



IOM • OIM

INTERNATIONAL
ORGANIZATION
FOR MIGRATION

THE UN MIGRATION AGENCY



SUPPORTING SKILLS RECOGNITION, RECRUITMENT AND LABOUR MIGRATION INFORMATION IN ASEAN

Established in 2015, the ASEAN Economic Community (AEC) is a major milestone in regional economic integration, offering opportunities in the form of a huge market of US\$2.6 trillion and over 622 million people. Collectively, ASEAN is the third largest economy in Asia and the seventh largest in the world.

With deeper economic integration, more people will be on the move. Decisive and coordinated action to facilitate the free flow of skilled labour in furthering regional integration is crucial to ensuring that the potential economic and developmental benefits of labour mobility are realized and equitably distributed among ASEAN Member States.

With the aim of strengthening the capacity and frameworks of ASEAN Member States through enhanced dialogue and coordination, IOM will support the development and implementation of policies and mechanisms to facilitate effectively-managed labour mobility, focusing particularly on Member States which are countries of origin and destination for a large proportion of migrant workers in ASEAN but still have limited capacity to manage these flows effectively in the context of increased regional integration.

The project focuses on key areas which have been identified as priorities in moving towards the freer movement of skilled labour through consultation with Member States and the ASEAN Secretariat:

- Support the development of a labour migration information sharing mechanism/platform;
- Promote strengthened employment and recruitment services among ASEAN Member States;
- Facilitate effective referencing and quality assurance of national qualifications and skill standards to the ASEAN Qualifications Reference Frameworks (AQRf).

KEY FACTS



IOM Development Fund
DEVELOPING CAPACITIES IN MIGRATION MANAGEMENT

Donor: IOM Development Fund

Geographical Coverage: ASEAN
Member States

Management Site: Bangkok, Thailand

Duration: 2 years

Beneficiaries: Senior labour, economic, education and immigration officials of ASEAN Member States; employers; trade unions; professional associations and regulatory bodies; recruitment agencies; workers; relevant ASEAN Sectoral bodies

Partners: ASEAN Member State governments; the Senior Labour Officials Meeting (SLOM); ASEAN

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Skills Recognition and Quality Assurance Practices and Standards

In October 2017, IOM implemented a **regional capacity building workshop on referencing and quality assurance processes for foreign workers' qualifications**. The workshop took place in Manila, the Philippines, in coordination with the ASEAN Secretariat and the Philippine Technical Education and Skills Development Authority (TESDA). Key objectives were to present the key aspects of certification and qualifications systems, quality assurance and quality indicators, share information on quality assurance arrangements in each AMS, and provide an opportunity for AMS to self-assess against the *ASEAN Guiding Principles for Quality Assurance and Recognition of Competency Certification Systems*.

Participants included AMS representatives from training and skills competency assessment and certification institutions, labour ministries, education ministries, national employers' associations and confederations/professional bodies. The main workshop outcomes were increased understanding on quality assurance and recognition of competency certification systems, enhanced understanding and trust among AMS with regard to the different systems and their similarities and strengthened capacity to implement the ASEAN Guiding Principles. Following the workshop, IOM is supporting AMS to pilot the implementation of the ASEAN Guiding Principles in specific sectors.



Recruitment Channel Mapping to Facilitate Safe Migration

Improved recruitment mechanisms would contribute to a better understanding of how best to match labour supply and demand within ASEAN and thereby contribute to the retention of skilled workers within the region. IOM aims to support this goal through **conducting a mapping of existing recruitment channels and support mechanisms in place for highly-skilled labour in ASEAN**. The mapping will principally identify existing channels, standards and good practices in recruitment processes, as well as gaps and failures within AMS in supporting workers' migration decisions, as well as opportunities for applying ethical recruitment principles and mechanisms in the region.

Subsequently, to support the strengthening of a key component of the migration cycle, IOM will also host a regional meeting on recruitment standards and human resource practices in ASEAN to lay the groundwork for strengthening practices in ethical recruitment and human resource management in ASEAN. The meeting will enhance awareness and buy-in among recruitment agencies and human resource agencies/departments in ASEAN, as key users and generators of labour market information.



ASEAN Labour Migration Information Sharing Mechanism

IOM will support the development of a **pilot regional ASEAN Labour Migration Information Sharing Mechanism**, which will contain information about labour market conditions, labour migration policies and rights frameworks across ASEAN Member States. This will provide a user-friendly, practical online source of consolidated information on the free flow of skilled labour under the AEC.

To prepare for its development, IOM will implement three workshops for officials responsible for the management and sharing of labour migration information. This will be done to build capacity to collect and manage labour market and migration information in a harmonized manner. A template and plan of action for this information sharing mechanism will then be developed and subsequently presented and discussed through a consultation meeting to a broader range of stakeholders in ASEAN for their input and feedback, including workers, employers, recruitment agencies and professional regulators.