

Analytical report on the international labour migration statistics database in ASEAN:

Improving data collection for evidence-based policy-making



Tripartite Action for the Protection and Promotion
of the Rights of Migrant Workers in the ASEAN
Region (ASEAN TRIANGLE Project)

Regional Office for Asia and the Pacific



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Foreword

In December 2014, to celebrate International Migrants' Day, the ILO successfully launched the International Labour Migration Statistics (ILMS) Database through its ILOSTAT portal. This was significant in many ways. First, the ILMS Database is the first such database put together in ASEAN – made possible by the serious commitment, attention, and support of the governments of the ASEAN Member States and the ASEAN Secretariat. Second, hosting the ILMS Database through ILOSTAT makes its data publicly and freely available worldwide. Third, the launch of the ILMS Database itself came at a critical juncture for the region, as Member States prepared for the ASEAN Economic Community and labour migration, mobility and skills recognition continued to play an important role in regional development.

The aim of the present report is to help develop a truly holistic regional information system on international labour migration. The report showcases the rich data that have already been collected from ASEAN Member States and illustrates the most recent labour migration trends. While a variety of national data sources already exist, the report highlights the need for ongoing coordination, data sharing, and transparency among Member States. It encourages Member States to ensure their variables and classifications are harmonized with the latest international standards, so that findings can be compared both internally and internationally. It pinpoints specific knowledge gaps within each Member State and offers solutions for expanding, improving, and synchronising future surveys and censuses as well as administrative data.

The ASEAN Member States showed great leadership in 2007 when they agreed on the need to “facilitate data-sharing on matters related to migrant workers” under the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers. The importance of improving relevant data was also highlighted in the 2009 ASEAN Socio-Cultural Community Blueprint and in the latest ASEAN Labour Ministers' Work Programme. It has also been regularly raised at the ASEAN Forum on Migrant Labour (AFML). The 19th International Conference of Labour Statisticians in 2013 also recognized the explicit need for more work in this area and the ILO has since followed up with a number of initiatives. These include a decisive call to action from its Director-General, a standard international labour migration module that countries can use in their labour force surveys, work on global and regional estimates of migrant workers, and plans for a high-level working group to assist the ILO in developing common international standards and definitions. These activities demonstrate the timeliness of the present report and give an idea of the exciting initiatives already underway.

Now is the time to act on these commitments and generate a robust, comprehensive, and lasting evidence base on international labour migration, into, from, and throughout the ASEAN region. By informing policy decisions at the highest levels, such information will benefit both receiving countries and sending countries, as well as the 10.2 million international migrants currently living and working in the region, the region's 21.3 million nationals living and working abroad, and the countless family members, children, and other dependents who rely on the income, skills, and networks of migrant workers.

I trust that this report will provide a basis for policy dialogue and help generate fruitful solutions for improving and harmonising existing data sources across the region. Only with clear-sighted labour migration policies, underpinned by a strong, reliable, and timely evidence base will we be able to realize the opportunities of labour migration in ASEAN, to 2015 and beyond.



Tomoko Nishimoto

Assistant Director-General and Regional Director
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Executive summary

The report provides a broad-based quantitative analysis of the current and emerging trends in international labour migration into, from, and among the ten Member States of the Association of Southeast Asian Nations (ASEAN). The report analyses some of the most common drivers underpinning these trends and argues that labour migration is likely to increase within the region over the short and medium term. The report's key findings are drawn from the national-level data collected under the International Labour Organization's (ILO) International Labour Migration Statistics (ILMS) Database in ASEAN. Its recommendations draw upon these findings as well as the available meta-data to identify solutions and key directions for building a stronger evidence base to help improve policies on international labour migration in ASEAN.

International labour migration throughout ASEAN has greatly increased in a variety of ways over the past few decades. According to the latest World Bank estimates, the total stock of international migrants in the region is currently above 10.2 million, having nearly quadrupled since 1980. Meanwhile, about 21.3 million ASEAN nationals are estimated to be living outside of their country of birth. Within the region itself, intra-ASEAN migration is also rising with about 6.8 million intraregional migrants accounting for two thirds of the region's total international migrant stock.

While relatively comprehensive international estimates are available regarding the aggregate stocks of international migrants in general, much less can be said about international migrant workers. The underlying data are often too discrepant in the range of methodologies and definitions they use in order to be comparable across different countries. A truly accurate picture of labour migration in ASEAN is still, unfortunately, a long way off.

International labour migration statistics in ASEAN are, nevertheless, very commonly collected from national-level labour force surveys, population censuses, and administrative data. Though it is clear that decisive and positive steps have been taken to measure and monitor labour migration within the region, a variety of knowledge gaps remain. Unilateral and common efforts to expand the scope of data collection through many of these sources could contribute much towards generating better statistics and a broader evidence base within the region.

Comparing receiving countries' and sending countries' administrative data on the numbers of international migrant workers flowing from one to the other reveals some very large discrepancies. Some such comparisons reveal gaps of tens or even hundreds of thousands of migrant workers between two sources. Some of them also point to completely dissimilar paths and trajectories. More dialogue and data sharing among ASEAN Member States could be used to control for some of these discrepancies. Ensuring that more standardized definitions are used in all of the data produced throughout the region would further ensure that statistics are comparable and can be aggregated to generate a regional overview.

Many of the structural factors driving rising labour migration in ASEAN will continue to impact upon the region's development over the coming decades. Population ageing in some Member States and rapid labour market growth in others are causing key demographic disparities within the region. Among other things, sustainably managed and consistently regulated international labour migration might help to bring some balance for the benefit of all.

Ongoing economic disparities regarding productivity, wages, competitiveness, and educational and employment opportunities in the different Member States are producing strong incentives for individuals to migrate. Given the pattern and dynamics visible over the past two decades or so, the absolute income gaps among them are likely only to increase within the medium term and, with them, also the incentive for intraregional labour migration.

The political process of regional integration currently taking place via the ASEAN Community is expected to affect future migration outcomes – especially for the low-skilled workers covered under bilateral

agreements, workers affected by the rising trade and structural changes taking place, and those high-skilled workers explicitly covered under Mutual Recognition Arrangements (MRAs).

Sound policies and strong institutions at multiple levels will need to address the challenges posed by rising international labour mobility in ASEAN in order to fulfil its true potential for economic and social gain. Policies such as these will determine how much migrant workers can contribute to economic growth; whether skills and ideas can flow freely throughout the region; whether or not employers can meet their labour and skills demands; and what relative benefits will be able to accrue to migrants' families and dependents inside their countries of origin. Accurate data and statistics on international migrant workers are critical for underpinning the design of such policies, supporting their implementation, and monitoring their outcomes into the future to ensure they can achieve their desired effects. Harmonizing and further improving the existing data sources and labour market information systems would benefit ASEAN's receiving countries, sending countries, and migrant workers alike through smarter, more coherent policies and clearer directions and aims.

Drawing on a detailed and diverse analysis carried out here, the following core recommendations are made for receiving countries in ASEAN:

- a) Brunei Darussalam and Thailand could monitor labour migration more closely through relevant modules implemented regularly through their labour force surveys.
- b) Administrative data sources could collect more information on migrant workers' skills (in terms of education and occupation as well as wages) and their economic activity. These should be also disaggregated according to gender and age wherever they are published.
- c) Publishing relevant statistics in a timely, regular, and transparent way would help guide future research towards a clearer understanding of leading labour migration trends.
- d) International labour migration statistics can be improved by addressing key knowledge gaps around the extent of irregular migration, migrant workers' participation in the informal economy, and the extent of labour abuses migrants might face.

The following core recommendations are made for sending countries in ASEAN:

- e) Filling the existing knowledge gaps around return migration in ASEAN could help sending countries to understand the needs of returning women and men workers and better shape and assist their reintegration.
- f) The overall quality of the administrative data collected on nationals migrating abroad for employment could be improved through better coordination among Member States' provincial offices to adhere more closely to common standards and classifications.
- g) Where current records are kept on paper, more efforts could be made to modernize them and to digitalize some of the historic variables to observe a longer trend.
- h) Member States could ensure relevant obstacles to registration (such as various direct or indirect costs) are removed by offering adequate incentives to their nationals moving abroad and supporting their registered exit in order to generate more accurate data.

The following core recommendations are made towards building common practices and institutions:

- i) Based on the diverse variety of sources of international labour migration statistics currently

produced in ASEAN, the ASEAN Secretariat might seek to generate consensus over the common variables and definitions countries might use in future. An ASEAN-wide technical working group could be created to narrow the ongoing knowledge gaps Member States face in common and eliminate the remaining data inconsistencies.

- j) Sending and receiving countries alike could benefit from setting up a working committee on international labour migration statistics as unique fora for discussing ongoing knowledge gaps, issues around data quality, and policy-related data needs.
- k) The ASEAN Community's goal of achieving the free mobility of skilled labour within the region could achieve closer oversight by establishing a common system of administrative data collection to monitor and profile the different groups of professionals who do migrate under the scheme.
- l) An integrated system of administrative data collection – combined under a single regional database – could enable Member States to monitor trends more coherently. Such a harmonized approach would enable individual migrants to be monitored throughout their journeys from departure to return, forming a common evidence base for the protection of migrant women and men throughout the region.

Inadequate data collection is harmful to both sending and receiving countries alike, as well as (and not least) to their international migrant workers themselves. Only coherent, reliable and timely labour market information can supply policy-makers with the evidence they need to design, implement and monitor their decisions over time. Only by strengthening the current data collection efforts around labour mobility, building up common approaches and definitions, and sharing their data more openly among each other will ASEAN Member States be able to manage the risks and tremendous opportunities international labour migration can bring.

Abbreviations

ACMW	ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers
ADB	Asian Development Bank
ASEAN	Association of Southeast Asian Nations
ASEAN TRIANGLE	Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region [International Labour Organization]
DAC	Development Assistance Committee
DIOC-E	Database on Immigrants in OECD Countries – Extended
GDP	gross domestic product
GTAP 8	Global Trade Analysis Project Data Base [Purdue University, United States]
ILMS	International Labour Migration Statistics
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
MRA	Mutual Recognition Arrangement
ODA	official development assistance
OECD	Organization for Economic Co-operation and Development
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNHCR	United Nations High Commissioner for Refugees

Throughout the report, '\$' refers to United States Dollars unless it is stated otherwise.

Several of the report's figures and tables use 'Lao PDR' in reference to the Lao People's Democratic Republic.



International labour migration in ASEAN



Electronics factory workers, Cikarang, Indonesia, ©ILO

1.1. Introduction

International labour migration in the Association of Southeast Asian Nations (ASEAN) has increased tremendously and in a variety of ways over the past couple of decades. The total stock of international migrants in the region increased nearly fourfold since around 1980 to 10.2 million (World Bank, 2015a). Some 6.8 million intraregional migrants (those who moved from one ASEAN Member State to another) account for roughly two thirds of this figure. The total stock of ASEAN nationals living outside of their country of birth is estimated to be 21.3 million, with intraregional migrants accounting for roughly one third of these. The personal remittances received in the region's eight largest Member States reached approximately \$56.8 billion in 2013, outstripping by about fivefold the total net international aid and development assistance they receive and accounting for around 2.6 per cent of their combined gross domestic product (GDP) (World Bank, 2015b). Meanwhile, receiving countries have benefited from the rise of international migrant workers in filling low- as well as high-skill vacancies and delivering new ideas, business practices, and technology throughout the region.

International migration has undoubtedly played an important role in the region's development and will continue to do so in the coming decades.

Many of the structural factors that have driven the observed trends to date will continue into the future or rise in significance. Demographic factors such as population ageing or rapid labour market growth are affecting the ASEAN Member States in different ways. While some are forecast to face labour shortages and rising levels of old-age dependency, others could encounter pressures to create enough jobs for their surplus of young workers. Either way, labour migration might offer a welcome balancing force, provided it can be managed effectively and regulated consistently to benefit all sides.

Large, ongoing economic disparities among Member States in terms of productivity, wages, competitiveness, and learning and employment opportunities are producing powerful incentives for individuals to migrate. Although many of ASEAN's poorer economies are currently growing faster than some of the richer ones, the absolute income gaps among their residents are widening and will almost certainly continue to do so for some time before they start to converge.

Powerful processes of regional integration currently taking place through the ASEAN Community – with its Economic, Socio-Cultural, and Political-Security pillars – will also continue to shape

migration outcomes. By further expanding regional trade and investment; bolstering ties among the region's governments, employers, and workers; and delivering more harmony, stability, and dignity to its peoples, current political trends are more likely to increase international labour mobility than diminish it.

Given the importance of these trends and their drivers, sound policies and strong institutions at multiple levels will need to address the challenges of labour mobility and help fulfil its potential for economic and social gain. Such institutions and policies will determine whether international migrant workers can contribute to economic growth in a productive, safe, and dignified manner. They will determine how skills and ideas will flow throughout the region to foster innovation and entrepreneurial growth. They will determine how well employers are able to meet their labour and skills demands in light of demographic and structural changes. They will also determine what relative benefits can accrue to migrants' families and dependents in their countries of origin in terms of the direct financial flows that migration delivers to countless households in ASEAN, as well as the educational, employment, and business opportunities migration can also help deliver.

1.2. Improving data collection and sharing

Accurate data and statistics on international migrant workers are critical for the design of responsible policies and the implementation of new programmes and activities. Reliable evidence is needed to realize emerging opportunities from labour mobility; to inform rich and faithful debates around labour market legislation and outcomes; and to monitor relevant actions to ensure their implementation is correct and their effects desired.

National labour market information systems can help ensure that the stocks and flows of international migrant workers and nationals abroad are identified and enumerated. Such systems can develop a deeper understanding by disaggregating the migrant population on the basis of sex, age, labour force status, educational attainment, economic activity, occupation, status in employment, and various other variables useful for analysis – adhering to established international

standards of classification to ensure comparability between countries and among separate regions.

Calls for more reliable, detailed, and transparent data collection around international labour migration have already been articulated by Member States' leaders, the ASEAN Secretariat, the International Labour Organization (ILO), and various other United Nations (UN) organizations among a variety of other stakeholders. Some such international statements are collected in box 1.1.

Labour market information systems capable of accurately and reliably measuring international migrant workers' stocks and flows can facilitate national and regional policy-making, improve coordination and trust in bilateral agreements, and inform more lucid regional treaties and agreements. Receiving countries can gain from sharing their data more transparently to dispel possible myths and highlight the various benefits high- and low-skill labour migration is having. Sending countries can gain from understanding the impact of outward migration on their own labour markets and utilize data to help design career programmes and policies to address global demands and improve strategies on skills retention and the reintegration of return migrants.

If policy-makers are the brain behind ASEAN's migration policies and laws, accurate and reliable data are their eyes. Without such tools, few policies of true direction can be accomplished.

1.3. Background to the research

The present report builds upon a comprehensive two-year research project conducted by the ILO's Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN TRIANGLE) Project,¹ with support from the Government of Canada. Among its many other activities in the region, the ASEAN TRIANGLE Project has worked to produce a database of international labour migration statistics covering the ten ASEAN Member States: Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam. This work was launched in response to an identified lack of reliable, comparable, or tractable data

¹ More information is available online: www.ilo.org/asean-triangle

Box 1.1.**Support for improving international labour migration statistics in ASEAN and beyond**

"[T]he ILO will need to reinforce its statistics and knowledge base in respect of migration. That base can then be used as a foundation for improved research and analytical work, which in turn should contribute to improved, evidence-based policy advice."

- Guy Ryder, ILO Director-General (ILO, 2014a)

"[UN] Member States should promote evidence-based policy-making and invest in data collection, research and capacity development with respect to migration and its impacts on individuals, communities and societies. The international community should create a dedicated capacity-building initiative to assist countries in improving the collection and use of migration data."

- Ban Ki-moon, UN Secretary-General (UN, 2013)

"ASEAN Member Countries in accordance with national laws, regulations and policies, will [...] facilitate data-sharing on matters related to migrant workers, for the purpose of enhancing policies and programmes concerning migrant workers in both sending and receiving states."

- ASEAN Socio-Cultural Community Blueprint (2009, Article 28.v) and the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (2007, Article 18)

"[The Work Programme recognizes the need to] establish knowledge sharing networks and platforms to provide venue for interactive discussion towards strengthening capability for better labour market information and analysis between and among Member States..."

- ASEAN Labour Ministers' Work Programme, 2010–15 (ASEAN Secretariat, 2009, Paragraph 53)

"A regional and updated database on labour migration is called for. ASEAN Member States, social partners and [civil society organizations] recognize the importance of sharing labour migration data and support the development of a labour migration database to be piloted in ASEAN..."

- Recommendation of the 6th ASEAN Forum on Migrant Labour, 2013

"[There is a] need for reliable statistical data on international migration, including when possible on the contributions of migrants to development in both origin and destination countries [which] could facilitate the design of evidence-based policy and decision-making in all relevant aspects of sustainable development."

- UN High-level Dialogue on International Migration and Development (UN General Assembly, 2013, Paragraph 28)

"[The Conference recognizes] the need to promote the development of international standards, common methodologies and approaches on labour migration statistics..."

- 19th International Conference of Labour Statisticians (ILO, 2013, p. 68)

"At the Fourteenth Asian Regional Meeting in 2006, which launched the Asian Decent Work Decade, the tripartite constituents of countries in the region requested the ILO to promote the development of up-to-date and reliable statistics and data-gathering to assist in fact-based research, comparison and decision-making and to improve overall knowledge management in the region."

- ILO Regional Office for Asia and the Pacific (ILO, 2011, p.24)

"Labour migration will not diminish in the medium term and will probably continue to rise. The ASEAN region can look ahead by developing robust institutions to support labour mobility. This includes [...] improvements to labour market information systems that can produce reliable and detailed data to better enumerate, profile and understand migrant stocks and flows. Developing such institutions under a long-term regional approach would benefit destination and source countries in ASEAN alike as well as – and most crucially – current and future migrant workers themselves."

- ILO and Asian Development Bank (ADB) (2014, p.83)

"There is a need for a concerted effort to collect more and better quality international and internal migration data, in a systematic and consistent way, as well as make better use of existing data in both crisis and non-crisis settings, in order to enhance efforts to assist migrants, improve our understanding of the impact of migration on development of countries of origin and destination, as well as on migrants themselves, and our capacity to

help countries design and implement evidence-based migration and development policies.”

- International Organization for Migration (IOM) (2014, p.11)

“Accurate, comparable, easily accessible and timely migration data are essential both for assessing worldwide levels and trends of migration and for evidence-based policy-making and informed public debate. [...] Despite its growing importance, data and research needed to monitor trends and guide policy-making are often lacking.”

- Global Migration Group (2015)

“Economists have only recently been able to model migration with the full array of techniques available to the discipline. The obstacle has always been that data on international migration has been hopelessly inadequate: economists could build theories but we could not test them. [...] Our factual knowledge has advanced more in the past five years than in the past fifty, but even so much of our data still stop at 2000.”

- Paul Collier (2013, p.38)

1

by which to understand and monitor international migrants’ stocks and flows throughout the region (especially where these relate to international labour mobility and migrants’ employment outcomes).

The development of the International Labour Migration Statistics (ILMS) Database in ASEAN has thus provided a timely response to the ongoing demographic factors, economic disparities, and political integration driving intraregional labour mobility in ASEAN. The ILMS Database in ASEAN establishes a relevant and timely response to the multiple international calls for improved data collection and quantitative analysis in this area (summarized in box 1.1, above). In researching, validating, and gathering together common data tables from the various relevant and available surveys and administrative records in the region, the ILMS Database in ASEAN fills an important knowledge gap for policy-makers, enterprises, workers, and the broader research community.

Following several rounds of consultation with the ASEAN Secretariat, the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), national statistical organizations, and other stakeholders, data collection was conducted on a shortlist of 18 statistical tables, divided into three separate modules:

Module A. International migrant stock

1. Resident population by sex, age, and labour force status, total and migrants
2. Working-age population by sex and education, total and migrants
3. Migrants by country of origin
4. Employed migrants by country of origin

5. Employed persons by economic activity, total and migrants
6. Employed persons by occupation, total and migrants
7. Employed persons by sex and status in employment, total and migrants
8. Average monthly employment-related income of employed persons by sex, total and migrants

Module B. International migration flow

9. Inflows of migrants by sex and country of origin
10. Inflows of working-age migrants by sex and education
11. Inflows of employed migrants by economic activity
12. Inflows of employed migrants by occupation

Module C. Nationals abroad

13. Stock of nationals abroad by sex and country of residence
14. Outflows of nationals by sex and country of destination
15. Outflows of nationals for employment by sex and country of destination
16. Outflows of nationals for employment by sex and education
17. Outflows of nationals for employment by economic activity
18. Outflows of nationals for employment by occupation

The data collection exclusively sought official primary sources from within each country, including relevant labour force surveys, population censuses, other household surveys, enterprise-level surveys (including economic censuses), administrative data, and official government estimates. While some of the tables listed above could thus be collected in full – drawing on a variety of the available sources from within multiple Member States – others revealed important data gaps and omissions under the existing labour market information systems.

Following three successful rounds of data collection – concluded in January 2014, November 2014, and August 2015 – the data are now hosted as a special collection on the ILO's *ILOSTAT Database*² as a unique source, freely available to users online.

Given that certain key expressions employed throughout the present report might differ from those found in other publications, box 1.2 pinpoints their meanings in terms of the narrative here as a single and concise reference point for readers throughout the report.

1.4. Overview and structure of the report

The present report provides a broad-based analysis of the current and emerging trends in international labour migration into, from, and among the ten ASEAN Member States. Its findings are mainly quantitative and draw upon a comprehensive review of the available secondary data sources and reputable international estimates as well as (for the very first time) the national-level data and meta-data collected by the ASEAN TRIANGLE Project and published as a special collection on ILOSTAT.

The report seeks to motivate a better understanding of some of the driving forces behind rising international migration in ASEAN and the impact these might have on future economic and labour market outcomes. It provides a one-stop reference point for quantitative data and statistics on international labour migration in the region and presents a critical review of the existing national sources based on their gaps and inconsistencies analysed here. It highlights the many benefits of stronger data collection and analysis for evidence-based policy-making in ASEAN, suggesting ways

it might be further improved and harmonized coherently in terms of going forward.

In the rest of the report, Chapter 2 reviews the secondary data on migration and labour migration to present in detail what we know about the latest key trends. Chapter 3 digs deeper to identify specific findings that emerge from the official data sources and meta-data collected under the ILMS Database in ASEAN. Chapter 4 highlights the context underpinning some of the observed trends around labour migration in ASEAN and points out how these are likely to increase (and potentially even accelerate) labour migration in the future. Finally, Chapter 5 concludes with a series of policy recommendations highlighting a number of ways in which Member States can improve, expand, and better harmonize their data collection for evidence-based policy-making.

Beyond the main body of the report, a Statistical Appendix contains some additional tables and figures organized by country and by theme for those who may be interested.

² See: www.ilo.org/ilostat and click 'Browse by subject' > 'Special collections' > 'Migration'.

Box 1.2.

Terminology used throughout the report

International migration (or simply “migration”), as referred to here, encompasses only the process by which a person changes their country of usual residence to such a country that is not their country of citizenship or (in other contexts, depending on the particular definition used in the data) not their country of birth.³ Migration, as understood here, thus exclusively takes place between sovereign countries or across international borders.

International labour migration refers to a subset of migration, encompassing that which takes place for the purpose of work or otherwise results in employment for the migrant.

Return migration refers to the process by which an individual returns from a period abroad to the country of which they are a citizen or which is their original country of birth.

Naturalization refers to the process by which an individual becomes a citizen of their new country of usual residence and thus ceases to be an international migrant, based on the definitions used here.

International migrants (or simply “migrants”) are the individual women, men, and children encompassed under the process of migration and who continue to reside outside of their country of citizenship (or country of birth, depending on the context). From the point of view of their country of residence, such a person is simply referred to as a “migrant” (rather than an immigrant, an in-migrant, or a foreigner, as they might elsewhere be called). From the point of view of their country of origin, migrants are referred to as **nationals abroad** (as opposed to emigrants, out-migrants, or expatriates as they might otherwise be called).⁴

International migrant workers refer to the subset of migrants who migrated for the purpose of work or otherwise became employed within their new country of usual residence.

Return migrants refer to those who return from a period of residence abroad to live again in their country of citizenship (or country of birth, depending on the context).

For completeness, **non-migrants and non-migrant workers** refer, respectively, to the remainder of the population within a given host country – those who are not considered as migrants. Their exact definition will depend on how migrants themselves are identified in the data: in some contexts they will be a country’s resident citizens, in others they might be the native-born population.

A **stock** of migrants or nationals abroad refers to the complete number of their population at any given point in time and may be said to grow or to shrink over time. It can be understood as the total population of migrants in a given host country or as the overall “diaspora” of a given country of origin.

An **inflow** of migrants or an **outflow** of nationals refers to those who migrated within a particular space of time (typically one year or a given five-year period) and may be said to accelerate or slow down over time. They can be understood as the rates of inward and outward migration. The “**net migration flow**” for any given time-period simply subtracts the outflow figure from the inflow to give the overall change during that period.

On several occasions, the present report will distinguish between Brunei Darussalam, Malaysia, Singapore, and Thailand as the Member States with generally positive net migration flows, while Cambodia, Indonesia, the Lao People’s Democratic Republic, Myanmar, the Philippines, and Viet Nam have generally negative net migration flows. These two groups will thus be called the **key receiving countries** and the **key sending countries** in ASEAN, respectively. In the context of migrant stocks, they will sometimes be referred to as **countries of destination** (or **host countries**) and **countries of origin**, respectively.

³ The country of usual residence is where a person has a place to live and where they normally spend the daily period of rest. Temporary travel abroad for purposes of recreation, holiday, business, medical treatment, or religious pilgrimage does not entail a change in the country of usual residence. For more information, see UNDESA, Statistics Division. 1998. “Recommendations on statistics of international migration”, in *Statistical Papers Series M*, No. 58, Rev. 1.

⁴ Under this terminology, the same individual might thus be called a migrant inside their new host country but a national abroad from their particular country of origin.

Profile of international migrants in ASEAN



Garment factory production line, Indonesia. ©ILO

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Profile of international migrants in ASEAN

The present chapter reviews the existing secondary data on international migration and international labour migration in ASEAN. It highlights the main trends visible in each ASEAN Member State as well as some of the remaining knowledge gaps to be addressed in the future.

Section 2.1 looks at the total stocks of international migrants in (and nationals abroad from) the ten ASEAN Member States. Section 2.2 looks more closely at rising intraregional migration. Section 2.3 reviews what little harmonized data there are on international labour migration in ASEAN. Section 2.4 briefly discusses the key knowledge gaps around return migration. Section 2.5 reviews the available data on personal remittances flows into and out of ASEAN.

2.1. International migration

Three key global data sources provide harmonized global estimates on the stocks of international migrants according to their host country and country of origin. The World Bank's *Global Bilateral*

Migration Database estimates international migrant stocks in some 230 host countries according to their sex and country of origin (World Bank, 2011). It produces five observations over the period 1960–2000. The UN Department of Economic and Social Affairs' (UNDESA) *International Migrant Stock* also provides estimates for some 230 host countries based on migrants' sex, country of origin, and age (UNDESA, 2013). It produces four observations over the period 1990–2013. The World Bank's *Bilateral Migration Matrix 2010* and *Bilateral Migration Matrix 2013* also present two stand-alone sets of estimates according to country of origin (but neither sex nor age) based on a different methodology to that used for the 1960–2000 series (World Bank, 2015a).

All three of these “bilateral migration matrices” produce detailed estimates on the migrant stocks in any given host country for any given country of origin.⁵ They effectively

⁵ While several other bilateral migration matrices exist, many take one of the sources outlined here as their starting point. One example is the Development Research Centre on Migration, Globalisation, and Poverty's (Migration DRC) *Global Migrant Origin Database*, which uniquely attempts to harmonize the estimates based on birthplace with those on citizenship to produce a single, highly detailed estimate for 2001. Another prominent recent example provides estimates on the migration flows between country-pairs for each five-year period between 1990 and 2010, drawing upon the original UNDESA figures (see: Abel, G.J.; Sander, N. 2014. “Quantifying Global International Migration Flows”, in *Science*, Vol. 343, No. 6178, pp. 1520–22). To name one more, the Purdue University's *Global Trade Analysis Project* (GTAP) extends some of the World Bank's estimates to further include breakdowns according to labour force participation and education.

map out the entire global migrant population for any given country-pair where an individual has moved from one country to another. They are based primarily on data from national population censuses but also include population registers and (in the case of UNDESA) other reputable sources to fill gaps. Where available, the UNDESA data also include estimates of refugees produced by the UN High Commissioner for Refugees (UNHCR). Once the primary data are in place, each set of estimates applies various additional assumptions to harmonize the data, bridging any remaining gaps using imputation.⁶

The original data for all three sets of estimates come exclusively from the host countries. The underlying definitions of “migrant” thus differ from country to country, depending on the census questions and methodology used. Nevertheless, virtually every country divides into one of two groups: those who define migrants according to birthplace and those who define them according to citizenship.⁷ While this divide can produce relatively consistent data within a given host country, it makes the estimates between countries somewhat difficult to compare. Given this divide, calculating the numbers of nationals abroad from each country of origin also therefore produces a “mixed bag” of definitions that results in further inaccuracy. Though all three sets of estimates prioritize data defined according to birthplace, the remaining inconsistencies represent an unavoidable yet regrettable drawback.

Figure 2.1 shows the headline estimates for ASEAN as a whole based on the three key sources mentioned. They reveal that the total number of international migrants in ASEAN grew steadily and significantly after about 1980 from 2.6 million to about 10.2 million today (panel A). Between 1960 and 1980, however, the aggregate number is estimated to have fallen by about one third. This significant drop is almost entirely accounted for by the large-scale departure of Chinese migrants from ASEAN during this period.⁸ Discounting, however, the historical

movements of the Chinese diaspora throughout ASEAN during this period, the remaining size of the migrant stock actually did increase between 1960 and 1980 and continued to do so, more and more steeply, in the years up until now.

The total number of ASEAN nationals abroad maintained a consistent and significant rise over the entire period covered, as identified by all three sets of estimates (panel B). Totalling only about 1.3 million in 1960, the total number is estimated to have reached 21.3 million by 2013. ASEAN became a predominantly sending region around 1980 and has remained so ever since.

Accounting for women among these estimates, the data show there have generally been slightly fewer women than men among both migrants and nationals abroad. The latest available estimate for 2013 identifies 93 women migrants in ASEAN for every 100 migrant men (UNDESA, 2013). Likewise, during 2013, there were an estimated 97 women nationals abroad from ASEAN for every 100 of their male counterparts (UNDESA, 2013).

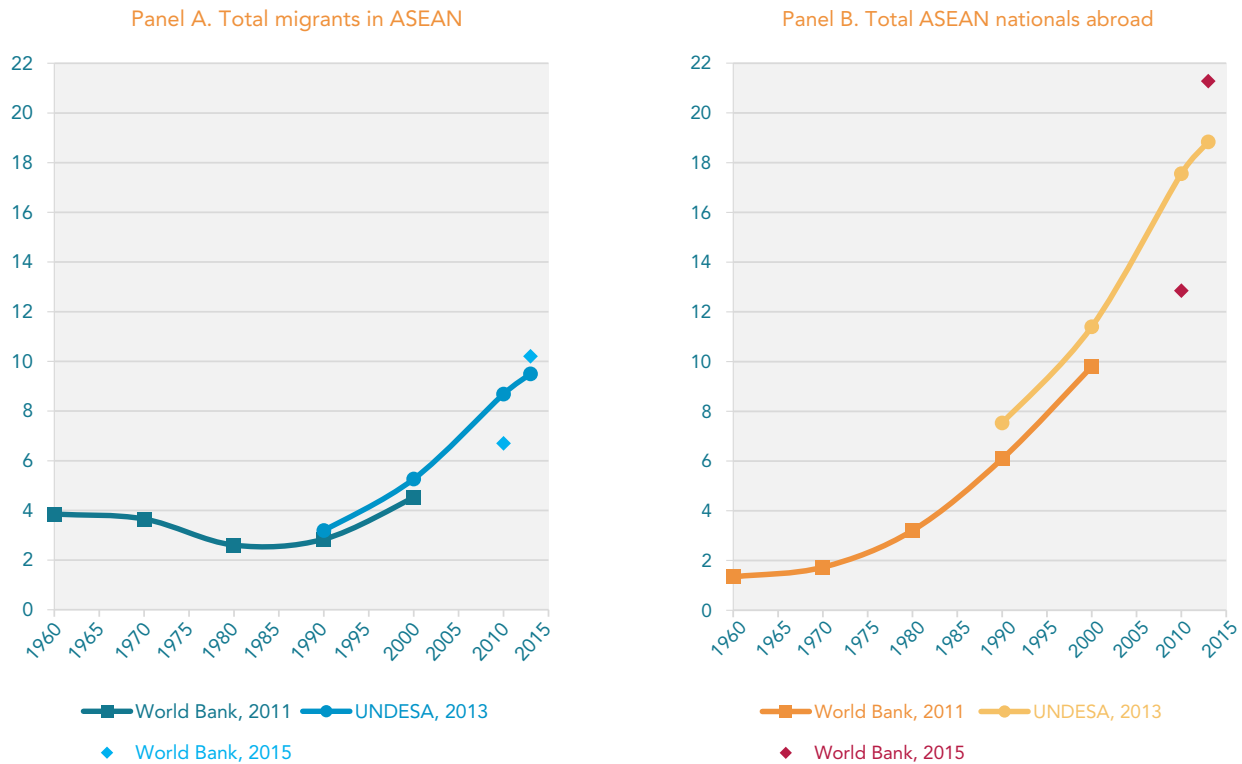
Figure 2.2 shows the aggregate trends for women and men, mirroring figure 2.1. As these estimates show, the numbers of women and men among both migrants (panel A) and nationals abroad (panel B) have remained more or less in parity throughout the entire period covered.

⁶ For the complete methodologies for all three sets of estimates, please see: Ozden, C.; Parsons, C.; Schiff, M.; Walmsley, T.L. 2011. “Where on Earth is everybody?: The evolution of global bilateral migration, 1960–2000”, in *World Bank Economic Review*, Vol. 25, No. 1, pp. 12–56; UNDESA, Population Division. 2013. *Trends in international migrant stock: The 2013 revision - Migrants by Destination and Origin*; and Ratha, D.; Shaw, W. 2007. “South-south migration and remittances”, in *World Bank Working Papers*, No. 102 (Washington, World Bank).

⁷ In the UNDESA estimates for 2013 (UNDESA, 2013), Brunei Darussalam, Cambodia, Malaysia, Singapore, and Thailand use the definition according to “birthplace”; the other ASEAN Member States base it on “citizenship”.

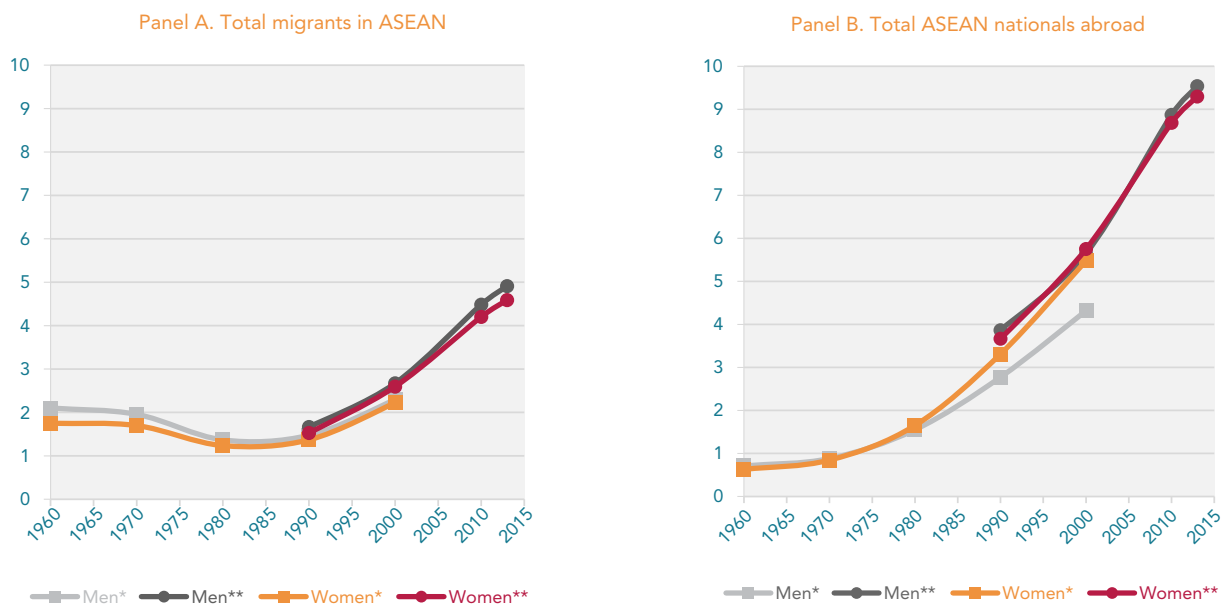
⁸ Between 1960 and 1980, the estimates show that Indonesia lost around 1.0 million Chinese migrants. An additional 508,000 Chinese migrants left Myanmar, the Philippines, Singapore, and Thailand during this time while Malaysia is estimated to have gained 378,000 of them between 1960 and 1970. According to the World Bank (2011) estimates, China accounted for a striking 72.8 per cent of all migrants in ASEAN in 1960 but only 20.4 per cent by 2000. According to UNDESA (2013), the figure today is only around 6.8 per cent, totalling just some 644,000 individuals of whom three fifths are in Singapore.

Figure 2.1. Estimated stocks of migrants and nationals abroad, ASEAN totals, 1960–2013 (millions)



Sources: World Bank, 2011; UNDESA, 2013; World Bank, 2015a.

