



ASEAN CONFEDERATION OF EMPLOYERS (ACE)

Report of the Secretary-General
April 2019 – April 2021

PREPARED BY ACE SECRETARIAT
10 MAY 2021

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Annex 40: TRIANGLE in ASEAN 5th Regional Programme Advisory Committee (RPAC) meeting, 4 Dec 2020.

Annex 41: Letter of Invitation for the 1st Meeting of the ASEAN TVET Council hosted by TESDA, the Philippines, 10 March 2021.

Annex 42: Ms. Siriwan presentation script and PPT for the Asia-Pacific Regional Review of Implementation of the Global Compact for Safe, Orderly and Regular Migration, 10 – 12 March 2021.

Annex 43: Invitation letter for the Capacity Building Workshop on Strengthening Social and Solidarity Economy (SSE) Policy in Asia, 29 – 31 March 2021.

Annex 44: Invitation letter to the High-Level Dialogue Forum and Launching Ceremony of Comparative Study Report on Laws and Policies in the Management of Migrant Workers in ASEAN hosted by MOLISA, Vietnam, 20 April 2021.

Annex 45: Workshop document for the Regional Workshop on M&E Framework of the Roadmap to Implement the ASEAN Declaration on HRD, hosted by MOLISA, 26 & 27 April 2021.

Introduction

This report is prepared for the ACE 45th annual CEO and BOD meetings to be held virtually on 20 and 21 May 2021, respectively. The 45th annual CEO and BOD meetings were initially scheduled on 9 May 2020 to be hosted by ECOT but have to be cancelled due to the COVID-19 outbreak and the travel restriction imposed by countries.

This report has put together all the initiatives and activities since ECOT took over the Presidency and Secretariat function of ACE in April 2019, including actions taken by ACE secretariat during the period April 2019 – April 2021. It therefore has incorporated the contents of the first report covering the period April 2019 – April 2020 which was sent to members on 8 June 2020.

A. 44th ACE CEO and BOD Meeting

The 44th ACE CEO and BOD meeting were held in Manila on 6 April 2019, immediately after the Second Joint Meeting of the ASEAN Confederation of Employers (ACE) and ASEAN Trade Union Council (ATUC) 4-5 April 2019 at Hotel Jen, Manila. A Joint Statement of the ACE and ATUC on the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers was concluded at the joint meeting as attached (Annex 1).



Joint Statement April
2019.pdf

At the 44th BOD meeting, the Employers Confederation of Thailand (ECOT) took over the Presidency and secretariat function of ACE from the Employers Confederation of the Philippines (ECOP). Mr. Ekasit Kunanantakul, ECOT's President and ACE President for 2019 - 2021, succeeding Atty. Ancheta K. Tan, and Ms. Siriwan Romchatthong, ECOT's Secretary-General and ACE Secretary-General for 2019 - 2021. The draft minutes of the 44th CEO and BOD meeting are attached here for your reference and review. (Annex 2 and 3)



ACE Board Minutes 2019- Revised - with c



ACE CEOs Minutes 2019- Revised - with c



B. ACE Membership and Subscription

As at April 2021, ACE has nine ((9) EOs members out of the ten ASEAN member countries.

No.	Countries	Employers Organisation (EOs)
1.	Brunei	The Brunei Chamber of Commerce and Industry (BCCI)
2.	Cambodia	Cambodian Federation of Employers and Business Association (CAMFEBA)
3.	Indonesia	Indonesian Employers' Association (APINDO)
4.	Lao	Lao National Chamber of Commerce and Industry (LNCCI)
5.	Malaysia	Malaysian Employers Federation (MEF)
6.	Myanmar	Union of Myanmar Federation of Chamber of Commerce and Industry (UMFCCI)
7.	Philippines	Employers Confederation of the Philippines (ECOP)
8.	Singapore	Singapore National Employers Federation (SNEF)
9.	Thailand	Employers Confederation of Thailand ECOT)
10.	Vietnam	Vietnam Chamber of Commerce and Industry (VCCI) (Upcoming new member)

The Vietnam Chamber of Commerce and Industry (VCCI) will be our new member soon. In 2019, the VCCI has expressed its interest to join ACE membership, the Secretariat sent the letter of invitation to VCCI on 26 November 2019, providing relevant information and inviting VCCI to formally join the membership of ACE. The letter is attached as Annex 4.



