



Thailand National Recommendations for the 12th ASEAN Forum on Migrant Labour

13 September 2019

Recommendations

Sub-theme 1: Challenges on Sustainable, Fair and Equal Protection

1. Improve coordination among different ministries to formulate clear, comprehensive and consistent labour migration policies and processes that respond to the protection needs of migrant workers and the labour market demand.
2. Improve procedures for recruitment of migrant workers, including zero recruitment fee policy, to adjust to the new forms of work and labour market demand.
3. Provide fair conditions of employment for migrant workers, and ensure their access to information on changes in policies, processes and their rights in the changing labour market and forms of employment.
4. Build awareness among employers and migrant workers on their changing roles, rights and responsibilities in the transition to future of work.
5. Promote migrant workers' freedom of association, including establishing sectoral associations for migrant workers in specific occupations.
6. Ensure that migrant workers have voice and representation in collective bargaining and social dialogue on automation and other shifts that affect their employment.

Sub-theme 2: Challenges on Migrant Worker Employability

7. Thailand and other countries of destination need to assess short-term and long-term labour shortages in different industries / sectors at different occupation levels, and formulate migration policies to respond to this demand.
8. Countries of destination should communicate labour market demands to countries of origin so that they can prepare and train their workers to meet the demand.
9. Develop a policy for promoting intake of migrant care workers and to upgrade their skills to respond to the labour shortages in the care economy due to aging society.
10. Create systems for mutual recognition of skills, and implement these among ASEAN Member States to create equality among local and migrant workers.
11. Countries of origin and destination need to invest in skills training (occupational and soft skills) and skills recognition programmes and policies for migrant workers upon recruitment, during employment and upon their return home.
12. Encourage migrant workers to invest in reskilling themselves and life-long learning.
13. Brainstorm among employers, workers, CSOs and relevant government agencies on new forms of work and their characteristics to revise laws and policies.
14. Revise restrictive policies on permitted occupations and sectors for employment of migrant workers.