Figure 2.2. Estimated stocks of migrants and nationals abroad by sex, ASEAN totals, 1960–2013 (millions)

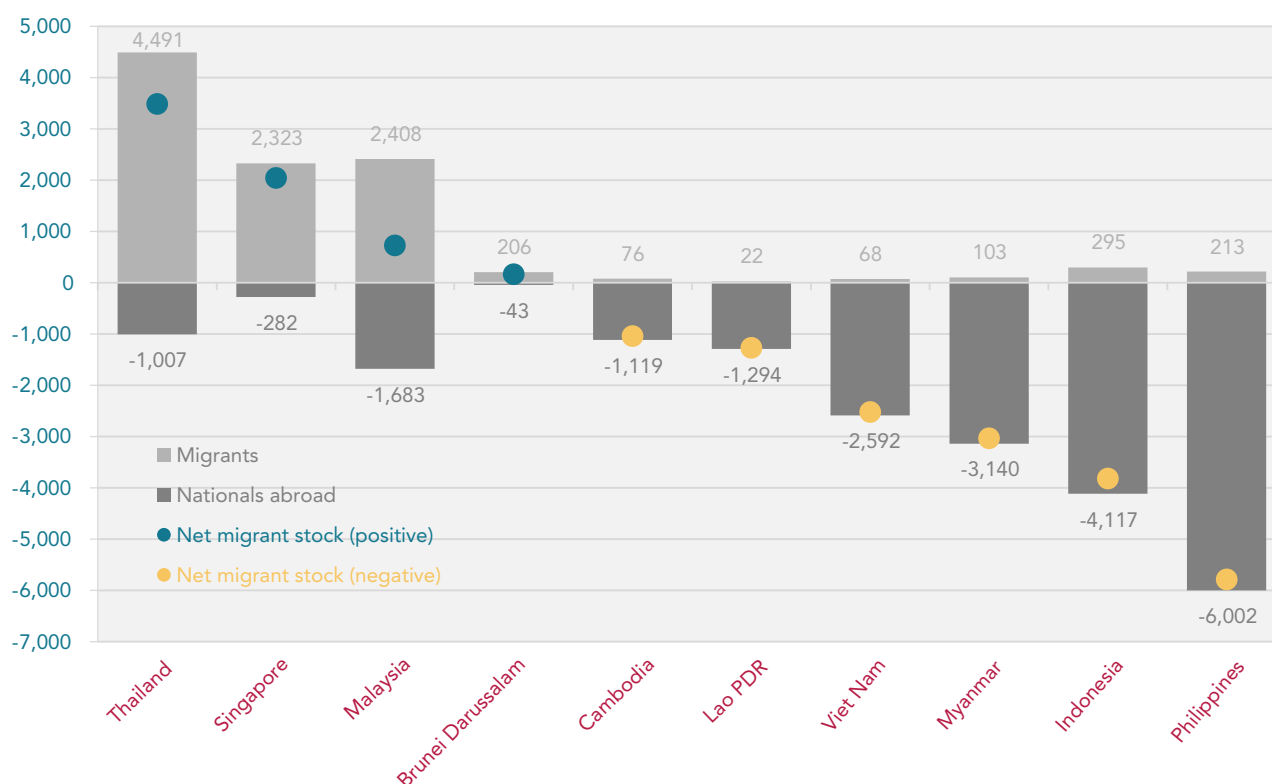


Sources: * World Bank, 2011; ** UNDESA, 2013.

Figure 2.3 disaggregates the World Bank estimates for 2013 to show the total stocks for each individual Member State (World Bank, 2015a). Immediately, the four key countries of destination – Brunei Darussalam, Malaysia, Singapore, and Thailand – stand out from the rest. The total number of migrants in Singapore was more than eight times greater than its nationals abroad in 2013. For Brunei

Darussalam and Thailand the ratio was between 4 and 5, while in Malaysia it was a rather lower at 1.4. Of the key sending countries in ASEAN, the ratios of total nationals abroad to total migrants were very much greater. They ranged between 13.9 in Indonesia and 14.8 in Cambodia, to 38.0 in Viet Nam and a striking 59.4 in the Lao People's Democratic Republic.

Figure 2.3. Estimated stocks of migrants and nationals abroad, ASEAN Member States, 2013 (thousands)



Note: Nationals abroad are shown on the negative vertical axis.

Source: World Bank, 2015a.

Accounting for women among the equivalent numbers in the UNDESA estimates, the data reveal some very large variations (UNDESA, 2013). The number of migrant women for every 100 migrant men in 2013 was between 70 and 80 in Brunei Darussalam, Malaysia, and Viet Nam, and as low as 61 in Indonesia. In Singapore, uniquely, this number exceeded parity at 126, indicating that there were many more women than men among the country's migrants. Women's shares among countries' nationals abroad were the lowest in Brunei Darussalam and Myanmar at 66 and 78, respectively, for every 100 men nationals abroad. Conversely, this number was exceedingly high in Malaysia and Thailand at 125 and 154, respectively, indicating there were many more women than men among the two countries' nationals abroad.

Looking more closely at the origins and destinations of ASEAN's migrants and nationals abroad, the UNDESA (2013) estimates enable a very detailed picture to emerge. Figure 2.4 presents two world maps: one showing the countries of origin of the total international migrant stock in ASEAN (panel A) and the other showing the various host countries of ASEAN nationals abroad (panel B).

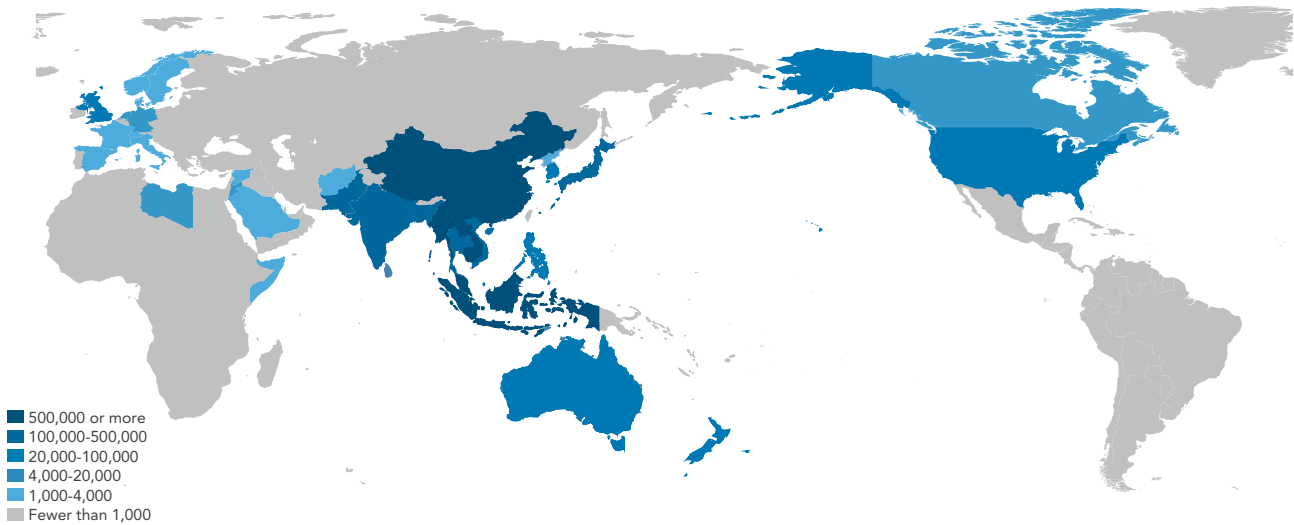
The paramount countries of origin for the ASEAN region's international migrant stock are within the

region itself. Significantly, the top five countries of origin are all ASEAN Member States: Myanmar with 2.2 million, Indonesia with 1.2 million, Malaysia with 1.0 million, the Lao People's Democratic Republic with 0.9 million, and Cambodia with 0.8 million. Following these, China, Bangladesh, India, and Nepal each have 0.2–0.7 million migrants in ASEAN, while Pakistan, Japan, Viet Nam, Thailand, and Singapore each have between 0.1–0.2 million. Other significant countries and territories include Hong Kong (China), the Republic of Korea, the Philippines, the United Kingdom, and the United States, each of which has around 40,000–70,000 migrants in ASEAN.

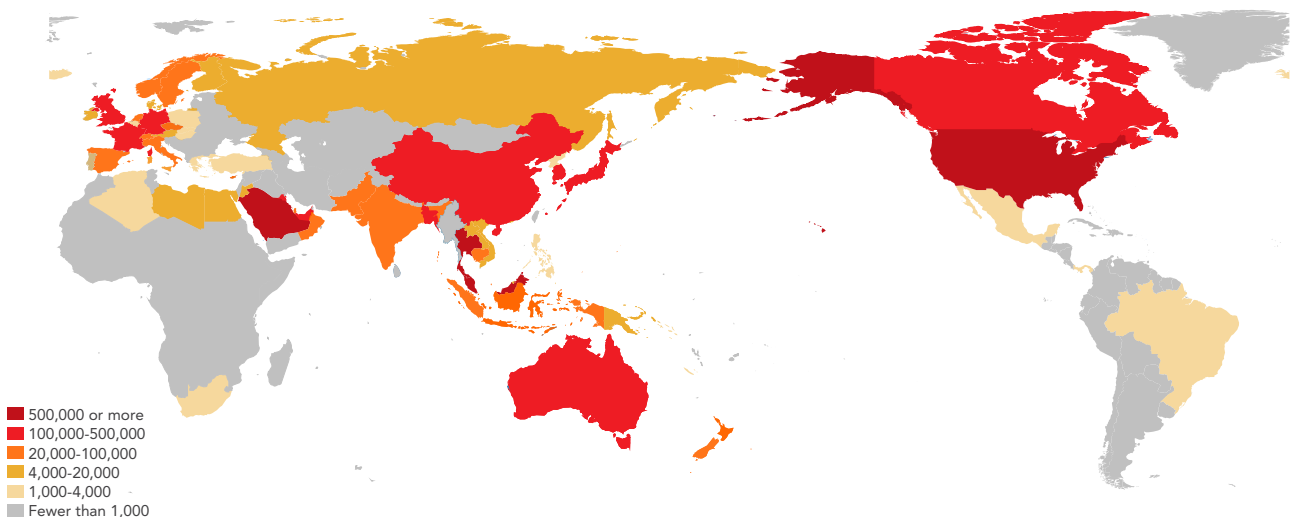
Of the key host countries for ASEAN's nationals abroad, three of the top five are themselves ASEAN Member States. The United States is the biggest, hosting 4.3 million ASEAN nationals, followed by Thailand with 3.6 million, Malaysia with 1.5 million, Saudi Arabia with 1.4 million, and Singapore with 1.2 million. Other significant host countries include Australia, Bangladesh, Canada, some of the more developed East Asian economies, many of the Gulf Cooperation Council States, and several Member States of the European Union.

Figure 2.4. Estimated origins and destinations of migrants into and from ASEAN, 2013 (thousands)

Panel A. Countries of origin of migrants in ASEAN



Panel B. Host countries of ASEAN nationals abroad



Source: UNDESA, 2013; ©EuroGeographics for the administrative boundaries.

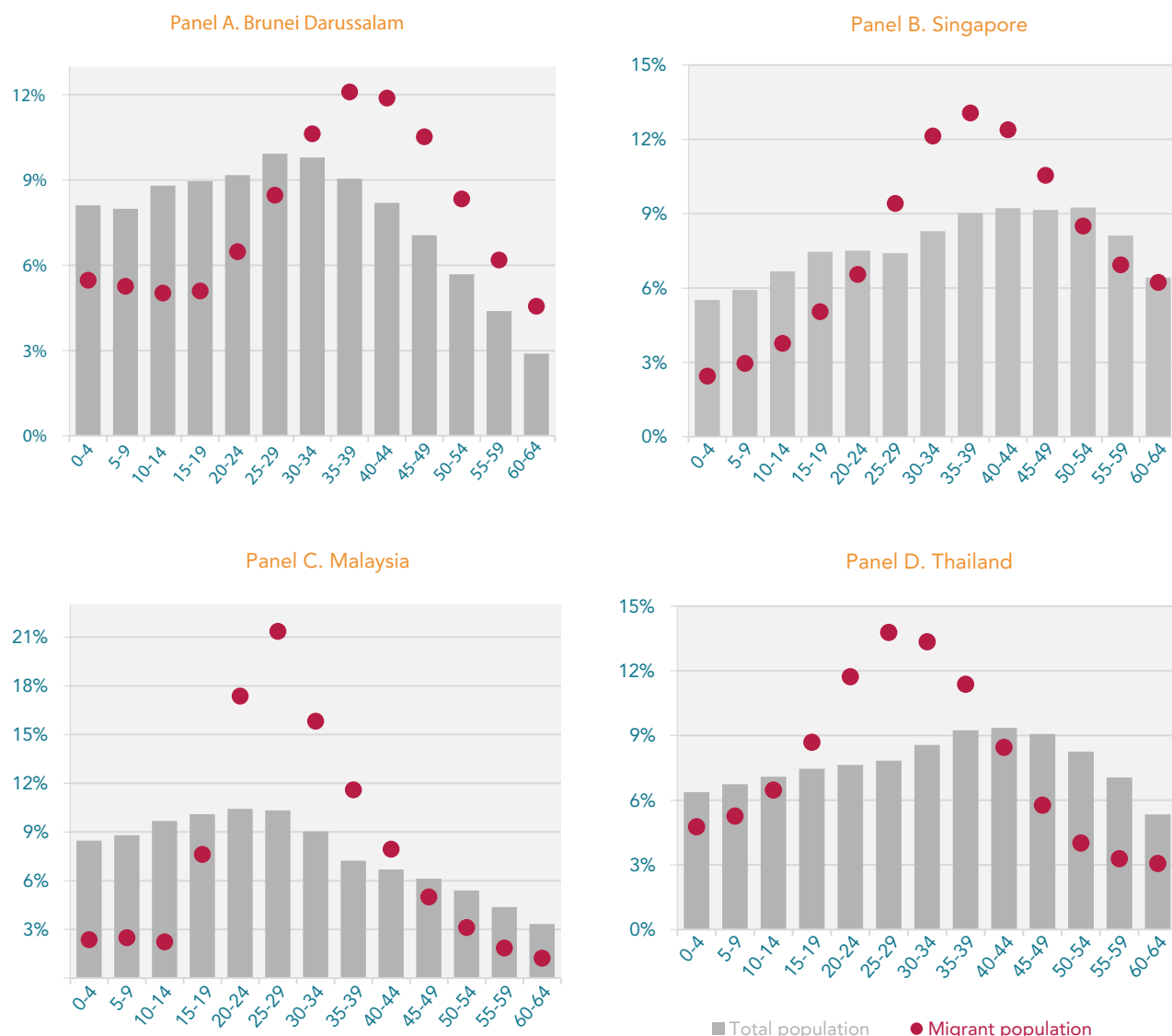
Conversely, virtually no single country in Africa, Central Asia, Eastern Europe, or Latin America accounted for a significant number of ASEAN's migrants or nationals abroad in 2013.⁹

The UNDESA (2013) estimates enable a breakdown of the total and migrant populations according to age. Figure 2.5 shows the composition of the total and migrant populations below the age of 65 in the

four key receiving countries in ASEAN. In Brunei Darussalam and Singapore the majority of migrants are in their late-thirties and forties and somewhat older, on the whole, compared with the total population (panel A and panel B). The majority of migrants in Malaysia and Thailand are in their twenties or early-thirties and relatively younger, on the whole, than the total population (panel C and panel D).

⁹ The only two possible exceptions to this are Egypt and Libya, though more up-to-date figures – following the recent conflicts in both countries – will likely show significantly lower numbers of ASEAN nationals. In both cases, the most recent population census data available are from 2006.

Figure 2.5. Estimated total and migrant populations by age, selected ASEAN Member States, 2013 (per cent)



Notes: Data exclude those aged 65 or above.

Source: UNDESA, 2013; 2015.

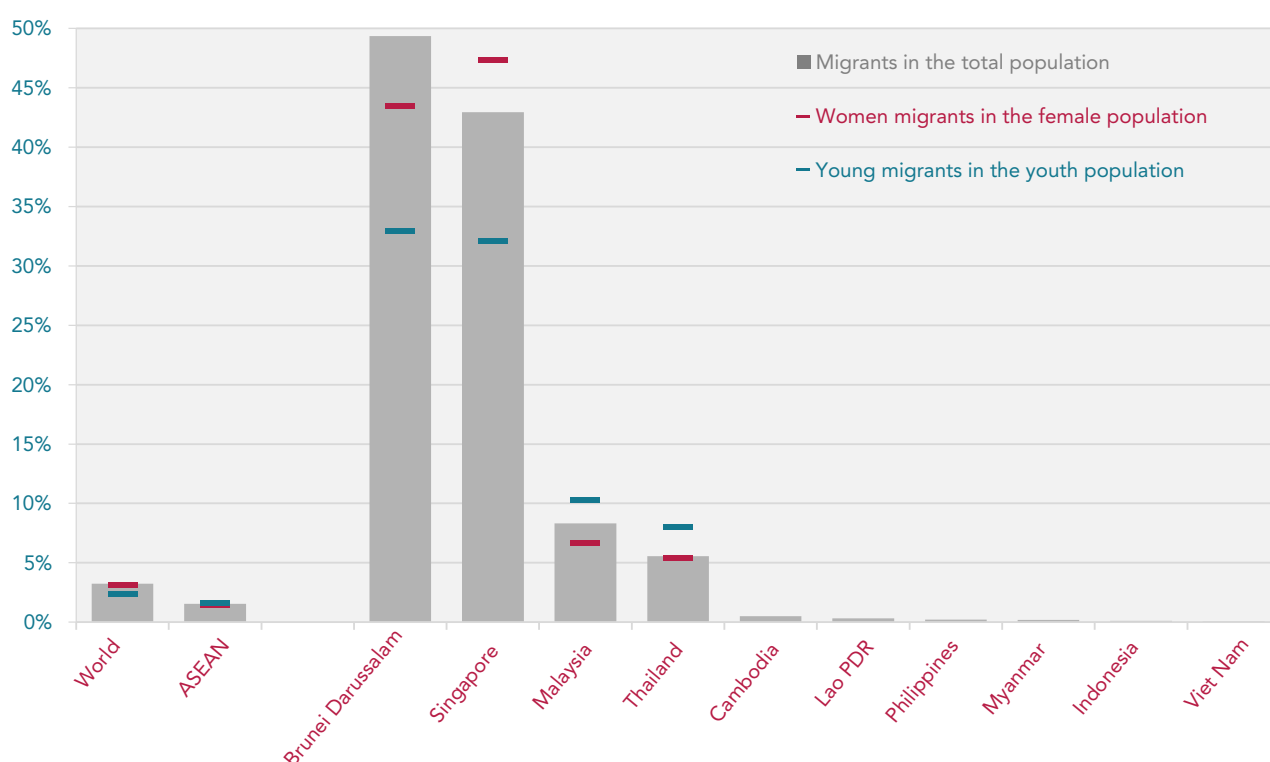
The UNDESA (2013) estimates also enable analysis of the distribution of international migrants within the Member States' total, female, and youth populations. Once more in figure 2.6, the clear divide is visible between the key receiving countries in ASEAN – Brunei Darussalam, Malaysia, Singapore, and Thailand – and the rest. At the most significant end, international migrants are estimated to have made up 49.3 per cent of the total population in Brunei Darussalam and 42.9 per cent of the total population in Singapore in 2013. In Malaysia and Thailand the respective shares were 8.3 per cent and 5.6 per cent. Conversely, the equivalent shares in each of the remaining Member States were less than 0.5 per cent.

Put differently, the estimates show that while Brunei Darussalam and Singapore each had four or five

migrants for every ten of their resident populations in 2013 and Thailand and Malaysia had roughly one or two for every 20; each of the remaining Member States had less than one for every 200.

Figure 2.6 also shows the share of women migrants among the female population in each Member State, as well as young migrants' (aged 15–24) shares of the youth populations. Among the key receiving countries in ASEAN, the shares of women migrants in the female populations of Brunei Darussalam and Malaysia were lower than their shares of all migrants in the total population. However, the opposite was true in Singapore and the balance was roughly equal in Thailand. Young migrants made up relatively lower shares of youth in Brunei Darussalam and Singapore than all migrants did of the total population, while the opposite was true in Malaysia and Thailand.

Figure 2.6. Estimated shares of migrants among the total, female, and youth populations, ASEAN Member States, 2013 (per cent)



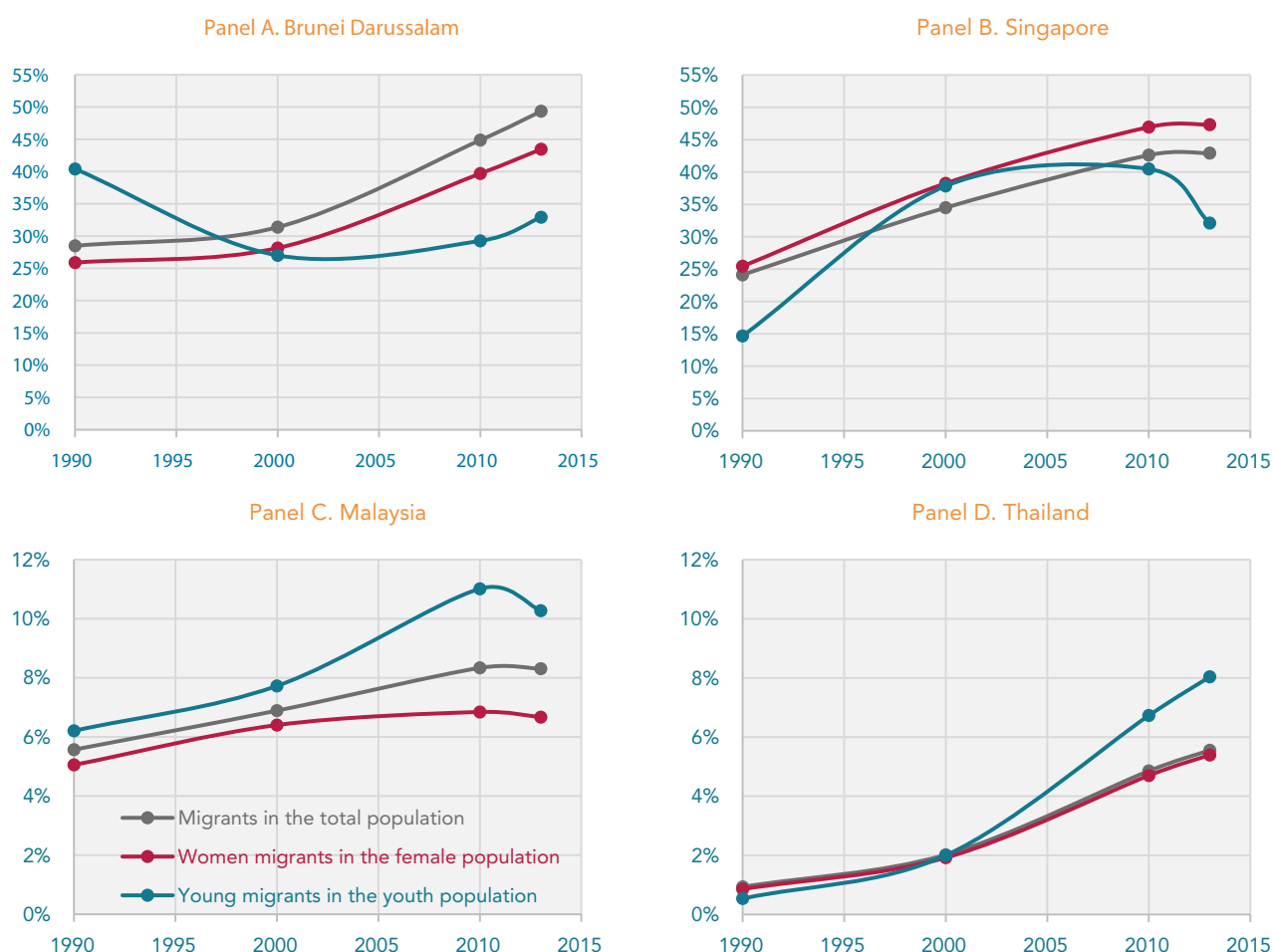
Notes: Young migrants and youth population include those aged 15–24.

Source: UNDESA, 2013.

Looking at the evolution of these trends over time, figure 2.7 shows the UNDESA (2013) estimates for 1990–2013. Significantly, international migrants' shares of the total populations in Brunei Darussalam and Singapore have each increased by about 20 percentage points since 1990 (panel A and panel B). The share of women migrants among the female population has remained consistently lower than parity in Brunei Darussalam but consistently higher in Singapore. The relevant shares for youth, however, have fallen relative to the totals in both countries since around 2000, indicating that young migrants now account for relatively lower shares of youth than they did before.

In Malaysia, the share of total migrants has risen relatively slowly over time, gaining 2.7 percentage points of the total population during 1990–2013 (panel C). The international migrant stock in Thailand accounted for a virtually negligible share of the total population in 1990 (as is currently the case in the key sending countries in ASEAN), but migrants now account for more than one in every 20 residents (roughly equivalent to where Malaysia was in 1990) (panel D).

Figure 2.7. Estimated shares of migrants among the total, female, and youth populations, selected ASEAN Member States, 1990–2013 (per cent)



Notes: Youth population includes those aged 15–24.

Source: UNDESA, 2013.

2.2. Intraregional migration

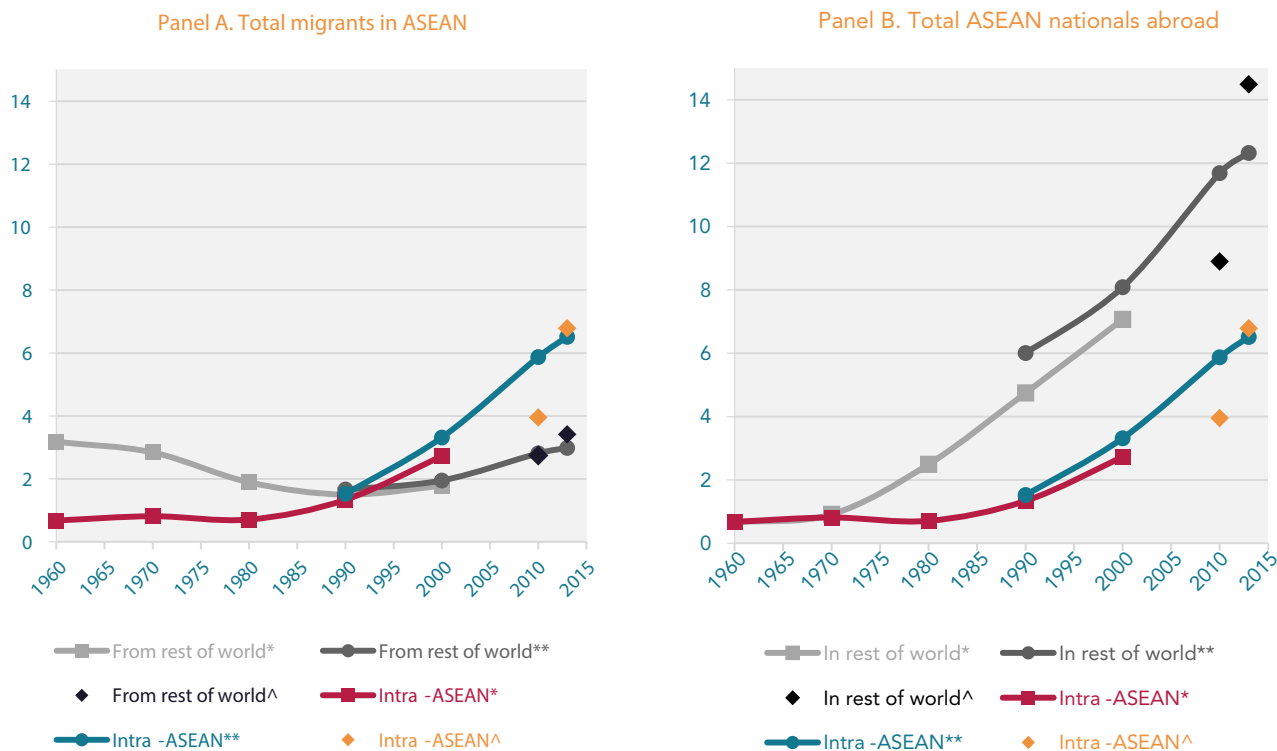
The present section reviews the available data on intraregional migration: that taking place between one ASEAN Member State and another. It might be of particular interest for policy-makers and researchers interested in regional integration and, specifically, the past and ongoing initiatives to foster the ASEAN Community in 2015 and beyond.

Figure 2.8 shows the headline trends on intraregional migration based on the World Bank (2011, 2015a) and UNDESA (2013) estimates described above. During the 1960s and 1970s there were only about 700,000 intraregional migrants in ASEAN alongside many more from other parts of the world (panel A). During the 1980s, however, the number of intraregional migrants in ASEAN multiplied, and by 1990 they began to outnumber those from the rest of the world. After 1990, the number of intraregional migrants in ASEAN rose much quicker than before,

and by 2013 they were estimated to have reached 6.8 million. About two thirds of ASEAN's migrants today are from within the region itself.

Throughout the 1960s, the ASEAN nationals living outside of their country of birth were fairly evenly divided between those living in another Member State and those living outside the region altogether (panel A). During the 1970s and 1980s, however, the number of ASEAN nationals living in other parts of the world increased rapidly while the intraregional number remained more or less even. After 1980, however, both of these numbers increased rapidly, and by 2013 there were an estimated 6.8 million ASEAN nationals residing in another Member State and some 14.5 million living in the rest of the world. About one third of the nationals abroad from ASEAN therefore remain within the region itself.

Figure 2.8. Estimated stocks of migrants and nationals abroad – intraregional migrants and others, ASEAN totals, 1960–2013 (millions)



Sources: * World Bank, 2011; ** UNDESA, 2013; ^ World Bank, 2015a.

Accounting for the slight drop in intra-ASEAN migration during the 1970s is the almost total exodus of migrants from Cambodia during its Civil War and the conflicts that followed. Between 1970 and 1980, it is estimated that some 164,000 Vietnamese, 135,000 Thais, and practically all of every other foreign nationality left Cambodia. Cambodia's total migrant stock fell from 321,000 in 1970 to merely 4,000 by 1980. Today Cambodia is one of the smallest host countries in ASEAN – besides the Lao People's Democratic Republic and Viet Nam – with only an estimated 76,000 international migrants in 2013.

Accounting for the rapid rise in intra-ASEAN migration during the 1980s and 1990s are primarily the growing stocks of Indonesian and Filipino migrants in Malaysia and the rising numbers of Malaysian-born residents in Singapore. During the 2000s and onwards, the most significant increases came from the growing stocks of Cambodian, Lao People's Democratic Republic, and Myanmar migrants in Thailand.

Figure 2.9 shows the stocks of international migrants and nationals abroad for each ASEAN Member State in 2013 (as in figure 2.3) including the shares of these who have migrated from or to another Member State. Among the key receiving countries in ASEAN, Thailand's intraregional share of total migrants is the biggest at 80.6 per cent – virtually all of them come from Myanmar, the Lao People's Democratic Republic, and Cambodia (panel A). The equivalent share in Malaysia is also high at 72.5 per cent – mostly from Indonesia, the Philippines, and Myanmar with most of the rest coming from South Asian countries. The equivalent share in Singapore is 52.9 per cent – mainly from Malaysia and Indonesia with most of the rest coming from China and parts of South Asia. The equivalent share in Brunei Darussalam is only 15.6 per cent.¹⁰

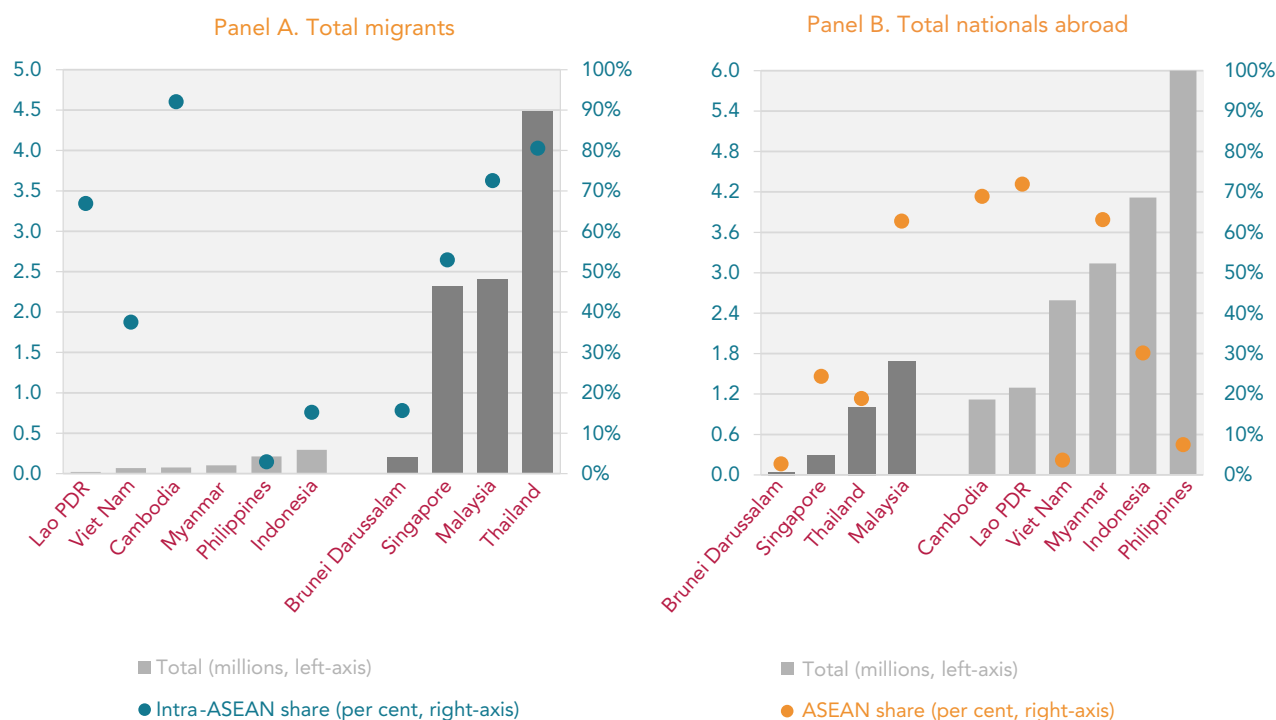
Among the key sending countries in ASEAN, those with the highest proportion of intraregional migrants among their nationals abroad are the Lao People's Democratic Republic (71.9 per cent), Cambodia (68.9 per cent), and Myanmar (63.2 per cent)

¹⁰ Though the national-level data from Brunei Darussalam's 2011 *Population and Housing Census* conflict with this finding – the figure reported there for the number of temporary residents who are from another Member State is 80.7 per cent.

– all with Thailand as their main country of destination (panel B). The equivalent share in Indonesia is 30.2 per cent, and the shares in the Philippines and Viet Nam are much lower still at 7.5 per cent and 3.7 per cent respectively. Most nationals abroad from the

Philippines migrated to North America, some of the Gulf Cooperation Council States, Japan, and Australia. Most nationals abroad from Viet Nam have migrated to North America, Australia, and various European countries.

Figure 2.9. Estimated stocks of migrants and nationals abroad and the shares of intraregional migrants among them, ASEAN Member States, 2013 (thousands)



Note: A data point for intraregional migrants in Myanmar is missing.

Source: World Bank, 2015a.

2.3. International labour migration

The available harmonized global data sources on international migration tend to contain very little information about labour and employment outcomes. Nevertheless, two useful databases in this regard are Purdue University's *Global Trade Analysis Project Data Base* (GTAP 8)¹¹ and the Organization for Economic Co-operation and Development (OECD) and World Bank's *Database on Immigrants in OECD Countries – Extended* (DIOC-E).¹² Both sources present a bilateral matrix

of labour migration and include a breakdown by workers' education. DIOC-E also contains variables

on migrant workers' economic activity, occupation, and duration of stay in some 100 host countries from over 200 countries of origin. Its latest published estimates are for circa 2001.

While such sources can indeed provide a useful overview for certain types of analyses, they tend to suffer from the same kinds of comparability and accuracy issues discussed in Section 2.1. The underlying data in both cases are still obtained from national-level population censuses and thus include discrepant definitions of migration (recall the divide between using either birthplace or

¹¹ For more information about GTAP 8, see: www.gtap.agecon.purdue.edu/databases/v8/default.asp.

¹² For more information about DIOC-E, see: www.oecd.org/els/mig/dioc.htm.

nationality, discussed above). In addition, they also contain discrepant definitions of employment, since some censuses tend to inquire about respondents' "current economic activity" – typically defined over a very short period of time, such as one week – while others inquire about their "usual economic activity" – defined over a much longer period of several months or more. In addition to this, the estimates must contend with or control for a variety of knowledge gaps, including countries with missing observations, individual missing variables, and a non-harmonious sample of years from which to derive an aggregate.

Given some of these issues, the international community still appears to be a long way from building up a truly accurate picture of global labour migration and its impact on the distribution of skills.

One international data source that at least manages to bridge some of these problems is the OECD's *International Migration Database*.¹³ By collecting its data mainly from administrative records on the number of work permits issued within each of the 34 OECD countries, the Database reflects relatively more accurately and consistently the inflows of officially registered migrant workers into each OECD country from any given country of origin.¹⁴

Figure 2.10 shows the OECD data for each ASEAN Member State as a country of origin. The missing observations from each host country have been estimated using the closest figure known.¹⁵ The data are normalized relative to each 10,000 of the working-age population in the countries of origin. According to these data, the Philippines was a clear outlier during 2000–05, when some 20–30 migrants registered each year to work in the OECD countries out of every 10,000 of the working-age population (panel A). This compares with a figure

of ten or less in all of the other Member States and as little as one or less in most of them. Following a peak in 2004, however, the Philippines' figure declined sharply as fewer workers migrated to Japan (mainly) as well as to Canada, Italy, the United Kingdom, and the United States. Singapore and the Philippines almost converged in 2012, each of them having around six to seven national workers per year registering to work in OECD countries per 10,000 of their working-age population.

While modest increases in this figure over time are visible for Brunei Darussalam and Viet Nam, the remaining Member States send largely insignificant numbers of workers to OECD countries each year relative to their overall working-age populations (panel B). The relevant aggregate figure for ASEAN as a whole in 2012 was only 1.9 migrant workers sent per 10,000 of the working-age population.

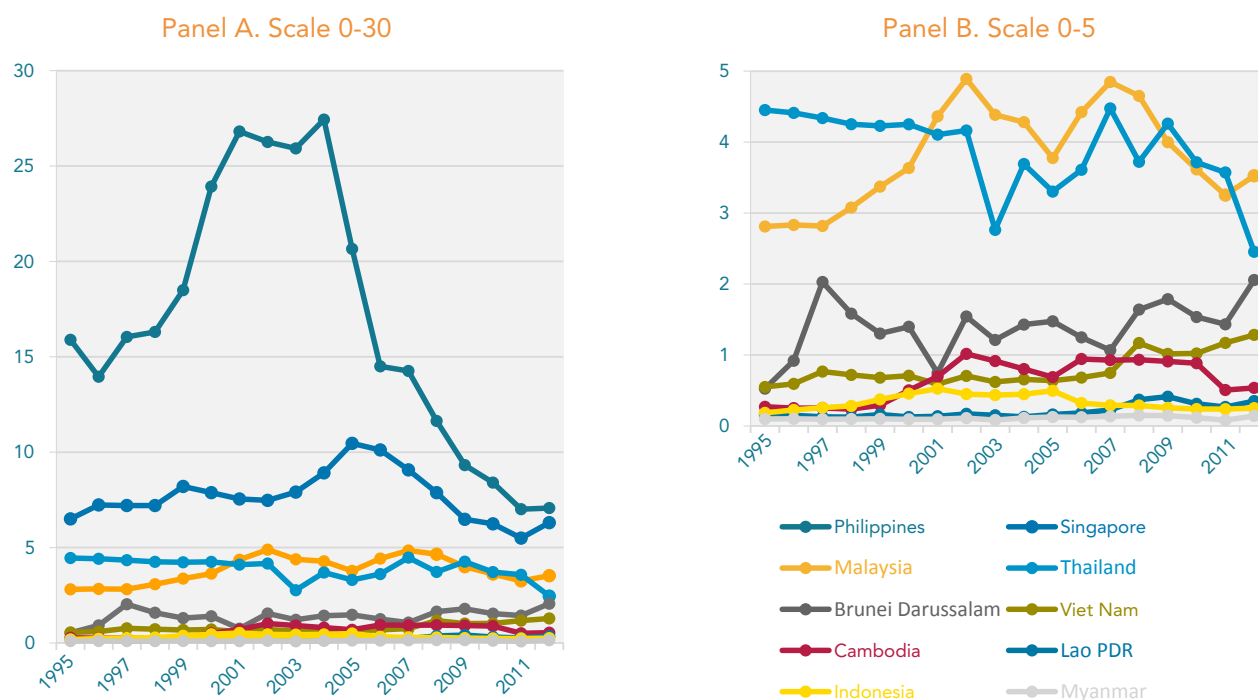
While these data provide a relatively clear and accurate picture of the regular flows of migrant workers from ASEAN Member States to OECD countries over the period stated, little further can be gleaned from the available secondary sources. Additional data, based on the available primary sources – surveys, censuses and administrative records from each Member State (some of them never before published) – are discussed in Chapter 3.