ACE Membership
Invitation letter VCCI

On 4 April 2021, the Secretary-General received an email confirmation from VCCI informing us that they have received approval from the Central Authorities to join ACE and is finalising the procedures for ACE membership application. The Secretary-General has responded to VCCI on 7 April 2021, welcoming the good news and inviting VCCI for the 45th CEO and BOD meeting. The official letter of invitation has been sent to VCCI on 7 May 2021. We are looking forward to officially welcome VCCI to be part of ACE. The letter is attached as Annex 5.



Invitation letter to
VCCI.pdf

Regarding the collection of subscription fees, we were informed by SNEF that for the year 2019 and 2020, most ACE members had paid the subscription fees. SNEF will provide the treasurer report, including the subscription fee collection for year 2019 and 2020 at the 45th CEO meeting.

C. Proposals Submitted to the ILO

Since ECOT took over the Presidency and Secretariat function of ACE in April 2019, we have submitted the following proposals to the ILO for support and funding to strengthen the capacity of ACE and its Secretariat. In addition, ECOT has also in discussion with ILO projects for the continuous support of ACE.

1. Proposal to establish the ASEAN Employers Platform on Migration submitted to ILO Triangle in ASEAN project in June 2019. Attached as Annex 6.



Proposal to establish
the ASEAN Employers

2. Proposal to strengthen ACE capacity to enhance ACE secretariat and conduct a regional study on Minimum wages in ASEAN and organisation of ACE Conference submitted to ILO Regional Office Bangkok in Aug 2019. Attached as Annex 7.



ACE letter to Tomoko
Aug 2019.pdf

3. As suggested at the BOD meeting, a proposal for an independent study on Social Security Policies in ASEAN countries and organisation of ACE Conference submitted to ILO in Aug 2019. Attached as Annex 8.



Proposal for
Regional Study on So

4. Proposal to develop additional materials for ASEAN Employers Platform on Migration and organise ASEAN employers meeting submitted to ILO Safe and Fair Programme in Jan 2020. Attached as Annex 9.



ACE proposal to Safe
and Fair.pdf

D. Collaboration with the ILO

1. ASEAN Employers Resource Platform launched

From the proposals submitted, the Triangle in ASEAN has supported and funded the establishment of the ASEAN Employers Resource Platform, which was launched in early 2020, and ready for use by all ACE members. Even though it is supported by Triangle in ASEAN migration project, it is not confined to migration but a resource platform for ASEAN employers. The platform is linked to the ACE website and ACE Forum. ACE members are encouraged to access and provide inputs and further resources to enrich the platform.

Members can access the platform at www.aseanemployers.org. For access to ACE Forums, members are required to register and create their username and password.

2. Minimum Wages Regional Study

Acting on our proposal, ILO-ACTEMP has commissioned a regional study on minimum wages in ASEAN in mid-2020, aims to identify and assist members EOs with a range of longer-term goals for the minimum wage setting process.

Dr. Jared Bissinger conducted a regional scoping exercise, including desk research and interview with EOs member on mechanisms and criteria of minimum wage setting and develop a research paper with the following objectives:

- to compare the current MW setting mechanisms and identify a range of longer-term goals for the minimum wage setting process towards which EOs could participate more actively;
- to see if the wage increases are in line with productivity increases and their impact on business competitiveness, nationally and regionally;
- to see if sustaining minimum wage levels is relevant for employment protection and sustainable business management in the context of an economic crisis;
- to see if minimum wage systems have appropriate mechanisms for the emergency review of minimum wages during an economic crisis, and to recommend modifications to systems to improve their ability to react in quickly changing circumstances;
- to look for an optimum formula, utilizing the available economic indicators; and
- to recommend policy proposals for EOs for more rational minimum wage policy.

A copy of the final report is attached as Annex 10.



