



## Philippines National Recommendations for the 12<sup>th</sup> ASEAN Forum on Migrant Labour 3 September 2019

### Recommendations

The National Preparatory Meeting for the 12<sup>th</sup> ASEAN Forum on Migrant Labour (12<sup>th</sup> AFML) was convened on 03 September 2019 in Pasay City, Philippines, with the theme ***“Future of Work and Migration.”***

It was attended by **56** participants representing, government, Civil Society Organizations (CSOs), employers group, workers group, academe, private recruitment agencies and international organizations with the support of the Embassy of Canada, Australian Embassy and the International Labor Organization, Manila Office.

During the workshop, the following recommendations corresponding to the sub-themes below were discussed and agreed upon, as follows:

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

The consultation meeting/workshop examined the key challenges experienced by ASEAN Member States, the Philippines in particular, in providing sustainable, fair and equal protection for migrant workers in the region given the rapid technological advancement, climate change, demographic shifts, globalization and other transformative changes which present opportunities as well as challenges in providing decent work for migrant workers. The meeting noted that the Philippines is increasingly becoming a destination country of international migrants.

The discussion yielded the following recommendations:

1. To enhance capacities of government agencies, employers, workers’ organizations, private recruitment agencies and civil society organizations in the light of transformative drivers to effectively provide appropriate assistance to affected migrant workers.
2. For employers, workers’ organizations, private recruitment agencies and civil society organizations to continue their collaboration with relevant government agencies in providing social protection for migrant workers.
3. To monitor the implementation of the ASEAN Consensus on Migrant Workers and ratify relevant international instruments on the protection of migrant workers such as ILO C181, P29, C188, C190.
4. For government agencies to use the decent work lens to understand and respond to the policy challenges of future labor migration. (Human-centered agenda)
  - 4.1. Review policies, update laws and operative mechanisms for the delivery of services.
  - 4.2. Social dialogue
    - Input on work and labor migration
    - Measures to ensure protection
    - Roles of government, trade unions, employers, civil society
    - Freedom of association as basis for effective social dialogue

- Collective bargaining rights
- 4.3. Enhance the use of technology for safe and fair recruitment
- 4.4. Maximize the use of technology to enhance access to justice
- 4.5. Strengthen networks
- 4.6. Include migrants in social protection floor
- 4.7. OSH, working hours, Living wage
- 4.8. Support services
- 5. For international organizations to support new initiatives, movements and reforms that protect migrant workers' rights, particularly those in vulnerable and precarious occupations, and continued promotion of existing initiatives such as ILO's Integrated Program on Fair Recruitment (FAIR), IOM's International Recruitment Integrity System (IRIS), Better Work Programme, Triangle in ASEAN Program, Safe and Fair and others. Zero recruitment fees and other related cost for work/EPP.
- 6. Address the issue of displacement and employment loss among migrant workers, particularly women, in all affected sectors.
- 7. Continued development of policies and regulations in the area of occupational safety and health and ensure that they are implemented.
- 8. Dialogues for wage setting, social protection, occupational safety and health, freedom of association, collective bargaining, etc. to cover free lancers and those engaged in the informal and gig economies.
- 9. Establish mechanism for the portability of social security entitlements and earned benefits.
- 10. Invest in sustainable enterprises and green jobs; in the principle of just transition for at risk and affected workers.
- 11. Promote productive, tailor-fit reintegration programme and facilitate the relief of forced returnees from distress baggage for effective reintegration.
- 12. Enhance government infrastructure for inward migration and harmonize such with national development plans.
- 13. Free trade agreements, ASEAN 2020 and trade liberalization.

### **Sub-theme 2: Challenges of Migrant Workers' Employability**

The consultation meeting/workshop focused on the efforts in the AMS, particularly in the Philippines, to address the challenges on the employability of migrant workers in the advent of automation technologies.

The discussion yielded the following recommendations:

1. For government to restructure the education and training system in order to keep pace with the changing nature of work, thus equipping migrant workers with the necessary skills in the digital age.
2. For government to develop and strengthen strategies for the reintegration and the absorption of migrant workers displaced by automation, climate change and greening of jobs, among others.
3. Public-private partnerships in providing education and training as well as investment in enabling infrastructures.
4. To improve labor market information systems in order to improve access, forecasting, labor market test and job-matching services (and to bridge skills-gap/mismatch) as well as address job displacements brought about by IR4.0.
5. For the seafaring industry, the government should improve the quality of education and training of Filipino seafarers in order to meet the requirements of the International Maritime Organization (IMO) and other relevant international authorities.
6. Regulation of training for seafarers including accreditation of training institutions, training regulations, curriculum, training costs and practices.

7. Address the concerns of declining deployment of seafarers and their competitiveness in the international labor market brought about by technology such as GPS technology, unmanned vessels, etc.
8. Training and re-training of seafarers towards officership.
9. Address concerns of the seafaring industry on Ambulance Chasing.
10. Address vulnerabilities in the fishing industries.