¹³ The OECD International Migration Database is published at <http://stats.oecd.org/> and can be accessed by following "Demography and Population" "Migration Statistics" > "International Migration Database".

¹⁴ The precise gaps are described in the note on figure 2.10. Several additional drawbacks remain, however, from the perspective of this report. The coverage of the Database is limited only to the 34 OECD countries, thus excluding the key non-OECD destinations for ASEAN's nationals abroad, such as the entire ASEAN region itself, the Gulf Cooperation Council States, and China and India, among others. Second, inconsistencies emerge from the ways in which the host countries administer work permits, with several of those in the Database – including Australia, Canada, New Zealand, and the United States – reporting only those migrants who have received a permanent immigration permit for employment purposes, while other countries also include temporary migrant workers. Certain other categories of workers are also exempted from the coverage in some countries but not others, including those covered under free circulation agreements, the beneficiaries of family reunification in some cases, some asylum-seekers and refugees granted permission to work, as well as some young migrant workers who enter the labour force for the first time, giving rise to potential further cross-comparability issues.

¹⁵ According to this simple method, if the figure for 2012 is missing, for example, it takes on the known value from 2011; if the figures for 1995–99 are missing, they take on the known value from 2000, and so on for each country of destination. The exact years that were filled in this way are shown in the note provided below figure 2.10.

Figure 2.10. Flows of registered migrant workers to OECD countries, ASEAN Member States as countries of origin, 1995–2012 (per 10,000 of the working-age population)



Note: Data were compiled by aggregating the different host countries' figures on the inflow of migrant workers according to their country of origin. Data were mostly complete for the host countries included but several missing observations were estimated by taking the first or the latest available figure on either side. This includes the following observations (missing years given in parentheses) according to host country: Belgium (1995–2008), Chile (1995–2002), Denmark (1995–2006, 2012), Estonia (1995–2010), Finland (1995–2007), Germany (1995–2005, 2010–12), Ireland (1995–2001), Israel (1995–2000), Italy (1995–2007), Luxembourg (1995–98, 2010–12), Mexico (1995–2009), the Netherlands (1995, 2011), New Zealand (1995–97), Slovak Republic (1995–2003), Slovenia (1995–2004), Sweden (1995–99, 2012), and Switzerland (1995–2010). The following host countries did not record any international migrant workers coming from ASEAN during the entire period: Austria, the Czech Republic, Greece, Iceland, the Republic of Korea, Portugal, and Turkey. Working-age population includes those aged 15–64.

Source: OECD, *International Migration Database*, "Inflows of foreign workers by nationality", converted into "per 1,000 of the working-age population" using estimates on the total numbers of working-age residents from UNDESA, 2015.

2.4. Return migration

Migration can be seen as a decentralized aid programme for sending countries, given the financial support and the new ideas and institutions migration can sometimes help deliver. Where sending countries stand to gain the most from international migration in the medium and long term is, arguably, through the skills, savings, and positive norms brought by those who return to their countries of origin.

When migrants return to their countries of origin many do so with more skills, new experiences and

qualifications, and stronger business networks. Given that many migrant workers also work in countries with higher productivity, some will also return with capital savings with which to buy assets or invest in a new business. Furthermore, several international studies have shown that return migrants can carry with them the positive norms, attitudes, or role-models gained abroad that can, in turn, be transferred inside the country of origin as a catalyst for positive change.¹⁶

¹⁶ There is a growing academic literature on this subject. For some instructive examples, see: Batista, C.; Vicente, P.C. 2011. "Do migrants improve governance at home?: Evidence from a voting experiment", in *World Bank Economic Review*, Vol. 25, No. 1, pp. 77–104; Beine, M.; Docquier, F.; Schiff, M. 2013. "International migration, transfer of norms and home country fertility", in *Canadian Journal of Economics*, Vol. 46, No. 4, pp. 1406–1430; and Chauvet, L.; Mercier, M. 2014. "Do return migrants transfer norms to their origin country? Evidence from Mali", in *Journal of Comparative Economics*, Vol. 42, No. 3, pp. 630–651.

Given the importance of return migration as a predominantly positive force for sending countries, it is somewhat surprising that the data for capturing it are so weak. This may be said of both the available harmonized international sources available worldwide – that do not appear to touch it in any way – and the primary survey and administrative data many sending countries use. Return migration, as such, represents a very significant knowledge gap as well as a possible bottleneck for policies or programmes on encouraging return migration or helping to reintegrate those who return.

At least part of the problem with capturing data on return migration comes from the fact that most migration data, in general, tend to be collected within host countries. While most host countries have an interest in counting the migrant population resident within their borders, many treat return migrants invisibly, merging them alongside all other nationals as one. Given return migrants' equal rights with other nationals to move, work, and take up residence within their own countries' borders, most administrative data sources find no compelling reason to monitor them. Where exceptions usually do occur is under surveys aimed at monitoring internal migration – the movement of peoples within a given country – which also tend inevitably to capture information on return migrants. Nevertheless, insofar as return migration is seldom a key topic behind such surveys, any analysis of its surrounding issues can be neglected.

Little thus remains understood about the possible impact return migrants can have on a given country or the patterns and trends return migration might follow.

2.5. Personal remittances flows

Personal remittances, like return migration, can be another clear source of gain for sending countries. Unlike return migration, however, the available data are typically much more complete. One commonly-used data source collects and standardizes global administrative records from balance of payments data to produce estimates of total and bilateral remittances flows (World Bank, 2015b).

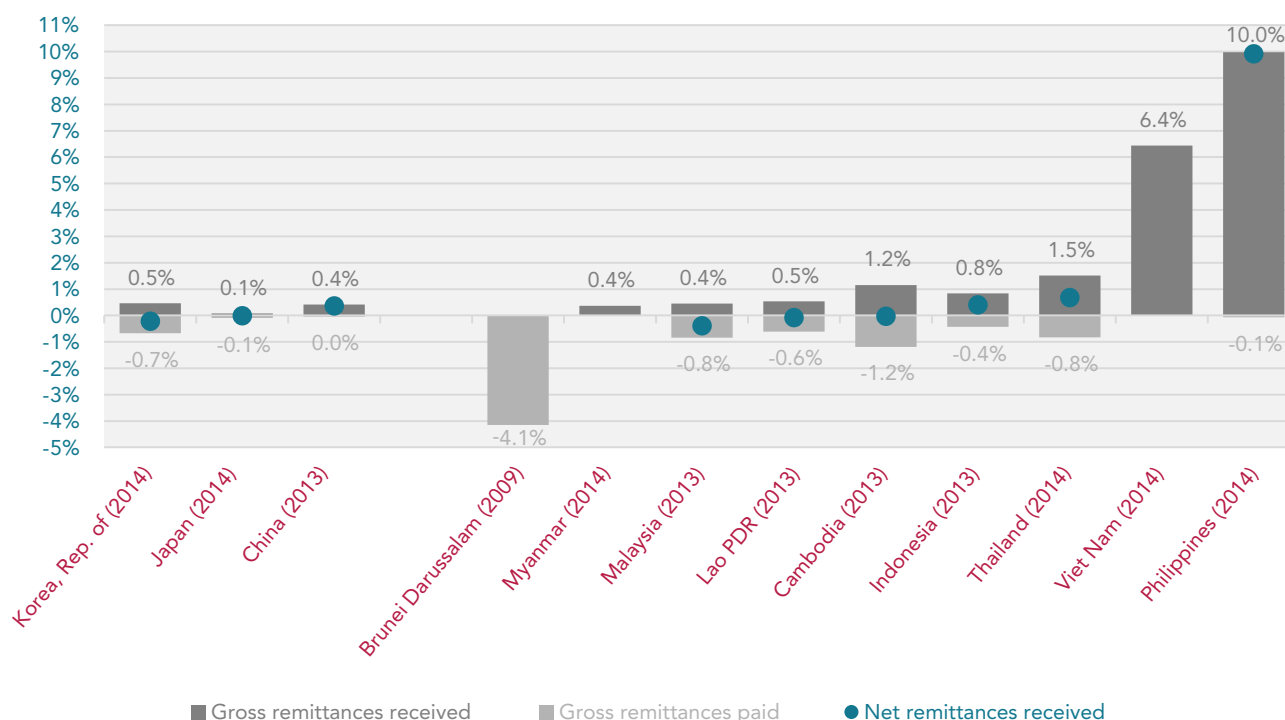
Figure 2.11 shows the latest available data on the personal remittances officially received and paid per Member State, normalized as a share of their GDP. It provides comparable data for China, Japan, and the Republic of Korea for reference. Brunei Darussalam has the biggest gross outflow of personal remittances, accounting for a full 4.1 per cent of its GDP in 2009 (\$445 million).¹⁷ An overall net outflow of remittances accounted for only fractional shares of the GDP in Cambodia, the Lao People's Democratic Republic, and Malaysia in 2013. Net inflows of personal remittances into Indonesia, Myanmar, and Thailand likewise accounted for fairly minor percentages in recent years. The gross personal remittances received in the Philippines and Viet Nam in 2014, however, accounted for rather significant gains of 10.0 per cent and 6.4 per cent of GDP, respectively – more than \$28 billion and about \$12 billion – indicating the significant economic contribution personal remittances currently bring to both countries.

Thinking about the average amount a resident would receive if personal remittances were shared equally per capita, the Philippines and Viet Nam would also emerge as the key beneficiaries. Measured in nominal terms, remittances received per capita in the Philippines will have risen from just \$77 in 1995 to over \$270 today. In Viet Nam, this figure would have risen from just \$17 in 1995 to almost \$100 in 2011. In Cambodia, Indonesia, the Lao People's Democratic Republic, and Myanmar the trends have been steadier over time and comparatively very low at around \$30 or less.

Taking a further measure of how important personal remittances' flows might be for ASEAN's key sending countries, it is possible to compare those each country receives over time with their net official development assistance (ODA) and aid flows received. Figure 2.12 shows these two measures side-by-side for each of the key sending countries in ASEAN during 1990–2014. For Cambodia, the Lao People's Democratic Republic, and Myanmar, despite some modest nominal increases in the remittances they receive, net ODA and aid still provide a comparatively much more important income source. This is particularly the case in Myanmar: following a series of key political and economic reforms in 2012 and beyond, net ODA and aid have witnessed a tremendous increase.

¹⁷ Note that comparable data for the gross amount of personal remittances Brunei Darussalam receives are not available. Comparable data for Singapore are also unavailable.

Figure 2.11. Official personal remittances received and paid, selected countries, latest year (share of GDP)



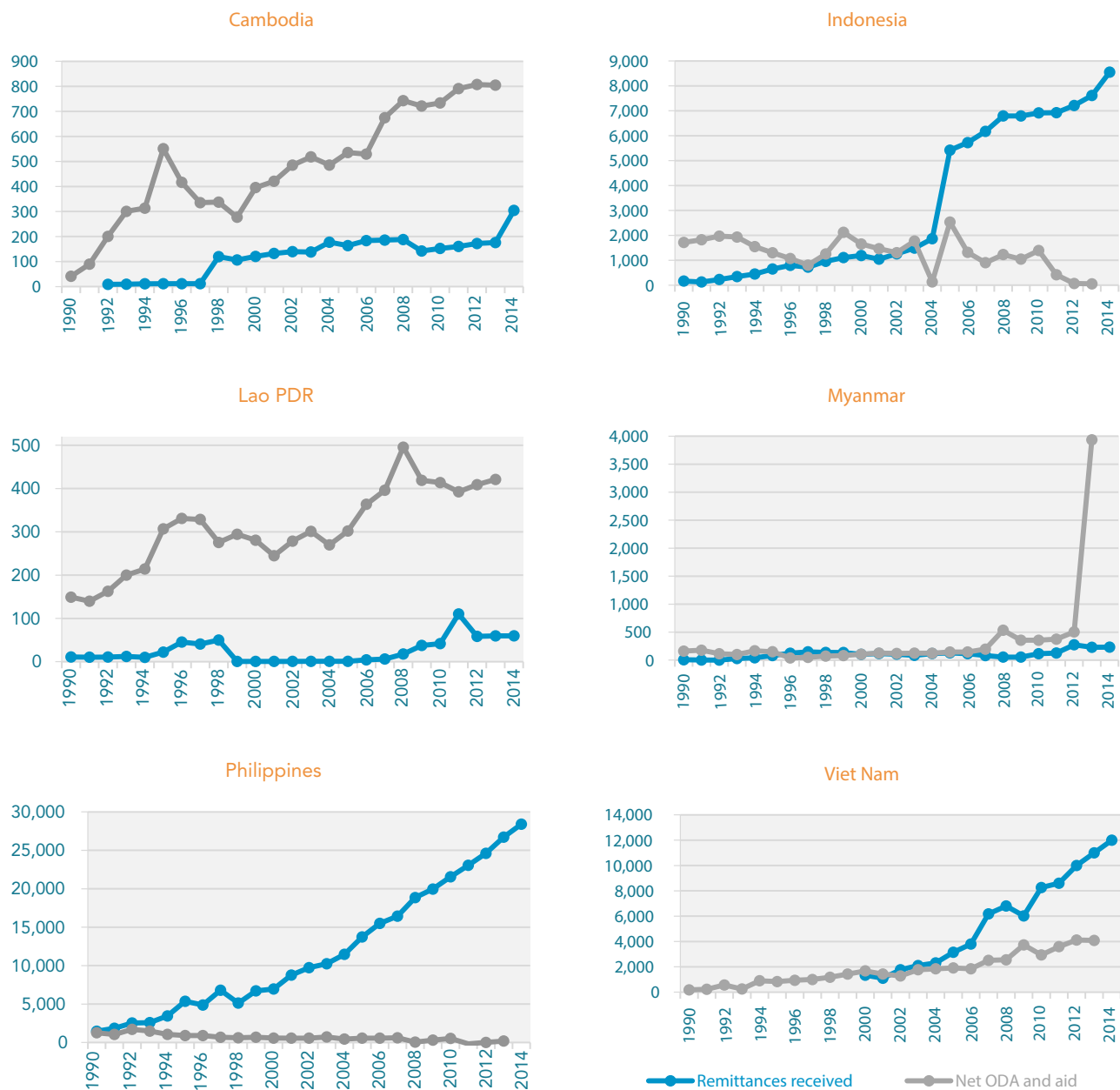
Notes: Personal remittances comprise "personal transfers" – all current transfers in cash or in kind made or received by resident households to or from non-resident households – and "compensation of employees" – the income of border, seasonal, and other short-term workers employed in an economy where they are not residing and of residents employed by non-resident entities. Data for Singapore are not available. Data on remittances received in Brunei Darussalam and those paid by Myanmar and Viet Nam are also not available. Personal remittances paid are shown on the negative vertical axis. The relevant year for each country is shown in parentheses.

Source: World Bank, 2015c: "Personal remittances, paid (US\$ current)" and "Personal remittances, received (US\$ current)" and World Bank, 2015b, for the latest estimates. Converted into "share of GDP" using World Bank, 2015c.

In Indonesia, the Philippines, and Viet Nam, however, a parallel situation appears to have been reversed after a point. In the Philippines, personal remittances received overtook net ODA and aid even in the early 1990s and now represent one of the biggest nominal remittances gains of any country worldwide. In Indonesia and Viet Nam, the turning point occurred around 2005 with personal remittances continuing to grow rapidly since then.¹⁸

¹⁸ The threefold increase in the Indonesian remittance figure during 2005 emerges as somewhat of an anomaly. It might be the result of a series break in the data or a consequence of a new accounting standard entering into effect.

Figure 2.12. Official personal remittances received and net ODA and aid received, selected ASEAN Member States, 1990–2014 (current \$, millions)



Notes: Personal remittances comprise “personal transfers” and “compensation of employees” (as above, figure 2.12). Net official development assistance consists of disbursements of loans made on concessional terms and grants by official agencies of the members of the Development Assistance Committee (DAC), by multilateral institutions, and by non-DAC countries. Net official aid refers to aid flows (net of repayments) from official donors.

Source: World Bank, 2014: “Personal remittances, received (US\$ current)” and “Net official development assistance and official aid received (current US\$)”.

National data sources and emerging trends



PT Kukdong International, a garment factory in Indonesia. ©ILO

3

National data sources and emerging trends

The present chapter provides a comprehensive overview of the available national-level data sources relating to international labour migration in ASEAN. It presents relevant meta-data for these sources and reviews how complete and compatible they are among the ten ASEAN Member States. The available quantitative data are scrutinized, building upon the previous chapter's analysis, to reveal additional trends and to highlight new indicators relating to migrant workers in particular.

Section 3.1 provides a comprehensive review of the latest data sources produced in each Member State, commenting on their quality, completeness, cross-comparability, and some of their ongoing critical knowledge gaps. Sections 3.2 and 3.3 review the actual data based on those collected by the ASEAN TRIANGLE Project and currently published on *ILOSTAT*.

3.1. The quality and completeness of available sources

The present section looks closely at the various data sources on international labour migration currently available in ASEAN. Across four subsections, it looks respectively at the available labour force surveys, population censuses, administrative data, and other types of sources produced across the ten ASEAN Member States. A closing subsection comments on the some of the most critical key knowledge gaps that remain to be addressed.

3.1.1. Labour force surveys

Labour force surveys are a common type of household sample survey used for developing statistics and indicators on countries' populations in terms of their labour markets and employment outcomes.

In receiving countries, labour force surveys can be used to estimate the numbers of migrants and migrant workers among the total population and profile them in terms of various variables including labour force status, skills, wages, and economic activity. Provided an appropriate sample design is developed and used, labour force surveys can also be used to estimate the annual inflows of migrant workers.

In sending countries, labour force surveys can be used to gather valuable information on former household members currently living or working abroad. Provided an appropriate sample design is developed and used, they can also estimate return migration flows and profile return migrants based on a variety of key variables.

Comparing to administrative data (see below, Section 3.1.3), one benefit of labour force surveys is that they capture both registered and irregular migrants among the total population. However, given that many labour force surveys might tacitly exclude those who might not speak a country's official language, that some of them might explicitly exclude the non-household population, and that they inherently rely on sampling frames and sample design from which to estimate any headline figures, administrative data might offer a relatively more accurate instrument.

Four main types of questions are usually included in labour force surveys to generate results on international labour migration:

- a). Questions about respondents' nationality or citizenship can be used to enumerate and profile the migrant stock among the total population and migrant workers among the total employed.
- b). Questions about respondents' birthplace can also be used to identify the migrant stock and the stock of migrant workers among the total, based on the "foreign-born" definition.¹⁹
- c). Questions about respondents' previous place of residence within a given period of time can be used to calculate the flow of international migrants and the flow of return migrants. Some such questions inquire simply about the last previous place a respondent lived before they moved to their present residence and when it was they did so. Others inquire about the respondents' place of residence on a particular date (typically one year ago or five years ago).
- d). Questions about former household members currently residing abroad – including their current whereabouts, education, and labour force status – can also be used to generate useful information and derive unique estimates about the stock of nationals abroad.

Box 3.1 presents several examples of the actual use of such questions in recent labour force surveys and population censuses implemented throughout ASEAN. It illustrates the question wording Member States have used and the different codes and classifications they employed in each case.²⁰ It also illustrates some of the individual differences among the Member States and the different approaches they have opted for in collecting the same variables of interest.

Beyond these four central types of questions for identifying migrants or nationals abroad, labour force surveys typically include a variety of key labour market variables by which to profile workers and establish key indicators. Among others, six common variables of interest include respondents' labour force status, education, economic activity, occupation, status in employment, and current wage. Workers' skill level, in turn, is typically calculated according to their education or occupation.

Taking these different elements into account, Table 3.1 benchmarks the most recent labour force surveys carried out in each ASEAN Member State. While most of them are conducted on a regular basis (annually, quarterly, or monthly), those in Brunei Darussalam, Cambodia, the Lao People's Democratic Republic, and Myanmar are still carried out on a somewhat ad hoc basis. Regarding the key questions for calculating the stock of migrant workers, only Brunei Darussalam, Malaysia and Singapore include one on nationality and only Brunei Darussalam and Cambodia, in their most recent surveys, included one on respondents' birthplace. In terms of calculating migration flows and the total flow of return migrants, Cambodia in 2012, Myanmar in 2015, and Viet Nam since 2013 asked a relevant question on respondents' last previous place of residence, while Malaysia and Thailand commonly ask about the place of residence one year ago. Regarding the situation of household members currently residing abroad, a relevant question is only commonly asked by the Philippines and was included by the Lao People's Democratic Republic in 2010.²¹

¹⁹ Insofar as any given person might have more than one citizenship or nationality but only a single place of birth, distinguishing migrants according to their birthplace might offer a less ambiguous approach. Insofar as workers' labour rights are not typically accorded on the basis of their birthplace but by their nationality, distinguishing migrants according to the latter might be of more interest to policy-makers and researchers.

²⁰ Where a "country code" is required, these are often based on the commonly used three-digit codes developed by the International Organization for Standardization or by the UN.

²¹ Though both countries asked the question with certain limitations in scope. For the Philippines, the question only includes those nationals abroad for employment and excludes those who have been away for five years or more. For the Lao People's Democratic Republic, the question was included as part of a special "trafficking module" and only included those aged 25 years or below.

Regarding the six key labour market variables of interest noted above, most of the most recent labour force surveys recently included them all and on the basis of relevant international standards.

Only the Lao People's Democratic Republic's *Labour Force Survey 2010* did not produce a comparable measure of workers' monthly wages.

Box 3.1.

Some recent examples of key questions on migration used in ASEAN

Examples of questions about respondents' nationality, citizenship or birthplace:

Brunei Darussalam, Labour Force Survey 2014

A10. Nationality [Country code]

A12. Country of birth [Country code]

Cambodia, Labour Force and Child Labour Survey 2011/12

A13. Where was (NAME) born? [1=This village; 2=Another village in this province; 3=Another province; 4= Another country]
(If 3, write province code; if 4, write country code)

Malaysia, Labour Force Survey (various years)

(9) Citizenship [Country code]

Myanmar, Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015

Q22. Where was (NAME) born? [1=This village/ward; 2=Another village/ward in the township; 3=Another township; 4=Another country]

Q22.1. What is the name of township and district/country where (NAME) was born?
[Name or township code or country code]

Examples of questions about respondents' previous place of residence:

Cambodia, Labour Force and Child Labour Survey 2011/12

A14. In what year did (NAME) move to live in this province? (If Don't Know, write 0000)

A15. Where did (NAME) last live before moving to this province?
(If in Cambodia, write province code; if abroad, write country code)

Malaysia, Labour Force Survey (various)

M1. Was this house/address your usual place of residence [one year ago]? [Yes/No]

M2. If no, where was your usual place of residence [one year ago]?

a. Name of province [Province code]

b. Name of town [Town code]

...

f. Name of country [Country code]

Myanmar, Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015

Q23. Has (NAME) ever lived anywhere other than this village/ward continuously for six months or more? [Yes/No]

Q24. Where did (NAME) live before moving to this village/ward?
[Name of township and district/country; country code]

Q25. In what year did (NAME) move to this village/ward? [YYYY]

Thailand, Population and Housing Census 2010

20. How long have you lived in this municipality/sub-district?

21. Where did you previously live? [District, province or country code]
(Specify District/Province/Country; if you have never moved, write "NEVER MOVED")

Examples of questions about household members currently residing abroad:

Cambodia, General Population Census of Cambodia 2008

Statement 1.3. Usual members absent on Census night

4. Sex [1=Male; 2=Female]

5. Age [Number]

6-7. Location on Census night (If outside Cambodia, give name of country)

8. How long absent (in completed months) (Write 0 for less than one month)

Lao People's Democratic Republic, Census of Population and Housing 2005

G. Last 12 months any member of household moved in or moved out

- 23. Moved out of household** [Yes/No]
Sex [1=Male; 2=Female]
Age [Number]
Moved out of this household? [1=Same province; 2=Other province; 3=Capital; 4=Other country]

Myanmar, Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015

- Q20. Are there any members of this household who have left to live abroad for more than six months?** [Yes/No]
Q21. How many of those members are currently living abroad? [Number]
 (Please give me the following information in respect of those family members...)
C3. What is his/her sex? [1=Male; 2=Female]
C4. How old was he/she at last birthday? (Record the age in completed years)
C5-6. In which year and month did he/she leave the country? [YYYY; MM]
C7-8. In which country is he/she currently living? [Name and country code]
C9. What was the main reason for going abroad? [1=In search of employment / business; 2=To take up a job; 3=Job transfer; 4=Study; 5=Marriage; 6=Family moved; 7=Health; 8=Armed conflict; 9=Other (specify)]

Myanmar, Population and Housing Census 2014

List of former household members living abroad

- 40. Number of former household members living abroad**
Completed age (current) [Number]
Sex [1=Male; 2=Female]
Year of departure [YYYY]
Country of residence [1=Thailand; 2=Malaysia; 3=Singapore; 4=China; 5=Japan; 6=Korea; 7=India; 8=United States; 9=Other]

Philippines, Labour Force Survey (various)

- (11) Overseas Filipino indicator** (enter code) [1=Overseas contract worker (OCW); 2=Worker other than OCW; 3=Employee in a Philippine embassy, consulate or other mission; 4=Student abroad / tourist; 5=Other]

Singapore, Census of Population 2010

For absentee members (This section should be filled up for persons whose location of employment or course of study is overseas. The duration of overseas job or course should be 12 months or more. It also includes persons who are not working or studying but have been staying or intend to stay abroad for at least 12 months.)

- 34. Where is this person currently residing?** [1=Australia; 2=Malaysia; 3=India; 4=United States; 5=United Kingdom; 6=Canada; 7=China; 8=Indonesia; 9=Other (please specify)]
35. What is this person's reason for living abroad? [1=Studying; 2=Working; 3=Others (e.g. staying with related person overseas)]
36. What is this person's highest grade passed or qualification attained?

Table 3.1. Labour force survey data on international labour migration, ASEAN Member States

Member State	Frequency of data collection	Key questions on migration				Key labour market variables					
		Nationality / Citizenship	Birthplace	Previous residence*	Household members abroad	Labour force status	Education	Economic activity	Occupation	Status in employment	Monthly wages
Brunei Darussalam	Irregular, latest 2014	●	●	-	-	●	●	●	●	●	●
Cambodia	Irregular, latest 2012	-	●	Previous	-	●	●	●	●	●	●
Indonesia	Quarterly	-	-	-	-	●	●	●	●	●	●
Lao PDR	Irregular, latest 2010	-	-	-	●^	●	●	●	●	●	-
Malaysia	Monthly	●	-	One year	-	●	●	●	●	●	●
Myanmar	Forthcoming in 2015	-	●	Previous	●	●	●	●	●	●	●
Philippines	Quarterly	-	-	-	●^^	●	●	●	●	●	●
Singapore	Annual	●	-	-	-	●	●	●	●	●	●
Thailand	Monthly	-	-	One year	-	●	●	●	●	●	●
Viet Nam	Quarterly	-	-	Previous	-	●	●	●	●	●	●

Notes: ● indicates the variable is collected.

○ indicates the variable is collected but not based on a common standard.

- indicates the variable is not included.

* Text indicates the length of time implied in the question (e.g., "Previous" indicates the survey inquires where respondents' last previous place of residence was; "One year" indicates the survey inquires where respondents' were living one year ago); ^ Included under a special "Trafficking module" only for those aged 25 or below; ^^ Only includes nationals abroad for employment ("overseas workers") and only those who left within the past five years.

Sources: **Brunei Darussalam**, Labour Force Survey 2014, Department of Economic Planning and Development (JPKE), Prime Minister's Office; **Cambodia**, Labour Force and Child Labour Survey 2011-12, National Institute of Statistics, Ministry of Planning; **Indonesia**, National Labour Force Survey (SAKERNAS, various years), Statistics Indonesia (BPS); **Lao People's Democratic Republic**, Labour Force Survey 2010, Laos Statistics Bureau, Ministry of Labour and Social Welfare; **Malaysia**, Labour Force Survey (various years) and Migration Survey (various years), Department of Statistics Malaysia; **Myanmar**, Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015, Central Statistical Organization, Ministry of National Planning and Economic Development; **Philippines**, Labour Force Survey (various years), Philippine Statistics Authority; **Singapore**, Comprehensive Labour Force Survey (various years), Department of Statistics Singapore; **Thailand**, Labour Force Survey (various years) and Migration Survey (various years), National Statistical Office (NSO), Ministry of Information and Communication Technology; **Viet Nam**, Labour Force Survey (various years), General Statistics Office (GSO), Ministry of Planning and Investment.

3.1.2. Population censuses

Population censuses are a common type of enumeration method carried out on countries' entire household populations. They might include all individuals who usually reside within the country's borders, regardless of whether they are physically present on the given census day (under the so-called *de jure* approach – "concerning law" in a person's place of usual residence) or otherwise only those physically present there on the given census day, regardless of where they may usually reside or how long they intend to stay (under the *de facto* approach – "concerning fact" in a person's actual location at the given time of enumeration).

In receiving countries, in principle, population censuses can collect accurate information about the entire stock of migrants and migrant workers, including about their countries of origin, labour force status, skills, and other variables. Population censuses can also estimate the inflows of migrants and migrant workers over time, though the period used is typically relatively long (five or even ten years).

In sending countries, population censuses can produce a definitive overview on former household members living or working abroad as well as on the stock and flow of return migration.

Population censuses produce detailed parameters on a given territory's entire population and may be said to surpass any household sample survey or administrative database whose sample or population will always be more limited in scope or size. However, insofar as the large cost of implementing a population census usually permits its data to be collected only once every 5–10 years or longer, household sample surveys or administrative data might be better at capturing more immediate or subtler changes over time.

Employing broadly the same framework as used above, table 3.2 benchmarks the most recent population censuses carried out in each ASEAN Member State. Unlike the labour force surveys, many more population censuses include a key question on nationality or citizenship and a question on

place of birth. Indeed, at least one of these two key variables was collected in every population census in ASEAN over the last decade except Viet Nam's *Population and Housing Census 2009*. Indeed, both of these variables were included in the most recent population censuses of all four of the key receiving countries in ASEAN as well as in the Lao People's Democratic Republic's *Population Census 2005*. To calculate migration and return migration flows, Cambodia, Myanmar, and Thailand included a key question on respondents' last previous place of residence, while Brunei Darussalam, Indonesia, Malaysia, the Philippines, and Viet Nam employed a fixed-term perspective over five years and the Lao People's Democratic Republic did so over ten years. Regarding the situation of household members currently residing abroad, relevant information was gathered in Brunei Darussalam, Cambodia, the Lao People's Democratic Republic, Myanmar, the Philippines (though only for its "overseas workers"), and Singapore.

Regarding some of the key labour market variables of interest, the population census data tend to be less comparable than those available from labour force surveys. Respondents' current labour force status was captured in Brunei Darussalam, Indonesia, Malaysia, Singapore, and Viet Nam. In Cambodia, the Lao People's Democratic Republic, Myanmar, and the Philippines this variable was calculated using a related question about the residents' usual economic activity, defined over a six- or 12-month period but not entirely comparable with the current economic activity typically included elsewhere. Thailand's *Population and Housing Census 2010* appears to miss this variable out altogether, though a relevant question about respondents' occupation cites "unemployed" as one of the options.²²

²² Although labour force status can probably be derived on the basis of this question, it offers a weak substitute to a more standard, internationally-recognized, and unambiguous question on respondents' current labour force status.

Table 3.2: Population census data on international labour migration, ASEAN Member States

Member State	Latest year	Key questions on migration		Key labour market variables						
		Nationality / Citizenship	Birthplace	Previous residence*	Household members abroad	Labour force status	Education	Economic activity	Occupation	Status in employment
Brunei Darussalam	2011	●	●	Five years	●	●	●	●	●	●
Cambodia	2008	-	●	Previous	●	○	●	●	●	●
Indonesia	2010	●	-	Five years	-	●	●	-	-	●
Lao PDR	2005**	●	●	Ten years	●	○	○	○	○	●
Malaysia	2010	●	●	Five years	-	●	●	●	●	●
Myanmar	2014	-	●	Previous	●	○	●	●	●	●
Philippines	2010	●	-	Five years	● [^]	○	●	●	●	●
Singapore	2010	●	●	-	●	●	●	●	●	●
Thailand	2010	●	●	Previous	-	-	○	●	●	●
Viet Nam	2009	-	-	Five years	-	●	●	-	-	○

Notes: ● indicates the variable is collected.

○ indicates the variable is collected but not based on a common standard.

- indicates the variable is not collected.

* Text indicates the length of time implied in the question (e.g., "Previous" indicates the survey inquires where respondents' last previous place of residence was; "One year" indicates the survey inquires where respondents' were living one year ago, etc.); ** A new population census was launched in the Lao People's Democratic Republic in March 2015, but the results are not yet ready; ^ Only includes nationals abroad for employment ("overseas workers") and only those who left within the past five years.

Sources: **Brunei Darussalam**, *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development (JPKE); **Cambodia**, *General Population Census 2008*, National Institute of Statistics, Ministry of Planning; **Indonesia**, *Indonesia Population Census 2010*, Statistics Indonesia (BPS); **Lao People's Democratic Republic**, *Population Census 2005*, Laos Statistics Bureau, Ministry of Labour and Social Welfare; **Malaysia**, *Population and Housing Census 2010*, Department of Statistics Malaysia; **Myanmar**, *Population and Housing Census of Myanmar 2014*, Department of Population, Ministry of Immigration and Population; **Philippines**, *Census of Population and Housing 2010*, Philippine Statistics Authority; **Singapore**, *Census of Population 2010*, Department of Statistics Singapore; **Thailand**, *Population and Housing Census 2010*, National Statistical Office (NSO), Ministry of Information and Communication Technology; **Viet Nam**, *Population and Housing Census 2009*, General Statistics Office (GSO), Ministry of Planning and Investment.

3.1.3. Administrative data

Administrative data are commonly collected through various bureaucratic, legal, or otherwise routine processes requiring formal registration, clearance, or permission to be granted. In terms of compiling international labour migration statistics, the administrative records most typically used are those from migrant workers' visas issued and work permissions granted; those required to regulate intermediaries such as international recruitment agencies; or any of those that an employer might be obliged to obtain before formally engaging a non-native worker.

Such documents are usually processed by a nominated government or quasi-governmental body with their "administrative purpose" in mind. Many such bodies also use the records to calculate and compile relevant statistics for monitoring trends over time, although this "statistical purpose" is not always realized. Others operate systems that do not make statistics straightforward to calculate.

While analysis may thus be difficult in some cases – especially where the records kept are not digital but only in a hard-copy form – administrative data typically offer a unique resource for policy-makers to monitor various trends and review priorities over time. Redesigning such records to realize their statistical purpose – and expanding their scope to include more variables and cleaner, more comparable information – thus provides a unique and feasible opportunity to enrich the evidence base for policy and develop unique insights into the drivers and impacts of international labour migration.²³

Administrative data can often provide highly accurate information about the subset of migrants and nationals abroad who register under them but otherwise discount those unable (or unwilling) to register or those who might not necessarily need to do so under their host country's regulatory framework. Some administrative systems might inherently put off certain groups – such as women or given language speakers – and thus introduce bias into their data. Separate administrative data sources might vary greatly in terms of their quality and comparability, depending on how accurately or consistently they are collected and stored and what kinds of variables they collect and under what

classifications. Labour force surveys and population censuses can thus sometimes offer a more complete picture and greater comparability among countries than administrative data. Nevertheless, where administrative data might indeed surpass other types of sources is in terms of their accuracy on "regular" or "registered" migrants, viewed as a subset of the migrant population as a whole.

The key differences among administrative records data-keeping systems can be seen in the ways they register individual migrants and the ways in which they deregister them. Among the systems relevant to international migration, three broad approaches are distinguishable:

- a) **One-time only registration:** A migrant registers only once upon entering their new host country. No follow-up is made beyond this step and no deregistration is sought. The resulting data broadly represent a flow of migrants insofar as they only capture those who migrate within a given reference period and in one direction. Double counting can occur if a given migrant repeats the process two or more times during the reference period.
- b) **Regularly renewed registration:** A migrant registers upon entering their new host country but must re-register after a given period of time and is expected to do so regularly. The length of this period may be between three and 12 months or last as long as the worker's work or residency permit allows. Regular reregistration eliminates the need for deregistering migrants since those who do not renew their registration are automatically discounted. The resulting data can be broadly interpreted as either a flow or a stock, and both can be calculated if the records can distinguish first-time registrants from those who are renewing their registration. Double counting can typically be easily eliminated.
- c) **Registration and deregistration:** A migrant registers upon entering their new host country but must undergo a separate and specific process in order to deregister. This does not occur automatically, as above, but requires a secondary administrative step – either by the migrant worker or

²³ This is especially true in the absence of a regular labour force survey or where governments' capacity or funding for statistical development may be limited.

by their employer in the host country. It can take place when they disembark to return to their country of origin, when they conclude their employment, or in the event they become naturalized or undergo some other change to their migration status. Assuming the system of deregistration is soundly maintained, this approach best captures the migrant stock but can also be used to determine the flow. Double-counting is technically not possible though over-counting might nevertheless occur if an individual fails to deregister for one reason or another.

Beyond the specific type of registration system a country might use, its scope is also important for defining its quality and potential merit for generating statistics. Some registration systems exclusively record migrant workers. Others might variously include migrants who are children, students, spouses who are not in the labour force, disabled residents, pensioners, or otherwise migrants who are temporarily unemployed. Some include stateless persons and refugees while others do not. Some may record all potential countries of origin, while others might only collect some of them. Some registration systems may include seafarers, while others only regard land-based migrants. In terms of the different sources' comparability, much comes down to such differences in their scope – differences in whom the administrative records are able to capture.

Taking these different elements into account, table 3.3 benchmarks the available administrative data in ASEAN in terms of both international migrants (in the first half of the table) and nationals abroad (in the lower half). While most Member States compile some such statistics on the stock or the inflows of migrant workers, only Cambodia appears to have none. While most Member States compile relevant data on their nationals abroad for employment, only Brunei Darussalam and Malaysia appear not to do so. While some of the sources go as far back as the 1970s, others appear only to record information from the last few years or so.

Regarding the type of registration systems these sources employ, there appear to be a variety used across the Member States. The sources used to monitor Member States' nationals abroad for

employment, however, mostly adopt the "one-time only" registration system, described above. The administrative data in Indonesia and Viet Nam also capture return migration based on this approach.

While many of the sources record only data on migrant workers, several of them also capture other types of migrants. Most of the sources listed include variables on migrants' country of origin (or destination) and gender or sex. Regarding some of the key labour market variables discussed above, very few of the sources appear to collect data on education, status in employment, or wages. Relatively more maintain key variables on migrants' economic activity and occupation, though several employ their own classifications in such a way that is inconsistent with those of other countries and makes the data incomparable.