Bissinger - ILO
Minimum Wages ASE

3. ACE Workshop on Minimum Wages and ITC-Turin Minimum Wages Training

Upon completion of the regional study, we have collaborated with ACTEMP and organised the Employers' validation workshop to present the finding of the study. The validation workshop was held through video conference on 26 January 2021. 42 representatives of members EOs including ACE President and ED/CEOs participated in the workshop.

Doctor Jared Bissinger who undertook the research work presented his finding at the workshop. There was a lively and fruitful discussion at the workshop. Major issues raised include:

- The concept of minimum living wage
- The lack of evidence-based criteria and transparency in minimum wage setting.
- How to enhance transparency and predictability in the minimum wage setting process.
- How to be engaged in minimum wage setting mechanisms.
- Concern for employers that trend of increases in minimum wages have outpaced the increases in productivity.

Members appreciated the researcher and ACT/EMP for an insightful presentation of the study and the dynamic discussions that followed. Due to the insufficient time for discussion, members requested ACT/EMP to organize a follow-up workshop that look at strategies that EOs can use in negotiations at the tripartite bodies that regulate and propose changes in minimum wage. ILO-ACTEMP has agreed to support a face-to-face minimum wages workshop to be held by June 2021. However, given the situation now, it is unlikely that we would be able to organise any face-to-face event within this year.

ACE also requested ACT/EMP to organize an ITCILO training course on minimum wages for its members, and was informed that ITCILO has agreed to conduct such training for ACE members in 2021. The Secretariat has coordinated the nomination and received 14 nominations from members, two participants from seven members – APINDO, CAMFEBA, ECOP, ECOT, MEF, UMFCCI and VCCI. The list of participants has been submitted to ACTEMP Specialist in March 2021 and awaiting the confirmation of the training schedules. The summary report of the workshop is attached as Annex 11.



Summary report of
ACE workshop on mir

4. Safe and Fair Programme – Employers’ workshop and materials developed

With the establishment and launch of the ASEAN Employers Resource Platform, we have collaborated with the ILO's Safe and Fair programme to develop materials for the resource platform. Two policy briefs and several guidance materials were developed with the support of the Safe and Fair Programme.

The ILO Safe and Fair Programme has agreed to support a face-to-face employers' workshop, which we have planned to organise in conjunction with ACE 45th CEO and BOD meeting. However, due to the prolonged travel restriction, we have been unable to do so. Upon discussion with the Safe and Fair programme, we have decided to proceed with a webinar. Accordingly, an ACE employers' workshop on gender equality, elimination of violence and harassment at work was held on 29 April 2021, attended by 16 ACE's members, together with ILO Safe and Fair team, ILO's Specialists on Gender and Employers Activities, UN Women and EU delegation to Thailand.

The Deputy Head of Mission, EU Delegation to Thailand, has given the opening remarks at the event. Ms Deepa Bharti, the CTA of ILO Safe and Fair programme, gave a brief overview of the programme, which aims to achieve safe and fair labour migration for all women in the ASEAN region by addressing women migrant workers' vulnerabilities, enhancing their access to essential services and strengthening rights-based and gender-responsive approaches to violence against women and migration governance.

Ms. Siriwan Romchatthong presented the policy briefs and the guidance materials developed. In addition, ECOP and MEF shared their respective country-level programmes and activities in gender equality, violence and harassment. Members are encouraged to implement country-level activities, utilising and adapting the materials developed. The ILO Safe and Fair programme has agreed to support country level work of ACE members. The full report of the workshop is attached as Annex 12.



Report for ACE
workshop 29 April 2020

E. Actions taken by ACE's Secretariat

As per the directive at the 44th ACE BOD meeting, ACE has submitted the following letters to the ILO and IOE raising matters of concern:

1. Appointment of Employers' Specialist

ACE has written to the ILO DG on 13 May 2019 (Annex 13) regarding the appointment of Employers Specialist for the ASEAN region. We received the ILO DG response on 20 May 2019 (Annex 14). In his response, it was indicated that ACE has written to him on this matter on 13 Sept 2018, and the Director of ACTEMP has spoken to ACE's President at the GB session in Nov 2018. The DG reassured ACE that international and regional diversity have been reflected in the recruitment process, and that there was no suitable candidate from our region that fulfill the criteria of sufficient international experience and technical expertise.



