

Proceedings

Experts' Meeting

Mekong Institute's Labor Migration and Care Program (2011 – 2013)

11 July 2011

Mekong Institute, Khon Kaen Thailand

Organized by: Mekong Institute, Khon Kaen, Thailand

With the support of: New Zealand Aid Programme



Executive Summary

The Mekong Institute (MI) organized the expert meeting on Mekong Institute's Labor Migration and Care Program on 11 July 2011 at MI Training Center located in Khon Kaen, Thailand.

The one-day meeting aims to provide space for the experts to validate and prioritize the needs of labor migration management and skill standardization and recognition in the GMS, as well as to elaborate on a joint plan of actions for the next three years.

The experts raised some questions for MI to clarify on how, who, and whose that the need assessment has been conducted with and implied to. The key word "actors" is significant to be indicated in order to design an effective framework and cooperation.

There is no objection in terms of MI's focused areas: labor migration management and skill standardization and recognition. However, the experts questioned on how MI is going to run the program on skill standardization and recognition. Furthermore, the experts recommended the linkage and integration of MI's labor migration framework with the existing ASEAN framework on migrant workers, ASEAN Integrated Economic 2015-2020, ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, and international labor standards.

After the group discussion on action plan based on three MI's modalities; research, training and policy consultation, the meeting came up with the recommendations on what, how, and with whom to run the training and consultation program. Regarding the research, experts pointed out there are many researches on this issue already but what MI has capacity to do is to digest researches by merging with existing international frameworks and labor standards. Then create a handbook in simple local languages to facilitate the consultation meetings or trainings for better implication and implementation of the labor migration policies among the GMS which considering as a main gap of migration management.



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Background Information

Background:

Mekong Institute's Labor Migration and Care is one of the three thematic areas of MI entrusted by MI Governing Council. With the financial support of the New Zealand Government, MI conducted rapid capacity building needs assessment on Labor Migration and Care in the GMS Countries in the first quarter of 2011. Based on the findings from the needs assessment mission, a three-year Labor Migration Program was formulated in consultation with development partners and collaborating agencies in the region.

To move forward, the needs must be validated and prioritized with MI's local and regional labor migration experts and partners, and to elaborate on a joint plan of actions for the next three years with labor experts in the GMS. While MI holds a distinct advantage as an intergovernmental organization owned by the GMS countries, it is vital that this program is developed and implemented in close collaboration with local and regional partners.

This experts' meeting serves as venue for discussion about the main components of the drafted MI three-year program on labor migration and seek experts' advices on implementation strategies. Additionally, this meeting provides space to explore complementarities and partnership potentials to strengthen efficient use of resources and positive impacts of capacity development initiatives related to labor migration and care in the Greater Mekong sub-region.

Objectives:

- To validate needs and priorities of subregional labor migration management and care
- To discuss main components of the draft three-year program and seek experts advices on implementation strategies
- To explore complementarities and partnership potentials to strengthen efficient use of resources and positive impacts of capacity development initiatives related to labor migration and care.

Participants:

13 experts from GO, INGO, and academic organizations from 5 countries: Thailand, Lao, Vietnam, Burma and Cambodia.

Proceedings

On 11 July 2011, the Mekong Institute (MI) with the support of New Zealand Aid Programme (NZAID) hosted the expert meeting on labor migration with active participation of 13 experts from GO, INGO, and academic organizations from 5 countries: Thailand, Lao, Vietnam, Burma, and Cambodia.



This expert meeting aims to present the need assessment and proposal conducted by MI consultant. It aims to get the feedbacks from validation on needs and priorities of subregional labor migration management and care by experts. It also aims to identify partnership potentials to strengthen efficient use of resources and positive impacts of capacity development initiatives related to labor migration and care.

In the morning session, Dr. Suchat Katima delivered the opening remarks to set up the context for further discussion. A discussion opportunity was provided after two presentations from MI staff; Kantamala Pokapanich presented Need Assessment facilitated by Dr. Suchat Katima, and Phornphan Srikhatthanaprom presented the MI's proposal on labor migration and care program (2011-2013) facilitated by Muanpong Juntopas.

