

ASEAN LABOUR MINISTERS' WORK PROGRAMME 2016-2020

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic.			
ASCC Objectives	<p>A. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all;</p> <p>B. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights;</p> <p>C. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people;</p> <p>D. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats and challenges</p> <p>E. Strengthen ability to continuously innovate and be a proactive member of the global community.</p>			
Overall Objective	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.			
Key result areas (outcome level)	Skilled and Adaptable Workforce	Productive Employment	Harmonious, Safe and Progressive Workplace	Expanded Social Protection
Intermediate Targets by 2020	<ul style="list-style-type: none"> • Improved workforce competitiveness and productivity <ul style="list-style-type: none"> ○ Increased number of skilled workers in ASEAN Member States ○ Improved labour productivity of ASEAN Member States • Strengthened capacities to promote skills development and recognition (include but not limited to LMIS, TVET, etc.) 	<ul style="list-style-type: none"> • Improved level of employment and reduced levels of unemployment and under-employment in ASEAN Member States • Increased support for workers in rural employment and Micro, Small and Medium Enterprises (MSMEs) 	<ul style="list-style-type: none"> • Promoting sound industrial relation system <ul style="list-style-type: none"> ○ Reduced incidence of labour disputes in ASEAN Member States • Increased capacity and strengthened institutionalized mechanisms of social dialogues and tripartite cooperation in ASEAN • Fostering safe and healthy environment in the workplace 	<ul style="list-style-type: none"> • Strengthened social protection systems <ul style="list-style-type: none"> ○ Raised awareness on social protection ○ Expanded coverage, affordability, availability, quality, equitability and sustainability of social protection • Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States

			<ul style="list-style-type: none"> • Strengthened capacity for labour inspection • Increased capacities for labour law enforcement 	
Thematic Areas	<p><u>Gender Equality</u></p> <p>1. Gender mainstreaming of labour sector (Responsible Body: SLOM) Project: Study on gender dimensions in the labour sector towards development of regional strategies to mainstream gender in ASEAN cooperation on labour [Country Coordinator: Viet Nam]</p> <p><u>Labour dimension of Sustainable Development</u></p> <p>2. Impact of ASEAN economic integration (Responsible Body: SLOM) Project: Inter-pillar dialogue to facilitate mutual understanding and coordinated response to the impact of ASEAN economic integration in labour sector [Country Coordinator: Malaysia]</p> <p>3. Support the implementation of the ASEAN Declaration on Strengthening Social Protection (Responsible Body: SLOM) Commitment: participation in cross-sectoral cooperation on cross-cutting issues of social protection (e.g. development of social protection baseline information, assessment, database) [Country Coordinator: Lao PDR and Viet Nam]</p> <p>4. Promotion of green jobs (Responsible Body: SLOM) [Country Coordinator: Thailand]</p> <p><u>Functional Social Dialogue</u></p> <p>5. Engagement of tripartite partners, where appropriate, in the implementation of the ALM' Work Programme 2016-2020 (Responsible Body: SLOM)</p> <p>6. Strengthening labour laws (Responsible Body: SLOM) Project: Regional assessment of the adequacy of national labour laws in supporting harmonious and progressive workplace to serve as inputs to ASEAN Member States in strengthening their labour laws and to identify areas of cross-country support [Country Coordinator: Viet Nam]</p>			

<p><u>Emerging Labour Trends</u></p> <p>7. Corporate Social Responsibility (CSR) in labour sector (Responsible Body: SLOM) Project: Seminar/Workshop to identify strategies to promote CSR and to share experience on how to cooperate with private sectors on CSR on labour with involvement of ASEAN CSR Network [Country Coordinator: Thailand] Project: Moving forward with an ASEAN Corporate Social Responsibility on Labour to Support an ASEAN Community [Country Coordinator: Thailand]</p> <p>8. Response to emerging trends in employment relations (including impact of ICT and outsourcing in the world of work) (Responsible Body: SLOM) Project: Regional study on the changing nature of employment relationships as the impact of the use of ICT and outsourcing and on the adequacy of legislations in regulating employment relationships [Coordinator: ASEAN Secretariat]</p>			
<p>9. Labour market information system (Responsible Body: SLOM-WG)</p> <p>10. Skills development (Responsible Body: SLOM-WG)</p> <p>11. Skills recognition (including support to the ASEAN Qualification Reference Framework) (Responsible Body: SLOM-WG)</p>	<p>12. Promotion of inclusive employment including for rural employment, unemployed youth, persons with disabilities, and other vulnerable workers¹ through employment support services, skills matching, and entrepreneurship/SMEs) (Responsible Body: SLOM-WG)</p> <p>13. Promoting productivity of workers in informal sector (Responsible Body: SLOM-WG)</p> <p>14. Governing mechanisms of labour mobility (e.g. recruitment, job placement, reintegration programmes) (Responsible Body: ACMW)</p>	<p>15. Strengthening labour inspection (Responsible Bodies: SLOM-WG and ASEAN-OSHNET)</p> <p>16. OSH standards and capacity (Responsible Body: ASEAN-OSHNET)</p> <p>17. HIV prevention and control in the workplace (Responsible Body: ASEAN-OSHNET)</p> <p>18. Capacity building on tripartism (including on wage setting) (Responsible Body: SLOM-WG)</p> <p>19. Labour dispute and labour justice (Responsible Body: SLOM-WG)</p>	<p>20. Expansion of coverage of social protection to all workers (Responsible Body: SLOM-WG)</p> <p>21. Social protection of migrant workers in ASEAN (Responsible Body: ACMW)</p> <p>22. Protection and promotion of the rights of migrant workers (Responsible Body: ACMW)</p> <p>23. Labour dimension of trafficking in persons (Responsible Body: ACMW)</p>

Notes:

1. Vulnerable employment is defined as a sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. (see http://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_120470/lang--en/index.htm).
 2. Projects under the thematic areas, timelines, country coordinators, potential partners for collaboration, and resource mobilization strategy are to be determined by the assigned responsible bodies.
 3. Monitoring and/or evaluation mechanism:
 - a) Annual progress reporting of the implementation of the ALM' Work Programme by Subsidiary Bodies to the annual meeting of SLOM.
 - b) Output-level checklist to monitor progress of the ALM' Work Programme (scorecard) to be completed by the Subsidiary Bodies (ASEC to draft a checklist template):
 - a. Data/information/statistics
 - b. Laws/standards/policies.
 - c) Outcome-based mid-term and final reviews of the ALM' Work Programme by SLOM (every 2.5 years).
 - d) Capacity building on monitoring and evaluation for SLOM.
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