Letter to DG dated
13 May 2019.pdf

Annex 13



THAILAND-Mr
Kunananatakul-Preside

Annex 14

2. Direct affiliation of MNC to the ILO

ACE has written to the ILO DG on 4 September 2019 (Annex 15), expressing concern of the direct affiliation of MNC to the ILO, bypassing the national EOs. We received the DG response on 26 September 2019 (Annex 16). The DG indicated that there is no direct affiliation of MNEs to the ILO, and reassured that no mechanism exists for MNEs to be directly affiliated to the ILO. The DG emphasized that only recognized EOs that constitute the Employers' Group and represent Employers in the governance and policy-making of the ILO. Thus, all individual companies, including MNEs, are represented in ILO by their respective national employers' organization. The DG however recognized of situations where the ILO engagement with the private sector may not have met the objectives set out by the governance bodies and in ILO's internal procedures. While recognizing that engagement with enterprises is crucial, the DG emphasized that the engagement needs to allow the established principles and procedures, including adequate consultation with the relevant national employer's organizations.



ACE letter 4
September 2019.pdf

Annex 15



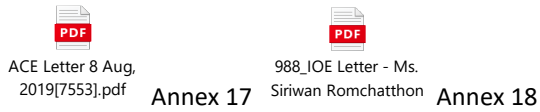
ACE letter 4
September 2019.pdf

Annex 16

3. Inbuilt increase of the IOE subscription fee

ACE has written to the Secretary-General of the IOE on 8 August 2019 (Annex 17) expressing concern on the inbuilt increase of the IOE subscription fee, and we received the IOE response on 6 May 2020 (Annex 18). The IOE noted our concern and would improve services to members. However, it cannot amend the subscription scale which

has been adopted by its General Council for the period 2019 to 2023. Our concern would be taken into consideration in the revision for the next five-year period (2024 – 2028).



Besides, the Secretary-General has also taken the following actions:

1. Inviting VCCI for ACE membership

ACE letter to the Chairman and President of VCCI on 26 Nov 2019 (Annex 4) providing membership information and inviting VCCI to join ACE membership.

2. Outbreak of COVID-19 in Wuhan

We have written to CEC on 10 February 2020 expressing our sympathy and thought regarding coronavirus outbreak in Wuhan. CEC responded through email on the same day expressed appreciation, and thanked ACE. The letter is attached as Annex 19.



3. ACE's Focal point to ASEAN Technical and Vocational Education and Training (TVET) Council

At the request of ASEAN Secretariat and upon consultation and consent from Mr. Jose Roland Moya, the Secretary General of ECOP, we have nominated him to be ACE's focal point to ASEAN TVET's Council. Thanks to Mr. Roland for agreeing to take up the role. The ASEAN TVET Council Focal point is attached as Annex 20.



4. ILO's Committee of Experts

Upon nomination by ECOP and with the support of members, we have written to the IOE on 15 February 2021, nominating Mr. Ancheta Tan to the ILO's Committee of Experts. We received the response from IOE on 19 February 2021, informing that even though currently there is no vacancy in the Committee of Expert, it has noted our nomination. The letter is attached as Annex 21.



5. ACE representative to the ILO's Governing Body (GB)

As the term of Mr. Ancheta Tan who is currently representing ACE at the GB (2017 – 2020) has due, the IOE has requested us to send the CV of our proposed nomination. Singapore (SNEF) is the next organisation in the rotation scheme to put forward the nomination. Upon consultation with SNEF, we are pleased to receive the nomination of SNEF and put forward Mr. Koh Juan Kiat, the former Executive Director of SNEF to be nominated as our next representation of the Deputy GB members for 2021 – 2024. The nomination would

be officially endorsed at the 45th Board of Director Meeting on 21 May 2021. The CV of Mr. Koh is attached as Annex 22.