A discussion on needs validation on labor migration in the GMS has been grouped under the main relevant actors; private, provincial/national, regional sectors. Besides, cross-cutting issues need to be taken into account among all actors. "Actor" is emphasized since it was agreed by the meeting that specifying the needs without identifying whose needs may lead to no action. Hence, the needs were grouped under different actors in MI action plan activity.

The discussion on the MI's proposal on labor migration and care program (2011-2013) was grouped under MI's roles: what MI should do or should not do, MI should seek partnership and MI's concerns on implementing the program. In the afternoon, these outputs were integrated in the action group discussions.

In the afternoon session, the experts were divided into 2 groups to discuss about the MI's action plan based on activities; one group on research and consultation meeting, and another one on training on labor migration.

Final activity was the presentation of discussion results from each group which provides inputs for MI's programming on labor migration for the next 3 years.

Introduction to Experts' Meeting on Mekong Institute's Labor Migration and Care Program

Dr. Suchat Katima

Experts from International Organizations, Government Agencies and Civil Society in the GMS Countries,

Good Morning ladies and gentlemen,



Economic development in the GMS has been consistently strong over the last 10 years and the migration of workers within the sub-region has been a very important contributing factor. For example, at present, over 44% of low and semi-skilled workforce or around 3 million workers in Thailand are migrants. Eight hundred thousand workers in service sectors and commercial fishing industry of Cambodia are migrants and about 300,000 construction workers and service providers in Lao are also migrants.

The large flow of migrant labor taking place in the GMS reflects the uneven pace of development among the economies of the sub-region, as well as the demographic disparities in individual societies. Cross-border mobility of labor in the GMS is increasing as employment opportunities develop in neighboring countries and people move across borders to meet market demand. The flow is also facilitated by factors such as proximity, accessible border crossing points, cultural similarities, support from migrant networks and land connectivity.

Cross-border Migration is here to stay and be promoted. We are neighbors, very permanent neighbors. We cannot close all the borders or move our country away from the neighbors. Regional cooperation and integration cannot happen if movements of people in this region cannot be done freely, safely and legally. Therefore, at the last MI Governing Council Meeting in December last year, Labor Migration and Care is one of the three thematic areas of MI entrusted by MI Governing Council. Early this year, with the financial support of the New Zealand Government, MI conducted rapid capacity building needs assessment on Labor Migration in the GMS Countries. Based on the findings from the needs assessment mission, a three-year Labor Migration Program was formulated in consultation with development partners and collaborating agencies in the region.

To move forward, we need to validate the needs and priorities with our local and regional partners and to elaborate on a joint plan of actions for the next three years with labor experts in the GMS. While MI holds a distinct advantage as an intergovernmental organization owned by the GMS countries, MI is a small organization with limited resource. It is therefore vital that this program is developed and implemented in close collaboration with local and regional partners.

At the exit of this meeting, we hope to achieve three objectives:

1. To validate needs and priorities of subregional labor migration management and care
2. To discuss main components of the draft three-year program and seek experts advices on implementation strategies
3. To explore complementarities and partnership potentials among Government agencies, NGOs, International organizations and civil society in planning and implementing capacity building program on Labor Migration in this region.

The afternoon session will depend on the outcomes of the morning session. If there are two distinctive issues to be addressed as proposed in our consultant report, i.e. A) Labor Migration Policies and B) Skill standard and recognition, we will then divide into two small working groups to discuss plan of actions in the next three years.

We are also happy to share with you the results of the GMS HRD Working Group Meeting in Vientiane last month on Labor Migration. Most of the government representatives who participated in the HRD WORKING GROUP agreed that there are two major issues in Labor Migration, i.e., Skill Standard and Management Policy implementation.

Again, welcome to Khon Kaen City. On behalf of the Mekong Institute Council and its Secretariat, I would like to express our deep gratitude for your participation in this meeting and for your organizations and colleagues who allow you to be here with us. My Deep appreciation is extended to the New Zealand Aid Programme for its financial support for this event, and also to the Mekong Migration Network for your invaluable partnership in the last four years.

Presentation and Reflections on the MI's Need Assessment on Labor Migration

The Program Facilitator of MI – Kantamala Pokapanich briefly presented the content of MI need assessment on labor migration. Her presentation includes background of labor migration in the GMS, methodology of conducting need assessment, the challenges and needs of proper labor migration management and skills standardization and recognition, countries situation of labor migration, and the recent recommendations of ADB HRD working group on labor migration.