Table 3.3. Administrative data on international labour migration, ASEAN Member States

Member State	Agency responsible	Available since*	Published
Administrative records on incoming international migrants			
Brunei Darussalam	Department of Statistics, Department of Economic Planning and Development	2006	Statistical Yearbook
	Department of Immigration and National Registration, Ministry of Home Affairs	2009	Unpublished
Cambodia	n/a	-	n/a
Indonesia	Directorate of Controlling of Foreign Employment, Ministry of Manpower and Transmigration	2009	Unpublished
Lao PDR	Laos Statistics Bureau, Ministry of Labour and Social Welfare	2000	Statistical Yearbook
Malaysia	Immigration Bureau, Ministry of Home Affairs	2000	Unpublished
Myanmar	Immigration and National Registration Department	2001	Statistical Yearbook
Philippines	Bureau of Immigration, Department of Justice	2006	Unpublished
	Bureau of Local Employment, Department of Labour and Employment	1978	Unpublished
Singapore	Department of Statistics Singapore and Ministry of Manpower	1991	Statistical Yearbook
Thailand	Department of Employment, Ministry of Labour	2002	Unpublished
Viet Nam	Ministry of Labour, Invalids and Social Affairs	2008	Online
Administrative records on outgoing nationals abroad			
Brunei Darussalam	n/a	-	n/a
Cambodia	Department of Employment and Manpower, Ministry of Labour and Vocational Training	1998	Unpublished
Indonesia	National Board on the Placement and Protection of Indonesian Overseas Workers	1996	Online
Lao PDR	Laos Statistics Bureau, Ministry of Labour and Social Welfare	2000	Statistical Yearbook
Malaysia	n/a	-	n/a
Myanmar	Ministry of Labour, Employment and Social Security	2000	Statistical Yearbook
Philippines	Philippine Overseas Employment Administration	1999	Online
Singapore	National Population and Talent Division, Prime Minister's Office	2006	'Population in Brief'
Thailand	Department of Employment, Ministry of Labour	1997	Online
Viet Nam	Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs	1999	Unpublished

Notes: ● indicates the variable is collected.
 ○ indicates the variable is collected but not based on a common standard.
 - indicates the variable is not collected.

* The column "Available since" indicates the earliest date the data are known to start on, though earlier data might exist in some cases.

^ Not applicable (all are regular employees).

Source: Author.

Type of registration			Scope	Key labour market variables				
One-time only	Regularly renewed	Register and de-register		Education	Economic activity	Occupation	Status in employment	Wages
-	-	●	All non-nationals	-	-	-	-	-
-	●	-	...	-	-	-	-	-
-	-	-	None	-	-	-	-	-
-	●	-	Workers	-	○	○	-	-
-	●	-	Workers	-	○	-	-	-
-	-	●	Workers	-	○	-	-	-
-	-	●	All non-nationals	-	-	-	-	-
-	-	●	Workers	-	-	-	-	-
●	-	-	Workers	●	●	●	-	-
-	●	-	Temporary residents	-	●	-	-	-
-	-	●	All non-nationals	-	●	●	-	-
●	-	-	Workers	-	-	-	-	-
-	-	-	None	-	-	-	-	-
●	-	-	Workers	-	-	-	-	-
-	●	-	Workers and return workers	○	○	○	○	●
●	-	-	Workers	-	○	-	-	-
-	-	-	None	-	-	-	-	-
●	-	-	Workers	-	-	-	-	-
●	-	-	Employees (including seafarers)	●	-	●	● ^	●
-	-	●	All nationals	-	-	-	-	-
●	-	-	Workers	-	-	●	-	-
●	-	-	Workers under contract and return workers	-	-	-	-	-

Although the separate administrative data sources listed are clearly very different in a variety of ways, it might be of interest to compare how many migrant workers they do record when measuring the same given bilateral migration flow. Figure 3.1 makes the comparison between a sending country's data and a receiving country's data for a variety of different country pairs among the ASEAN Member States for which data are available. Three key messages emerge clearly from this:

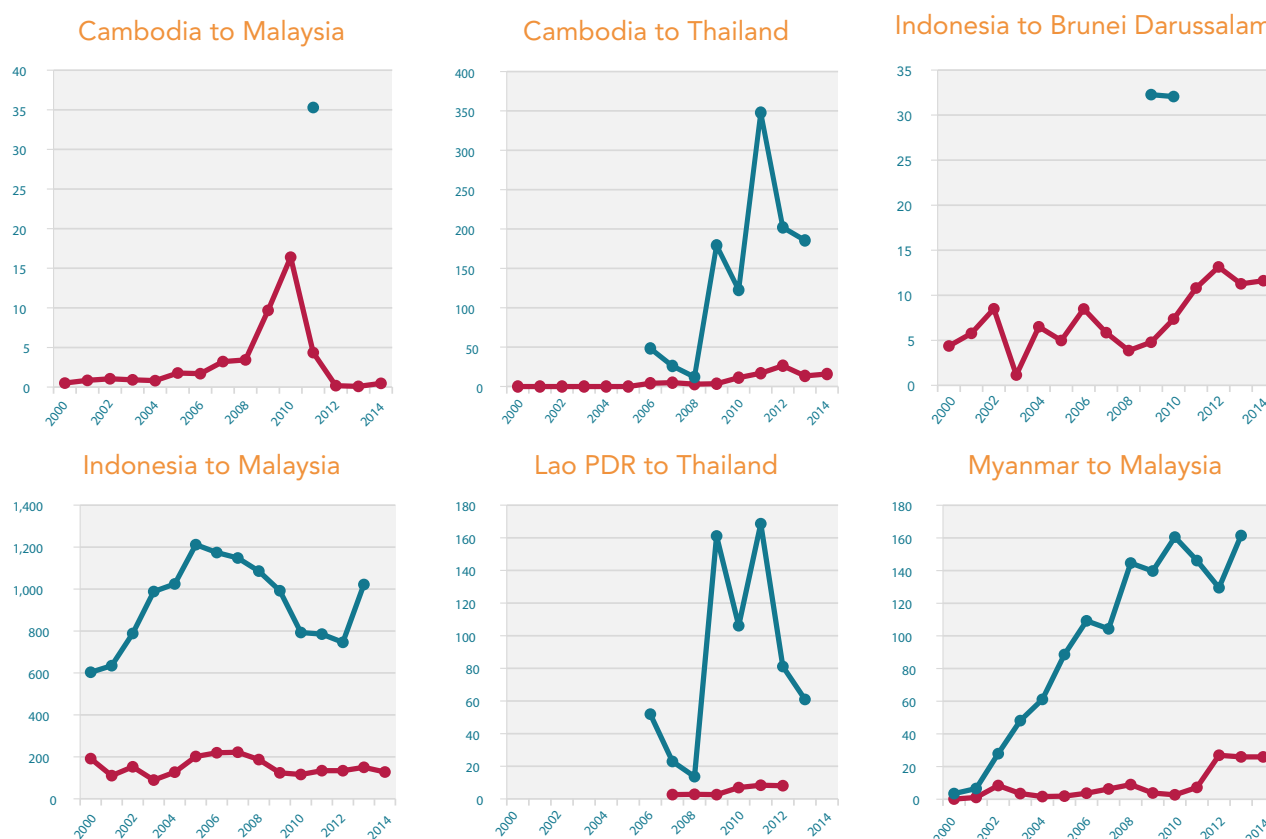
- There are very large discrepancies among receiving and sending countries in the numbers of migrant workers they record, sometimes in the range of tens or even hundreds of thousands.
- The trends observable often follow dissimilar paths, indicating not only that they differ very much but also that they tell diverging stories.²⁴

- Receiving countries tend, by and large, to capture more migrants in their administrative data than sending countries do regarding the same bilateral flow.²⁵

While none of these conclusions may come as a particular surprise, given the key differences among the data sources already discussed, they do signal a possible key role to be played by a more harmonized system of administrative data collection in ASEAN. Such a system could standardize the variable definitions and classifications collected under a common approach and help to eliminate much of the duplication in the work currently taking place. Receiving countries could benefit sending countries by helping them to better understand their own diaspora and harness better information on return migration and how they might best benefit from it.

Above all, what figure 3.1 represents is a regional system in great disharmony.

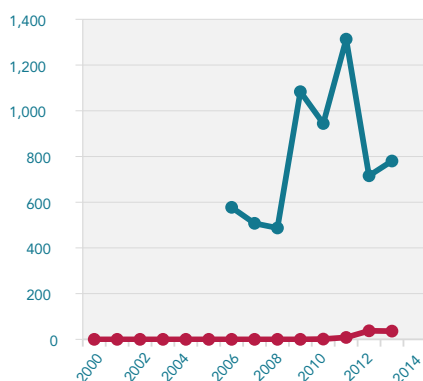
Figure 3.1. International migrant workers registered, comparison of receiving countries' and sending countries' administrative data, ASEAN Member States, 2000–14 (thousands)



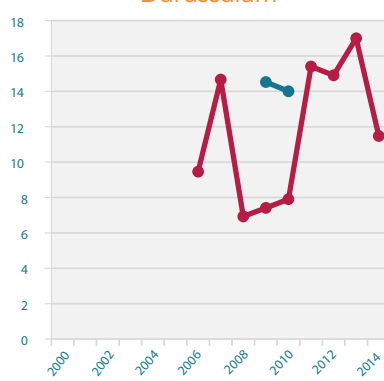
²⁴ For example, of the Thais migrating to Malaysia, a sharp rise and then a fall is recorded in 2006–11 under the receiving country data, though no such shift is discernible from the sending country data. Of the Cambodians migrating to Thailand, while the two countries' sources were practically aligned in 2008, there was a sharp divergence after that. Of the Myanmar nationals migrating to Malaysia, while the sending country data showed a relatively level flow during 2002–11, the receiving country data indicate a manifold year-on-year increase of several tens of thousands.

²⁵ The only clear exception to this in figure 3.1 is with the couple of thousand Filipino migrants who migrate to Indonesia each year since around 2010.

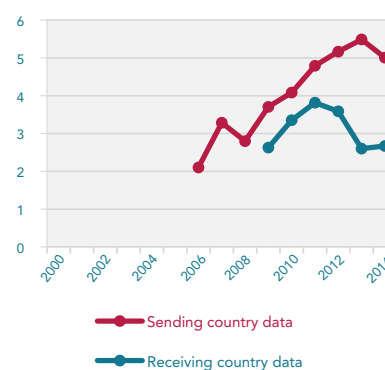
Myanmar to Thailand



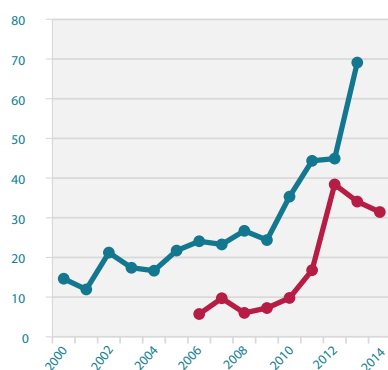
Philippines to Brunei Darussalam



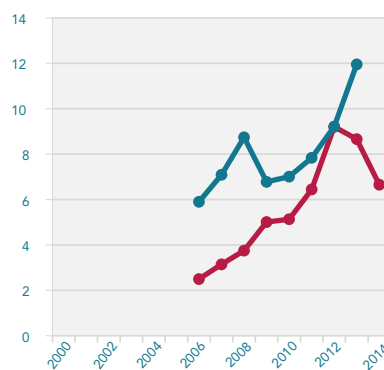
Philippines to Indonesia



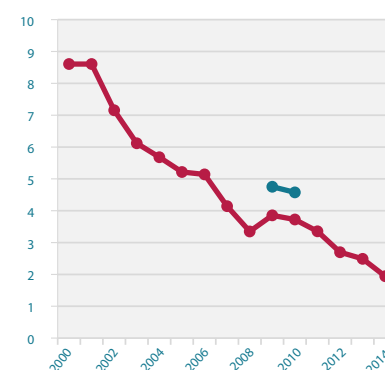
Philippines to Malaysia



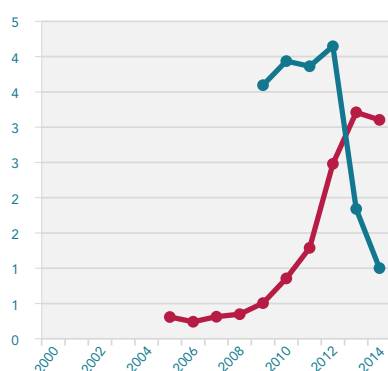
Philippines to Thailand



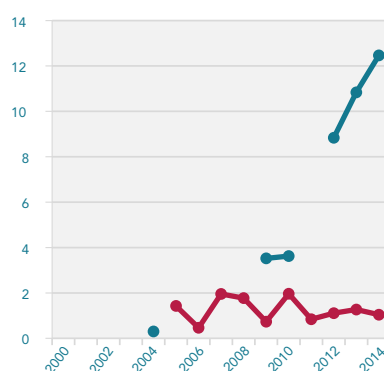
Thailand to Brunei Darussalam



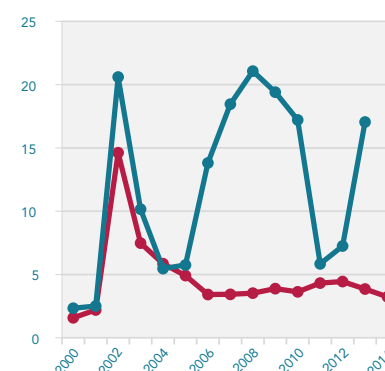
Thailand to Indonesia



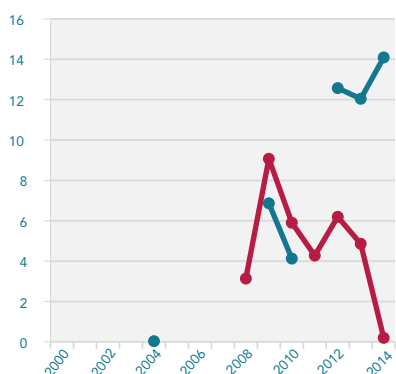
Thailand to Lao PDR



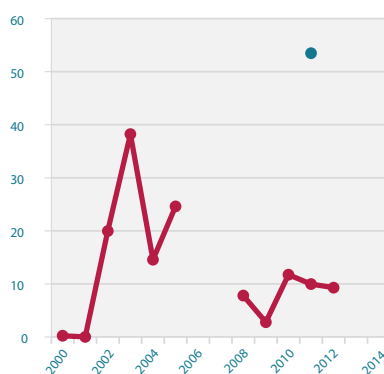
Thailand to Malaysia



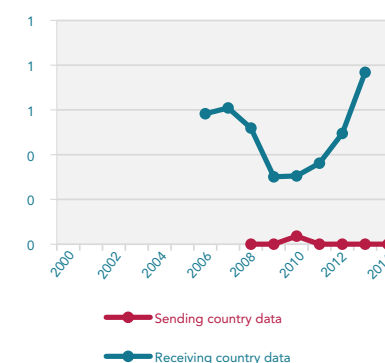
Viet Nam to Lao PDR



Viet Nam to Malaysia



Viet Nam to Thailand



Note: Depending on the type of records kept, some data will represent new registrants only (being closer to the concept of a "migration flow") while others will also include re-registered migrants or all valid registrants during a particular period (being closer to the concept of a "migrant stock"). While all of the data displayed show the number of migrant workers registered within a given year, not all of them are completely cross-comparable.

Source: ILO, *ILOSTAT* (Special collections: Migration).

3.1.4. Other relevant sources

Beyond the key national-level sources already discussed, a number of additional sources also currently collect relevant data. Among possible others, the discussion below briefly regards other household surveys, enterprise level surveys, and official estimate data.

Beyond the standard labour force surveys discussed above, other household surveys can also shed light on international migration trends. In Cambodia, for example, the National Institute of Statistics' annual *Cambodia Socio-Economic Survey* contained relevant key questions on respondents' previous residence and former household members currently residing abroad during the survey's 2010 and 2011 rounds. Indonesia's *National Socio-Economic Survey* (SUSENAS) included a key question on birthplace in its 2014 round and collects key information annually on the labour force and household income. In the Philippines, the Philippines Statistics Authority's annual *Survey on Overseas Filipinos* also inquires about former household members living abroad and includes a range of key questions about their employment outcomes and the personal remittances they send.

Economic censuses can also generate accurate headline statistics on migrant workers' employment by economic sector. In Brunei Darussalam, for example, the Labour Department's *Annual Census of Employers* publishes a detailed breakdown of workers engaged in private sector enterprises according to their residential status. In Cambodia, the National Institute of Statistics' *Economic Census 2011* also provides similar breakdowns, including by sex, but excludes the entire agricultural sector from its coverage. In the Lao People's Democratic Republic, the Laos Statistics Bureau's *Economic Census 2006* also generates relevant findings on the stock of migrant employees by economic sector.

Official estimates are also sometimes employed for various purposes following set methodologies. In the Philippines, the Commission on Filipinos Overseas produces its annual *Stock Estimate of Overseas Filipinos* to enumerate the stock of its nationals abroad (either living overseas permanently, temporarily, or irregularly) based on a variety of primary data inputs and key parameters. In Thailand, an official estimate of nationals abroad is produced by the Department of Consular Affairs, under the Ministry of Foreign Affairs, for the Office of the Election Commission of Thailand to

determine the number of eligible voters residing abroad, according to their country of residence.

While sources such as these may offer some very useful information on a unilateral basis, their results are often difficult to compare across countries and usually only cover a very limited array of variables and themes of interest.

3.1.5. Synthesis

Based on the evidence reviewed under the present chapter so far, it is clear that the ASEAN Member States are taking decisive and positive steps towards measuring and monitoring international labour migration within the region. While only a few Member States include key questions for identifying migrants and nationals abroad in their most recent labour force surveys, many more do so in their population censuses. Among the administrative data compiled, almost all Member States produce useful statistics on regular international migrant workers and nationals registering to work abroad.

Table 3.4 summarizes the key findings from the meta-data evaluated above. For each Member State, it shows the main type of source collected that contains any information on the three separate populations of interest: the migrant stock, the annual inflow of migrants, and nationals abroad (either their stock or the outflow). It shows whether these data are collected regularly – to enable analysis of trends over time – or on a non-regular or infrequent basis. It shows whether the data collected regard the migrant population as a whole or only migrant workers.

Only the labour force surveys in Singapore and Malaysia produce regular annual statistics to estimate the migrant stock. The data from Malaysia also enable analysis of the annual migration flow among the household population, while the Philippines' labour force survey inquires about its nationals working abroad. Additional estimates were also made by Cambodia's *Labour Force and Child Labour Survey 2011–12* and the Lao People's Democratic Republic's *Labour Force Survey 2010*.

The population censuses in each Member State provide a somewhat wider coverage, though only for the years shown in the table. Viet Nam's *Population and Housing Census 2009*, by exception, does not cover any of the three populations of interest listed.

Table 3.4. Summary of available sources of data on international migrant stocks, international migration flows, and countries' nationals abroad, ASEAN Member States

	Receiving countries in ASEAN				Sending countries in ASEAN					
	Brunei Darussalam	Malaysia	Singapore	Thailand	Cambodia	Indonesia	Lao PDR	Myanmar	Philippines	Viet Nam
Labour force surveys										
Migrant stock	2014	●	●	-	2012	-	-	2015	-	-
Migration flow	-	●	-	-*	2012	-	-	2015	-	-*
Nationals abroad	-	-	-	-	-	-	2010	2015	● ^	-
Population censuses										
Migrant stock	2011	2010	2010	2010	2008	2010	2005	2014	2010	-
Migration flow	-	2010	-	2010	-	-	-	2014	-	-
Nationals abroad	-	-	2010	-	2008	-	2005	2014	2010	-
Administrative data										
Migrant stock	R	W	R	R	-	-	W	R	W	-
Migration flow	R	W	R	R	-	W	W	-	W	W
Nationals abroad	-	-	R	W	W	W	W	W	W	W

Notes: "●" indicates data are collected regularly on all international migrants (including irregular migrants and non-workers). A given year indicates the data are collected infrequently and shows the latest year for which they exist. "R" indicates data are collected regularly but only on registered migrants. "W" indicates data are collected regularly but only on registered migrant workers. "-" indicates the information appears not to be collected. * Some data are collected on the inflow of international migrants and return migrants combined. ^ Only includes nationals abroad for employment ("overseas workers") and only those who left within the past five years.

Source: Author.

The available administrative data cover the migrant stock and migration flow in all four of the key receiving countries in ASEAN as well as several of the sending countries. Administrative data on the outflow of nationals abroad for employment are also collected relatively consistently in all six of the key sending countries in ASEAN, as well as in Singapore and Thailand.

In general, further unilateral efforts to expand the scope of the data collected under many of these sources would contribute much towards better statistics and a broader evidence base on relevant trends throughout the region.

One critical ongoing knowledge gap remains in terms of the mobility of skills throughout the region. Including standardized key variables on education

and occupation among the current administrative records systems would help governments to better plan their economic and education policies. At the regional level such data could also underpin Member States' discussions surrounding common policies around the free movement of skilled labour in ASEAN and how best to target these in future.

Several overarching knowledge gaps remain where better coordination among Member States could also play a positive role. One useful goal would be to ensure standardized classifications and common statistical definitions are used in all of the surveys and administrative records produced at the national level. These would cover the main concepts and labour market variables discussed above and optimally be based around the latest international standard classifications available

on workers' education,²⁶ economic activity,²⁷ occupation,²⁸ status in employment,²⁹ and others. This could help to ensure that data are comparable and can be aggregated to form a regional overview. Another useful goal would be to ensure relevant data on bilateral flows are shared among receiving and sending country pairs. As figure 3.1 has shown, the existing unilateral sources can often fail to tell a coherent story.

3.2. Emerging trends in inward labour migration

The ASEAN TRIANGLE Project's ILMs Database in ASEAN has gathered together a range of relevant data to produce indicators and trends on international migration and labour migration in the region. Currently published as a special module on the ILO's *ILOSTAT Database*, the collection gathers together a unique wealth of relevant information including several previously unpublished sources. The remainder of this chapter focuses on the actual data to evaluate their emerging lessons and trends. It builds upon many of the themes already established in Chapter 2. The present section reviews the available data on inward labour migration: the stocks and flows of international migrant workers within the region. Section 3.3 then reviews the available data on outward labour migration: the flows of nationals abroad for employment within the region and beyond.

One way to conceptualize some of the differences between international migrant workers and non-migrants is to compare them across a range of labour market indicators. Table 3.5 shows the current state of knowledge for a range of common indicators, based on the single source with the most (or most recent) information currently available from each Member State. While the variety of indicators collected for Brunei Darussalam, Cambodia, Indonesia, and Malaysia are relatively complete, there remain a variety of knowledge gaps among the other Member States.

In terms of some of the main aggregates that can be calculated, several Member States are missing even the most basic headline statistics. The total number of migrants employed, for example, cannot be calculated from each of the sources listed for the Lao People's Democratic Republic, Myanmar, the Philippines, Thailand, and Viet Nam.

The key ratios and rates included in table 3.5 also contain a variety of knowledge gaps. Nevertheless, the available data do tend to reflect an overall positive contribution of migrants to the countries' labour markets. Measuring the employment-to-population ratio, the labour force participation rate, and the unemployment and youth unemployment rates, migrants tend to score more positively than non-migrants, on the whole, in both the key receiving and sending countries for which data are available.³⁰

The migrant shares of the total population cited in table 3.5 mostly conform to the estimates already discussed in figure 2.6, above. Two exceptions, however, are with Brunei Darussalam and Singapore, whose figures shown here are significantly smaller than those cited above (around 20–30 per cent in both cases as compared with 40–50 per cent in figure 2.6). Nevertheless, these differences can be explained insofar as the data presented here are drawn from administrative records sources (while the earlier estimates were underpinned primarily by census data) and include only non-permanent residents (whereas the earlier estimates included all foreign-born residents).

Comparing migrant and non-migrant workers on the basis of their broad economic activity can offer a useful indication of where migrant workers might be most needed and what particular economic sectors their demand might come from. Figure 3.2 shows the latest available numbers from six Member States for which data are available. In each of the receiving countries, migrant workers tend to be concentrated more in the industrial sectors than among services (panel A). In Malaysia, migrant workers also account for a more significant share of the employment in agriculture compared with non-migrant workers.

²⁶ See the *International Standard Classification of Education (ISCED)*: www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx.

²⁷ See the *International Standard Industrial Classification of All Economic Activities (ISIC)*: <http://unstats.un.org/unsd/cr/registry/regcst.asp?Cl=27>.

²⁸ See the *International Standard Classification of Occupations (ISCO)*: www.ilo.org/public/english/bureau/stat/isco/.

²⁹ See the *International Classification of Status in Employment (ICSE)*: www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/status-in-employment/current-guidelines/lang-en/index.htm.

³⁰ The only apparent exception to this is according to Indonesia's *Indonesia Population Census 2010*, which measures migrants, on the whole, as having a somewhat lower employment-to-population ratio and labour force participation rate than non-migrants. This, nevertheless, might be a reflection of a large number of old-age pensioners among the migrant population recorded. The precise reason, however, is somewhat unclear.

Table 3.5. Selected labour market indicators for the total, non-migrant, and migrant populations, ASEAN Member States, latest year

Reference year / Type of source	Receiving countries in ASEAN				Sending countries in ASEAN					
	Brunei Darussalam	Malaysia	Singapore	Thailand	Cambodia	Indonesia	Lao PDR	Myanmar	Philippines	Viet Nam
	2011 Census	2014 LFS	2013 AD	2013 LFS	2012 LFS	2010 Census	2010 LFS	2010 AD	2013 LFS	2013 LFS
Aggregates (thousands)										
Labour force	203	13 932	3 444	39 445	7 400	117 286	3 080	30 960	41 022	...
- Non-migrants	134	12 125	2 139	...	7 349	117 252	...	...	...	53 246
- Migrants	69	1 807	1 322	...	50	34	...	...	...	...
Employed	184	13 532	3 494	39 087	7 197	104 928	3 021	29 720	38 118	...
- Non-migrants	116	11 750	2 172	...	7 147	104 895	...	...	...	52 208
- Migrants	68	1 782	1 322	...	50	33	...	...	...	...
Unemployed	19	400	63^	358	202	12 358	59	1 240	2 904	...
- Non-migrants	18	375	63^	...	202	12 357	...	...	...	1 038
- Migrants	1	24	0	...	0	1	...	...	...	...
Not in labour force	91	6 712	...	15 766	3 350	51 752	807	11 222	23 151	...
- Non-migrants	83	6 331	...	...	3 301	51 695	...	...	...	15 442
- Migrants	8	381	...	...	50	57	...	...	...	...
Ratios and rates (per cent)										
Employment-to-population ratio	62.5	65.6	...	70.8	67.0	62.1	77.7	70.5	59.4	...
- Non-migrants	53.5	63.7	64.1^	...	66.9	62.1	...	...	...	76.0
- Migrants	88.0	81.5	...	...	75.6	56.6	...	...	...	...
Labour force participation rate	68.9	67.5	...	71.4	68.8	69.4	79.2	73.4	63.9	...
- Non-migrants	61.7	65.7	66.7^	...	68.8	69.4	...	...	...	77.5
- Migrants	89.2	82.6	...	...	75.7	58.9	...	...	...	...
Unemployment rate	9.3	2.9	...	0.9	2.7	10.5	1.9	4.0	7.1	...
- Non-migrants	13.4	3.1	2.9^	...	2.8	10.5	...	...	...	1.9
- Migrants	1.3	1.3	0.0	...	0.2	3.8	...	...	...	...
Youth unemployment rate	27.6	10.2	...	3.5	3.8	26.7	3.1	...	16.1	...
- Non-migrants	34.7	11.3	...	...	3.8	26.7	...	...	...	6.2
- Migrants	4.2	3.8	...	...	0.0	22.4	...	...	...	...
Migrant shares (per cent)										
Total population	21.8	...	28.8	4.1*	0.5	0.0	0.2*	0.1	0.2*	...
Labour force	33.9	13.0	37.9	...	0.7	0.0	...	...	...	...
Employed	36.8	13.2	37.8	...	0.7	0.0	...	...	...	...
Unemployed	4.7	6.1	0.0	...	0.0	0.0	...	...	...	...
Youth unemployed	3.6	5.4	...	...	0.0	0.0	...	...	...	...

Notes: The data for Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, and Thailand define migrants on the basis of their nationality or citizenship. The data for Brunei Darussalam and Singapore define migrants on the basis of residency status and include only non-permanent residents. The data for Cambodia define migrants on the basis of their birthplace. The data for Myanmar and Singapore include only registered migrants. "..." indicates the relevant data are currently not available. Some figures may not add up precisely due to rounding. * "Type of source" refers to labour force survey data (LFS), population census data (Census), and administrative data (AD). ^ Gives the figures for the resident population, as quoted in Ministry of Manpower (2014) *Labour Force in Singapore, 2013*; unemployment figures quoted are the seasonally adjusted ones. ** Data come from the population census, the reference year is 2005 for the Lao People's Democratic Republic and 2010 for the Philippines and Thailand. All data on the labour force, employed, unemployed, and not in the labour force populations exclude those aged 14 or below.

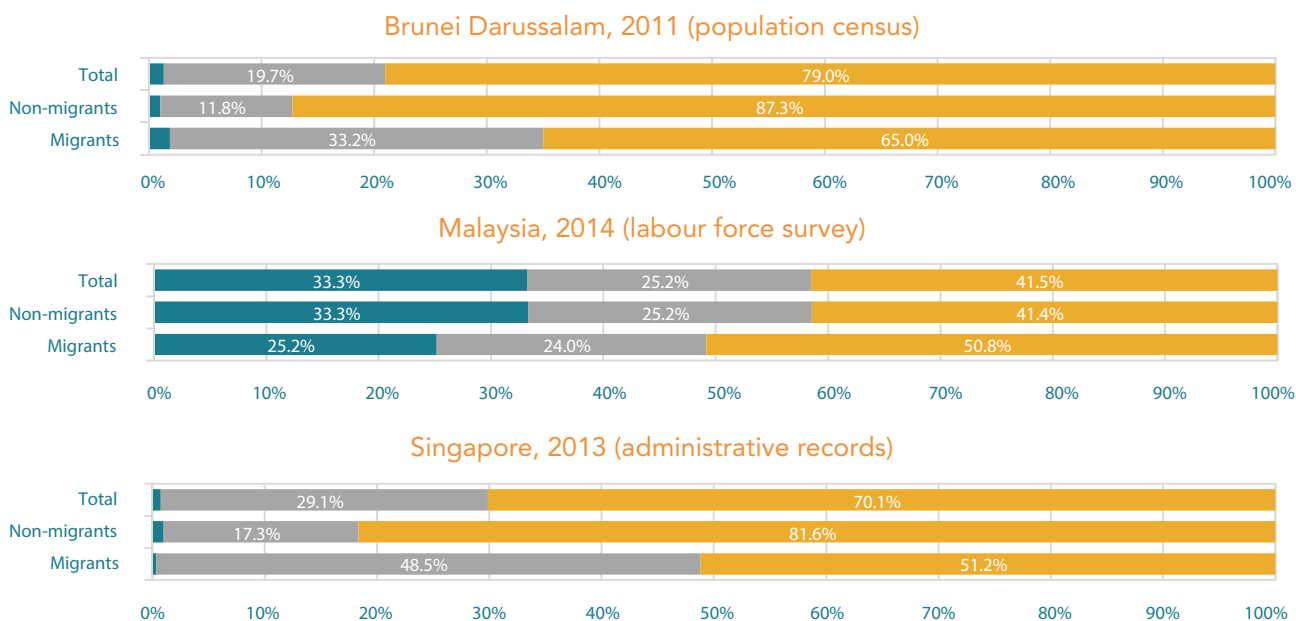
Source: ILO, *ILOSTAT* (Special collections: Migration).

In each of the sending countries, however, the opposite appears to be true: many more migrants tend to be concentrated in the services sectors with significantly lower shares of them working

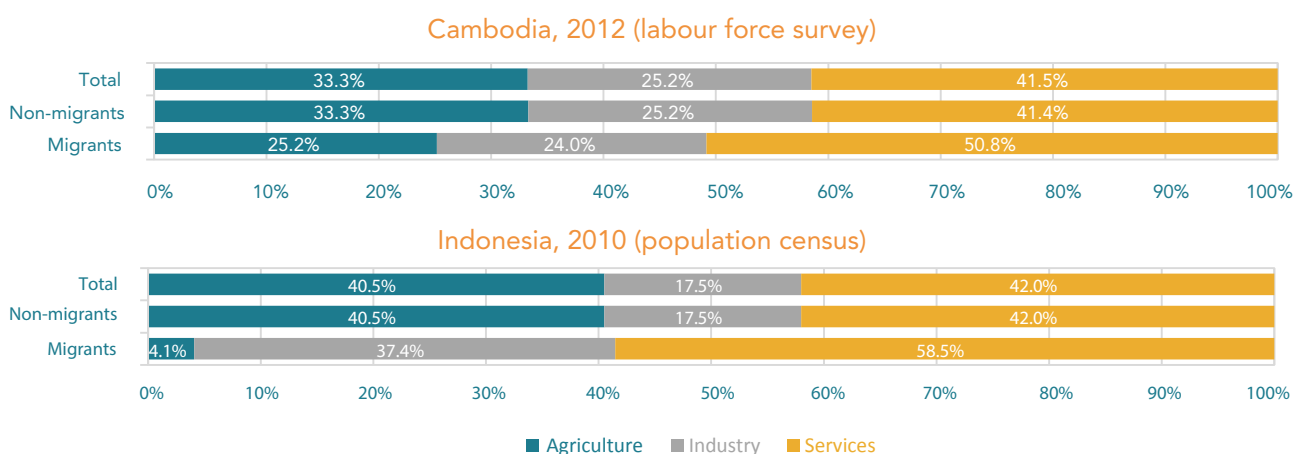
in agriculture, as compared with non-migrant workers (panel B). Administrative data from the Lao People's Democratic Republic for 2013 also substantiate this point.

Figure 3.2. Employment by broad economic activity for the total, non-migrants, and migrant populations, selected ASEAN Member States, latest year (per cent)

Panel A. Selected receiving countries in ASEAN

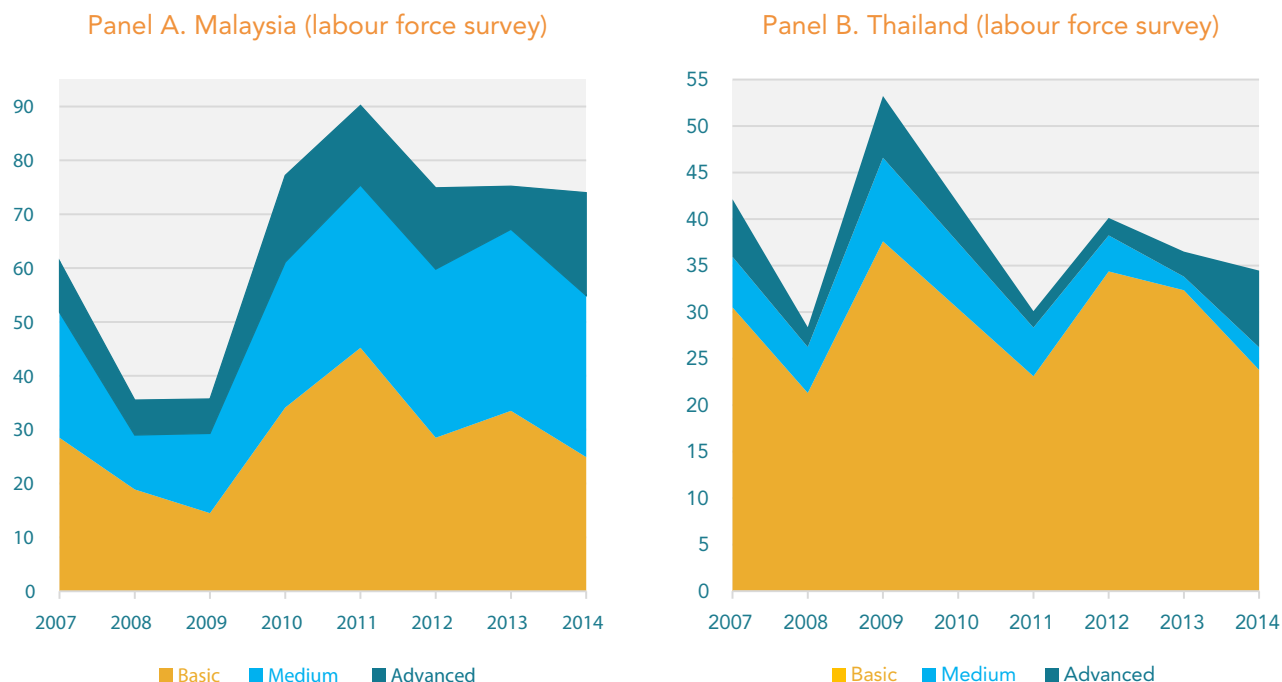


Panel B. Selected sending countries in ASEAN



Source: ILO, *ILOSTAT* (Special collections: Migration).

Figure 3.3. Annual inflow of working-age migrants to Malaysia and Thailand by education, 2007–14 (thousands)



Notes: Basic education is defined as International Standard Classification of Education (ISCED) groups 0 (less than primary education), 1 (primary education), and 2 (lower secondary education). Medium education is defined as ISCED groups 3 (upper secondary education) and 4 (post-secondary non-tertiary education). Advanced education is defined as ISCED groups 5 (short-cycle tertiary education), 6 (Bachelor's or equivalent level), 7 (Master's or equivalent level), and 8 (Doctoral or equivalent level). See UNESCO. 2012. *International Standard Classification of Education: ISCED 2011* (Montreal, UNESCO). Data for Malaysia cover only those residing in private living quarters and data define migrants according to nationality. Data for Thailand measure all those who migrated to Thailand within the previous year and are thus inclusive of return migrants; missing data for 2010 were interpolated assuming a linear trend in 2009–11. Working-age population includes those aged 15 and above.

Source: ILO, *ILOSTAT* (Special collections: Migration).

Looking at what the available data can reveal about the mobility of skills throughout the region, only two receiving countries – Thailand and Malaysia – could provide comparable data on migrants' level of education. The inflows of working-age migrants into these two countries according to their level of educational attainment are shown in figure 3.3, based on the original data from their labour force surveys. In both cases the entire period since 2007 included relatively very low shares of those with advanced education (tertiary level or above).