CV - Koh Juan Kiat
(2021)[22553].pdf

6. Floating ILO Deputy Governing Body (GB) Seat for Asia and the Pacific region

ACE submitted a letter dated 12 March 2020 to Mr. Hiroyuki Matsui, IOE Regional Vice President for Asia (Annex 23) requesting additional ILO Governing Body Seat for Asia. Mr. Matsui responded by email on 20 March 2020 and suggested ACE to send the nomination for the additional GB seat. ACE called an urgent Extraordinary CEO Meeting on 17 May 2021, thanked to the support and collaborative spirit of members, we submitted an official letter dated 17 May 2021 (Annex 24) to Mr. Matsui proposing Datuk Shamsuddin Bardan, the Executive Director of MEF to the floating ILO Deputy GB seat for Asia and the Pacific for 2021 – 2024. On 18 May 2021, we submitted another letter (Annex 25) reaffirming our position for the nomination. Upon the advocacy effort by ACE, our nominated candidature Datuk Shamsuddin Bardan together with a candidature from the Pacific region has been accepted by the Employers group for the floating ILO Deputy GB seat for Asia and the Pacific for 2021 – 2024.



Letter from ACE
March 2020.pdf

Annex 23



ACE letter to Matsui
17 May 2021.pdf

Annex 24



ACE Response letter
to Mr. Matsui 18 May

Annex 25

F. Meetings and Conferences jointly organised by ACE.

ACE has collaborated with ILO, DECP, SAFE, Safe and Fair and ASETUC in organising a few regional events as follows:

1. ILO/DECP/ACE/SAFE Joint Workshop on “Maximising the role of ACE and SAFE Employers and Business Members’ Organizations in Fostering Safe and Productive Migration” 21 & 22 Nov 2019, Kuala Lumpur.



2. ACE/ASETUC Joint Conference of the 10th ASEAN Regional Tripartite Social Dialogue Conference (ARTSDC) “Building Social Partnership, Forging a Just and Balanced Transition to the Future World of Work” held on 16th & 17th December 2019, Bangkok.



A copy of the Conclusions and Recommendations is attached as Annex 26.



Final Copy
10ARTSDC Conclusion

3. IOE/CAPE/ACE Global Summit on Future of Work, 5 – 6 February 2020, Kuala Lumpur.









4. 3rd ACE-ATUC Joint Dialogue for the preparation of employers' priorities and proposal for the ASEAN Committee on Migrant Workers (ACMW) workshop to develop Work Plan 2021-2025, scheduled to be held in Vietnam in Feb 2020 but was cancelled due to COVID-19.






5. ACE/ASETUC Joint Conference (virtual) of the 11th ASEAN Regional Tripartite Social Dialogue Conference "Building Back Better For Cohesive and Responsive ASEAN Post-Covid-19 Pandemic", 17 – 18 Dec 2020.







A copy of the Conclusions and Recommendation is attached as Annex 27.