Presentation

*Ms. Kantamala Pokapanich
Program Facilitator
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Rationale

Rapid development of communication and transportation infrastructure throughout the GMS region makes the movement of goods and people faster and larger. Increasing financial liberalization and integration of markets creates a full factor for worker to migrate in search of a better life.

The dominant policy model has remained one design, to prevent permanent settlement in destination countries. The active role should be acknowledged to balance needs of economic and labor demands. This makes migration flow in the GMS region tend to respond more to market demand than government policy. Also, the policies that have been implemented to manage migration within the region have often been lacking both in coherence and comprehensiveness.



Aims of the study

- To be a first step in shaping a proposal for an intervention strategy for increased migration management capacity building within the GMS. This study was intended as a baseline assessment of the capacity development gaps related to migration management that currently exist in the region
- To seek the most responsive needs of migration stakeholders in the GMS for migration management and the subtheme of skills standardization and recognition.

Methodology

The methodology applied for need assessment is of a qualitative method. It includes literature review and interview. The documents published during A.D. 2002-2011 were reviewed by MI's consultant, Ben Harkins. The interviews were conducted with labor migrant's representative organization for instance ILO, IOM, MMN and Ministry of Labor.

Who is MI's consultant conducted the needs assessment on labor migration in the GMS?

It was conducted by Ben Harkins who is a Senior Researcher at Asian Research Center for Migration, Chulalongkorn University, Thailand.

Challenges on Migration Management

International

- Migration presents challenges for governments to promote employment and well-being issues of their nationals abroad and to maximize the developmental impact of migration
- The migration approach is top-down issued by states or governments. It can also be challenges since states are just one among a number of important factors
- The term "Migration control" can be problematic implications and unrealistic expectations
- No existing comprehensive framework (International Labor Organization(ILO) frameworks are the closest ones)

Regional and Subregional

- Lack of forum to discuss , regional consultative processes (RCPs) created but it's non-binding, so it cannot result in policymaker action
- There's free flow trade from ASEAN but it is focused more on professional or high-skilled workers which are not majority of all migrants in the region that makes the declaration incomprehensive

Country situations

Cambodia

- Many Cambodian workers migrate via irregular channels due to high cost of official process and distrust in officers
- Some fee for migrant services is charged by brokers
- Majority of workers migrate to Thailand and work without working permit
- It is one of the destinations for Vietnamese and Chinese
- It is famous for sex industry for Vietnamese females
- Migrated Chinese work on managerial positions which can earn more than Cambodian

China

- The differences between urban and rural areas resulted from Chinese market oriented economy, and challenges to demographic pattern due to one child policy
- Low-skilled workers are migrating internally while high-skilled workers go abroad and work globally
- Large number of irregular migrants migrate to Thailand especially women and children since Thailand is a hub for exporting migrants to Japan, Malaysia and Taiwan

Lao PDR

- From the statistic, in 2006, 7% of population was migratory and 74% of them are in the ages between 18-35 years old
- Due to 37% educated Laotians living abroad, it ranks Lao as 5th “brain drain” country worldwide
- Majority of Lao workers migrates to Thailand via irregular channels.
- They are vulnerable since the living conditions are unknown until they come to Thailand
- It hosts migrants for construction works

Myanmar

- Irregular migration results in lacking of accurate data
- Regional Thematic working Group on International Migration and Human Trafficking (RTWGIMHT) stated that 3 Million people have migrated from Myanmar over few decades
- Currently 2 million migrants reside in Thailand but due to the lack of government-issued travel document results in limited opportunities for regular migration
- Myanmar signed MoU with Thailand to establish regular channel in 2003 to get better migration management operation

Thailand

- Thailand is key transit country for international migration

- More than 300,000 work permit for low-skilled workers were issued in 1996
- Receiving migrants from Cambodia, Lao PDR and Myanmar
- Signed MoUs with Lao PDR, Cambodia and Myanmar