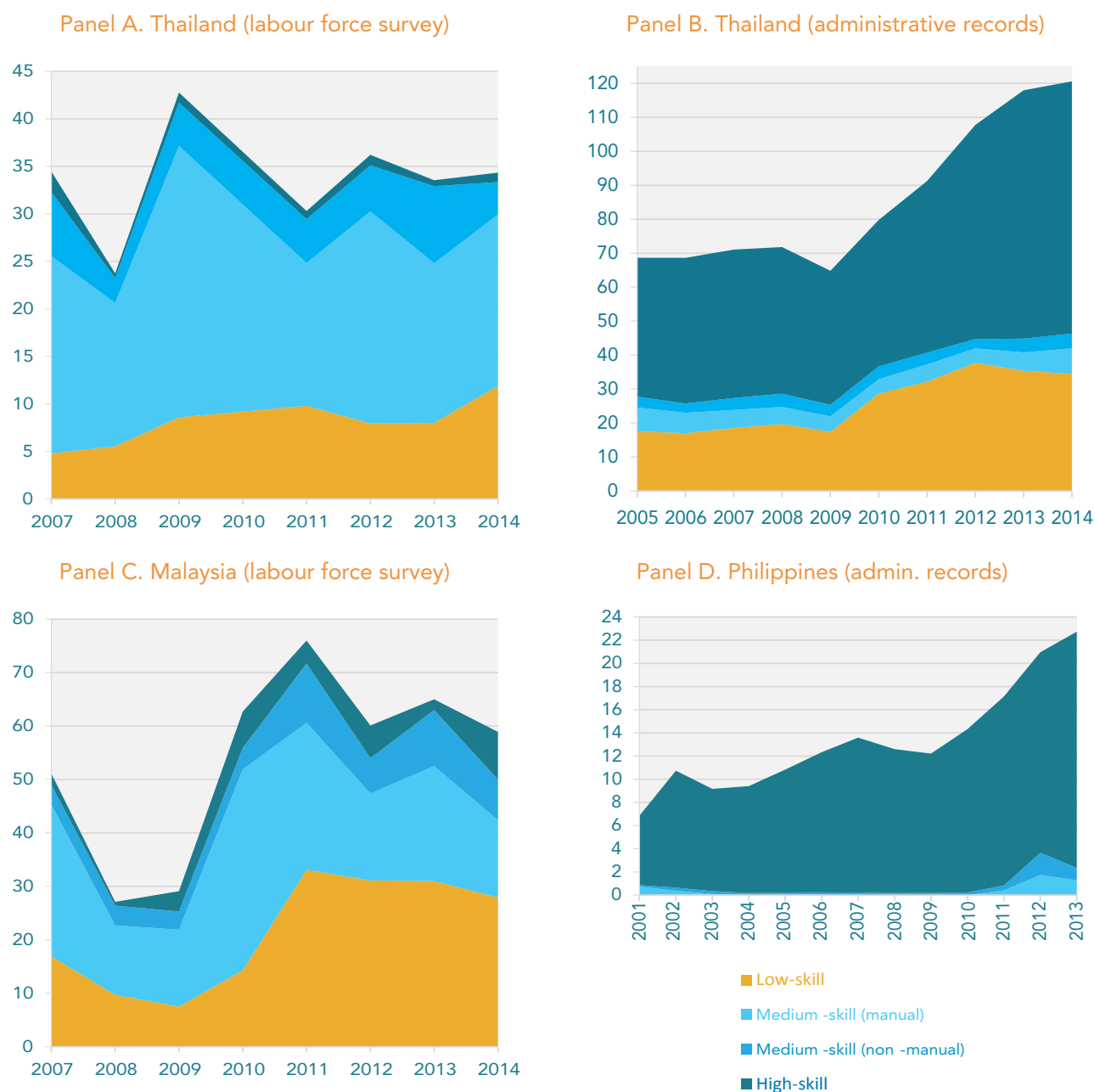
Figure 3.4 presents a similar picture on the inflow of migrants into Thailand but based on their occupation according to two separate data sources. According to Thailand's labour force survey data (panel A), much the same picture as in figure 3.3 emerges: the majority of new migrant workers entering the country each year tend to work in low- or medium-skill occupations with only a relatively small share of them filling high-skill managerial,

technical, or professional roles.

According to Thailand's available administrative data (panel B) on the inflows of newly registered workers into Thailand, however, there emerges a wholly different story. According to these data roughly three in every five migrant workers enter high-skill occupations while relatively many fewer engage in medium- or low-skill roles at all.

While these contradicting findings might present more questions than answers in terms of a clear analysis, they reinforce the advice for countries not to rely solely on a single source. Administrative data, in general, might be more likely to capture high- than low-skilled migrant workers since these will typically have better means and possibly a greater incentive to abide by the legitimate migration channels. Household survey data, on the other hand, might capture more or less representative shares of high-, medium-, as well as

Figure 3.4. Annual inflow of migrant workers to Thailand, Malaysia, and the Philippines by occupation, available years (thousands)



Notes: High-skill occupations are defined as International Standard Classification of Occupations (ISCO) groups 1 (managers), 2 (professionals), and 3 (technicians and associate professionals). Medium-skill (non-manual) occupations include ISCO groups 4 (clerks) and 5 (service and sales workers). Medium-skill (manual) occupations include ISCO groups 6 (skilled agricultural and fishery workers), 7 (craft and related trade workers), and 8 (plant and machine operators and assemblers). Low-skill occupations consist of ISCO group 9 (elementary occupations). See ILO. 2012. *International Standard Classification of Occupations: ISCO-08: Volume 1: Structure, group definitions and correspondence tables* (Geneva, ILO). Data for Thailand (labour force survey) measure all those who migrated to Thailand within the previous year and are thus inclusive of return migrants; missing data for 2010 were interpolated assuming a linear trend between 2009 and 2011. Data for Thailand (administrative records) include only regular migrant workers, newly registered within the reference year. Data for Malaysia cover only those residing in private living quarters and define migrants according to nationality. Data for the Philippines include only regular migrant workers who were newly registered within the reference year.

Source: ILO, *ILOSTAT* (Special collections: Migration).

low-skilled migrant workers though they might be less accurate in determining their total volume.³¹

Labour force survey data from Malaysia and administrative data from the Philippines echo this message, as shown in figure 3.4. While Malaysia's survey data identify an overwhelmingly small share of the migrants entering high-skill occupations (panel C), the Philippines' administrative records find precisely that a very large share of them do so (panel D).

Looking briefly at some of the discrepancies among migrants' and non-migrants' wages in ASEAN, figure 3.5 presents a number of relevant benchmarks for Brunei Darussalam and Malaysia. According to the most recent data available, migrant workers in both countries earn significantly less on average compared with the average earning in the total population.

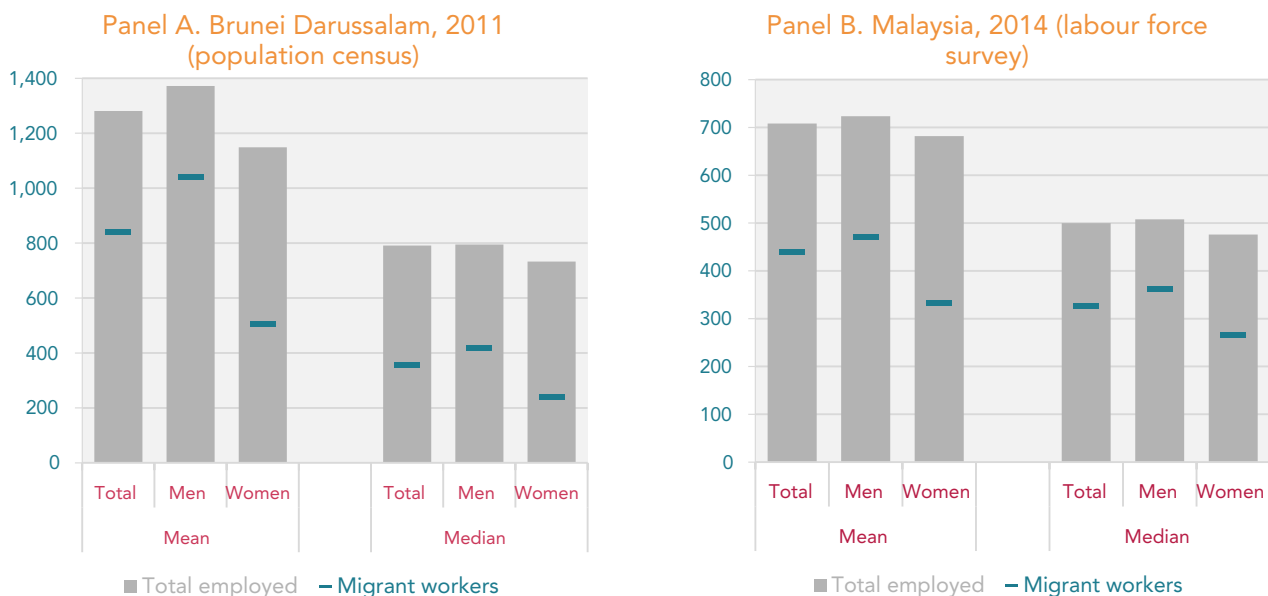
In Brunei Darussalam in 2011, migrant workers with non-permanent residency permits earned a full third less than the mean average for all workers and less than half of the total according to the

median (panel A). This amounted to the average migrant worker earning more than \$430 less per month than the average for the total population.

In Malaysia in 2014, international migrant workers earned about two fifths less than the average for all workers, according to both the mean and the median (panel B). This amounted to approximately \$270 less each month that migrant workers earned compared with the average for the total population.

The average monthly pay gaps among women migrant workers compared with the total population are greater than those for men in both countries. The mean monthly wage for a woman migrant worker in Brunei Darussalam was as much as \$640 less than the mean monthly wage for all women workers in 2011 (the median was about \$490 less). The mean monthly wage for a woman migrant worker in Malaysia was about \$350 less than the mean monthly wage for all women workers in 2014 (the median was about \$210 less). Migrant workers in both countries – and women in particular – thus tend to earn considerably less on average than do non-migrants.

Figure 3.5. Average monthly wages of the total employed and migrant workers in Brunei Darussalam and Malaysia, latest year (current \$)



Notes: Data for migrant workers in Brunei Darussalam include only non-permanent residents. Data for migrant workers in Malaysia include all resident non-nationals and only cover those residing in private living quarters.

Source: ILO, *ILOSTAT* (Special collections: Migration), converted into current \$ using IMF, *International Financial Statistics*, "Official exchange rate (local currency unit per US\$, period average)".

³¹ It emerges as a curiosity that the labour force survey data in Thailand identified only around 34,000 new migrant workers in 2013, while the administrative records captured more than three times that, at 118,000. The possible existence of double-counting (or triple-counting, in this instance) in the administrative data does not seem to suitably explain such a large discrepancy. More likely that a small sample, possible language barriers, or many migrants resident outside of the types of dwellings covered by the labour force survey have led to a low total figure being produced.

Beyond the fragments of information presented here, little more can be concluded about inward labour migration at the regional level. More attention towards filling in the key knowledge gaps around the demand for migrant workers – based on their economic activity – and the movement of skills throughout the region – based on education and occupation – under future rounds of data collection could strengthen the overall picture and provide key evidence for improving policies.

3.3. Emerging trends in outward labour migration

The present section reviews the available data on outward labour migration. The evidence presented is based primarily on the administrative data collected on ASEAN nationals registering to migrate abroad for employment each year.³²

Figure 3.6 shows the available administrative data on the numbers of national workers registering to work abroad since 2000. They have been normalized relative to each 1,000 of their working-age populations in order to facilitate a meaningful comparison.

The Philippines accounts for by far the most significant flows during the entire period (panel A). Between 2000 and 2007, the Philippines registered some 14–15 nationals to work abroad each year out of every 1,000 of its working-age population. By 2014 it had risen to 22.8.

The remaining Member States all registered fewer than five workers per 1,000 of their working-age populations over the entire period, except the Lao People's Democratic Republic, which had some unprecedented highs during 2010, 2011, and 2013 (panel B). What accounts for these three remarkable data points, however, is likely to be the change in the methodology used for counting them. In 2010, 2011, and 2013, the Lao Government sent a team of officers into Thailand to register nationals who had previously entered the country for work and

were residing there at that time. This “nationality verification process” resulted in much higher numbers of migrant workers being registered despite the fact that many of them might not necessarily have migrated in the years in which they were registered. The three tall numbers for the Lao People's Democratic Republic during these years might thus be best understood within this context.³³ The somewhat lower numbers of one to two workers per 1,000 of the working-age population – as registered during 2009, 2012, and 2014 – might thus be closer to true outward flow of registered migrant workers.

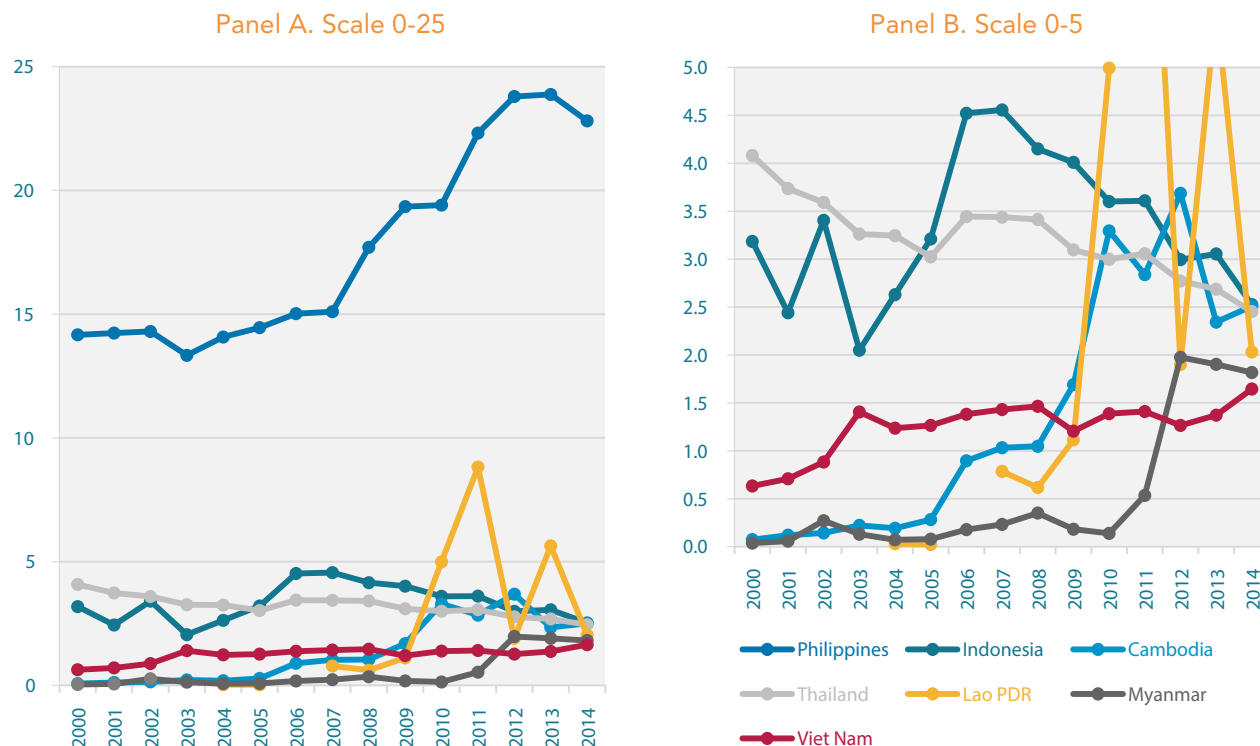
For all of the remaining Member States, though modest increases over time are visible in Cambodia, Myanmar, and Viet Nam, the numbers remain relatively low at only three or fewer nationals registering to work abroad among every 1,000 of the working-age population.

Figure 3.7 presents the nominal administrative data disaggregated by sex. In Cambodia and Indonesia, the numbers of women registering to work abroad rapidly fell after around 2009–10, which is potentially explained by the legal moratoria both countries imposed on their outbound migrant domestic workers against travelling to certain countries of destinations where grievous labour abuses have been known to occur. In the Lao People's Democratic Republic, the numbers of women and men registering to work abroad have been remarkably even over the entire period given. Myanmar, Thailand, and Viet Nam have continuously registered significantly greater numbers of men than women to migrate for work abroad. Indeed, in Myanmar's case, women were prohibited from registering to work abroad before 2009 so the entire flow was dominated by men as a matter of default.

³² Some caution should be exercised when interpreting the results, however, since an increase in the number of registered workers migrating might not necessarily entail a rise in the actual numbers. In some cases, for example, an improvement in the method used for registering outward migrants, a rise in the number of registry offices, a lowering of the direct or indirect costs of registration, or awareness-raising activities around the importance of formal registration can act to raise the overall numbers of registered migrants during a time when the actual total might be going down. Given some of the limitations of administrative data in general, a clear understanding of true numbers might thus be an obscure prospect. Nevertheless, insofar as the figures given are highly accurate regarding those migrant workers who followed the formal exit channels in their countries of origin, the cross-country data are both valuable and comparable.

³³ A similar change in the methodology used to register workers abroad might also explain the sudden rises visible in the data for Cambodia and Myanmar after around 2009, though the precise context for this is somewhat unclear.

Figure 3.6. Annual outflows of nationals registering to work abroad, selected ASEAN Member States, 2000–14 (per 1,000 of the working-age population)



Notes: Working-age population includes those aged 15–64.

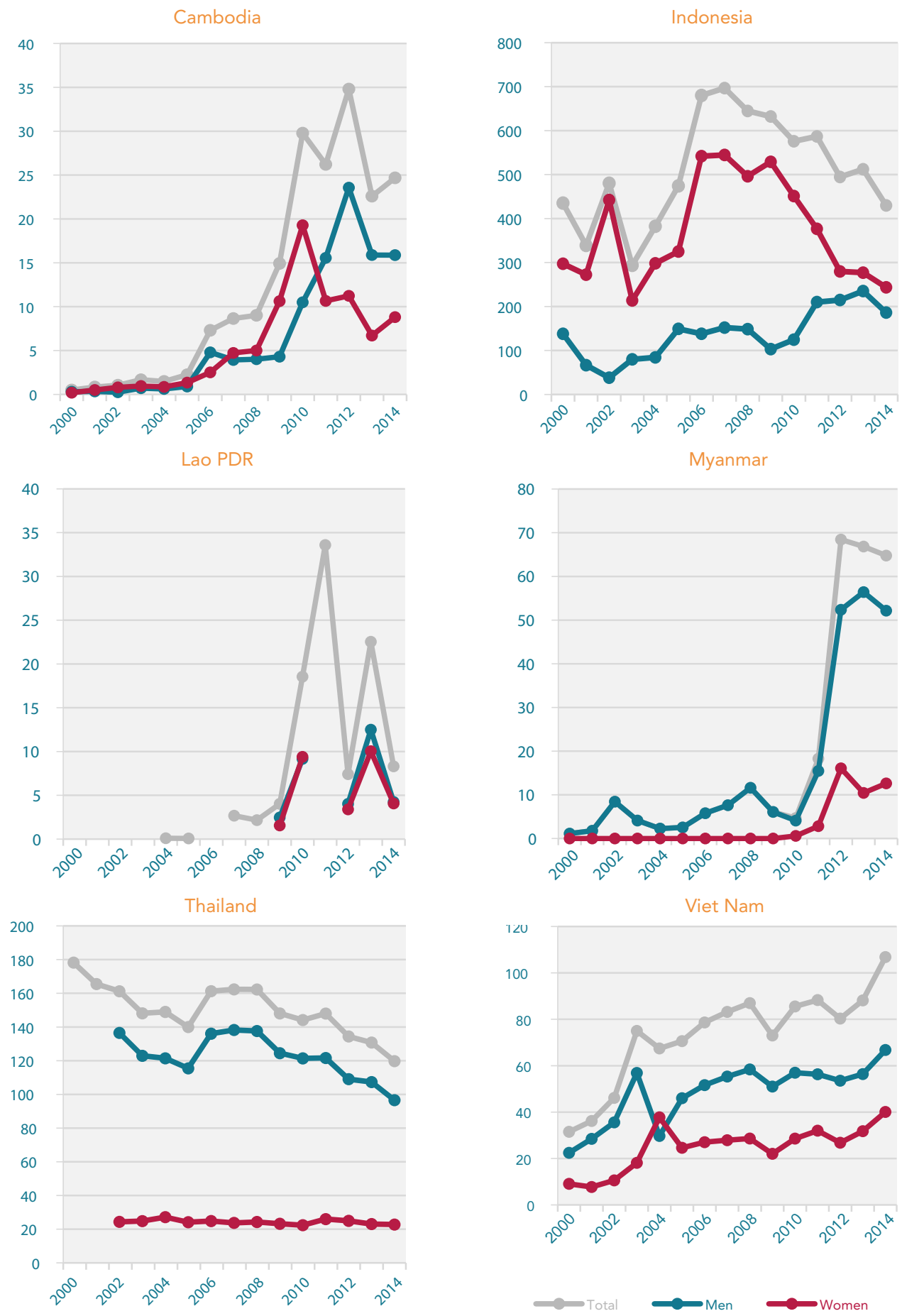
Source: ILO, *ILOSTAT* (Special collections: Migration) converted into “per 1,000 of the working-age population” using estimates on the total numbers of working-age residents from UNDESA, 2015.

Figure 3.8 shows the available data on ASEAN nationals who registered to migrate to another Member State – the intra-ASEAN flow. In Cambodia and Myanmar, they account for almost all of the total, with the remainder in both cases migrating mainly to the Republic of Korea. In Indonesia, the intra-ASEAN flow recently accounted for only around two fifths of the total while the rest migrated predominantly to the Gulf Cooperation Council States. In the Philippines, Thailand, and Viet Nam, migrants registering to work in other ASEAN countries only accounted for roughly a quarter or less of the totals.

Beyond the limited analysis presented here, little more can be concluded about outward labour migration based on the available data. More information about the different skills outbound migrant workers possess – based on their education, training, or occupation – would help to address a key knowledge gap. Understanding workers’ skills before they migrate, during their time abroad, and after their return would go far in improving the understanding of particular skills demands and shortages in receiving countries as well as some of the key benefits return migration

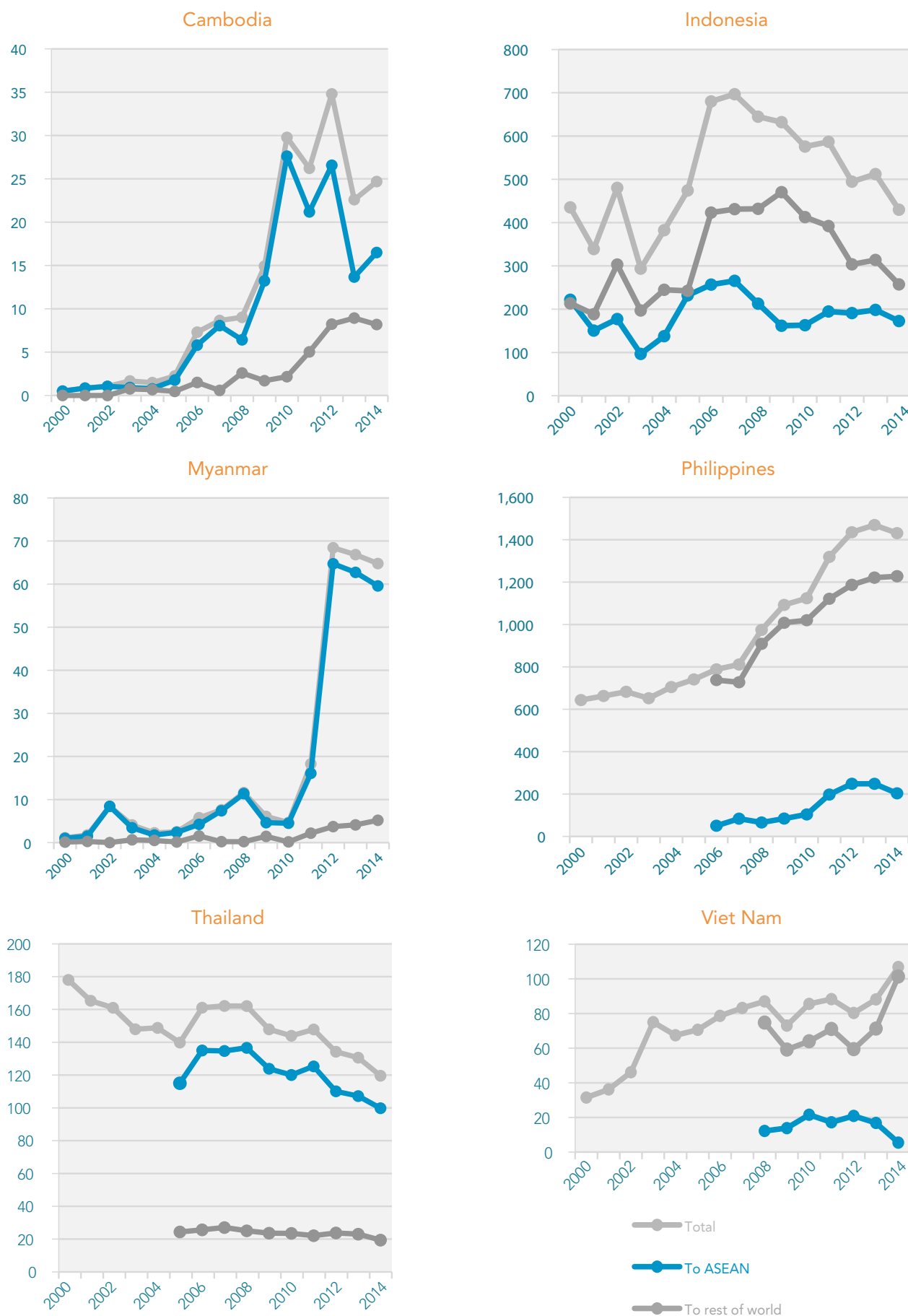
can bring sending countries and how they might best harness migration for their own future development goals. Filling in additional knowledge gaps around nationals’ wages and labour conditions abroad, the kinds of economic sectors they tend to go into, and additional information about the work of those migrants who do not exit their countries through the regular channels (perhaps collected from the host countries and shared accordingly) could also go far in underpinning a much more coherent understanding of some of the demand-side drivers behind international labour migration to enable more control and better oversight for policy-makers.

Figure 3.7. Annual outflows of nationals registering to work abroad by sex, selected ASEAN Member States, 2000–14 (thousands)



Source: ILO, ILOSTAT (Special collections: Migration).

Figure 3.8. Annual outflows of nationals registering to work abroad by broad place of origin – intraregional and others, selected ASEAN Member States, 2000–14 (thousands)



Source: ILO, *ILOSTAT* (Special collections: Migration).

ASEAN labour migration in context

4

ASEAN labour migration in context



Than Wai Aung collects mushrooms at his farm in Bangkok. ©ILO

The present chapter reviews some of the factors underpinning the recent rises in international labour migration in ASEAN and tries to understand their likely effects on future trends. It provides a necessary context for the actual analysis of the recent trends presented at length in Chapters 2 and 3 in order to strengthen the case for better and broader data collection in terms of going forward.

Section 4.1 analyses the demographic context affecting ASEAN's working-age populations in terms of some of the pressures and consequences it entails. Section 4.2 looks at the economic context in ASEAN and some of the influences economic disparities might be having on intraregional labour migration in particular. Section 4.3 focuses on some of the political factors and international agreements underpinning ASEAN's most recent initiatives towards integration and what these might mean for intraregional labour mobility.

4.1. Demographic context

Demographic changes are affecting the ASEAN Member States in a variety of ways. Insofar as they can have significant medium- and long-term effects on countries' labour forces, such changes will likely

shape migration outcomes within the region during the decades to come.

Demographic differences among countries can determine the pace and direction of their population growth and affect their composition over time. While such changes are not necessarily unwelcome, an outflow or an influx of international migrants can help countries to ease some of the fiscal and social pressures such differences can create in terms of excess labour supply or demand.

UNDESA produces demographic estimates and projections through its *World Population Prospects* (UNDESA, 2015). Three key sets of parameters underpin these: countries' fertility rates, their rates of mortality, and an estimate of net migration.³⁴ Using the most recently available national-level data, UNDESA produces comparable estimates

³⁴ Regarding its migration parameters, in particular, UNDESA (2014, p. 38) writes: "Under the normal migration assumption, the future path of international migration is set on the basis of past international migration estimates and consideration of the policy stance of each country with regard to future international migration flows." These paths are then mostly held constant over time and are projected as such over the future decades. The complete methodology of these projections, describing in detail the data sources and underlying assumptions used, is published in UNDESA, 2014.

on the past and current numbers of women and men by country of residence and age-group. By adjusting the three key parameters in several ways, these data are enabled to produce projections under different scenarios.³⁵

Two separate scenarios are of key interest here. UNDESA's "medium fertility" variant provides possibly its single best guess about the size and shape of future populations based on its current most realistic assumptions. The "zero-migration" variant makes essentially the same assumptions apart from assuming that no migration (neither inward nor outward) will take place, starting from around 2015–20. Comparing the two scenarios side-by-side enables isolating the likely future contribution of net migration on countries' populations, based on the currently known prevailing trends.

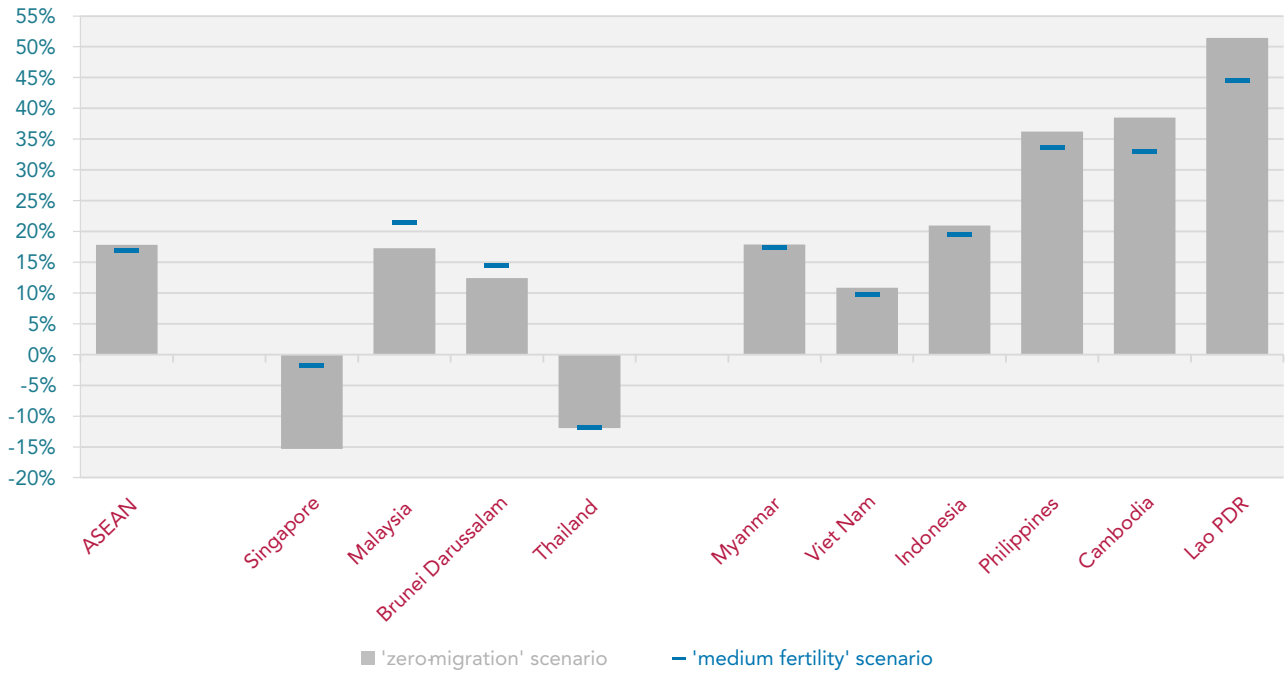
Based on the projections from the medium fertility and zero-migration variants, figure 4.1 forecasts the growth of the working-age population (those aged 15–64) between 2015 and 2035. The percentage-point gap between the two scenarios can be interpreted as the projected net effect of

migration. The most significant impact is estimated for Singapore, where net migration is predicted to boost the working-age population by 13.6 percentage points by 2035, relative to the 15.3 per cent reduction it could otherwise face in the absence of migration. In Brunei Darussalam, Malaysia, and Thailand, net migration is also set to make a positive contribution – though a rather negligible one in Thailand, on balance, given its also substantial gross outflows of migrants over the relevant period.

In all six of the key sending countries in ASEAN the net effect is forecast to be negative. By 2035, net migration is expected to curtail population growth by between 0.5 and 6.9 percentage-points in each case. In Indonesia and the Philippines, while the percentage-point differences might at first appear small, in reality they account for over 4.1 million fewer working-age residents by 2035.

For ASEAN as a whole, the net effect of migration is expected to be only slightly negative, at 1.0 percentage points, accounting for a net loss of some 4.3 million working-age residents by 2035.

Figure 4.1. Projected growth in the working-age population under the "medium fertility" and "zero-migration" variants, ASEAN Member States, 2015–35 (per cent change)

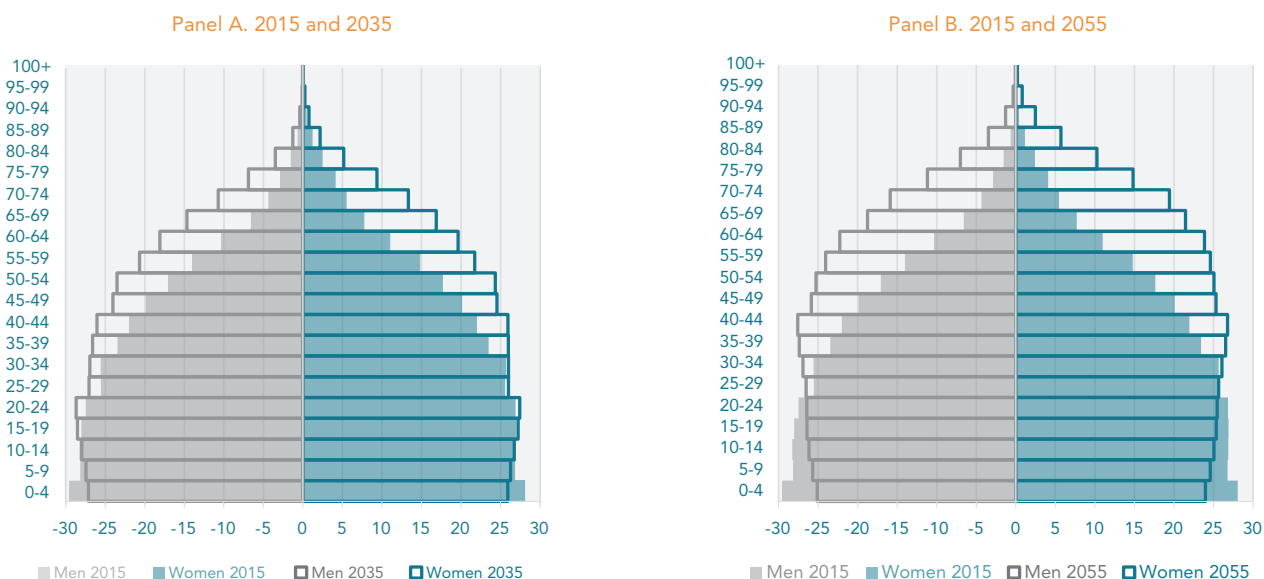


Notes: Working-age population includes those aged 15–64. Estimates are as of 1 July.

Source: UNDESA, 2015.

³⁵ Under its latest publication, eight different scenarios (or "projection variants") are produced based on slightly different assumptions: "low fertility", "medium fertility", "high fertility", "constant-fertility", "instant-replacement fertility", "constant-mortality", "zero-migration", and "no change" (assuming stable birth and mortality rates over time).

Figure 4.2. Population by sex and age-group, ASEAN total, 2015 estimate and projections for 2035 and 2055 (millions)



Note: Age-groups in five-year bands are shown on the vertical-axis. The estimates for men are given along the negative horizontal-axis. Projections are based on the medium fertility variant. Estimates are as of 1 July.

Source: UNDESA, 2015.

Based on these projections, migration is thus already expected to have a significant shaping influence on the sizes of ASEAN's working-age populations over the next two decades. Regarding the shape of ASEAN's populations to come, however – in terms of their composition – an instructive picture can be built up using UNDESA's projections under the medium fertility variant.

Figure 4.2 disaggregates the total population of ASEAN according to sex and age-group, showing the relevant expansions and contractions forecasted to occur by 2035 (panel A) and 2055 (panel B). According to these data, ASEAN in 2035 will have fewer children than today but somewhat more young adults in their early and late twenties. Other age-groups among the working-age population will expand but none more so than at the more mature end of the career spectrum. Those likely to be retiring at 70 or above will more than double in number between 2015 and 2035.

By 2055, ASEAN will likely have fewer children, teenagers and young adults still. There will roughly be as many (or slightly fewer) women and men in their twenties as there are today while those in their thirties and forties will have reached a peak. Residents in their fifties will have doubled in number from today while those in their sixties and seventies will have multiplied the most significantly. Furthermore, for the first time in ASEAN's history, there will be several millions of people in their eighties and above.

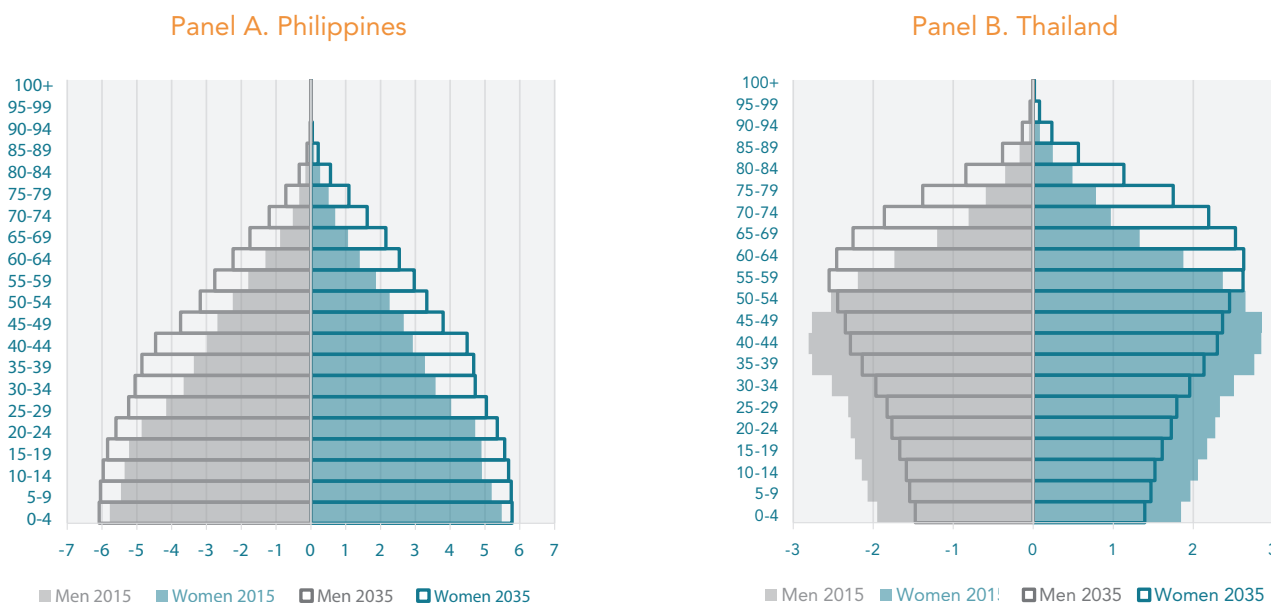
While such significant shifts are likely to take place at the regional level over the medium term and

beyond, not all of the individual Member States will move in the same direction. On the one hand, some of them are forecast to continue to expand across all age brackets for several more decades to come. Perhaps the clearest instance of this is seen in the current projections for the Philippines up to 2035 (shown in figure 4.3, panel A), though a similar picture is likely to emerge in the Lao People's Democratic Republic and Cambodia.

