ACE FOCAL POINT REPORT

# Labour Migration

## 2024 – 2025

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ECOT | ACE Focal Point on Migration



# Role & Focus

## ROLE

- Represent ASEAN employers in regional platforms
- Bridge policy to practical implementation





## FOCUS AREAS

***Supporting business sustainability and workforce stability***

- Recruitment & Labour Market Access
- Skills Development & Workforce Mobility
- Sustainable Social Protection Systems
- Protection of Vulnerable Workers in Enterprise Contexts

# Key Engagements

- ASEAN Forum on Migrant Labour
- ASEAN Intersectoral Workshop on Child Labour Roadmap
- ACMW Workshop on Fair and Ethical Recruitment Practices
- PROTECT Regional Project Advisory Committee
- ASEAN Employment Outlook Validation Workshop
- TRIANGLE in ASEAN RPAC

**Details available on ACE Migration Platform**

# ASEAN Engagement & Interventions

## KEY PLATFORMS & DATES

**AFML**
9–10 Sept 2025, Kuala Lumpur

**Recruitment Workshop**
25–26 June 2025, Philippines (Onsite)

**Employment Outlook**
4 Nov 2025 (Virtual)

**PROTECT RPAC**
9 Dec 2025 (Virtual)

## KEY INTERVENTIONS

- Promoted practical implementation
- Emphasized balance between protection and sustainability
- Raised recruitment cost burden & employer risk exposure
- Highlighted SME realities and employer role



Full details on ACE Migration Platform

# Intervention on ASEAN Recruitment Declaration (Philippines)

*Context: Development of ASEAN FESR Declaration (2026)*

## ACE KEY MESSAGES

- Support fair and ethical recruitment framework
- Promote shared responsibility across stakeholders
- Avoid disproportionate burden on employers
- Support zero recruitment fees for workers, with practical cost-sharing mechanisms
- Strengthen regulation of recruitment intermediaries
- Improve clarity in digital recruitment

***Based on ASEAN workshops and consultations (2025–2026)***

# Employer-Pay Principle: A Balanced Approach

Support ethical recruitment and worker protection

Recognize direction toward Employer-Pay Principle

**Core Principle · Balance between protection and sustainability**

## KEY CONSIDERATIONS

- Align with worker mobility policies
- Avoid disproportionate cost burden
- Ensure fair sharing of risks and responsibilities

**Protection — Mobility — Investment**

# Strengthening Ethical Recruitment in ASEAN



**ASEAN Network of Recruitment Agencies**

### ASEAN Network
Proposal: ASEAN network of recruitment agencies

### Transparency & Accountability
Enhance transparency and accountability across agencies

### Blacklisting
Proposed blacklisting of non-compliant agencies

**Promote ethical recruitment and system credibility**

# Employer Perspective: Building Sustainable Workplaces



## Skills Development

Invest in skills development for long-term workforce growth



## Occupational Safety & Health

Prioritize OSH for productivity and competitiveness



## Enterprise Sustainability

Strengthen enterprise sustainability for shared benefits

## IMPACT

| | |
|---|---|
| **Better skills** | → better worker outcomes |
| **Strong OSH** | → productivity and competitiveness |
| **Shared benefits** | → stronger labour relations |

**Strong enterprises = sustainable worker protection**

# Strengthening ASEAN Employer Voice

## KEY CONTRIBUTIONS

| | |
|---|---|
| MEF | Malaysian Employers Federation |
| SNEF | Singapore National Employers Federation |
| APINDO | Asosiasi Pengusaha Indonesia |

## IMPACT

- Strengthened regional employer position
- Improved credibility and balance
- Reflected enterprise realities

Details on ACE Migration Platform

# Strengthening ASEAN Employer Voice

## Call to Action

*To strengthen a unified ASEAN employer position*

### EXAMPLES OF INPUTS REQUESTED

- Recruitment Costs & Employer-Pay practices
- Investment Protection & worker mobility
- Practical Safeguards & cost-sharing
- Vulnerable Workers & SME tools
- National Priorities

### PROPOSED APPROACH

- ✓ Simple template
- ✓ Clear timeline
- ✓ Structured inputs

*Scan QR to submit inputs*





**QR Code**



**Building a stronger, evidence-based ASEAN employer voice · Full details on ACE Migration Platform**