Vietnam

- 400,000 Vietnamese are employed in 40 countries
- Malaysia is the largest destination for Vietnamese
- Although deployment targets were set, many of Vietnamese workers still remain irregular status by not continuing working permit legally or using student visa for working
- Vietnamese migrate via irregular channels to Cambodia, China, and Lao PDR

Challenges on Skill Standardization and Recognition

- Lack of mechanisms for recognition, which causes major waste of human resource capabilities
- The recognition of qualifications obtained abroad is an important goal
- At international level, trade agreement and mutual recognition agreements (MRAs) could be explored
- Developing regional skills standards is challenging due to informal economies
- The poor can hardly access formal training and development
- Focusing on high-skilled worker demands does not address the needs of majority in GMS since low-skilled workers are majority in this region, so skills recognition arrangement is needed for poverty reduction efforts and economic growths

Migration Management Capacity Building Needs in the GMS

- Migration is part of market integration
- Unskilled and low-skilled workers make an important contribution to GMS economic growth
- Both sending and receiving countries get benefits from migration
- More official information is needed
- Labor migration should be included in country development plans

To achieve migration management goals, it is necessary to

- Build a solid understanding of labor migration issues and challenges
- Strengthen capacities with a broad range of security, social, and economic considerations
- Establish the importance of ensuring policy coherence between the multiple government ministries involved and other actors
- Labor migration process should be cheaper, faster, simpler and safer

Skills Standardization and Recognition Capacity Building Needs in the GMS

- Major waste of human resource capabilities, due to lack of mechanisms
- for recognition of the skills of migrant workers within destination countries
- The recognition of qualifications obtained abroad is an important goal
- At international level, trade agreement and mutual recognition agreements (MRAs) could be explored

Skills Standardization and Recognition Capacity Building Needs

- A framework must link migration and development issues in its approach
- A forum could be provided to address broader range of stakeholders
- Basic technical and vocational skills among member states should be focused
- National and regional development plans within GMS are at the core of efforts
- A capacity building intervention should provide both a path of least resistance and addressing skills recognition needs of migrants in the region
- Building capacity of regional MRAs for lower-skilled technical workers could provide an important step

Recommendations from Human Resource Development program of ADB

In May, the ADB organized the HRD working group meeting in Lao PDR where some of MI staff and experts in this meeting had participated. At that meeting, the subgroup recommended the following priority areas for cooperation under the new GMS Strategic Framework which are related to Ben's study and MI's plan:

- Raising awareness on labor migration to support economic development
- Addressing policy gaps on supporting safe migration (regional skills mapping and forecasting, labor protection and welfare)
- Building capacity in managing safe labor migration policies and regulations.
- Increasing good practice and knowledge management

Reflection points

- Gender perspective in the need assessment was not broadly mentioned
- The process and diverse target groups to conduct need assessment are very important. Therefore, the migrant's and all stakeholders needs have to be included
- If MI would like to work on Skill Standardization and Recognition, the need assessment must also explain the brain drain situation
- Explanation on why we need skill standardization and recognition instead of creating the job in the countries is needed
- Once need assessment is mentioned, specification on "whose needs" is necessary
- Actors are very important to be indicated when we talk about the need to do something (who will be the key actors for each action in the region?)
- The labor migration management is too slow, too expensive and unsafe, that's why we need proper labor migration management
- There is a need to develop the police's perspective and behavior to support proper labor management
- Research on migration policy is needed
- Deeper discussion on domestic workers is needed
- Beside capacity building for migrant workers, capacity building for officials is also needed
- No comprehensive core policy among relevant departments at the national and international level. The policies of each states or community about labor migration are isolated.
- The policy exists but the most important thing is how to build understanding among local-level implementers. Promotion and awareness raising are needed?
- Opinions both good and bad from returning migrant workers need to be mentioned as lesson learnt
- For legal labor migrants, some countries like Lao has pre-training method but what about the irregular migrant workers
- Attitude among employers must be communicated and created since employers take skilled labor as migrants.
- Regional Consultation Processes (RCPs) is good for discussion and learn from each other
- When we talk about skill training, not only the trend of sending countries but receiving countries must also be considered e.g. what will be the market needs in the next 5-10 years?
- In terms of the need to run capacity building training: how can we reach a real leverage participants not just the one who know big officials from each countries