On the other hand, some Member States are expected to maintain a clear and rather rapid trend of population ageing with the lower age-brackets contracting while the upper ones expand for a time. This is perhaps best observed in Thailand (shown in figure 4.3, panel B), though a similar pattern is also predicted to emerge in Brunei Darussalam, Myanmar, Singapore, and Viet Nam.

Given such significant differences among the Member States, it is possible for international migration and labour mobility to create a balancing force among them. In countries with rapidly ageing populations, migrants can help to lower the dependency ratio and migrant workers can increase labour force participation and the employment rate and boost governments' revenues accordingly.

Figure 4.3. Population by sex and age-group, the Philippines and Thailand, 2015 estimate and projection for 2035 (millions)



Note: Age-groups in five-year bands are shown on the vertical axis. The estimates for men are given along the negative horizontal-axis. Projections are based on the medium fertility variant. Estimates are as of 1 July.

Source: UNDESA, 2015.

In countries with rapidly growing populations, outward migration can also help to ease some of the social and economic pressures of unemployment and youth unemployment; help to directly ease some of the pressure on job creation; and help ensure quality employment.

Based on the UNDESA (2015) estimates, those aged 65 and above in ASEAN make up only about 5.9 per cent of the population today. By 2035, this is projected to rise to 11.5 per cent and by 2055 to 16.7 per cent. As more workers enter into retirement and labour force participation reduces, a higher demand will be placed on pensions, care, and healthcare provision. Given the fiscal need this is likely to produce, a greater influx of migrant workers could indeed help to ease a transition and generate the revenues required. As ASEAN's populations increase in age, pressure is also likely to come to certain economic sectors to increase their productivity and modernize accordingly in order to remain competitive.

By monitoring international labour migration more closely, policy-makers in ASEAN can prepare themselves much better to meet some of the challenges ahead and to implement coherent economic and social policies for their constituent workers and enterprises. A stronger evidence base on international migration would also help

Member States gain consensus in dealing with some of the bilateral issues involved for the benefit of all parties. Through accurate and reliable statistics on intraregional labour mobility, Member States could also work more closely together with the ASEAN Secretariat to address key issues at the regional level and help design the kind of institutions and common targets they will need in terms of going forward.

4.2. Economic context

Tangible international disparities in economic opportunity and the likelihood of securing productive employment have long been recognized as key drivers of international migration. Given the desires of women and men to secure a stable livelihood, improve their own productivity, and acquire new knowledge and skills, relocating to work abroad can sometimes offer a valuable chance of prosperity. As Paul Collier (2013, p. 38) writes: "migration is an economic response to the gap in income: other things being equal, the bigger the gap, the stronger the pressure to migrate."

World Bank economist Branko Milanovic argued in a 2008 quantitative study that an individual's global income position is almost entirely determined by circumstantial factors including where in the world they happen to live. According to his study, 60 per cent of the differences among people's

position within a global distribution of income (the percentile they fall into with respect to the rest of the world population) can be explained by knowing the average income of the country in which they live. A person's country of usual residence at any given time is thus the single most important determinant of their income position relative to the rest of the world.³⁶ Given that so much of our income thus depends on this circumstance, it is not surprising that so many individuals decide to migrate in search of a more prosperous life.

Within ASEAN, the economic disparities among Member States (and, indeed, those between ASEAN and the rest of the world) can thus expect to play an important and lasting role in shaping how much migration is likely to take place and where it might be concentrated.

Table 4.1 illustrates some of the differences and gaps among the ten Member States as well as some of their key regional partners (China, Japan, and the Republic of Korea, which make up the ASEAN+3). As these data show, differences in GDP per capita are perhaps the widest. At the two extremes, Singapore's economy produced around 52 times more value per resident per year than Cambodia's did in 2014 in current United States dollar terms.³⁷ In terms of wages, an average worker in Singapore can earn around 30 times more per month compared to one in Cambodia in 2013. Even minimum wages – that are, by definition, earned by those at the very lowest rung of the wages ladder – differ by about three to four times among the countries that legislated for them in 2014.³⁸

Poverty incidence below \$2.00 per day ranges from roughly 0–4 per cent of the population in Brunei Darussalam, Malaysia, Singapore, and Thailand, to more than 40 per cent in Cambodia, Indonesia,

and the Philippines, and over 60 per cent in the Lao People's Democratic Republic.³⁹ Viet Nam's poverty incidence of 12.5 per cent in 2012 is rather an outlier given its relatively low level of GDP per capita, signifying its distinctive social policies in this respect and the exemplary success it has made on this front over the past 20 years.⁴⁰

Such significant disparities among the Member States are likely to remain incentives for intraregional labour migration within the short and medium term.

While the key receiving countries in ASEAN are at once its four most powerful economies, it is some of the weaker economies in the region that are growing the fastest. Nevertheless, it does not follow from this that the absolute income gaps between them are becoming narrower. In fact, as the evidence below shows, the absolute gaps have been increasing steadily for many years and, with them, the economic incentive for migration.⁴¹ Figure 4.4 shows the absolute gaps among the key receiving countries in ASEAN and the rest in terms of GDP per capita measured in United States dollars at constant 2014 prices. The figure includes the latest projections from the IMF up to 2020. As the data show, the absolute income gaps between Singapore and the other Member States have been rising steadily and rather steeply since around the end of the Asian Economic Crisis to around \$55,000 in 2014 (panel A). By 2020, the IMF forecasts these gaps will have virtually doubled in real terms from their level in 2000.

The absolute income gaps between Brunei Darussalam and the key sending countries in the region closely matched those with Singapore during 2001–08 but sharply fell during 2009 and fell again after 2012 (panel B). By 2020, these gaps are expected to increase slightly to \$30,000–35,000.

³⁶ As Milanovic (2008, p. 32) writes: "... with only two characteristics, person's country (which in a world with no significant migration, essentially means his place of birth), and income class, we are able to explain more than 90 percent of the variability in global income position (global percentile rank). The first characteristic (location) is clearly a 'circumstance', or a morally inconsequential feature. It explains about 60 percent of one's position in the global income distribution."

³⁷ The equivalent ratio for the available data on gross national income (GNI) per capita – which some economists argue provides a better indicator of general living standards – is even greater at 57:1 (between Singapore and Cambodia). Do note, however, that neither of these two ratios control for international price differences.

³⁸ Direct comparisons of minimum wages are not easy, however, as different rates apply to workers according to their province or employment activity and because much critically depends on how (and how well) the minimum wage policies are implemented and enforced.

³⁹ Though comparable data for Myanmar are not available, the *Integrated Household Living Conditions Survey in Myanmar* – carried out by the Ministry of National Planning and Development, UN Development Programme, the UN Children's Fund, and the Swedish International Development Cooperation Agency in 2010 – calculated that poverty at or below \$1.00 per day encompasses some 25.6 per cent of the population.

⁴⁰ See: World Bank. 2013. *2012 Vietnam poverty assessment: Well begun, not yet done – Vietnam's remarkable progress on poverty reduction and the emerging challenges* (New York, World Bank).

⁴¹ If sustained over a long enough period, faster economic growth in a smaller economy will, of course, eventually lead to its convergence with a richer one. Nevertheless, if the initial income gap is very large to begin with it, this can often take a very long time and convergence may only come after a long period of divergence in absolute terms.

Table 4.1. Selected economic indicators, selected countries

	Economic indicators (current \$)			Poverty incidence at \$2.00 (per cent of total population) ^(d)
	GDP per capita, 2014 ^(a)	Average wage per month, 2013 ^(b)	Minimum wage per month, 2014 ^(c)	
Singapore	56 320	3 690	n/a	...
Brunei Darussalam	36 610 [^]	1 610*	n/a	...
Malaysia	10 800	650	240 – 280	2.3 (2009)
Thailand	5 450	390	240	3.5 (2010)
Indonesia	3 530 [^]	180	70 – 200	43.3 (2011)
Philippines	2 870	220	120 – 270	41.7 (2012)
Viet Nam	2 050 [^]	200	90 – 130	12.5 (2012)
Lao PDR	1 690 [^]	...	80	62.0 (2012)
Myanmar	1 220 [^]	...	n/a	...
Cambodia	1 080 [^]	120**	0 – 100	41.3 (2011)
Japan	36 330	3 320	...	...
Korea, Republic of	28 100	2 840	...	...
China	7 590 [^]	610	...	18.6 (2011)

Notes: [^] Estimates. * Data are for 2011. ** Data are for 2012. "..." indicates data are not available. For countries with several different minimum wages the table shows a range between the highest and lowest rates applicable to employees in the private sector during the first quarter of 2014 (Brunei Darussalam, Myanmar, and Singapore did not have a statutory minimum wage at that time). Poverty incidence refers to the share of the population living on less than \$2.00 per day at 2005 international prices; reference years are provided in parentheses.

Sources: (a) IMF, 2015; (b) ILO, 2014b, p.2, Fig. 2, except Brunei Darussalam, which comes from ILO, *ILOSTAT* (Special collections: Migration); (c) ILO and ADB, 2014, p.78, Fig. 5-10; (d) World Bank, *Poverty and Inequality Database*.

Absolute gaps with Malaysia, though of a significantly smaller magnitude, have risen the most sharply since around 1998 and especially after 2009 (panel C). These gaps are forecast to continue their steep rise until at least 2020.

On a smaller scale still, the absolute gaps between Thailand and Cambodia, the Lao People's Democratic Republic, Myanmar, and Viet Nam are forecast to expand to some \$3,500–5,000 by 2020 (panel D). The absolute income gaps between Thailand and Indonesia and the Philippines, however, are projected to level off at around \$2,500 and drop away thereafter.

While the Member States exercise control over their actual migration outcomes through their policies, institutions, and international relations, a more harmonized overview for the region as a whole and a broader evidence base might indeed be beneficial. Given some of the existing economic gaps, the current dynamics in motion, and the processes of regional economic integration currently taking place, both receiving and sending countries in ASEAN would stand to benefit from

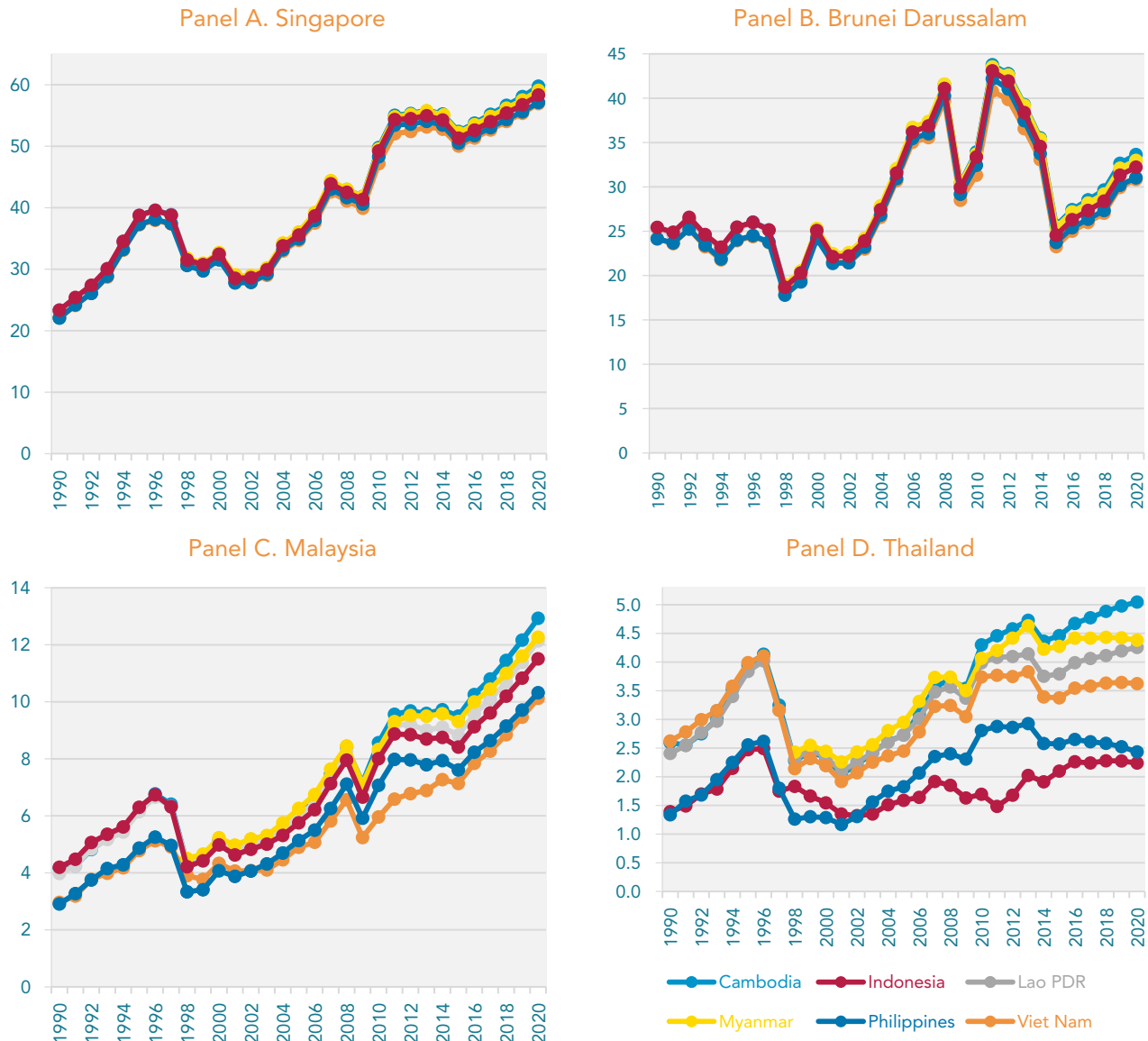
better information around intraregional labour mobility. Likewise, in designing programmes to combat forced labour, human trafficking, informal employment, or unfair competition arising from migrant workers' exploitation – issues often linked to economic drivers – more accurate and wider-reaching data and statistics could potentially help identify the groups that are most at risk and monitor ongoing violations in terms of their frequency and the patterns that define them.

Therefore – and without exception – the absolute income gaps regarding GDP per capita among the ASEAN Member States have expanded in real terms since the time of the Asian Economic Crisis in the early 1990s. Many of these gaps will either remain very high throughout the medium term or continue to climb for the foreseeable future.

4.3. Political context

Several political initiatives are integrating ASEAN's economies and societies more closely together.

Figure 4.4. Absolute gaps in real GDP per capita, selected country pairs in ASEAN, 1990–2014 and projections up to 2020 (constant \$, 2014 prices, thousands)



Source: IMF, 2015, converted into 2013 prices using IMF, 2015, average consumer price indices for the United States.

Of those with a direct impact on intraregional labour mobility, three distinct initiatives stand out: a) the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, from 2007; b) the ASEAN Community and its goal of achieving the free movement of skilled labour after 2015; and c) the rise of bilateral agreements on labour migration among Member States.

The ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers is perhaps the single most significant agreement currently in force concerning labour migration in ASEAN.⁴² Signed by the heads of ASEAN Member States in

Cebu in 2007, the Declaration follows on from the ASEAN Declaration on Transnational Crime (1997), the Bangkok Declaration on Irregular Migration (1999), the ASEAN Declaration against Trafficking in Persons Particularly Women and Children (2004), and various national and multilateral action plans.

The Cebu Declaration seeks to build common ground in promoting the “full potential and dignity of migrant workers in a climate of freedom, equity, and stability” in accordance with national laws (Article 1). To the key receiving countries in ASEAN the Declaration promotes “fair and appropriate employment protection, payment of

⁴² The complete text of the declaration is available online, see: www.asean.org/communities/asean-political-security-community/item/asean-declaration-on-the-protection-and-promotion-of-the-rights-of-migrant-workers-3.

wages, and adequate access to decent working and living conditions for migrant workers” (Article 8). To the key sending countries it emphasizes the need to ensure sustainable alternatives to mass outward migration and ensure adequate services in place to help prepare and protect those who do decide to go abroad. At the regional level, the Declaration also commits relevant ASEAN bodies “to develop an ASEAN instrument on the protection and promotion of the rights of migrant workers” that is being monitored at the annual ASEAN Ministerial Meeting (Article 22). On statistical development in particular, the Declaration emphasises the need to “facilitate data-sharing on matters related to migrant workers” for the development of relevant policies and programmes (Article 18).

A dedicated committee established by the Foreign Ministers of the Member States has met regularly since September 2008 to implement the Cebu Declaration, discuss current best practices and emerging issues, and foster cooperation against human trafficking in the region.⁴³ In 2009, the Cebu Declaration was also promulgated by the ASEAN Socio-Cultural Community Blueprint, which explicitly promotes its goals among the Member States (Section C.2).

Beyond the Cebu Declaration, the ASEAN Community is a far-reaching initiative towards regional integration being built around three distinct pillars: the ASEAN Political-Security Community, the ASEAN Economic Community, and the ASEAN Socio-Cultural Community. Through the harmonisation of national laws and institutions, closer cultural and linguistic ties, greater stability and economic prosperity, and expanding markets and work opportunities, intraregional migration will likely become more attractive for many.

Beyond such indirect effects, the ASEAN Economic Community is also planning some highly tangible actions to promote the free movement of skilled labour within the region. Underpinned by ASEAN’s Mutual Recognition Arrangements (MRAs), the current goal is to establish a framework of skills and experience required by a set number of categories of professional workers in order to gain recognition and (ultimately) employment abroad. The forthcoming ASEAN Qualifications Reference Framework will translate and bridge between the current national qualifications frameworks in order to enable coherent comparisons and co-recognition among Member

States. ASEAN’s MRAs currently only regard certain categories of professionals – accountancy services providers, architectural services providers, dentistry practitioners, engineering services providers, medical practitioners, nursing services providers, and surveyors – and one cluster of separate occupations among ASEAN’s “tourism professionals”. The first of these (the MRA on engineering services) was formulated in 2005.

While the MRAs are set to play an important role in realizing ASEAN’s goals around the free movement of skilled labour throughout the region, they have yet to enter into force and have still to overcome a number of practical boundaries before becoming fully integrated into Member States’ national legislative systems. Time will tell how effective or impactful they will be and what occupations they might extend to next. In their current form, nevertheless, the MRAs are unlikely to affect more than only a limited number of very high-skilled workers. According to a recent analysis from the ILO and ADB (2014), the seven groups of key professionals covered under the MRAs only account for around 1.4 per cent or less of the Member States’ total employment. Within the short term, at least, the impact of the MRAs is therefore likely to be very small.

In addition to such pan-regional political agreements, a number of bilateral memoranda of understanding have been implemented among ASEAN Member States over the past decade or so in order to define the conditions of intraregional labour migration and clarify the formal responsibilities governments, workers, employers, and intermediaries ought to abide by in each case. A number of these has grown up over the past decade or so. They provide clear and coherent frameworks to regulate some of the biggest migration flows in ASEAN and constitute a step forward for regulating low-skilled labour migration within the region.

Given the extent and the scope of the political activity in this area, closer oversight and more knowledge about the various forms and trends labour migration is taking in ASEAN could be an indispensable tool. More explicit requirements over accurate data collection might, indeed, be written into some of the regional bilateral agreements themselves in the future to help expedite the knowledge-building process. Ultimately, the feedback mechanisms instituted by such a move would help to improve the policies themselves in due course.

⁴³ For more information on the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), see: www.asean.org/communities/asean-socio-cultural-community/category/asean-labour-ministers-meeting.

Evidence-based policy-making for labour migration in ASEAN



Rice Farmer in Kompong Chhang Province, Cambodia. ILO_Khem Sovannara ©ILO

5

Evidence-based policy-making for labour migration in ASEAN

The ASEAN region is incredibly diverse. Its ten economies span all of the major groupings developed internationally – from the very poorest “bottom billion” economies to those among the richest in the world. Together, they represent an incredibly broad range of economic possibilities.

The Member States’ populations also differ in very many ways. At one extreme are the region’s two enormous archipelagos of hundreds of millions of residents, many of whose lives are directly shaped through migration – either as migrant workers or seafarers themselves or via the income and support they receive from their relatives and friends abroad. At the other extreme are ASEAN’s smaller countries and city-states whose economies depend in no small measure on a steady supply of migrant workers to fill a variety of high- and low-skill positions.

The differences among ASEAN’s migrants are themselves perhaps even more obtuse. Some migrants are among the region’s poorest and most vulnerable workers, fulfilling many of the most dangerous, dirty, and degrading jobs there are. Others, however, are among the most prosperous, employing their networks and skills to fulfil economic opportunities and create work, trade, and investment opportunities in places where they are needed the most. Several one-time migrants have themselves become political

leaders of Member States, having spent periods of years abroad for work, education, or military service before returning to their countries of origin. Truly, the role migration continues to play in the lives of various ASEAN citizens is unrivalled in its breadth and variety.

As a result of such a diversity of experiences, ASEAN’s economies simultaneously face very different challenges, demands, and trajectories as a result of migration. Likewise, it is to no small degree that the large-scale movements of people and workers throughout the region have been driven by its very diversity. In terms of going forward, such variety places important demands on the region to build common institutions that are both holistic and transparent as well as of genuine benefit for its low- and high-skilled migrants, for the non-migrant workers and local employers in receiving countries, and for the families and others who remain behind within the countries of origin.

This chapter draws together the central findings and arguments from the preceding chapters to produce recommendations for Member States in terms of improving their labour market information systems to take better stock of migration trends and feeding this information back into improving policies and institutions. Regardless of the final forms such unilateral and regional institutions might take, a crucial first step is to improve and

better align the current information systems and set clear channels for sharing information.

The remainder of this chapter is divided into four sections. Sections 5.1 and 5.2 present some recommendations for ASEAN's key receiving and key sending countries in turn. Section 5.3 contains some recommendations for the region as a whole on building common practices and institutions. Section 5.4 closes the report with a brief conclusion.

5.1. Recommendations for receiving countries in ASEAN

The key receiving countries in ASEAN monitor and profile their migrant workforces through a variety of data sources. While administrative data offer highly precise and accurate information on various key variables regarding regular migrants, labour force survey and population census data are capable of capturing migration in all of its forms.

Policy-makers in receiving countries above all others must reckon with the fiscal impact international migration can have on their administrations. Their demand for detailed and reliable data therefore extends to such policy areas as planning public goods expenditures and provision – including health care, education, and social protection – and ensuring taxes and levies are adhered to and paid fairly by all. This suggests a demand for information that does not only encompass migrant workers in general but also their accompanying dependents, where they might be located, and what specific needs they might have. Such information, in turn, could be used to enable adequate labour market regulation, targeted workplace inspection, and Human Rights protection in relation to some of the specific vulnerabilities migrants and migrant workers can face within their countries of destination.

The following recommendations relate predominantly to the receiving countries in ASEAN:

- a) Malaysia and Singapore offer perhaps the most complete labour force surveys in terms of measuring international labour migration stocks and flows. Brunei Darussalam and Thailand could do more to upgrade their own labour force surveys in line with these. Indeed, given how quickly Thailand's share of migrants among the total population

is currently increasing (recall, UNDESA (2013) estimates this figure has risen from 0.9 per cent of the population in 1990 to around 5.4 per cent today), Thailand's National Statistical Office might well consider including a relevant key question or an international (labour) migration module in its future labour force surveys. This would contain, above all, a question on respondents' nationality or citizenship. It would constitute a relatively simple and effective step to implement given the impressive labour market information system Thailand has already built up in recent years. For Brunei Darussalam, future labour force surveys of the Department of Statistics should endeavour to become more regular and continue to include key questions for identifying the stocks and flows of international migrants and nationals abroad.

- b) Among the detailed and accurate administrative data Member States collect on international migrant workers, some of the most potentially interesting information appears not to be collected or remains unpublished in any case. This includes some of the information that might lead to better outcomes for migrant and national workers alike as well as employers. National-level administrative bodies might want to develop in greater detail some of the key variables they collect on migrant workers' skills. Data on migrant workers' education, occupation, and wages could produce a detailed profile of migrants according to their skills for the interest of government officials in both receiving and sending countries. It could also help understand some of the more pertinent gender gaps involved and where these might be felt the most. Data on migrant workers' economic activity could likewise be of interest for employers and potential migrant workers to understand relevant economic demand factors involved and the impact of migration on countries' economic competitiveness. Wherever possible, such data should be published including relevant breakdowns according to gender, age, and (in some contexts) ethnicity in order to nurture a better understanding of vulnerable groups, their skills, and where their work is most concentrated.
- c) National-level administrative bodies could

renew their efforts to publish more timely, regular, and transparent statistics based on the data they collect. This would help to guide research and awareness of some of the leading trends and create a demand for such data that would encourage better quality and a bigger scope over time. Singapore, in particular, could set an example for others to follow by taking a more open approach to publishing data on its temporary migrant workers (or “non-residents”, as they are called) to help illuminate some of the main trends over time.

- d) Member States’ governments and their international partners can address the ongoing key knowledge gaps around irregular migration, the informal employment of migrant workers, and the extent of labour abuses vulnerable migrants might face in certain key economic sectors. Improving the measurement of such issues could be done using a combination of administrative records and survey data evidence, seeking out the key patterns among their trends and monitoring given policy actions in terms of their achievable goals. Any bold or innovative move to improve the evidence base in this area would enrich the dialogue between sending and receiving country pairs in ASEAN. It would enable them to better understand or pinpoint specific problems and produce more insightful action plans to combat or contain irregular migration, informal employment, and human trafficking.

5.2. Recommendations for sending countries in ASEAN

The key sending countries in ASEAN collect a variety of useful information on their nationals abroad through the household surveys and population censuses they produce – via common questions regarding respondents’ former household members currently resident abroad – as well as through the administrative records they collect on the issuance of exit clearances and regulation of international recruitment agencies. They use such information to improve national education and skills policies, economic development strategies, and demographic and healthcare policies alike.

The following policy recommendations relate predominantly to the sending countries in ASEAN:

- e) Statistics could be used to help better understand return migrants’ decisions and goals and address the current key knowledge gaps around the different drivers, dynamics and effects return migration can have on the sending countries in ASEAN. National statistical bodies could help identify return migrant workers through regular household surveys or via administrative data. Understanding better the knowledge and skills return migrants gained during their time abroad and what savings and remittances women and men bring home with them could help policy-makers understand how migration could best benefit their own country’s development. Such data could help potential future migrants make more informed decisions around their regular migration options and how best to go about obtaining formal work abroad.

The ample instruments sending countries in ASEAN already have at their disposal can be used to generate a much richer evidence base regarding their current nationals abroad and those preparing to migrate. Furthering the scope of the existing tool in line with international standards and common classifications would further help to ensure such data are cross-comparable and can be accurately aligned among multiple data sources.

Three additional key recommendations could be implemented to raise the overall quality of the administrative data on the outflows of nationals abroad for employment:

- f) Member States’ administrative bodies could establish better coordination among their provincial offices to help ensure that common standards and classifications are used. They might employ clearer templates for data submission and stricter deadlines. They may also require some training activities on using international classifications such as ISCED, ISIC, and ISCO in order to help ensure the consistency and accuracy of any statistics.
- g) Various administrative data currently kept in ASEAN are still collected primarily on paper, with only hard copies available to be counted by hand. Worthwhile investments could be made to modernize and digitalize

many of these systems, as well as to perform data entry on some of the older records in order to clean and standardize them (if only for the most important variables) to reveal some of the longer-term trends. Investments in hardware and software for such purposes could also be made as a matter of priority.

h) Member States' administrative bodies can ensure their nationals moving abroad for employment will register their exit with the proper authorities through the use of adequate incentives. This might be approached in one or several of the following ways:

- Eliminating or reducing as much as possible the cost of registration for potential migrants could potentially do much to motivate registration. It could be done by removing any direct fees attached to registration or by lowering the indirect costs of registration.⁴⁴
- Offering tangible protections as direct services for nationals preparing to leave their country of origin and throughout their time abroad. Such services need not be costly or complicated to deliver, and could focus on some of the following features:
 - Information and advice provided to regular migrant workers on their statutory labour rights and legal obligations towards their host country and employers;
 - Direct complaints and referrals mechanisms highlighting cases of abuse and maintaining lists of abusive employers or exploitative recruitment agencies;
 - Advisory services to help migrant workers and return migrants with financial matters including where best to save money earned abroad, how to budget and plan any key expenditures, and via what channels

to best and most cheaply to manage remittances; and

- Networking opportunities to help nationals abroad engage better with one another through national and provincial chapters leading relevant activities.
- Producing national awareness-raising campaigns to focus on the relevant benefits and relative security offered by formal registration. These might be achieved through national media campaigns highlighting the headline benefits of formal registration and promoting any available services in place.

5.3. Building common practices and institutions

Beyond the priorities and actions Member States can implement individually to further develop their labour market information systems, the ASEAN Secretariat and its international partners can also help to harmonize countries' own initiatives and guide them in sharing their data more constructively.

The following recommendations relate predominantly to all Member States accordingly as well as to ASEAN-level authorities and institutions and their common actors and decision-makers:

- i) Observing the diversity of the data sources on international migration currently produced within the region, the ASEAN Secretariat might benefit from producing a clear consensus among the Member States on common benchmarks, classifications and survey questions to be implemented in terms of going forward. Harmonising some of the key variables and definitions in such a way would help to produce a common evidence base on international labour migration throughout the region and ensure data sharing can be meaningful. Adding to this, an ASEAN-wide technical working group – with representation from

⁴⁴ The indirect costs of registration can be reduced, for example, through the use of Internet or mobile technologies during the registration procedure; creating more places where people can register (including at airports, ferry ports, land border crossings, and in provincial towns and cities); simplifying the steps and paperwork involved in the registration procedure; and cutting back the processing time for applications, among other incentives. This necessarily also extends to the regulation of private employment agencies. Within this context, the ILO's *Private Employment Agencies Convention*, 1997 (No. 181), mandates that: "Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers" (Article 7, Paragraph 1).

the Member States' central statistical offices and their key administrative bodies – could organise to discuss existing issues around data compatibility and achieve complete harmonisation of key classifications and approaches to data collection. Indeed, such a group could harness the current momentum already visible in this field (recall box 1.1) to narrow the ongoing knowledge gaps Member States face in common and eliminate the data inconsistencies that remain between them.

- j) At the individual country level, both sending and receiving countries could benefit from setting up their own working committee on international labour migration statistics, headed by their central statistical offices and bringing together all of the relevant data producers and users at the national level. Such committees would offer a unique forum for producing detailed strategies on how to meet ongoing knowledge gaps, how to modernise existing sources and align them with international classifications and best practices, and how to produce an evidence base fit for improved policy-making around international labour migration. The Philippine Statistics Authority's *Inter-agency Statistical Committee on Migration Statistics* already fulfils these roles, setting a valuable precedent for other Member States to consider.
- k) The ASEAN Economic Community's goal of achieving the free mobility of skilled labour currently has no set monitoring system in place. Proper oversight could best be established through a common system of administrative data collection to monitor and profile the different groups of professionals included. Given the high level of skill involved in each of the occupational groups covered under the MRAs to date, such a system could offer a very accurate picture of the trends stimulated by this policy and the evolution of its overall impact over time. Indeed, precisely this sort of evidence would be paramount in order to monitor the policy's success over time and produce a coherent direction under its future development.
- l) An integrated system of administrative data collection under a single regional database could enable the Member States to monitor

a variety of intraregional migration trends and ensure equal access to a single evidence base (while also necessarily ensuring privacy and data protection). Developing such a system would eliminate the sort of large-scale discrepancies that currently exist among the sending and receiving countries' data in ASEAN (recall figure 3.1, above). Oversight could then be expanded to include registration of irregular migrants already inside the host countries (as with Thailand's nationality verification procedure) and reveal further trends on low-skill labour migration. Integrating sending and receiving countries' data under a common database would also enable statistics to monitor individual migrants throughout their journeys from departure to return, enabling indicators to be developed around what skills and experience migrants might gain during their time abroad, the length of time they might stay for, how much money they might save or remit, what sort of employment and earning opportunities they might encounter upon their return, and what the relevant gender differences are.

A common database for the region would rely on a unique identification number for each migrant in order to track them from their first entry onto the database and to avoid any double counting. Such a system could include the following aspects under each of the following steps:

- 0. During an optional "pre-migration stage", migrant workers (or intermediaries such as international recruitment agencies) register their offer to work abroad as they begin to prepare for their departure. This enables the country of origin to oversee the conditions included in the labour contract, monitor or prohibit certain kinds of work at given times, and raise awareness among such workers of their rights and responsibilities and the potential risks they might encounter.
- 1. During the actual "departure stage", migrant workers leave their country of origin and register to exit for the purpose of formal employment, self-employment, or a reason other than employment (such as to accompany family members abroad or to retire or move to study abroad). This enables official statistics on the outflow of registered migrants and migrant workers to be produced. The process gives each migrant a unique identification

number and collects data on their sex, date of birth, education, economic activity, occupation, status in employment, expected wage, and other key variables.

2. During the “arrival stage” within the host country, migrants register themselves to obtain a relevant stay-permit or work-permit. For those starting a new employment, their employer registers them.⁴⁵ Other migrants seeking employment who initially migrated irregularly could also be integrated into the database through a post-arrival registration procedure akin to Thailand’s existing nationality verification procedure. This stage enables official statistics on the inflow of registered migrants and migrant workers to be produced and updates the total outflow figures among the countries of origin. Most of the key variables sought are collected during the departure stage, though this step can be used to verify those through the employers and confirm a worker’s actual wage and occupation.
3. During the first year of the migrants’ stay and after each subsequent year a “continuation stage” re-registers their status and updates the information held. Re-registration can also occur through contract renewal if the worker and employer decide to extend their relationship. Continuation in self-employment or non-working status can be re-registered by a migrant themselves. If an employment in this case is terminated or concluded, the employer registers it and the migrant worker is responsible for departing to another country or returning to their country of origin. Such a re-registration process enables official statistics on the registered stock of migrants and migrant workers to be produced.
4. During the continuation stage, two additional sets of administrative data could be integrated in order to deregister migrants under relevant circumstances. If a migrant loses their life while abroad they should be recognized as deceased within the centralized database and deregistered accordingly. If a migrant becomes naturalized and gains the nationality of their host country,

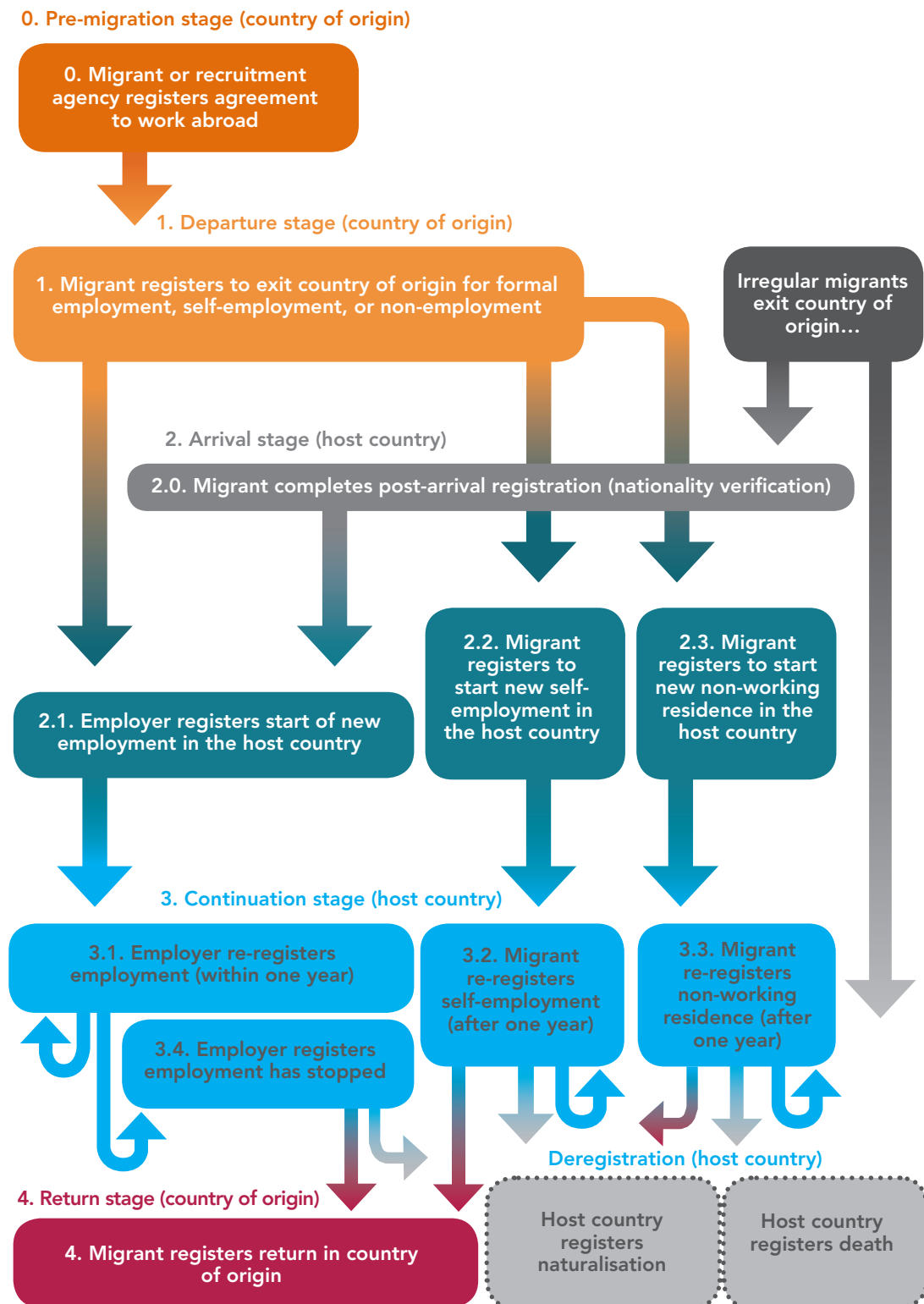
they can also be deregistered accordingly. The specific reason given for deregistering the migrant enables analysis of trends regarding how periods of migration tend to end and how long they might tend to last.

5. Finally, for those who lose their employment or otherwise choose to end their period of migration and depart from their host country, a concluding “return stage” accounts for their return. It enables official return migration statistics to be established as well as forming a sampling base for any subsequent research to take place.

Based on this overall framework of steps and procedures involved, figure 5.1 shows the headline interactions as an outline for the overall procedure. Such an ambitious system or a trimmer version of it could indeed be implemented to meet the requirements of recommendation I), above.

⁴⁵ Making employers responsible for registering workers at the start of their employment makes sense from a regulatory point of view, since any irregularities can be easily followed up with or sanctioned under the relevant national legal structures and courts.

Figure 5.1. Outline of a centralized regional administrative data collection system for international migrants and migrant workers in ASEAN



Source: Author.

5.4. Conclusion

The present report has shown that more and more women and men across ASEAN are migrating for work or in search of key skills, experiences, or opportunities. Indeed, migration is becoming a more significant phenomenon within the region as the stocks of international migrant workers and nationals abroad continue to rise, as the free movement of high-skilled workers within the region draws closer, and as the significance of personal remittances flows for Member States' economies increases. Moreover, as Chapter 4 has pointed out, there are compelling reasons to believe that the current demographic, economic and political trends taking place in ASEAN will result in more, not less, migration over a number of decades to come.

