



Recommendations of the Lao PDR National Tripartite Preparatory Workshop

16th ASEAN Forum on Migrant Labour: “Enhancing the effectiveness of legal pathways for labour migration in ASEAN”

22 September 2023

Sub-theme 1: Improving labour migration programmes in ASEAN

1. To Improve and reduce labour migration procedures by reducing restrictions and administrative barriers to make formal migration channels attractive and accessible for migrant workers without affecting the protection of labour rights.
2. To Improve the application process, use and upload digital images, and set the maximum processing time at each stage including the use of official electronic documents to make the process faster.
3. Enact and enforce the legislation, MOU and labour recruitment policy and labour migration programmes to reduce and prohibit the collection of additional or excess fees and other related fees of migrant workers in both origin and destination countries such as health check fees, covid test and others.
4. Reduce related costs such as passports, visas, work permits, and other documents.
5. Monitor recruitment agencies and apply sanctions against those who charge excessive fees or violate the rights of migrant workers or their employers.
6. Regulate processes to enable migrant workers to change employers without consent from their previous employer and enable renewing of visas from within countries of destination. Allow migrant workers whose contracts end a grace period to allow migrant workers to look for new employment.
7. Raise/eliminate all fees and costs that the employer pays in advance to the migrant labour provider/recruitment agencies to ensure the acquisition of the required number of workers. Deepening measure against deduction of wages from workers later. Do not collect any mandatory fees for workers who will go to work abroad.
8. Ensuring that regular migrant workers in all sectors of the economy enjoy full respect for labour rights including comprehensive and effective labour law protection, comprehensive social protection, access to all organizations, support services and legal redress to incentivize regular migration.
9. Ensure that irregular migrant workers are protected from their basic human rights and their rights arising from past employment as regards remuneration, social security and other benefits during their stay in the country of destination and the period when they return to the country of origin.
10. Open the exchange of information on migrant workers between the country of origin and the country of destination in a convenient and quick manner.
11. Ensure that the employer is responsible for the service charges for transportation costs for labour migrants.



12. Continue to encourage and promote the implementation of the social security policy to fit the actual situation in each phase.

Sub-theme 2: Ensuring legal migration pathways that are inclusive and responsive to the labour market.

1. To Improve and strengthen the information system based on labour demand and supply and the system to match the migrant labour quota to meet market demand.
2. Adopt BLAs, MOUs or other labour migration programmes that recognize the different skill levels required for occupations within the sector and provide employment conditions consistent with these skills; The programmes should enable migrant workers to access different programs through provision of skills upgrade pathways and skills recognition.
3. Eliminate gender discrimination and health conditions that are not job requirements to increase opportunities for both women and men, including disabled people who are able to perform work to apply for jobs abroad. Terminating medical tests and other redundant items to make the recruitment process faster and cheaper.
4. Consider establishment of programmes for long-term/permanent immigration and access to citizenship to address long-term labour and skills demands resulting from aging and other structural labour market shifts.
5. Set policies to promote and manage the creation of migrant workers returning from abroad to transfer lessons and experiences.
6. Ensure that workers who have completed their work according to the employment contract receive a certification from the employer.