- The proactive approach is needed to look at the labor market trend. Reactive approach is also needed to create awareness raising among sending and receiving countries as well as between and migrant workers, employers and officials
- Trainings need to be conducted in GMS local languages and in country level
- Preparation of implementing the ASEAN Integration of Labor Migration Framework
- Merge the program with ILO, IOM and ADB works on three skill areas and see what will be the bench mark for MI work on labor migration
- For every training, the action plans are needed to facilitate the following-up process
- MoUs have been signed by governments without consultation with workers. All stakeholders should be put together to formulate policies
- Police are brutal in any case. Workers do not find advantage of doing it legally since they have to pay the police anyway

According to the above discussion points on need assessment, MI grouped the needs or obstacles on Labor Migration Management in accordance to their relevant actors as shown in the table.

Reflections on Needs Assessment

Employers	Provincial/ National	Regional	Cross-cutting issues
How to persuade or enhance the employers to treat migrant as workers	Migration policy not known by provinces, so they do not know how to deal	ASEAN skill recognition agreements failed to be implemented	Gender
	Need to mention about returning migrant workers (get opinions both good and bad from them)	Brain drain and failure of political commitments to promote skilled migration	Safe migration
	Core labor standards are needed at the countries level	Merge with the needs stated in ASEAN integrated economic 2015-2020	Migration and development
	Review of MoU focus on migrant workers' rights	2007 ASEAN declaration on migrant workers need to be merged	lack of discussion of migrants' rights and protection mechanism

	Irregular migration (develop policy management)	Bilateral MoUs and recruitment regulation failure (does not fit with migrant workers' needs)	Migrants participation on need assessment process
	Sending and receiving countries need to know their long term needs	RCPs is good as platform for discussion	Domestic workers recognized as formal workers
	Enforcing the framework to protect migrants		ILO convention on domestic worker: Push for ratification and implementation
	Minimum standards of training both sending and receiving countries		Low-skilled workers are big problem
	Capacity building is needed for both officials and migrants		Capacity plan must take in migrant perspective
	Political Commitment		Who needs capacity building?
	Job creation; decent work for all		
	Creation of job opportunities locally vs. Incoming migration		
	Both sending and receiving countries can get benefits from migration		
	Necessary institution		

Presentation and Reflections on the MI's Labor Migration and Care Program (2011 – 2013)

The Labor Migration Coordinator of MI briefly presented the content of MI proposal on labor migration and care program (2011-2013). The working background of Mekong Institute on labor migration and human trafficking was reviewed. Two main focused areas; labor migration management and skill standardization and recognition has been proposed to the meeting merging with Mekong Institute's modalities on conducting the training, research and consultation meeting.

Only the research has been questioned by the meeting whether or not MI has capacity to conduct. The training and consultation could maximize MI's capacity as the GMS intergovernmental organization.

Presentation

*Ms. Phornphan Sriksatthanaprom
Labor Migration Coordinator
Mekong Institute, Khon Kaen*

Before looking forward to the next three year plan, it is necessary to look back on what MI had done on labor migration as a baseline. In 2005, 2006 and 2007; MI conducted six training courses on Combating Human Trafficking in the GMS with UNIAP secretariat; COMMIT. Then in 2006 and 2007 the two policy dialogues on Labor Migration were organized with the support from the Rockefeller Foundation. In 2008 and 2009, MI and Mekong Migration Network organized two training courses for officials in the GMS countries to gain more understanding on effective labor migration management. In total, there were around 300 alumni and participants in the GMS attended MI programs.



After conducting the need assessment, MI came out with the next three year framework on labor migration proposed by MI consultant. However, this proposal needs to be validated and discussed among MI stakeholders on labor migration for further cooperation. In the proposal, there are 2 focused areas which have been proposed after conducting the need assessment; migration management and skill standardization and recognition.