11th ARTSDC Joint
Conclusion and Reco

3.	<p>Technical Workshop to Shape ILO-ASEAN Study on "Decent Work Promotion in Rural Economy through Productivity Growth, Local Employment Promotion, and Transition from Informal to Formal Employment." Attached as Annex 28.</p>  <p>ACE_Invitation.pdf</p>	27 – 28 June 2019, Bangkok	Mr. Ukrish Kanchanaketu, ECOT
4.	<p>The Future of Social Protection in ASEAN. The invitation letter is attached as Annex 29.</p>  <p>05_1_Invitation_The Future of Social Prote</p>	4 – 5 July 2019, Bangkok	Datuk Shamsuddin Bardin, MEF (Speaker)
5.	<p>1st Validation Workshop of the Regional study on the changing nature of employment relationships as the impact of the use of ICT and outsourcing and on the adequacy of legislation in regulating employment relationships.</p>	29-30 July 2019, Hanoi	Mr. Sakda Hwankaew, ECOT
6.	<p>Technical workshop to discuss the Preliminary study report on decent work promotion in rural economy, ILO. The invitation letter is attached as Annex 30.</p>  <p>ACE_Invitation.pdf</p>	8 August 2019, Chiangmai	Ms. Nichadapa Yordcharoen, ECOT
7.	<p>ASEAN Forum For Migrant Workers (AFML), ILO. The conclusion and recommendation is attached as Annex 31.</p>  <p>Conclusion and Recommendations 2C</p>	24 – 26 Sept 2019, Bangkok	Mr. Ukrish Kanchanaketu, ECOT (Presenter)
8.	<p>8th ASEAN Labour Inspection Conference: "Securing Decent work in the Fishing Sector through Labour Inspection in ASEAN." Ms. Siriwan presentation is attached as Annex 32.</p>  <p>ACE Presentation.pdf</p>	18 – 19 Dec 2019, Bangkok	Ms. Siriwan Romchatthong, ECOT (Panellist)
9.	<p>1st Drafting Team Meeting for the Development of the ASEAN Declaration on Human Resources Development for the Changing World of Work. The invitation letter is attached as Annex 33.</p>  <p>Invitation letter - ACE - HRD[9760].pdf</p>	14 – 15 Jan 2020, Vietnam	Mr. Michael Chiam, MEF
10.	<p>ACMW Workshop on Planning for the Action Plan in 2021-2025 hosted by the Ministry of Labour, Invalids and Social Affairs (MOLISA) of Vietnam.</p>	22 – 23 July 2020	Mr. Gregorius Chen Tan Fung APINDO

	<p>Ms. Siriwan presented ACE Priorities for ACMW 2021 – 2025 Workplan (Annex 34)</p>  <p>ACMW employer's intervention final 21 J</p>		Datuk Shamsuddin Bardan, MEF (panellist)
11.	<p>The 2nd Drafting Team Meeting for the Development of the Roadmap of the ASEAN Declaration on Human Resources Development for the Changing World of Work. The ASEAN Declaration on Human Resources Development for the Changing World of Work is attached as Annex 35.</p>  <p>ASEAN-Declaration-on-Human-Resources</p>	29 July 2020	Mr. Michael Chiam, MEF
12.	<p>Regional Inter-Sectoral Workshop on the Renewal of the ASEAN Roadmap for the Elimination of the Worst Forms of Child Labour by 2025. The ASEAN Roadmap is attached as Annex 36.</p>  <p>ASEAN Roadmap on Elimination of Worst I</p>	26 – 27 Aug 2020	Mr. Ukrish Kanchanaketu (panellist)
13.	<p>High-level Ministerial Conference on Human Resources Development for the Changing World of Work hosted by MOLISA, Vietnam. The invitation letter is attached as Annex 37.</p>  <p>Invitation letter 1 Sept 2020.PDF</p>	15 – 16 Sept 2020	Mr. Michael Chiam, MEF
14.	<p>ASEAN Inter-Ministerial Forum on the Implementation of the ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth in ASEAN Community hosted by Ministry of Human Resources Malaysia. The letter of invitation is attached as Annex 38.</p>  <p>ACE_GREEN JOBS FORUM.pdf</p>	7 – 9 Oct 2020	Datuk Shamsuddin Bardan, MEF (Discussant)
15.	<p>The 13th ASEAN Forum on Migrant Labour (AFML) "Supporting Migrant Workers during the Pandemic for a Cohesive and Responsive ASEAN Community, hosted by MOLISA, Vietnam. Ms. Siriwan presented ACE's programmes and activities in the implementation of the recommendations from 3rd – 13th AFML and Employers' priorities and Recommendations. (Annex 39)</p>	10 & 12 Nov 2020	Ms. Siriwan Romchattong (presenter)