Inadequate data collection is harmful to both sending and receiving countries alike, as well as (and not least) to their international migrant workers themselves. Only coherent, reliable and timely labour market information can supply policy-makers with the evidence they need to design, implement, and monitor their decisions over time. Only by strengthening the current data collection efforts around labour mobility, building up common approaches and definitions, and sharing their data more openly among each other will ASEAN Member States be able to manage the risks and tremendous opportunities international labour migration can bring.

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Statistical appendix

The statistical appendix provided below consists of the following sections:

- I. Estimated stocks of international migrants and nationals abroad, ASEAN Member States, 1960–2013
- II. Bilateral migration matrix UNDESA estimates, ASEAN Member States, 2013
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- V. Resident population by labour force status and sex, total and migrants, ASEAN Member States, latest year
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Appendix

Statistical Appendix I. Estimated stocks of international migrants and nationals abroad, ASEAN Member States, 1960–2013

ASEAN total									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	213,338,600	280,918,400	357,528,100	444,925,000	525,331,600	595,650,700	617,594,400	
International migrants: Total (from all countries)	World Bank (2011)	3,852,000	3,654,000	2,602,400	2,840,800	4,517,300	..	..	..
	UNDESA (2013)	..	..	..	3,191,300	5,265,000	8,683,900	9,497,700	..
	World Bank (2015)	..	..	..	..	..	6,700,900	10,206,100	..
	World Bank (2011)	676,100	812,500	707,900	1,336,600	2,729,900	..	..	..
	UNDESA (2013)	..	..	..	1,525,200	3,315,500	5,871,300	6,513,400	..
International migrants: Intra- regional (from ASEAN)	World Bank (2015)	..	..	..	..	..	3,954,500	6,788,100	..
	World Bank (2011)	1,340,000	1,726,500	3,202,500	6,084,100	9,798,300	..	..	..
	UNDESA (2013)	..	..	..	7,531,800	11,400,100	17,556,600	18,835,700	..
	World Bank (2015)	..	..	..	..	..	12,852,000	21,279,000	..
	World Bank (2011)	676,100	812,500	707,900	1,336,600	2,729,900	..	..	..
Nationals abroad: Total (in all countries)	UNDESA (2013)	..	..	..	1,525,200	3,315,500	5,871,300	6,513,400	..
	World Bank (2015)	..	..	..	..	..	3,954,500	6,788,100	..
	World Bank (2011)	1,340,000	1,726,500	3,202,500	6,084,100	9,798,300	..	..	..
	UNDESA (2013)	..	..	..	7,531,800	11,400,100	17,556,600	18,835,700	..
	World Bank (2015)	..	..	..	..	..	12,852,000	21,279,000	..
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	676,100	812,500	707,900	1,336,600	2,729,900	..	..	..
	UNDESA (2013)	..	..	..	1,525,200	3,315,500	5,871,300	6,513,400	..
	World Bank (2015)	..	..	..	..	..	3,954,500	6,788,100	..
	World Bank (2011)	1,340,000	1,726,500	3,202,500	6,084,100	9,798,300	..	..	..
	UNDESA (2013)	..	..	..	7,531,800	11,400,100	17,556,600	18,835,700	..

Brunei Darussalam

Indicator	Source	1960	1970	1980	1990	2000	2010	2013
Total population	UNDESA (2015)	81,800	129,700	193,100	256,900	330,600	393,300	411,500
International migrants: Total (from all countries)	World Bank (2011)	20,600	32,900	51,000	73,200	104,100	..	..
	UNDESA (2013)	..	..	..	73,200	104,100	179,800	206,200
	World Bank (2015)	..	..	..	..	..	148,100	206,200
International migrants: Intra- regional (from ASEAN)	World Bank (2011)	21,100	20,000	14,300	11,200	9,200	..	..
	UNDESA (2013)	..	..	..	59,600	85,000	28,100	32,200
	World Bank (2015)	..	..	..	..	..	120,600	32,200
Nationals abroad: Total (in all countries)	World Bank (2011)	900	5,400	8,100	87,100	51,100	..	..
	UNDESA (2013)	..	..	..	31,400	47,900	49,100	50,900
	World Bank (2015)	..	..	..	..	..	24,300	43,100
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	300	700	1,800	6,300	8,200	..	..
	UNDESA (2013)	..	..	..	4,800	4,700	5,900	6,200
	World Bank (2015)	..	..	..	..	..	8,900	1,200

Cambodia									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	5,722,400	7,022,200	6,718,200	9,008,900	12,197,900	14,363,600	15,078,600	
International migrants: Total (from all countries)	World Bank (2011)	381,200	321,300	4,200	38,300	236,600	..	..	
	UNDESA (2013)	..	..	..	38,400	146,100	82,000	75,600	
	World Bank (2015)	..	..	..	..	..	335,800	75,600	
International migrants: Intra- regional (from ASEAN)	World Bank (2011)	15,800	16,600	17,500	18,400	17,400	..	..	
	UNDESA (2013)	..	..	..	31,700	134,500	75,500	69,600	
	World Bank (2015)	..	..	..	..	..	320,600	69,600	
Nationals abroad: Total (in all countries)	World Bank (2011)	17,700	20,900	94,400	247,300	282,300	..	..	
	UNDESA (2013)	..	..	..	364,100	467,600	959,100	1,115,600	
	World Bank (2015)	..	..	..	..	..	350,500	1,118,900	
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	8,900	12,100	13,800	14,000	34,400	..	..	
	UNDESA (2013)	..	..	..	97,800	176,700	628,200	767,700	
	World Bank (2015)	..	..	..	..	..	50,900	771,100	

Indonesia								
Indicator	Source	1960	1970	1980	1990	2000	2010	2013
Total population	UNDESA (2015)	87,792,500	114,834,800	147,490,400	181,436,800	211,540,400	241,613,100	251,268,300
International migrants: Total (from all countries)	World Bank (2011)	1,859,500	1,170,200	736,500	463,500	149,700	..	..
	UNDESA (2013)	..	..	..	465,600	292,300	286,800	295,400
	World Bank (2015)	..	..	..	..	..	122,900	295,400
International migrants: Intra- regional (from ASEAN)	World Bank (2011)	8,600	136,300	247,000	691,600	1,206,500	..	..
	UNDESA (2013)	..	..	..	14,700	4,700	43,600	44,900
	World Bank (2015)	..	..	..	..	..	..	44,900
Nationals abroad: Total (in all countries)	World Bank (2011)	311,200	239,000	489,800	1,083,500	1,837,100	..	..
	UNDESA (2013)	..	..	..	1,336,700	2,010,000	2,834,700	2,992,600
	World Bank (2015)	..	..	..	..	..	2,504,300	4,116,600
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	47,000	101,800	166,200	461,600	992,600	..	..
	UNDESA (2013)	..	..	..	398,100	875,800	1,151,900	1,216,000
	World Bank (2015)	..	..	..	..	..	1,514,600	1,241,800

Lao People's Democratic Republic

Indicator	Source	1960	1970	1980	1990	2000	2010	2013
Total population	UNDESA (2015)	2,119,900	2,686,000	3,252,700	4,247,800	5,342,900	6,260,500	6,580,000
International migrants: Total (from all countries)	World Bank (2011)	19,600	20,700	21,700	22,800	21,700	..	..
	UNDESA (2013)	..	..	..	22,900	21,700	21,500	21,800
	World Bank (2015)	..	..	..	..	..	18,900	21,800
International migrants: Intra- regional (from ASEAN)	World Bank (2011)	31,700	19,900	20,300	24,600	22,000	..	..
	UNDESA (2013)	..	..	..	17,900	14,500	14,400	14,600
	World Bank (2015)	..	..	..	..	..	10,100	14,600
Nationals abroad: Total (in all countries)	World Bank (2011)	22,700	27,900	133,300	289,600	335,700	..	..
	UNDESA (2013)	..	..	..	503,500	657,500	1,182,500	1,293,400
	World Bank (2015)	..	..	..	..	..	366,700	1,294,200
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	13,200	18,700	19,200	19,700	51,200	..	..
	UNDESA (2013)	..	..	..	165,600	292,400	833,400	931,000
	World Bank (2015)	..	..	..	..	..	78,700	931,000

Malaysia									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	8,161,000	10,908,600	13,833,700	18,211,100	23,420,800	28,119,500	29,465,400	
International migrants: Total (from all countries)	World Bank (2011)	56,900	736,300	674,600	951,500	1,503,300	..	..	
	UNDESA (2013)	..	..	..	1,014,200	1,613,800	2,357,600	2,469,200	
	World Bank (2015)	..	..	..	..	..	2,357,600	2,408,300	
International migrants: Intra-regional (from ASEAN)	World Bank (2011)	157,800	229,200	251,400	389,100	829,300	..	..	
	UNDESA (2013)	..	..	..	643,000	1,172,900	1,443,800	1,512,100	
	World Bank (2015)	..	..	..	..	..	1,883,000	1,747,100	
Nationals abroad: Total (in all countries)	World Bank (2011)	223,100	314,600	409,600	593,700	1,155,200	..	..	
	UNDESA (2013)	..	..	..	482,100	946,800	1,355,500	1,445,900	
	World Bank (2015)	..	..	..	..	..	1,481,200	1,683,100	
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	153,300	218,200	263,400	391,800	799,800	..	..	
	UNDESA (2013)	..	..	..	242,800	658,600	976,500	1,049,800	
	World Bank (2015)	..	..	..	..	..	1,146,800	1,056,800	

Myanmar									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	21,486,400	27,166,000	34,470,700	42,007,300	47,669,800	51,733,000	52,983,800	
International migrants: Total (from all countries)	World Bank (2011)	286,600	272,600	188,000	133,500	98,000	..	..	..
	UNDESA (2013)	..	..	..	133,500	98,000	100,700	103,100	103,100
	World Bank (2015)	..	..	..	..	..	88,700	103,100	103,100
International migrants: Intra- regional (from ASEAN)	World Bank (2011)	363,100	306,000	4,000	36,600	225,400	..	..	..
	UNDESA (2013)	..	..	..	..	..	..	..	..
	World Bank (2015)	..	..	..	..	..	..	..	..
Nationals abroad: Total (in all countries)	World Bank (2011)	130,800	194,600	246,700	202,000	326,400	..	..	..
	UNDESA (2013)	..	..	..	599,000	1,112,900	2,385,100	2,648,000	2,648,000
	World Bank (2015)	..	..	..	..	..	514,700	3,139,600	3,139,600
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	38,800	16,500	45,200	62,000	194,600	..	..	..
	UNDESA (2013)	..	..	..	237,700	761,500	1,894,800	2,150,800	2,150,800
	World Bank (2015)	..	..	..	..	..	306,300	1,982,700	1,982,700

Philippines								
Indicator	Source	1960	1970	1980	1990	2000	2010	2013
Total population	UNDESA (2015)	26,273,000	35,804,700	47,397,000	61,947,300	77,932,200	93,038,900	97,571,700
International migrants: Total (from all countries)	World Bank (2011)	219,700	217,400	121,600	136,200	322,500	..	..
	UNDESA (2013)	..	..	..	159,400	322,700	204,900	213,200
	World Bank (2015)	..	..	..	..	..	435,400	213,200
International migrants: Intra-regional (from ASEAN)	World Bank (2011)	48,800	46,000	61,800	89,700	268,600	..	..
	UNDESA (2013)	..	..	..	23,500	7,400	6,000	6,300
	World Bank (2015)	..	..	..	..	..	9,100	6,300
Nationals abroad: Total (in all countries)	World Bank (2011)	155,700	400,900	980,800	2,048,900	3,083,200	..	..
	UNDESA (2013)	..	..	..	2,380,700	3,489,300	5,184,600	5,486,900
	World Bank (2015)	..	..	..	..	..	4,275,600	6,001,700
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	13,800	34,100	63,200	186,900	217,300	..	..
	UNDESA (2013)	..	..	..	166,900	217,900	41,300	44,200
	World Bank (2015)	..	..	..	..	..	297,400	449,300

Singapore									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	1,633,700	2,074,100	2,414,500	3,016,400	3,918,200	5,079,000	5,405,000	
International migrants: Total (from all countries)	World Bank (2011)	519,200	530,800	527,000	727,000	1,351,800	..	..	
	UNDESA (2013)	..	..	..	727,300	1,351,700	2,164,800	2,323,300	
	World Bank (2015)	..	..	..	..	..	1,966,900	2,323,300	
	World Bank (2011)	700	600	1,900	3,500	22,800	..	..	
International migrants: Intra- regional (from ASEAN)	UNDESA (2013)	..	..	..	219,500	674,900	1,137,300	1,229,500	
	World Bank (2015)	..	..	..	..	..	1,163,000	1,229,500	
Nationals abroad: Total (in all countries)	World Bank (2011)	28,200	104,500	150,800	157,900	287,200	..	..	
	UNDESA (2013)	..	..	..	171,700	197,200	290,700	303,500	
	World Bank (2015)	..	..	..	..	..	297,200	282,200	
	World Bank (2011)	5,100	57,000	57,300	53,900	71,600	..	..	
Nationals abroad: Intra-regional (in ASEAN)	UNDESA (2013)	..	..	..	52,500	53,900	97,700	102,100	
	World Bank (2015)	..	..	..	..	..	109,400	68,800	

Thailand								
Indicator	Source	1960	1970	1980	1990	2000	2010	2013
Total population	UNDESA (2015)	27,397,200	36,884,900	47,385,300	56,582,800	62,693,300	66,692,000	67,451,400
International migrants: Total (from all countries)	World Bank (2011)	484,800	347,400	272,900	287,600	689,000	..	..
	UNDESA (2013)	..	..	..	528,700	1,257,800	3,224,100	3,721,700
	World Bank (2015)	..	..	..	..	..	1,157,300	4,490,900
	World Bank (2011)	14,200	13,200	49,800	11,700	43,000	..	..
International migrants: Intra- regional (from ASEAN)	UNDESA (2013)	..	..	..	491,100	1,189,100	3,099,600	3,578,600
	World Bank (2015)	..	..	..	..	..	448,200	3,618,400
Nationals abroad: Total (in all countries)	World Bank (2011)	178,100	167,200	134,200	294,100	691,300	..	..
	UNDESA (2013)	..	..	..	355,600	554,600	833,700	894,000
	World Bank (2015)	..	..	..	..	..	811,100	1,007,300
	World Bank (2011)	167,700	152,600	29,700	81,300	176,100	..	..
Nationals abroad: Intra-regional (in ASEAN)	UNDESA (2013)	..	..	..	71,800	121,800	101,300	104,900
	World Bank (2015)	..	..	..	..	..	236,800	190,400

Viet Nam									
Indicator	Source	1960	1970	1980	1990	2000	2010	2013	
Total population	UNDESA (2015)	32,670,600	43,407,300	54,372,500	68,209,600	80,285,600	88,357,800	91,378,800	
International migrants: Total (from all countries)	World Bank (2011)	4,000	4,400	4,900	7,300	40,600	..	..	
	UNDESA (2013)	..	..	..	28,100	56,800	61,800	68,300	
	World Bank (2015)	..	..	..	..	..	69,300	68,300	
International migrants: Intra-regional (from ASEAN)	World Bank (2011)	14,400	24,700	39,900	60,200	85,600	..	..	
	UNDESA (2013)	..	..	..	24,200	32,400	23,200	25,600	
	World Bank (2015)	..	..	..	..	..	..	25,600	
Nationals abroad: Total (in all countries)	World Bank (2011)	271,800	251,600	554,800	1,080,000	1,748,800	..	..	
	UNDESA (2013)	..	..	..	1,307,000	1,916,300	2,481,600	2,605,000	
	World Bank (2015)	..	..	..	..	..	2,226,400	2,592,200	
Nationals abroad: Intra-regional (in ASEAN)	World Bank (2011)	228,300	200,800	48,000	59,100	184,100	..	..	
	UNDESA (2013)	..	..	..	87,300	152,300	140,400	140,800	
	World Bank (2015)	..	..	..	..	..	204,800	95,000	

Notes: Migrants are predominantly defined according to their place of birth. “..” indicates data are not available. Figures have been rounded to the nearest 100.

Sources: United Nations Department of Economic and Social Affairs (UNDESA). 2013. *International migrant stock: The 2013 revision*, available online at www.un.org/en/development/desa/population/migration/data/estimates2/index.shtml.

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Statistical Appendix II. Bilateral migration matrix UNDESA estimates, ASEAN Member States, 2013

Destination (across) / Origin (down)	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam	Nationals abroad in ASEAN	Nationals abroad in the whole world	ASEAN share of nationals abroad
Brunei Darussalam	..	..	..	..	5,975	..	82	..	..	121	6,178	50,894	12.1%
Cambodia	..	..	..	1,201	13,876	..	40	..	750,109	2,485	767,711	1,115,567	68.8%
Indonesia	352	108	..	..	1,051,227	..	3,325	152,681	645	7,671	1,216,009	2,992,550	40.6%
Lao PDR	..	265	..	..	..	..	..	..	926,427	4,284	930,976	1,293,447	72.0%
Malaysia	643	175	1,979	..	..	..	798	1,044,994	1,191	..	1,049,780	1,445,890	72.6%
Myanmar	..	53	..	282	247,768	..	424	..	1,892,480	9,783	2,150,790	2,647,960	81.2%
Philippines	3,468	156	3,517	..	21,345	..	..	14,176	1,196	292	44,150	5,486,902	0.8%
Singapore	2,285	125	19,681	..	78,092	..	825	..	632	466	102,106	303,544	33.6%
Thailand	25,451	31,472	19,681	1,652	8,137	..	342	17,644	..	512	104,891	894,002	11.7%
Viet Nam	..	37,225	..	11,447	85,709	..	416	..	5,966	..	140,763	2,604,992	5.4%
International migrants from ASEAN	32,199	69,579	44,858	14,582	1,512,129	..	6,252	1,229,495	3,578,646	25,614	6,513,354	..	34.6%
International migrants from the whole world	206,173	75,566	295,433	21,801	2,469,173	103,117	213,150	2,323,252	3,721,735	68,290	..	231,522,215	..
ASEAN share of international migrants	15.6%	92.1%	15.2%	66.9%	61.2%	n/a	2.9%	52.9%	96.2%	37.5%	68.6%	..	..

Notes: Migrants are predominantly defined according to their place of birth. " .. " indicates data are not available.

Source: United Nations Department of Economic and Social Affairs (UNDESA), 2013. International migrant stock: The 2013 revision, available online at www.un.org/en/development/desa/population/migration/data/estimates2/index.shtml.

Statistical Appendix III. Bilateral migration matrix World Bank estimates, ASEAN Member States, 2013

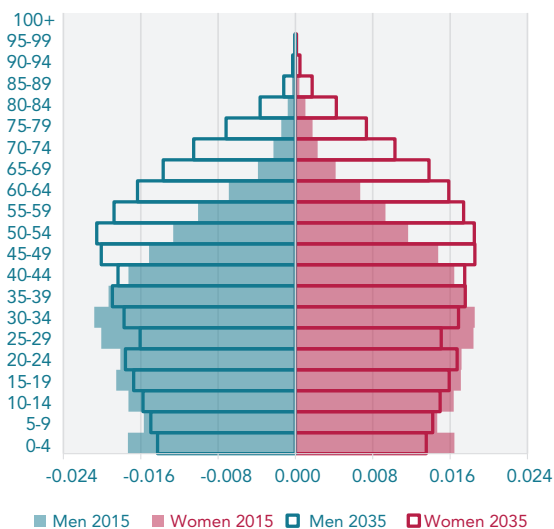
Destination (across) / Origin (down)	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam	Nationals abroad in ASEAN	Nationals abroad in the whole world	ASEAN share of nationals abroad
Brunei Darussalam		0	0	0	976	..	82	0	0	121	1,179	43,118	2.7%
Cambodia	0		0	1,201	17,226	..	40	0	750,109	2,485	771,061	1,118,878	68.9%
Indonesia	352	108		0	1,074,737	..	3,325	152,681	2,952	7,671	1,241,826	4,116,587	30.2%
Lao PDR	0	265	0		0	..	0	0	926,427	4,284	930,976	1,294,218	71.9%
Malaysia	643	175	1,979	0		..	798	1,044,994	8,199	0	1,056,788	1,683,132	62.8%
Myanmar	0	53	0	282	79,691		424	0	1,892,480	9,783	1,982,713	3,139,596	63.2%
Philippines	3,468	156	3,517	0	410,149	..		14,176	17,581	292	449,339	6,001,696	7.5%
Singapore	2,285	125	19,681	0	42,474	..	825		2,962	466	68,818	282,213	24.4%
Thailand	25,451	31,472	19,681	1,652	93,635	..	342	17,644		512	190,389	1,007,294	18.9%
Viet Nam	0	37,225	0	11,447	28,223	..	416	0	17,663		94,974	2,592,233	3.7%
International migrants from ASEAN	32,199	69,579	44,858	14,582	1,747,111	..	6,252	1,229,495	3,618,373	25,614	6,788,063		31.9%
International migrants from the whole world	206,173	75,566	295,433	21,801	2,408,329	103,117	213,150	2,323,252	4,490,941	68,290		247,247,795	
ASEAN share of international migrants	15.6%	92.1%	15.2%	66.9%	72.5%	n/a	2.9%	52.9%	80.6%	37.5%	66.5%		

Notes: Migrants are predominantly defined according to their place of birth. " ." indicates data are not available.

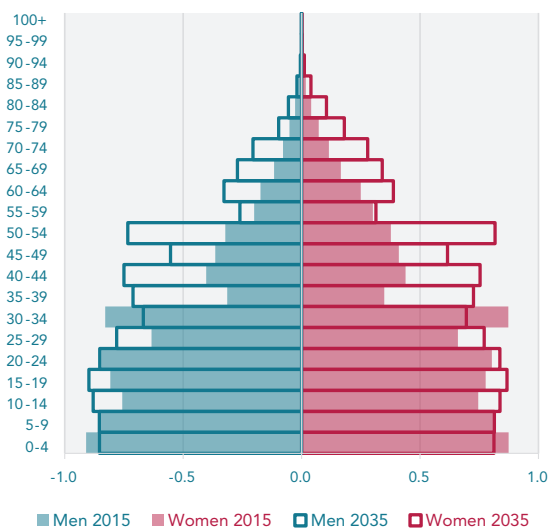
Source: World Bank. 2015. Bilateral Migration Matrix 2010 and Bilateral Migration Matrix 2013, available online at <http://econ.worldbank.org/WBSITE/EXTERNAL/EXTDEC/EXTDECPROSPECTS/0,,contentMDK:22759429~pagePK:64165401~piPK:64165026~theSitePK:476883,00.html>

Statistical Appendix IV. Population by sex and age-group, ASEAN Member States, 2015 estimates and projections for 2035 (millions)

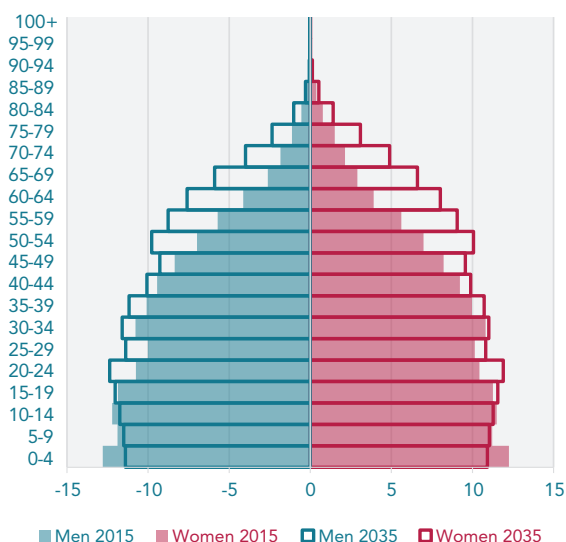
Brunei Darussalam



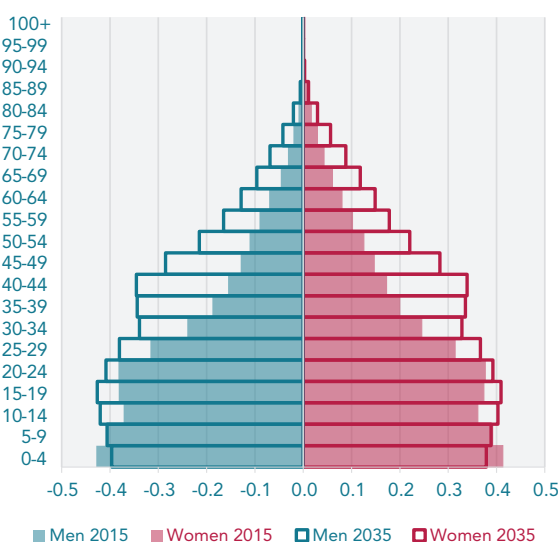
Cambodia



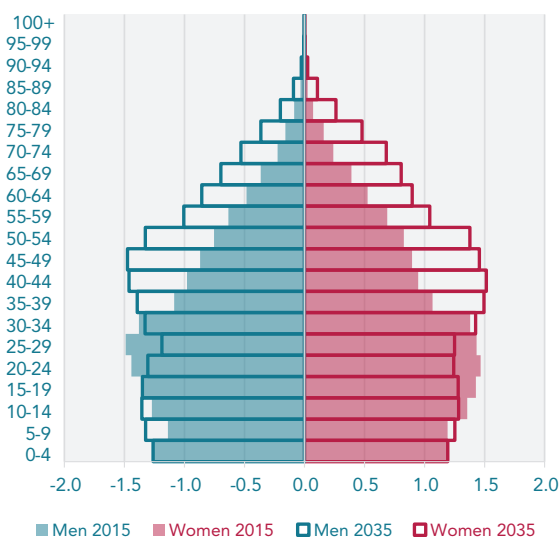
Indonesia



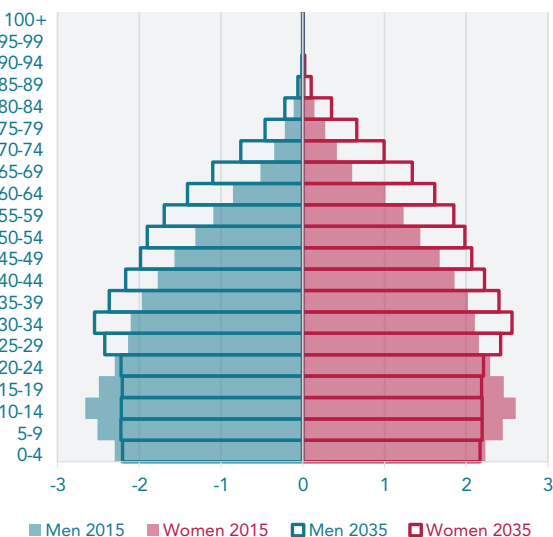
Lao PDR



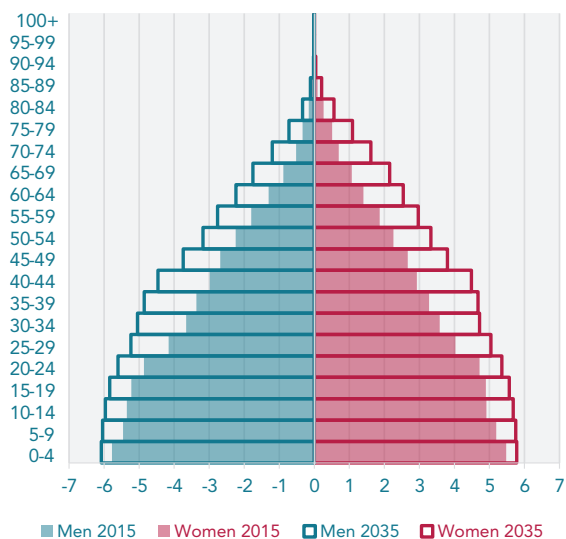
Malaysia



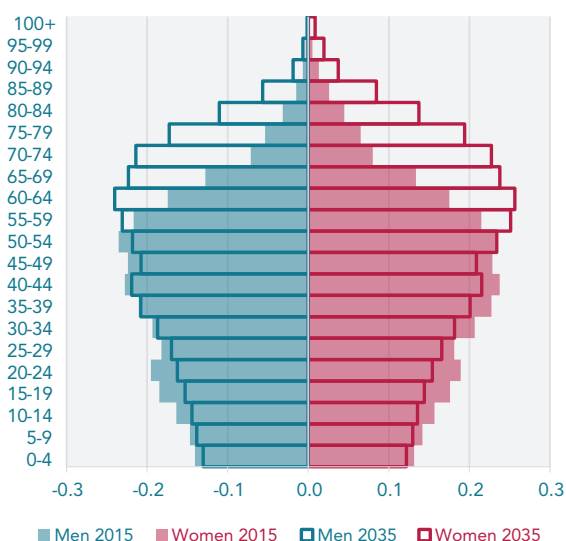
Myanmar



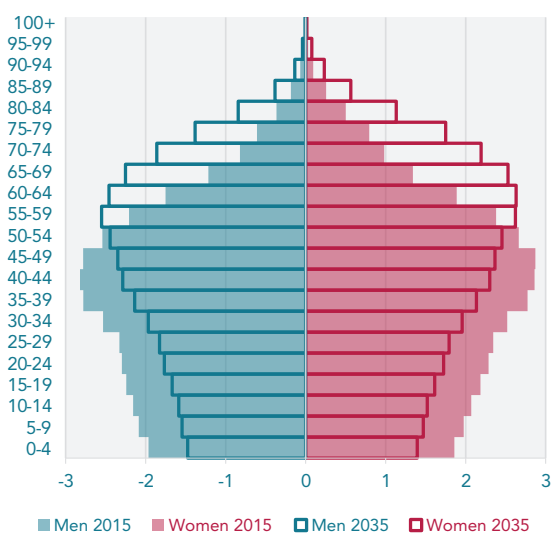
Philippines



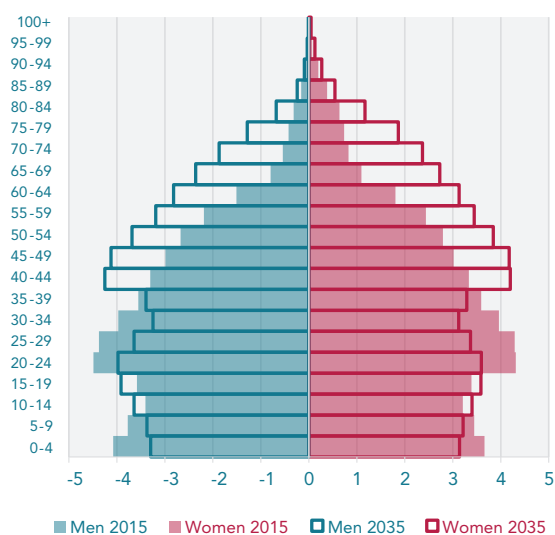
Singapore



Thailand



Viet Nam



Note: Age groups in five-year bands are shown on the vertical-axis. The estimates for men are given along the negative horizontal-axis. Projections are based on the medium fertility variant. Estimates are as of 1 July.

Source: UNDESA, 2015. 2015. *World population prospects: The 2015 revision*, available online at <http://esa.un.org/unpd/wpp/>.

Statistical Appendix V. Resident population by labour force status and sex, total and migrants, ASEAN Member States, latest year

		Brunei Darussalam (2011)	Cambodia (2013)	Indonesia (2010)	Lao PDR (2005)
Total population	Total	393,400	14,676,600	237,641,300	5,622,000
	Men	203,100	7,121,500	119,630,900	2,800,600
	Women	190,200	7,555,100	118,010,400	2,821,400
Working-age population	Total	293,900	10,355,200	169,038,100	3,404,700
	Men	151,800	4,901,300	84,332,000	1,678,100
	Women	142,200	5,453,900	84,706,000	1,726,600
Total labour force	Total	202,500	8,260,100	117,286,200	2,640,400
	Men	117,300	4,074,800	70,967,500	1,328,300
	Women	85,200	4,185,300	46,318,700	1,312,000
Total employed	Total	183,700	8,059,600	104,928,000	2,606,200
	Men	108,500	3,988,000	66,787,900	1,310,600
	Women	75,200	4,071,600	38,140,100	1,295,700
Migrant population	Total	85,900	67,400	73,200	13,600
	Men	49,400	36,700	45,400	7,000
	Women	36,500	30,700	27,900	6,500
Working-age migrants	Total	76,900	63,300	58,500	..
	Men	44,900	34,000	37,600	..
	Women	32,000	29,300	20,900	..
Migrant labour force	Total	68,600	51,100	34,400	..
	Men	43,000	31,000	27,900	..
	Women	25,500	20,000	6,500	..
Employed migrants	Total	67,700	49,200	33,100	..
	Men	42,600	30,500	27,200	..
	Women	25,100	18,600	5,900	..

Notes: The data for Brunei Darussalam and Singapore define migrants on the basis of residency status and include only non-permanent residents.

The data for Cambodia and Myanmar define migrants on the basis of their birthplace.

The data for Indonesia, Lao PDR, Malaysia, the Philippines, and Thailand define migrants on the basis of their nationality or citizenship. "..." indicates data are not available. Working-age populations include those aged 15 and above. Figures rounded to the nearest 100.

Source: ILO, *ILOSTAT* (Special collections: Migration). Underlying data sources include (Brunei Darussalam) *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development; (Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning; (Indonesia) *Indonesia Population Census 2010*, Statistics Indonesia; (Lao PDR) *Population Census 2005*, Laos Statistics Bureau, Ministry of Labour and Social Welfare; (Malaysia) *Labour Force Survey*, Department of Statistics Malaysia;

Malaysia (2013)	Myanmar (2014)	Philippines (2010)	Singapore (2014)	Thailand (2010)	Viet Nam (2013)
29,664,300	50,279,900	92,098,000	5,469,700	65,981,700	89,715,600
15,247,500	24,228,700	46,459,000	..	32,355,000	44,383,200
14,416,800	26,051,200	45,639,000	..	33,626,600	45,332,500
20,335,300	35,880,300	61,380,400	..	..	68,687,500
10,516,400	16,931,800	30,606,000	..	..	33,352,500
9,818,900	18,948,500	30,774,400	..	..	35,335,000
13,634,600	22,749,800	..	..	..	53,245,600
8,485,400	13,827,100	..	..	..	27,370,600
5,149,200	8,922,600	..	..	..	25,875,000
13,210,000	21,872,500	31,361,000	3,623,900	38,641,600	52,207,800
8,237,500	13,307,100	22,103,000	..	19,903,800	26,830,200
4,972,500	8,565,500	9,258,000	..	18,737,800	25,377,600
2,360,900	40,400	177,400	1,599,000	2,702,200	..
1,431,800	21,700	100,600	..	1,494,100	..
929,100	18,800	76,800	..	1,208,100	..
2,175,100	..	129,400	..	..	..
1,335,000	..	75,800	..	..	..
840,100	..	53,700	..	..	..
1,803,400	..	..	..	..	..
1,282,900	..	..	..	..	..
520,500	..	..	..	..	..
1,776,400	..	..	1,355,700	..	..
1,266,700	..	..	..	..	..
509,700	..	..	..	..	..

(Myanmar) *Population and Housing Census of Myanmar 2014*, Department of Population, Ministry of Immigration and Population;
 (Philippines) *Census of Population and Housing 2010*, Philippine Statistics Authority;

(Singapore) Administrative records of the Ministry of Manpower;

(Thailand) *Population and Housing Census 2010*, National Statistical Office (NSO), Ministry of Information and Communication Technology;
 and

(Viet Nam) *Labour Force Survey*, General Statistics Office (GSO), Ministry of Planning and Investment.

Statistical Appendix VI. International migrant stock by country of origin, total and employed, ASEAN Member States, latest year

	Brunei Darussalam (2011)		Cambodia (2013)		Indonesia (2010)	
	All migrants	Migrant workers	All migrants	Migrant workers	All migrants	Migrant workers
Total (all migrants)	85,920	67,698	80,248	58,458	73,217	33,120
Brunei Darussalam			0	0	..	..
Cambodia	4	3			..	..
Indonesia	32,168	30,362	136	102		
Lao PDR	4	2	501	407	..	..
Malaysia	18,243	9,270	390	295	..	..
Myanmar	411	286	113	90	..	..
Philippines	15,355	13,149	528	423	..	..
Singapore	608	308	227	165	..	..
Thailand	2,278	2,086	24,755	16,593	..	..
Viet Nam	275	254	44,084	33,459	..	..
ASEAN total	69,346	55,720	70,734	51,534	12,488*	4,676*
Australia	..	..	477	285	2,864	1,362
Bangladesh	3,090	2,882	..	..	..	..
Canada	..	..	145	88	..	..
China	..	..	3,681	3,126	17,046	8,528
Hong Kong (China)	7,648	6,249	53	40	..	..
India	853	503	275	223	..	..
Japan	629	335	378	234	5,362	2,941
Korea, Republic of	320	260	700	453	8,415	3,749
Nepal	21	11	114	94	..	..
Netherlands	..	..	77	60	1,103	533
Pakistan	46	20	..	..	..	..
Taiwan (China)	..	..	..	..	..	..
United Kingdom	..	..	472	315	..	..
United States	..	..	825	518	3,307	1,475
Others	3,967	1,718	2,317	1,488	35,120	14,532

Notes: The data for Brunei Darussalam define migrants on the basis of residency status and include only non-permanent residents.

The data for Cambodia define migrants on the basis of their birthplace.

The data for Indonesia, Lao PDR, Malaysia, the Philippines, and Thailand (2010) define migrants on the basis of their nationality or citizenship.

The data for Myanmar and Thailand (2014) refer to registered international migrants only.

Comparable data for Singapore and Viet Nam could not be obtained. ".." indicates data are not available. * Includes Timor-Leste.

Source: ILO, ILOSTAT (Special collections: Migration). Underlying data sources include

Lao PDR (2005)	Malaysia (2013)	Myanmar (2010)	Philippines (2010)	Thailand (2010)	Thailand (2014)*
All migrants	Migrant workers	All migrants	All migrants	All migrants	Migrant workers
13,577	2,250,322	72,363	177,365	2,702,164	1,339,834
..	..	..	69	0	11
979	..	..	33	281,321	194,901
..	1,021,655	..	2,781	2,952	1,164
..	..	..	13	222,450	54,088
..	..	..	673	8,199	2,716
154	161,447	..	355	1,292,862	933,890
..	69,126	..	..	17,581	12,194
..	..	..	691	2,962	1,922
986	17,044	..	286	..	..
8,795	..	..	351	17,663	775
..	..	..	5,252	1,845,990	1,201,661
16	..	..	3,360	11,298	..
..	322,750	840	133	7,751	..
..	..	..	4,700	5,851	..
1,825	..	30,531	28,705	141,649	17,546
..	..	..	..	1,206	..
..	124,017	28,738	9,007	46,113	..
..	..	..	11,584	80,957	35,136
..	..	..	5,822	14,569	5,764
..	385,466	..	57	..	..
..	..	..	407	5,619	..
..	50,662	2,641	421	5,504	..
..	..	..	1,538	7,703	..
..	..	..	3,604	85,850	..
..	..	..	29,972	40,258	..
822	98,155	9,613	72,803	401,846	79,727

(Brunei Darussalam) Population and Housing Census 2011, Department of Statistics, Department of Economic Planning and Development;
 (Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning;
 (Indonesia) *Indonesia Population Census 2010*, Statistics Indonesia;
 (Lao PDR) *Population Census 2005*, Laos Statistics Bureau, Ministry of Labour and Social Welfare;
 (Malaysia) *Labour Force Survey*, Department of Statistics Malaysia;
 (Myanmar) Administrative records of the Immigration and National Registration Department;
 (Philippines) *Census of Population and Housing 2010*, Philippine Statistics Authority; and
 (Thailand) *Population and Housing Census 2010*, National Statistical Office (NSO), Ministry of Information and Communication Technology,
 and * Administrative records of the Department of Employment, Ministry of Labour.