1. Why Migration Management?

GMS governments are lacking of capacity to formulate governance migration management policies and proper implementation affecting:

- Limit benefit of migration for economic and social development
- Direct negative impacts on Migrant workers for instance;
 1. Increased levels of vulnerability to trafficking and labor exploitation as a result of the growing number of irregular migrants in the region.
 2. Barriers to service provision for child migrants, who frequently have difficulty accessing quality education or health care because their parents fear that they will be detained or deported.
 3. Increased health risks for migrant workers whose irregular status in destination countries can both expose them to a higher risk of illness and limit their access to necessary health services.
 4. Restrictions on entry and work permits that disproportionately limit women's access to regular channels for migration because most of the opportunities for regulated migration are in male-dominated sectors.
 5. Limited regulation of the process for recruiting migrant workers means that it is often unfair, non-transparent, and overly expensive.
 6. Lack of channels to facilitate low-cost remittances force migrant workers to utilize expensive, risky, and hidden informal channels

According to the negative impacts mentioned above, capacity building programs for diverse sectors are needed in order to:

- Build a solid understanding on labor migration
- Strengthen capacities for developing policies and programs
- Ensure policy coherence between the multiple government ministries involved as well as other responsible actors

2. Why Skills Standardization and Recognition?

- Competitive growth of migrant workers in the GMS which mostly are semi and lower-skilled labors
- Support the efforts made through the MoUs on regularizing migration flow
- Long-term impacts for human resource development, human rights, and poverty alleviation in the region

Labor migration framework of Mekong Institute when merge two focused areas and 3 working modalities of MI.



Program Framework: Migration Management

Objectives:

- To Strengthen capacities for development and implementation of comprehensive, coherent and evidence-based labor migration policies in the GMS
- To catalyze regional policy development on the key migration management challenges affecting the GMS through increased intra-regional dialogue

Expected activities:

Research: 1 research report and 1 externally published article

Policy consultation: 2 policy consultations for national level and regional level in GMS

Training: 2 learning courses

- a. Executive training for national and regional level policy and program leaders
- b. Practitioner trainings for local level policy and program implementers

Program Framework: Skills Standardization and Recognition

Objectives:

- To strengthen capacities for development and implementation of standardization and recognition arrangements for semi-skilled workers
- To catalyze regional policy formulation on establishment of greater levels of skills standardization and recognition within the manufacturing and construction sectors

Expected activities:

Research: 1 research report and 1 externally published article

Policy consultation: 2 policy consultations (focus on manufacturing and construction sectors)

Training: 2 learning courses

- a. Executive training for national and regional level policy and program leaders
- b. Practitioner trainings for local level policy and program implementers

To ensure the effective implementation of the framework, MI consultant also proposed MI to do the program monitoring and evaluation at four levels:

1. Formative evaluation - - includes need assessment
2. Process Evaluation - - includes evaluation questionnaire right after the activities ended, internal de-briefing sessions and generate a summary report to analyze and document the activity's efficiency, effectiveness, and lessons learnt

3. Impact Evaluation - - include evaluation through pre and post course testing, immediate and follow-up participant evaluation of the significance of the dialogue and resulting outputs and agreements through questionnaire, Research capacity building will be evaluated through assessment of research deliverables by program staff with expertise on the subject matter
4. Regular Program Monitoring - - includes weekly departmental staff meetings, regular monitoring of project budgeting vs. actual expenditure

Reflection points

The reflection session on MI's proposal was facilitated by Muanpong Juntopas – a research fellow from Stockholm Environment Institute. The experts were requested to write their comments on the cards then the facilitator team grouped those comments into MI's roles as presented in the table.



These roles of MI will be considered again when MI labor migration team review the MI framework on labor migration and care program (2011-2013)

Reflections on MI Proposal

MI should do	MI should not do	MI in partnership	Concerns
Link MI Project to IOM programs	Whether MI is suited to do research	Advantages of MI to have training on labor migration	Government's corruption
Provide forum to discuss about LM with less sensitivity among GMS government	Social protection for formal labors: mechanism needed	Communicate skill standardization and recognition advantages/ understandings among stakeholders	MI has no LM expert
MI as "Incubator"		Skill mapping in the next 10-20 years n Lao or Cambodia etc.	Countries support sending migrants but big abuse on recruitment process

Communicate with migrants: What are the benefits of skill standardization for them			Limitation of politics in each countries
MI can develop model of training but need to be adjusted in other context (countries level)			
Labor mobility challenges government to implement the safe and proper LM policy			
Focus on more specific sector to map the skill standardization and recognition			
Linkage do ASEAN Integrated Economic 2015-2020, 2007 Asia Declaration on migrant workers			
Access of information from governments for research			
Conduct the countries level training, especially MoU countries			

Actions Plan

In the afternoon session, the experts were divided into 2 groups to discuss about the MI's actions plan based on activities; one group on research and policy consultation meeting and another one on training on labor migration.