	 ACE Presentation 13th AFML.pdf		
16.	TRIANGLE in ASEAN 5th Regional Programme Advisory Committee (RPAC) meeting. Ms Siriwan presented ACE's priorities in labour migration. (Annex 40)  Presentation speech.pdf	4 Dec 2020	Ms. Siriwan Romchattong, ACE (presenter)
17.	11th ASEAN Regional Tripartite Social Dialogue co-hosted by ASETUC, MOLISA, FES and ACE. The Joint Conclusion and Recommendations is attached above in Annex 27.	17-18 Dec 2020	Ms. Siriwan Romchattong, ACE. Mr. Jose Roland A. Moya, ECOP (Panellist) Mrs. Shinta Widjaja Kamdani, APINDO (Panallist)
18.	1st Meeting of the ASEAN TVET Council Hosted by TESDA, the Philippines. The letter of invitation is attached as Annex 41.  20210223-005_LTR_A TC Meeting_ACE[224]	10 March 2021	Mr. Jose Roland Moya, ECOP
19.	Asia-Pacific Regional Review of Implementation of the Global Compact for Safe, Orderly and Regular Migration. Ms. Siriwan presentation script and PPT are attached as Annex 42.   ACE Intervention script March 2021.pdf ACE Intervention PPT March 2021.pdf	10 – 12 March 2021	Ms. Siriwan Romchattong (presenter)
20.	Capacity Building Workshop on Strengthening Social and Solidarity Economy (SSE) Policy in Asia. The letter of invitation is attached as Annex 43.  ILO COOP invitation letter ASEAN ACE[215]	29 – 31 March 2021	Mr. Trevor Sworn CAMFEBA
21.	High-Level Dialogue Forum and Launching Ceremony of Comparative Study Report on Laws and Policies in the Management of Migrant Workers in ASEAN hosted by MOLISA, Vietnam. The letter of invitation is attached as Annex 44.	20 April 2021	Ms. Siriwan Romchattong, ACE

	 Invitation letter. Launching ACE &ATL		
22.	The Regional Workshop on M&E Framework of the Roadmap to Implement the ASEAN Declaration on HRD, hosted by MOLISA. Workshop document is attached as Annex 45.  Workshop 27 April 2021_draft agenda_15	26 – 27 April 2021	Mr. Jose Roland Moya, ECOP.

As suggested at the CEO and BOD meeting, representatives who attended the meeting on behalf of ACE should submit to the ACE secretariat a brief report and materials for record and sharing with ACE members. The Secretariat has developed a report template and sent it to the respective ACE members. Unfortunately, we have only received a few reports, thanks to the participants who have submitted the reports, including CAMFEBA and ECOT. We encourage other participants to submit the report to us to put together the information, including the feedback and suggestions and upload them to our new employers' platform for the benefits of all members.

Among the feedbacks from the reports received, participants generally benefited from the meeting. All suggested that the participants representing ACE should be knowledgeable of the meeting topics to be effective and productive. Importantly, participants highlighted that all these meetings would not be productive if we do not have follow up and execution. Therefore, reports, feedback, and sharing of materials are essential to facilitate follow-up and implementation by ACE Secretariat.

Moving Forward and Recommendations

Since taken over the Presidency and Secretariat functions of ACE, various initiatives have been taken by the Secretariat to strengthen our capacity and credibility. Thanks to member collaboration, we are proud to say that ACE is now recognised by the regional and international stakeholders including the ASEAN Secretariat and UN agencies as a credible regional employers' organisation representing ASEAN employers. We have been invited to speak, present and participate in various meetings including regional policy discussion. Our nomination for the floating ILO Deputy GB seat which was endorsed at the Employers Group Meeting on 18 May 2021 has again proven our credibility and relevancy to represent the voice and interest of ASEAN employers.

It is important that we continue such collaborative spirit to advance the interest of ACE and to make ACE more substantial and credible. Furthermore, we need to maintain our credibility with high-quality policy position, presentation and close collaboration and coordination. Therefore, it is essential that we have a strong and dedicated Secretariat to perform the

increasing demand and workload, including coordinating and drafting technical papers, reports, presentations, and liaising with members and stakeholders promptly and professionally.

In addition, given the increasing engagement of ACE, it worth for ACE to consider establishing committees or focal point in the different area of works such as industrial relations, human resource development, technical vocational education, labour migration, diversity and inclusion, environment, social protection, employment policy, informal sector etc. with the allocation of expertise among members. Furthermore, it will enable the Secretariat to designate the right and competent representative to present and participate at the different meeting and forum and facilitate the follow-up, execution, and implementation.

Let's continue our collaborative spirit to advance the interest of ACE for the benefits of employers, businesses, community and people in the ASEAN region.