and for humanitarian reasons.
- Youth desiring to work overseas may not have the resources and skills for migration. Migration poses special risks to them in view of their risk-taking behavior
- Young migrants are vulnerable to abuse and exploitation.. They fall prey to smugglers and traffickers and are induced to travel illegally.





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.6 Youth in Migration

Gaps

- Few origin countries collect youth-specific and gender-disaggregated data in their migration statistics
- Migration laws and regulations in the region have hardly any references to youth or issues relating to young migrant workers





International
Labour
Organization

3. Some Key Issues and Policy Responses

3.6 Youth in Migration

Way Forward

- Need for differentiated approaches, policies and strategies for young migrants in countries of origin and destination
 - Essential that voices of young migrants are heard at each stage of the migration cycle (design and formulation of policies and programs)
- Raise awareness among young migrants and would-be migrants on the risks of migration and labour exploitation (support in making informed decision about migration)
 - Example: public employment services can provide counseling and career guidance for intending migrant youth
- Needs to expand the knowledge base on youth migration through cohesive data gathering and research
 - Pursue capacity building at several levels in addressing youth migration issues.



DECENT WORK

A better world starts here.

ASIAN
DECENT WORK
DECADE 2006
2015



International
Labour
Organization

Thank you

For more information, please contact:

Manuel Imson
Senior Programme Officer
ILO Regional Office for Asia and the Pacific
E-mail: imson@ilo.org