Statistical Appendix VII. Working-age population by level of education and sex, total and migrants, ASEAN Member States, latest year (per cent)

		Brunei Darussalam (2011)	Cambodia (2013)	Indonesia (2014)	Lao PDR (2005)
Total	Basic	35.4%	92.9%	67.5%	85.3%
	Medium	52.6%	4.8%	25.0%	7.2%
	Advanced	12.0%	2.3%	7.5%	7.5%
Men	Basic	35.1%	91.5%	64.8%	81.0%
	Medium	53.3%	5.6%	27.8%	8.8%
	Advanced	11.5%	2.9%	7.5%	10.2%
Women	Basic	35.7%	94.4%	70.2%	89.5%
	Medium	51.8%	4.0%	22.3%	5.6%
	Advanced	12.6%	1.6%	7.5%	4.9%
Total migrants	Basic	30.5%	88.9%	51.2%	..
	Medium	57.6%	4.9%	32.9%	..
	Advanced	11.9%	6.2%	15.9%	..
Migrant men	Basic	30.1%	88.2%	47.5%	..
	Medium	58.7%	5.7%	34.2%	..
	Advanced	11.2%	6.1%	18.3%	..
Migrant women	Basic	31.2%	89.9%	55.1%	..
	Medium	55.9%	3.8%	31.5%	..
	Advanced	12.9%	6.3%	13.4%	..

Notes: Basic education is defined as International Standard Classification of Education (ISCED 2011) groups 0 (less than primary education), 1 (primary education), and 2 (lower secondary education). Medium education is defined as ISCED groups 3 (upper secondary education) and 4 (post-secondary non-tertiary education). Advanced education is defined as ISCED groups 5 (short-cycle tertiary education), 6 (Bachelor's or equivalent level), 7 (Master's or equivalent level), and 8 (Doctoral or equivalent level). See UNESCO. 2012. International Standard Classification of Education: ISCED 2011 (Montreal, UNESCO).

The data for Brunei Darussalam define migrants on the basis of residency status and include only non-permanent residents.

The data for Cambodia define migrants on the basis of their birthplace.

The data for Indonesia, Malaysia, and the Philippines define migrants on the basis of their nationality or citizenship.

".." indicates data are not available. Working-age populations include those aged 15 and above.

Source: ILO, *ILOSTAT* (Special collections: Migration). Underlying data sources include (Brunei Darussalam) *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development; (Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning; (Indonesia) *National Socio-Economic Survey (SUSENAS) 2014*, Statistics Indonesia; (Lao PDR) *Population Census 2005*, Laos Statistics Bureau, Ministry of Labour and Social Welfare; (Malaysia) *Labour Force Survey*, Department of Statistics Malaysia; (Myanmar) *Population and Housing Census of Myanmar 2014*, Department of Population, Ministry of Immigration and Population; (Philippines) *Census of Population and Housing 2010*, Philippine Statistics Authority; (Singapore) *Comprehensive Labour Force Survey*, Singapore Department of Statistics; (Thailand) *Population and Housing Census 2010*, National Statistical Office (NSO), Ministry of Information and Communication Technology; and (Viet Nam) *Labour Force Survey*, General Statistics Office (GSO), Ministry of Planning and Investment.

Malaysia (2014)	Myanmar (2014)	Philippines (2010)	Singapore (2014)	Thailand (2010)	Viet Nam (2013)
18.0%	77.1%	28.8%	28.7%	67.9%	70.6%
55.3%	13.1%	40.6%	28.1%	14.9%	21.3%
26.7%	9.8%	30.7%	43.2%	17.2%	8.1%
17.4%	76.0%	30.7%	26.0%	67.5%	66.8%
57.8%	14.9%	40.2%	28.2%	16.0%	24.7%
24.8%	9.1%	29.0%	45.8%	16.5%	8.4%
18.6%	78.1%	26.8%	31.3%	73.4%	74.2%
52.6%	11.5%	40.9%	28.0%	11.6%	18.1%
28.7%	10.4%	32.3%	40.7%	15.0%	7.8%
52.5%	..	12.4%	..	..	..
38.6%	..	23.9%	..	..	..
8.8%	..	63.8%	..	..	..
51.9%	..	10.2%	..	..	..
38.5%	..	22.6%	..	..	..
9.6%	..	67.1%	..	..	..
53.6%	..	15.4%	..	..	..
38.8%	..	25.6%	..	..	..
7.6%	..	59.0%	..	..	..

Statistical Appendix VIII. Employed persons by economic activity, total and migrants, ASEAN Member States, latest year

(ISIC, Rev. 4)	Brunei Darussalam (2011)		Cambodia (2013)		Indonesia (2014)		Lao PDR (2006)	
	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
Total	183,700	67,700	8,059,600	49,200	114,628,000	98,900	345,700	13,600
Agriculture (A)	2,400	1,300	5,174,300	18,700	38,973,000	31,300	20,300	600
Industry (B-F)	36,100	22,500	927,200	8,500	24,260,300	19,600	130,400	6,500
Services (G-U)	145,200	44,000	1,958,100	22,000	51,394,700	48,000	195,000	6,500
A. Agriculture, forestry and fishing	2,400	1,300	5,174,300	18,700	38,973,000	31,300	20,300	600
B. Mining and quarrying	6,600	1,200	2,900	0	1,435,000	1,500	7,700	600
C. Manufacturing	7,400	4,800	651,000	2,600	15,620,600	12,700	105,200	3,200
D. Electricity, gas, steam and air conditioning supply			9,400	100	204,200	400	3,200	100
E. Water supply; sewerage, waste management and remediation activities	2,700	400	6,800	300	223,300	0	1,800	100
F. Construction	19,400	16,000	257,200	5,500	7,280,100	5,000	12,500	2,500
G. Wholesale and retail trade; repair of motor vehicles and motorcycles	22,400	10,300	813,000	12,500	20,937,000	19,300	135,400	5,000
H. Transportation and storage	5,200	1,400	191,800	1,900	4,610,100	2,800	10,700	100
I. Accommodation and food service activities	10,900	6,100	163,400	2,400	4,817,600	2,200	17,800	600
J. Information and communication	3,700	300	11,300	100	570,200	1,500	3,700	100
K. Financial and insurance activities	3,700	100	19,400	0	1,512,500	1,200	4,400	100
L. Real estate activities	400	100	1,100	0	266,800	0	1,500	0

Malaysia (2014)		Philippines (2013)		Singapore (2014)		Thailand (2014)	Thailand (2012)*	Viet Nam (2013)	
Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
13,532,100	1,782,300	38,118,000	..	3,623,900	1,355,700	38,016,000	1,145,159	52,207,800	..
1,659,800	517,000	11,835,000	..	26,800^	4,600^	12,732,700	44,756	24,440,200	..
3,721,500	617,500	5,937,000	..	1,027,400^	645,100^	8,954,200	127,258	11,059,300	..
8,150,800	647,900	20,345,000	..	2,569,700	706,000	16,329,100	973,145	16,708,400	..
1,659,800	517,000	11,835,000	..	..	..	12,732,700	44,756	24,440,200	..
84,300	3,900	250,000	..	..	..	69,000	..	266,900	..
2,266,000	355,300	3,159,000	..	536,000	276,400	6,393,500	72,765	7,285,200	..
65,200	1,100	94,000	..	..	..	117,100	..	131,400	..
79,600	6,000	60,000	..	..	..	105,500	..	117,500	..
1,226,400	251,200	2,373,000	..	491,400	368,700	2,269,200	51,538	3,258,300	..
2,275,400	176,700	7,105,000	..			6,184,900	..	6,548,600	..
593,300	19,000	2,734,000	..	970,000	..	1,192,300	..	1,495,900	..
1,112,400	152,900	1,607,000	..			2,567,800	..	2,211,000	..
211,500	14,300	344,000	..	120,000	..	247,900	..	267,000	..
329,500	4,800	448,000	..	197,000	..	526,800	..	334,300	..
79,700	3,300	173,000	..	95,800	..	159,200	..	149,600	..

(ISIC, Rev. 4)	Brunei Darussalam (2011)		Cambodia (2013)		Indonesia (2014)		Lao PDR (2006)	
	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
M. Professional, scientific and technical activities	11,600	3,700	32,200	0	352,300	0	1,400	0
N. Administrative and support service activities			89,700	1,200	919,300	0	6,300	100
O. Public administration and defence; compulsory social security	46,800	1,600	265,100	1,000	3,664,000	0	n/a	n/a
P. Education	15,600	1,700	140,400	500	5,427,700	4,400	3,900	200
Q. Human health and social work activities	4,800	600	49,900	600	1,329,500	600	1,000	0
R. Arts, entertainment and recreation			26,600	0	452,700	0	3,700	100
S. Other service activities	4,000	2,000	120,400	1,400	3,556,200	16,000	5,100	300
T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	16,200	16,000	0	0	2,475,900	0	n/a	n/a
U. Activities of extraterritorial organizations and bodies	n/a	n/a	33,800	200	n/a	n/a	n/a	n/a

Notes: The data for Brunei Darussalam and Singapore define migrants on the basis of residency status and include only non-permanent residents.

The data for Cambodia define migrants on the basis of their birthplace.

The data for Indonesia, Lao PDR, and Malaysia define migrants on the basis of their nationality or citizenship.

* The data for Thailand (2012) refer to registered international migrants only.

Comparable data for Myanmar could not be obtained. "..." indicates data are not available. "n/a" indicates the economic activity is not included. ^ Agriculture encompasses groups A, B, D and E; industry encompasses groups C and F only. Figures rounded to the nearest 100.

Malaysia (2014)		Philippines (2013)		Singapore (2014)		Thailand (2014)	Thailand (2012)*	Viet Nam (2013)	
Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
328,400	6,300	194,000	..			316,700	..	242,600	..
636,000	105,700	1,016,000	..	437,200	..	495,300	..	225,000	..
744,800	2,000	1,965,000	..			1,589,400	..	1,687,000	..
873,500	9,500	1,226,000	..	363,600	..	1,152,700	..	1,808,800	..
531,600	11,400	469,000	..			683,700	..	501,600	..
93,500	7,200	347,000	..			255,900	..	280,900	..
197,100	12,400	2,189,000	..			736,100	..	777,700	..
142,300	122,200	524,000	..	386,100	..	216,300	..	174,500	..
1,800	200	4,000	..			4,200	..	3,900	..

Source: ILO, *ILOSTAT* (Special collections: Migration). Underlying data sources include (Brunei Darussalam) *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development; (Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning; (Indonesia) *National Socio-Economic Survey (SUSENAS) 2014*, Statistics Indonesia; (Lao PDR) *Economic Census 2006*, Laos Statistics Bureau; (Malaysia) *Labour Force Survey*, Department of Statistics Malaysia; (Philippines) *Labour Force Survey*, Philippine Statistics Authority; (Singapore) "Singapore Yearbook of Manpower Statistics", Ministry of Manpower; (Thailand) *Labour Force Survey*, National Statistical Office (NSO), Ministry of Information and Communication Technology, and * Administrative records of the Department of Employment, Ministry of Labour; and (Viet Nam) *Labour Force Survey*, General Statistics Office (GSO), Ministry of Planning and Investment.

Statistical Appendix IX. Employed persons by occupation, total and migrants, ASEAN Member States, latest year

(ISCO-08)	Brunei Darussalam (2011)		Cambodia (2013)		Indonesia (2014)		Lao PDR (2010)	
	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
Total	183,700	67,700	8,059,600	49,200	114,621,300	..	3,016,400	..
High-skill (1-3)	59,200	10,700	396,300	2,700	8,144,200	..	230,200	..
Medium-skill (non-manual) (4-5)	60,200	12,400	1,143,400	11,900	8,546,700	..	198,000	..
Medium-skill (manual) (6-8)	25,400	15,500	5,975,900	26,700	70,332,400	..	2,295,200	..
Low-skill (9)	38,900	29,100	476,600	7,800	7,995,500	..	265,200	..
1. Managers	9,600	2,200	50,400	700	595,300	..	47,000	..
2. Professionals	27,900	4,400	240,600	1,400	1,772,200	..	145,200	..
3. Technicians and associated professionals	21,700	4,100	105,300	600	5,776,700	..	38,000	..
4. Clerical support workers	18,900	900	187,800	1,500	2,874,100	..	20,500	..
5. Service and sales workers	41,300	11,500	955,600	10,400	5,672,600	..	177,500	..
6. Skilled agricultural, forestry and fishery workers	1,400	600	5,017,200	18,400	22,886,000	..	2,118,200	..
7. Craft and related trades workers	16,000	10,900	806,900	6,400	33,567,600	..	97,600	..
8. Plant and machine operators, and assemblers	8,000	4,000	151,800	1,900	13,878,800	..	79,400	..
9. Elementary occupations	38,900	29,100	476,600	7,800	7,995,500	..	265,200	..
0. Armed forces occupations	n/a	n/a	67,500	100	19,602,400	..	27,800	..

Notes: The data for Brunei Darussalam define migrants on the basis of residency status and include only non-permanent residents. The data for Cambodia define migrants on the basis of their birthplace.

The data for Malaysia define migrants on the basis of their nationality or citizenship.

* The data for Thailand (2014) refer to registered international migrants only.

Comparable data for Myanmar and Singapore could not be obtained. "..." indicates data are not available. "n/a" indicates the occupation is not included. Figures rounded to the nearest 100.

Source: ILO, ILOSTAT (Special collections: Migration). Underlying data sources include (Brunei Darussalam) *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development;

Malaysia (2014)		Philippines (2013)		Thailand (2014)	Thailand (2013)*	Viet Nam (2013)	
Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
13,532,100	1,782,300	38,118,000	..	38,020,400	1,183,800	52,207,800	..
3,408,100	89,700	9,043,000	..	5,392,800	130,300	5,218,000	..
4,341,400	310,700	6,942,000	..	8,781,500	3,300	9,343,300	..
4,062,600	598,700	9,621,000	..	19,774,400	4,600	16,192,300	..
1,719,900	783,300	12,403,000	..	4,071,900	1,045,700	21,454,100	..
666,100	26,300	6,173,000	..	1,512,800	86,700	551,000	..
1,376,900	41,400	1,874,000	..	2,138,300	34,300	2,968,400	..
1,365,100	22,000	996,000	..	1,741,700	9,300	1,698,600	..
1,234,500	18,100	2,248,000	..	1,507,600	2,000	881,500	..
3,106,900	292,600	4,694,000	..	7,273,900	1,300	8,461,800	..
979,600	84,800	4,994,000	..	11,658,400	1,600	6,280,400	..
1,503,100	213,000	2,600,000	..	4,487,700	1,400	6,274,500	..
1,579,900	300,900	2,027,000	..	3,628,300	1,600	3,637,400	..
1,719,900	783,300	12,403,000	..	4,071,900	1,045,700	21,454,100	..
n/a	n/a	108,000	..	n/a	n/a	n/a	..

(Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning;

(Indonesia) *Labour Force Survey (SAKERNAS) 2014*, Statistics Indonesia;

(Lao PDR) *Labour Force Survey 2010*, Laos Statistics Bureau;

(Malaysia) *Labour Force Survey*, Department of Statistics Malaysia;

(Philippines) *Labour Force Survey*, Philippine Statistics Authority;

(Thailand) *Labour Force Survey*, National Statistical Office (NSO), Ministry of Information and Communication Technology, and

* Administrative records of the Department of Employment, Ministry of Labour; and

(Viet Nam) *Labour Force Survey*, General Statistics Office (GSO), Ministry of Planning and Investment.

Statistical Appendix X. Employed persons by status in employment, total and migrants, ASEAN Member States, latest year (per cent)

(ICSE-93)	Brunei Darussalam (2011)		Cambodia (2013)		Indonesia (2014)		Lao PDR (2010)	
	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
1. Employees	94.6%	97.5%	22.0%	24.0%	47.0%	52.5%	15.6%	..
2. Employers	2.1%	1.5%	0.3%	1.2%	3.6%	13.1%	0.5%	..
3. Own-account workers	2.9%	0.9%	39.7%	48.3%	34.7%	14.7%	49.0%	..
4. Members of producers' cooperatives	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	..
5. Contributing family workers	0.3%	0.1%	37.9%	26.5%	14.7%	19.7%	34.8%	..
6. Workers not classifiable by status	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	..

Notes: The data for Brunei Darussalam define migrants on the basis of residency status and include only non-permanent residents.

The data for Cambodia define migrants on the basis of their birthplace.

The data for Indonesia and Malaysia define migrants on the basis of their nationality or citizenship.

Comparable data for Myanmar and Singapore could not be obtained. "..." indicates data are not available. Figures rounded to the nearest 100.

Source: ILO, *ILOSTAT* (Special collections: Migration). Underlying data sources include (Brunei Darussalam) *Population and Housing Census 2011*, Department of Statistics, Department of Economic Planning and Development; (Cambodia) *Cambodia Inter-Censal Survey (CIPS) 2013*, National Institute of Statistics, Ministry of Planning; (Indonesia) *National Socio-Economic Survey (SUSENAS) 2014*, Statistics Indonesia; (Lao PDR) *Labour Force Survey 2010*, Laos Statistics Bureau; (Malaysia) *Labour Force Survey*, Department of Statistics Malaysia; (Philippines) *Labour Force Survey*, Philippine Statistics Authority; (Thailand) *Labour Force Survey*, National Statistical Office (NSO), Ministry of Information and Communication Technology; and (Viet Nam) *Labour Force Survey*, General Statistics Office (GSO), Ministry of Planning and Investment.

Malaysia (2013)		Philippines (2013)		Thailand (2014)		Viet Nam (2013)	
Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants	Total employed	Employed migrants
73.9%	87.9%	58.4%	..	47.2%	..	34.8%	..
4.0%	1.1%	3.3%	..	3.0%	..	2.5%	..
17.4%	8.5%	28.0%	..	31.7%	..	45.5%	..
0.0%	0.0%	0.0%	..	0.1%	..	0.0%	..
4.7%	2.5%	10.3%	..	17.9%	..	17.2%	..
0.0%	0.0%	0.0%	..	0.0%	..	0.0%	..

Statistical Appendix XI. Nationals registered to work abroad by sex, selected ASEAN Member States, 1995–2014

		1995	1996	1997	1998	1999	2000	2001	2002	2003
Cambodia	Total	0	0	0	120	86	502	846	1,049	1,671
	Men	0	0	0	0	0	307	342	246	711
	Women	0	0	0	120	86	195	504	803	960
Indonesia	Total	..	220,162	502,977	367,526	427,619	435,219	338,992	480,393	293,694
	Men	..	39,431	226,641	77,658	124,822	137,964	66,578	38,143	79,885
	Women	..	180,731	276,336	289,868	302,797	297,255	272,414	442,250	213,809
Lao PDR	Total	..	..	..	..	..	..	..	..	..
	Men	..	..	..	..	..	..	..	..	..
	Women	..	..	..	..	..	..	..	..	..
Myanmar	Total	..	..	..	..	..	1,124	1,772	8,429	4,107
	Men	..	..	..	..	..	1,124	1,772	8,429	4,107
	Women	..	..	..	..	..	0	0	0	0
Philippines	Total	..	..	..	..	640,331	643,304	662,648	682,315	651,938
	Men	..	..	..	..	..	..	..	..	..
	Women	..	..	..	..	..	..	..	..	..
Thailand	Total	..	..	183,689	191,735	159,566	177,709	165,047	160,807	147,769
	Men	..	..	..	..	..	..	..	136,198	122,698
	Women	..	..	..	..	..	..	..	24,609	25,071
Viet Nam	Total	..	..	..	..	21,810	31,500	36,168	46,122	75,000
	Men	..	..	..	..	19,523	22,435	28,464	35,566	56,882
	Women	..	..	..	..	2,287	9,065	7,704	10,556	18,118

Sources: ILO, *ILOSTAT* (Special collections: Migration). Underlying data sources include (Cambodia) Administrative records of the Department of Employment and Manpower, Ministry of Labour and Vocational Training; (Indonesia) Administrative records of the National Board on the Placement and Protection of Indonesian Overseas Workers; (Lao PDR) Administrative records of the Laos Statistics Bureau, Ministry of Labour and Social Welfare; (Myanmar) Administrative records of the Ministry of Labour, Employment and Social Security; (Philippines) Administrative records of the Philippine Overseas Employment Administration; (Thailand) Administrative records of the Department of Employment, Ministry of Labour; and (Viet Nam) Administrative records of the Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs.

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	1,483	2,244	7,307	8,652	9,017	14,928	29,783	26,219	34,804	22,600	24,688
	624	899	4,794	3,925	4,013	4,299	10,501	15,562	23,568	15,891	15,878
	859	1,345	2,513	4,727	5,004	10,629	19,282	10,657	11,236	6,709	8,810
	382,514	474,310	680,000	696,746	644,731	632,172	575,803	586,802	494,609	512,168	429,872
	84,306	149,265	138,040	152,030	148,545	103,126	124,601	210,116	214,825	235,170	186,243
	298,208	325,045	541,960	544,716	496,186	529,046	451,202	376,686	279,784	276,998	243,629
	98	74	..	2,672	2,163	4,027	18,552	33,588	7,414	22,537	8,308
	..	..	..	1,746	1,365	2,470	9,158	17,756	4,022	12,496	4,241
	..	..	..	926	798	1,557	9,394	15,832	3,392	10,041	4,067
	2,273	2,529	5,784	7,620	11,606	6,078	4,683	18,280	68,439	66,841	64,769
	2,273	2,529	5,784	7,620	11,606	6,078	4,092	15,465	52,370	56,412	52,156
	0	0	0	0	0	0	591	2,815	16,069	10,429	12,613
	704,586	740,632	788,070	811,070	974,399	1,092,162	1,123,676	1,318,727	1,435,166	1,469,179	1,430,842
	..	..	..	..	..	..	..	..	..	..	..
	..	..	..	..	..	..	..	..	..	..	..
	148,596	139,667	160,846	161,917	161,852	147,711	143,795	147,623	134,101	130,511	119,529
	121,200	115,267	135,752	137,923	137,325	124,227	121,168	121,391	108,892	107,184	96,499
	27,396	24,400	25,094	23,994	24,527	23,484	22,627	26,232	25,209	23,327	23,030
	67,447	70,594	78,644	83,196	86,990	73,028	85,546	88,298	80,320	88,155	106,840
	29,706	45,989	51,623	55,323	58,392	51,008	56,973	56,308	53,536	56,386	66,777
	37,741	24,605	27,021	27,873	28,598	22,020	28,573	31,990	26,784	31,769	40,063

Statistical Appendix XII. Nationals registered to work abroad by selected country of destination, selected ASEAN Member States, 2000–14

Cambodia

	Total	ASEAN Member States									
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam
2000	502	0		0	0	502	0	0	0	0	0
2001	846	0		0	0	846	0	0	0	0	0
2002	1,049	0		0	0	1,049	0	0	0	0	0
2003	1,671	0		0	0	915	0	0	0	0	0
2004	1,483	0		0	0	809	0	0	0	0	0
2005	2,244	0		0	0	1,776	0	0	0	0	0
2006	7,307	0		0	0	1,690	0	0	0	4,116	0
2007	8,652	0		0	0	3,219	0	0	0	4,846	0
2008	9,017	0		0	0	3,432	0	0	0	2,991	0
2009	14,928	0		0	0	9,682	0	0	0	3,543	0
2010	29,783	0		0	0	16,394	0	0	0	11,224	0
2011	26,219	0		0	0	4,351	0	0	0	16,837	0
2012	34,804	0		0	0	180	0	0	0	26,390	0
2013	22,600	0		0	0	90	0	0	111	13,468	0
2014	24,688	0		0	0	470	0	0	190	15,839	0

Selected East Asian economies					Gulf Cooperation Council States						Others	
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates		
0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	756	0	0	0	0	0	0	0	0	0
0	0	0	674	0	0	0	0	0	0	0	0	0
0	0	0	468	0	0	0	0	0	0	0	0	0
0	0	0	1,501	0	0	0	0	0	0	0	0	0
0	0	3	584	0	0	0	0	0	0	0	0	0
0	0	63	2,531	0	0	0	0	0	0	0	0	0
0	0	16	1,687	0	0	0	0	0	0	0	0	0
0	0	49	2,116	0	0	0	0	0	0	0	0	0
0	0	74	4,957	0	0	0	0	0	0	0	0	0
0	0	102	8,132	0	0	0	0	0	0	0	0	0
0	0	111	8,820	0	0	0	0	0	0	0	0	0
0	0	518	7,671	0	0	0	0	0	0	0	0	0

Indonesia

	Total	ASEAN Member States									
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam
2000	435,219	4,370	..	..	..	191,700	..	..	25,707	..	..
2001	338,992	5,773	..	..	..	110,490	..	..	34,295	..	..
2002	480,393	8,502	..	..	..	152,680	..	..	16,071	..	..
2003	293,694	1,146	..	..	..	89,439	..	..	6,103	..	..
2004	382,514	6,503	..	..	..	127,175	..	..	3,966	..	..
2005	474,310	4,978	..	..	..	201,887	..	..	25,087	..	..
2006	680,000	8,482	..	..	..	219,658	..	..	28,661	..	..
2007	696,746	5,852	..	..	..	222,198	..	..	37,496	..	..
2008	644,731	3,861	..	..	..	187,123	..	..	21,807	..	..
2009	632,172	4,785	..	..	..	123,886	..	..	33,077	9	..
2010	575,803	7,360	..	..	..	116,056	..	..	39,623	1	..
2011	586,802	10,804	33	122	134,266	36	187	47,786	1,113	337	..
2012	494,609	13,146	47	93	134,069	386	238	41,556	1,035	444	..
2013	512,168	11,269	72	113	150,250	398	257	34,655	1,014	377	..
2014	429,872	11,616	32	45	127,827	176	172	31,680	717	345	..

Selected East Asian economies					Gulf Cooperation Council States						Others	
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates		
..	21,709	3,411	6,689	50,508	..	..	..	..	114,067	9,558	7,500	
..	23,929	1,543	3,391	38,119	..	..	..	..	103,235	11,027	7,190	
..	20,431	444	4,273	35,922	..	..	..	..	213,603	7,779	20,688	
..	3,509	100	7,495	1,930	..	..	..	..	169,038	1,475	13,459	
..	14,183	85	2,924	969	..	..	..	..	203,446	7,122	16,141	
..	12,143	114	4,506	48,576	21	16,842	1,216	1,002	150,235	5,622	2,081	
..	20,100	36	4,035	45,706	639	24,600	5,210	7,980	281,087	22,685	11,121	
..	29,973	96	3,830	50,810	2,267	25,756	7,150	10,449	257,217	28,184	15,468	
..	30,204	232	8,134	59,522	2,324	29,218	8,309	8,582	234,644	38,092	12,679	
.	32,417	362	1,890	59,335	2,837	23,041	9,700	10,010	276,633	40,391	13,799	
..	33,262	233	7,596	62,048	4,844	563	9,259	13,559	228,890	37,337	15,172	
1,072	50,301	2,508	11,392	78,865	4,379	2,723	7,306	16,616	137,835	39,917	39,204	
1,967	45,478	3,293	13,593	81,071	6,328	2,518	8,836	20,380	40,655	35,888	43,588	
2,055	41,769	3,042	15,374	83,544	5,384	2,534	10,719	16,237	45,394	44,505	43,206	
915	35,050	2,428	11,848	82,665	5,472	1,714	19,141	7,862	44,325	17,962	27,880	

Myanmar

	Total	ASEAN Member States									
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam
2000	1,124	0	0	0	0	94		0	908	0	0
2001	1,772	0	0	0	0	1,086		0	411	0	0
2002	8,429	0	0	0	0	8,368		0	58	0	0
2003	4,107	0	0	0	0	3,449		0	0	0	0
2004	2,273	0	0	0	0	1,607		0	156	0	0
2005	2,529	0	0	0	0	1,882		0	494	0	0
2006	5,784	0	0	0	0	3,687		0	557	0	0
2007	7,620	0	0	0	0	6,275		0	1,116	0	0
2008	11,606	0	0	0	0	8,949		0	2,430	0	0
2009	6,078	0	0	0	0	3,801		0	827	0	0
2010	4,683	0	0	0	0	2,699		0	681	1,127	0
2011	18,280	0	0	0	0	7,222		0	569	8,294	0
2012	68,439	0	0	0	0	26,921		0	452	37,347	0
2013	66,841	0	0	0	0	25,905		0	791	36,029	0
2014	64,769	0	0	0	0	25,892		0	501	33,188	0

Selected East Asian economies					Gulf Cooperation Council States						Others	
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates		
0	0	13	20	0	0	0	0	0	0	0	61	28
0	0	0	260	0	0	0	0	0	0	0	15	0
0	0	0	3	0	0	0	0	0	0	0	0	0
0	0	4	654	0	0	0	0	0	0	0	0	0
0	0	9	501	0	0	0	0	0	0	0	0	0
0	0	13	127	0	0	0	0	0	13	0	0	0
0	0	101	1,343	0	0	0	0	0	96	0	0	0
0	0	139	36	0	0	0	0	0	53	0	1	0
0	0	122	0	0	0	0	0	0	14	0	91	0
0	0	79	1,195	0	0	20	0	0	6	0	150	0
0	0	19	11	0	0	0	0	0	7	0	139	0
0	0	9	1,961	0	0	17	0	0	11	0	197	0
0	0	0	3,669	0	0	1	0	0	10	0	39	0
0	0	36	4,003	0	0	0	0	0	77	0	0	0
0	..	518	4,482	..	..	0	..	15	..	..	14	159

Philippines

	Total	ASEAN Member States									Singapore	Thailand	Viet Nam
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines					
2000	643,304	..	..	..	..	..	..		..	..	..		
2001	662,648	..	..	..	..	..	..		..	..	..		
2002	682,315	..	..	..	..	..	..		..	..	..		
2003	651,938	..	..	..	..	..	..		..	..	..		
2004	704,586	..	..	..	..	..	..		..	..	..		
2005	740,632	..	..	..	..	..	..		..	..	..		
2006	788,070	9,461	571	2,102	153	5,749	92		28,369	2,497	1,348		
2007	811,070	14,667	954	3,285	434	9,725	94		49,431	3,144	1,972		
2008	974,399	6,930	1,015	2,798	647	6,034	126		41,678	3,750	2,785		
2009	1,092,162	7,413	1,526	3,705	615	7,256	186		54,421	5,009	4,126		
2010	1,123,676	7,907	1,499	4,084	734	9,802	194		70,251	5,133	4,056		
2011	1,318,727	15,406	1,768	4,793	992	16,797	334		146,613	6,445	4,349		
2012	1,435,166	14,907	1,734	5,166	1,073	38,407	288		172,690	9,204	4,962		
2013	1,469,179	17,000	1,994	5,489	1,255	34,088	867		173,666	8,659	5,156		
2014	1,430,842	11,478	1,720	5,007	1,435	31,451	1,218		140,205	6,653	4,082		

Selected East Asian economies					Gulf Cooperation Council States						Others	
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates		
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
5,654	96,929	10,615	13,984	39,025	11,736	47,917	7,071	45,795	223,459	99,212	136,331	
5,901	59,169	8,867	14,265	37,136	9,898	37,080	7,463	56,277	238,419	120,657	132,232	
7,029	78,345	6,555	12,367	38,546	13,079	38,903	10,222	84,342	275,933	193,810	149,505	
8,771	100,142	6,418	14,851	33,751	15,001	45,900	10,502	89,290	291,419	196,815	195,045	
8,954	101,340	5,938	11,697	36,866	15,434	53,010	10,955	87,813	293,049	201,214	193,746	
9,670	129,575	9,285	10,943	41,896	18,230	65,603	15,029	100,530	316,736	235,775	167,958	
9,969	131,680	9,947	8,979	41,492	22,271	75,286	16,048	104,622	330,040	259,546	176,855	
9,829	130,686	10,936	11,664	41,145	20,546	67,856	16,577	94,195	382,553	261,119	173,899	
6,229	105,737	12,815	11,958	58,681	18,958	70,098	15,880	114,511	402,837	246,231	163,658	

Thailand

	Total	ASEAN Member States								Thailand	Viet Nam
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore		
2000	177,709	8,607	..	..	..	1,579	..	..	21,273		..
2001	165,047	8,607	..	..	..	2,197	..	..	20,411		..
2002	160,807	7,155	..	..	..	14,619	..	..	15,354		..
2003	147,769	6,118	77	..	..	7,479	..	..	12,480		507
2004	148,596	5,680	76	..	..	5,853	..	..	11,338		562
2005	139,667	5,216	40	309	1,429	4,915	105	258	11,780		629
2006	160,846	5,141	327	242	466	3,418	71	256	15,115		923
2007	161,917	4,143	206	313	1,956	3,432	54	156	16,271		820
2008	161,852	3,349	52	349	1,773	3,527	75	187	14,934		1,126
2009	147,711	3,855	50	506	734	3,882	226	145	14,002		538
2010	143,795	3,725	56	856	1,965	3,630	208	146	12,719		499
2011	147,623	3,354	65	1,289	842	4,321	140	135	11,461		795
2012	134,101	2,697	58	2,480	1,109	4,441	231	156	11,864		1,012
2013	130,511	2,489	190	3,210	1,269	3,852	658	120	10,728		821
2014	119,529	1,944	596	3,103	1,041	3,237	308	92	8,191		1,207

Selected East Asian economies					Gulf Cooperation Council States							
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates	Others	
..	5,121	5,207	2,094	110,753	392	919	..	392	1,250	1,902	18,220	
..	5,488	5,246	1,187	94,126	403	1,062	..	837	1,318	1,743	22,422	
..	4,962	4,701	2,443	79,589	367	1,264	..	1,939	1,204	2,171	25,039	
..	4,143	5,037	8,631	75,849	541	1,215	..	1,710	953	1,835	21,194	
..	4,126	5,857	10,650	69,982	538	1,261	..	1,963	962	1,842	27,906	
495	3,790	6,585	14,232	57,663	789	1,092	279	3,139	858	2,127	23,937	
680	3,760	7,218	16,456	62,067	1,094	3,906	..	7,516	856	3,624	27,710	
649	3,504	8,002	13,287	52,193	1,113	3,723	..	5,762	845	9,850	35,638	
632	3,188	7,555	15,730	45,089	1,265	2,712	..	10,722	813	12,972	35,802	
613	3,240	5,535	14,701	35,860	1,526	2,019	..	10,444	742	9,647	39,446	
558	3,011	6,102	8,595	40,927	1,100	2,245	..	6,081	647	8,308	42,417	
673	2,834	9,302	10,964	47,839	1,020	2,786	..	3,366	556	9,569	36,312	
923	2,533	8,596	10,393	39,128	1,106	1,792	298	2,623	517	7,245	34,899	
1,169	2,225	6,904	11,758	34,631	969	1,729	280	2,392	509	5,495	39,113	
725	2,209	7,614	9,836	37,105	888	1,626	260	2,449	445	5,038	31,615	

Viet Nam

	Total	ASEAN Member States									
		Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	Philippines	Singapore	Thailand	Viet Nam
2000	31,500	..	..	..	..	239	..	..	..	..	
2001	36,168	..	..	..	..	23	..	..	..	..	
2002	46,122	..	..	..	..	19,965	..	..	..	..	
2003	75,000	..	..	..	..	38,227	..	..	..	..	
2004	67,447	..	..	..	..	14,567	..	..	..	..	
2005	70,594	..	..	..	..	24,605	..	..	..	..	
2006	78,644	..	..	..	..	..	..	..	..	..	
2007	83,196	..	..	..	..	..	..	..	..	..	
2008	86,990	252	817	0	3,137	7,810	0	0	204	0	
2009	73,028	12	1,769	0	9,070	2,792	0	0	195	0	
2010	85,546	109	3,615	0	5,903	11,741	0	0	164	36	
2011	88,298	82	2,820	0	4,277	9,977	0	0	61	0	
2012	80,320	74	5,215	0	6,195	9,298	0	0	107	0	
2013	88,155	18	4,250	0	4,860	7,564	0	0	149	0	
2014	106,840	0	50	0	200	5,139	0	0	92	0	

Sources: ILO, ILOSTAT (Special collections: Migration). Underlying data sources include (Cambodia) Administrative records of the Department of Employment and Manpower, Ministry of Labour and Vocational Training; (Indonesia) Administrative records of the National Board on the Placement and Protection of Indonesian Overseas Workers; (Myanmar) Administrative records of the Ministry of Labour, Employment and Social Security; (Philippines) Administrative records of the Philippine Overseas Employment Administration; (Thailand) Administrative records of the Department of Employment, Ministry of Labour; and (Viet Nam) Administrative records of the Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs.

Selected East Asian economies					Gulf Cooperation Council States						Others	
China	Hong Kong (China)	Japan	Korea, Republic of	Taiwan (China)	Bahrain	Kuwait	Oman	Qatar	Saudi Arabia	United Arab Emirates		
..	..	1,497	7,316	8,099	..	..	..	..	..	..	..	14,349
..	..	3,249	3,910	7,782	..	..	..	..	..	..	..	21,204
..	..	2,202	1,190	13,191	..	..	..	..	..	..	..	9,574
..	..	2,256	4,336	29,069	..	..	..	..	..	..	..	1,112
..	..	2,752	4,779	37,144	..	..	..	..	..	..	..	8,205
..	..	2,955	12,102	22,784	..	..	..	128	..	1,027	..	6,993
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
..	..	6,142	18,141	31,631	..	..	..	1,622	2,987	2,845	..	11,402
..	..	5,456	7,578	21,677	..	..	..	121	2,516	4,733	..	17,109
..	..	4,913	8,628	28,499	..	..	..	296	2,719	5,241	..	13,682
0	9	6,985	15,214	38,796	1	0	11	7	3,627	1,160	..	5,271
0	0	8,775	9,228	30,533	11	440	154	105	2,360	1,731	..	6,094
4	0	9,686	5,446	46,368	16	31	25	206	1,703	2,075	..	5,754
0	0	19,766	7,242	62,124	9	30	57	850	4,191	831	..	6,259

Analytical report on the international labour migration statistics database in ASEAN:

Improving data collection for evidence-based policy-making

The report provides a broad-based quantitative analysis of the current and emerging trends in international labour migration into, from, and among the ten Member States of the Association of Southeast Asian Nations (ASEAN). The report analyses some of the most common drivers underpinning these trends and argues that labour migration is likely to increase within the region over the short and medium term. The report's key findings are drawn from the national-level data collected through the International Labour Organization's (ILO) International Labour Migration Statistics (ILMS) Database in ASEAN. Its recommendations draw upon these findings as well as the available meta-data, to identify solutions and key directions for building a stronger evidence base to help improve policies on international labour migration in ASEAN.

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