Conclusions and Recommendations
of the 4th ASEAN Labour Inspection Conference
3-4 July 2014, Manila, Philippines

This Conference was attended by delegates from ASEAN Member States (AMS): Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Vietnam, along with representatives of the International Association of Labour Inspection (IALI), ASEAN Services Employees Trade Union Council (ASETUC), ASEAN Confederation of Employers (ACE), ASEAN Trade Union Council (ATUC), and the International Labour Organization (ILO).

The Conference highlighted, within the context of the Ha Long Recommendations in 2010, the Dong Nai Action Plan in 2012 and the Progress and Updates noted in Bali by AMS in 2013, the presentations of the Philippines, Singapore and Vietnam on good practices on labour inspection (ASEAN Models on Inspection); of Cambodia, Indonesia, Malaysia and Thailand on capacity building and training; and of Myanmar, Lao PDR and Brunei Darussalam on challenges and solutions on inspection and emerging issues (Occupational Safety and Health and migrant workers).

The Conference also highlighted the sharing of ideas and experiences of ILO, IALI, ATUC, ASETUC, and ACE.

The Conference noted:

1. That in pursuit of the Ha Long Recommendations, all or some Member States:

- Have put in place infrastructure for labor inspection including data analysis in support of policy making; secured resources from organizations to strengthen capacities of labor inspectorate; made some progress in pushing forward the ratification of international labor inspection standards; and conducted capacity building activities for labor inspectors.

- Have affirmed the development of ASEAN guidelines and organizational and operational models for effective and credible labor inspection; and the need to identify labor inspection challenges and solutions at national and regional levels.

- Have recognized the adoption of IALI’s Global Code of Integrity for Labor Inspection and the lead role of Singapore in sharing information on their experience with labor inspectors across ASEAN; and have affirmed the need to continue sharing of experiences and implement good practices in adopting a code of integrity guided by IALI’s Global Code of Integrity on Labor Inspection.
and the ASEAN-OSHNET Code of Integrity for Occupational Safety and Health Inspections.

- Have affirmed the need for the ASEAN Labor Inspection Conference to be convened in cooperation with the SLOM Working Group on Progressive Labor Practices and the ASEAN OSHNET.

2. The significant cooperation of AMS in addressing the issues of migrant workers in the region as contemplated in the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers and other relevant international standards.

The Conference acknowledged:

3. The strategic objective in the ASEAN Socio-Economic Blueprint for incorporating decent work principles in ASEAN work culture, safety and health at work, through building the capacity of labor inspection for compliance, strengthening occupational safety and health capacities and standards, raising the profile of OSH programs and strategies within the region, ensuring fair and comprehensive migration policies and adequate protection for all migrant workers in accordance with the laws, regulations and policies of respective ASEAN Member States and implementing the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers.

4. The need for AMS to continue cooperation with other stakeholders including employers’ and workers’ organizations, international organizations, and civil society organizations to protect and promote the rights of workers in ASEAN, taking note of the upcoming ASEAN Economic Community 2015.

5. The guidance provided under the 2010 Ha Long Recommendations on Labour Inspection Cooperation, “to recognize the priority in the ASEAN Labour Ministers’ Work Plan 2010 - 2015 to promote activities in the area of labour inspection, including the organization of an annual labour inspection forum for ASEAN Labour Inspectorates with a view to continuing to convene such an ASEAN Labour Inspection Conference on a regular basis”.

6. The ALMM statement in the 2012 Dong Nai Action Plan supporting the implementation of the Ha Long Recommendations on Labour Inspection Cooperation to “develop ASEAN guidelines and good structural and operational models for effective and credible labour inspection that AMS could adapt to their respective national circumstances and context”.

7. The government has the indispensable role in developing effective labour inspection with the support and cooperation of social partners and other relevant stakeholders.
The Conference considered:

8. Sharing good practices among AMS on Labour Inspection, including the areas such as codes of conduct, innovative approaches to compliance, use of new technology, incentives, role of social partners, private compliance initiatives among others, is important for mutual learning and building shared knowledge for the strengthening of national labour inspection systems in the context of greater integration within ASEAN;

9. The continued importance and relevance of human and institutional capacity development strategies and tools for labour inspection systems;

10. Cooperation with social partners and collaboration with other relevant national and regional institutions, including ASEAN-OSHNET constitute vital contribution towards achieving workplace compliance through labour inspection;

11. Development of ASEAN Guidelines on labour inspection in migrant-reliant sectors, taking into consideration the relevant national laws of the AMS, with special attention to vulnerable workers, would contribute to enhanced understanding of the role of labour inspection in the protection of the rights of migrant workers and to support the implementation of the ASEAN Declaration on the Protection and Promotion of the rights of Migrants Workers.

12. Continued support from and cooperation with ILO, IALI and other international organizations to bring additional expertise and comparative knowledge to support the strengthening of national and regional compliance initiatives.

The Conference recommended:

13. To continue regional platforms for sharing of knowledge and good practices and capacity development.

14. To support the inclusion in the post-2015 ASEAN Labor Ministers Work Programme priority areas in promoting decent work, setting up of a regional network of labor inspectorates, and upholding and developing capacity on occupational safety and health.

15. That the annual ASEAN Labor Inspection Conference be continued in 2015 and its hosting to coincide with the scheduled ASEAN Chairmanship subject to confirmation. The conference recommended Indonesia to host the 5th ASEAN Labor Inspection Conference in the event that the ASEAN Chair may not be able to host subject to confirmation.
16. To support the development of guidelines for labor inspection in migrant reliant sectors, led by ASEAN Member States in partnership with labor and employer organizations, international organizations such as ILO and IALI, adhering to the principles of the ASEAN Declaration on the Protection and Promotion of the rights of Migrants Workers.

Unanimously Adopted. 04 July 2014, Manila, Philippines