



Recommendations by ASEAN Confederation of Employers (ACE)

16th ASEAN Forum on Migrant Labour:

“Enhancing the effectiveness of legal pathways for labour migration in ASEAN”

24 October 2023

In our globalized world and as all stakeholders are adapting to new realities, it is now a good time for stronger collaboration between employers and government on labour migration issues. The private sector needs access to workers to meet their manpower demand and stands to gain from labour mobility.

In this framework, ASEAN Employers call for regular and organized dialogue between the private sector and ASEC/governments through formal/informal communications channels, as well as investment in data collection to make a stronger case for improved regulations.

The consultation mechanisms at national level should be put in place to ensure that this dialogue is ongoing to engage ASEAN Employers in the development and implementation of labour migration policies.

Given that businesses form the backbone of economies, it would serve governments well to ensure that any decisions on labour migration policies are made in consultation with the employer's organizations. While ASEAN governments have the sovereign right to decide immigration and emigration policies, if these policies are to be effective and relevant, they must be based on an analysis of skills demand in consultation with various stakeholders, including the private sector.

ASEAN Employers call for more dialogue on skills mobility policies between policymakers and employers' organisations to better understand the skills needs and requirements from the various industries while taking into consideration the labour/skill shortage in the labour market of receiving countries. The information could be used for skills development and jobs matching to be mutually beneficial.

ASEAN Employers call for greater dialogue between countries of origin and destination, as well as employers and recruitment agencies to collectively find solutions to mitigate risks, especially to make recruitment costs affordable.

ASEAN Employers call for more collaboration among ASEAN governments that reflects employers' views to improve skills development, recognition and matching.



ASEAN Employers call for a digital transformation of immigration processes, and migration systems designed in a manner as to enhance labour mobility and keep recruitment costs affordable.

ASEAN Employers call for the support of governments and financial institutions in promoting the digital wage payments for migrant workers.

ASEAN Employers call for the support of governments in raising the awareness of the importance of compliance with the minimum wages, where applicable and to roll out the ACE Employer's Guide on Violence and Harassment at Workplaces for migrant workers.