1. Training

The training group discussed about the themes that should be organized at national, and regional levels. Orientation courses are also important for related actors. The group also identified the target groups that need capacity building on each specific issues and the potential partners that MI should work with as shown in the table.



National	Regional	Orientation course	For who?	Development standard /Thinking modules on GMS labour law/ system / process of migration	Potential Partners/ training
To develop skills/ understanding to assist migrants (embassy)	To understand ASEAN Framework on declaration	Counters of origin officials want to be well-informed about the situation in the country of declaration to be able to inform the migrants before they go (TOT)	Labor officials	Information service TOT (IOM)	Trade Unions, NGOs
in-country training – for officials to be informed to do pre-departure		Re-integration (TOT)	Labor officials	How to put into practices (MOUs etc good but limit implementation)	NGOs
	Consultation on irregular migration	Understanding policy implication of skills cognition process	Recruitment Agencies	How to build on the ILO/ ADB process on skills recognition	ILO

	Looking at current systems, what works what doesn't		Embassy Staff/ MFA, Police	Pilot projects	IOM
	Protection of migrants rights	Understanding skills recognition	Employers organizations, Migrant workers	Training then follow- ups	
	For consular staff to provide assistants to migrants	- ASEAN framework on skills recognition - Technical + Vocational Training policy makers	Government Training Institute		ILO, IOM

2. Research and Policy Consultation

Research

This group basically discussed about the large number of labor migration researches. It was agreed that there is a limitation on organizations to digest those large volume of existing researches into easy local languages to facilitate the application and implementation.

Situation

- Lacking of knowledge awareness among officials
- Lacking of capacity to effectively develop and implement the migration policies
- Lacking of political will to develop and implement the proper migration policy

**** Lacking of those issues not implied that no research on it, but more on how relevant officials and employers perceive, access and implement the findings. Dose MI need to do another research or just digest those researches for better practices and implementation?**

So what should be the role of MI? The group identified key issues that need to be studied, compiled and digested into easy language by MI. These issues include;

Possible areas of research (new knowledge product) or Policy package: summary situation from other researches for training/workshop in each country

- Baseline: Policy available, policy implementation results
- Contribution of migrant workers to economy
- Attitude of employers toward migrant workers
- GMS countries prepare themselves to ASEAN framework
- Major governance problems / labor migrant's problems
- Need campaign materials to increase positive attitude among officials and employers toward labor migrants

Policy Consultation

The group reflected that current labor migration policies are out dated, ineffective, irrelevant and not link to ASEAN Integrated Economic 2015-2020, ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, and ASEAN framework on migrant workers.



What needs to be done are a) organizing policy consultation for enforcing the policy changes in terms of updating (refer to the new research findings or forum outputs), b) making efficient and relevant remedy policies, c) linking policies to ASEAN framework on migrant workers and international labor standards.



APPENDIX 1

Meeting Agenda

Program Schedule

10 July 2011: Arrival of experts
Check-in MI Residential Training Center

11 July 2011:

Time	Program
8:30 – 9:00	Setting the context
9:00 – 9:30	Presentation of Needs and Priorities from MI research
9:30 – 10:10	Plenary Discussion on the research findings
10:10 – 10:30	Break
10:30 – 11:00	Presentation of draft Labor Migration Program Proposal
11:00 – 12:00	Experts comments on the proposal contents and proposed strategies
12:00 – 13:00	Lunch
13:00 – 15:00	Group work to develop plan of actions to <ul style="list-style-type: none">a. harmonize labor migration policies to meet the labor demands across the regionb. harmonize GMS vocational and technical training standards
15:00 – 15:30	Break
15:30 – 16:30	Presentation of group works and deliberate on each plan of actions
16:30 – 17:00	Synthesis and Way forward

APPENDIX 2

LIST OF PARTICIPANTS

Expert List

Governmental Organization

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