



**9th ADBI-OECD-ILO Roundtable on Labor Migration in Asia**  
**Theme: Innovative Approaches for the Effective Management of Labor Migration in Asia**

Jointly organized by:  
**Asian Development Bank Institute (ADBI)**  
**Organisation for Economic Co-operation and Development (OECD)**  
**International Labour Organization (ILO)**

**24-25 January 2019**

**Asian Development Bank Institute**  
 Kasumigaseki Building 8F,  
 3-2-5, Kasumigaseki, Chiyoda-ku, Tokyo 100-6008, Japan

24 January 2019, Thursday	
09:00 – 09:30	<b>Registration</b>
09:30 – 09:40	<b>Welcoming Remarks</b> Chul Ju Kim, Deputy Dean, ADBI
09:40 – 09:45	<b>Group Photo</b>
09:45 – 10:45	<p><b>SESSION 1: LABOR MIGRATION TRENDS AND POLICIES IN ASIA</b></p> <p><i>This session will focus on recent trends in migration and its governance at regional and global levels as well as remittances flows in the region. Questions addressed in this session include: What are the main global trends in international migration, in terms of channels, their magnitude and direction? How have remittance flows been affected by changing labor markets and opportunities in destination economies?</i></p> <p><i>The session will also focus on the latest developments in multilateral governance of migration. The Sustainable Development Goals (SDGs) provide an important framework of reference. So, does the first-ever Global Compact for Safe, Orderly and Regular Migration, adopted at the Intergovernmental Conference on 10 – 11 December 2018 in Marrakech, Morocco. Other commitments include the 2017 ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, adopted by ASEAN leaders. Questions addressed include: What are the recent developments in the global and regional migration governance and its implications on labor migration in the Asia-Pacific region?</i></p> <p>Session Chair: <b>Chul Ju Kim</b>, Deputy Dean, ADBI</p> <p>Speakers:</p> <p><b>Jean-Christophe Dumont</b>, Head, International Migration Division, OECD</p> <p><b>Nilim Baruah</b>, Senior Migration Specialist, Decent Work Team, Regional Office for Asia and the Pacific, ILO</p>

	<b>Pitchaya Sirivunnabood</b> , Economist and <b>Erica Paula Sioson</b> , Research Associate, Capacity Building and Training Department, ADBI
10:45 – 11:15	<b>Open Discussion</b>
11:15 – 11:30	<b>Coffee Break</b>
11:30 – 12:30	<p><b>SESSION 2: RECENT CHANGES IN LABOR MIGRATION TRENDS AND POLICIES IN ASIA</b></p> <p><i>This session looks at recent changes in the management of labor migration in Asia, the origin region for over 40% of all migrants in the world in 2015. It has been notably because of the importance of temporary labor movements to Gulf countries and OECD member countries, as well as intra-ASEAN and East Asia migration. While there are well-functioning corridors and many good practices in the region, not all labor migration at present is safe, orderly or regular, and not all migration is fair. Migration corridors and sectors of employment are gendered, with men and women prevailing in different occupations and channels. In addition, irregular migration often occurs in parallel with regular migration.</i></p> <p><i>Countries presenting in this session will present the latest trends in labor migration from (and to) their countries and discuss recent regulatory changes they have implemented to deal with the challenges and to govern better and manage labor migration. Special attention will be given new laws, mechanisms or international agreements signed as well as bilateral labor migration agreements negotiated.</i></p> <p>Session Chair: <b>Jonathan Chaloff</b>, Senior Administrator, International Migration Division, OECD</p> <p>Country Presentations:</p> <p><b>Md. Ruhul Amin</b>, Deputy Secretary, Ministry of Labour and Employment, Bangladesh</p> <p><b>Wan Zulkfli Bin Wan Setapa</b>, Director, Institute of Labour Market Information and Analysis, Ministry of Human Resources, Malaysia</p> <p><b>Narayan Prasad Regmi</b>, Joint Secretary, Planning Department, Ministry of Labour, Employment and Social Security, Nepal</p> <p><b>Muhammad Ibrar</b>, Section Officer, Department of Overseas Pakistanis &amp; Human Resource Development, Ministry of Overseas Pakistanis &amp; Human Resource Development, Pakistan</p>
12:30 – 13:00	<b>Open Discussion</b>
13:00 – 14:00	<b>Lunch</b>
14:00 – 15:00	<p><b>SESSION 2: RECENT CHANGES IN LABOR MIGRATION TRENDS AND POLICIES (CONTINUED)</b></p> <p>Session Chair: <b>Jonathan Chaloff</b>, Senior Administrator, International Migration Division, OECD</p> <p>Country Presentations:</p> <p><b>Tatang Budie Utama Razak</b>, Chief Secretary, National Board for Placement and Protection of Indonesian Migrant Worker, Indonesia</p> <p><b>Bouasy Thammasack</b>, Deputy Director of Division, Department of Skill Development and Employment, Ministry of Labour and Social Welfare, Lao PDR</p> <p><b>Tsogzolmaa Ulziinyam</b>, Senior Officer, Employment Policy Implementation Coordination Department, Ministry of Labor and Social Protection, Mongolia</p> <p><b>Aye Aye Moe</b>, Director, Internal and External Relations Division, Office of the Union</p>

	<p>Minister, Ministry of Labour, Immigration and Population, Myanmar</p> <p><b>Anh Thu Tran</b>, Head of Division, Department of Overseas Labour, Ministry of Labour-Invalids and Social Affairs, Viet Nam</p>
15:00 – 15:30	<b>Open discussion</b>
15:30 – 15:45	<b>Coffee Break</b>
15:45 – 16:15	<p><b>SESSION 3.1: NEW APPROACHES TO LABOR MIGRATION MANAGEMENT IN JAPAN</b></p> <p><i>Japan is introducing a new approach to managing recruitment and employment of foreign workers in the country. New categories of permit are being created and the possibility of employment of temporary foreign workers extended to sectors and occupations where shortages are acute and where recruitment of foreign workers was previously not possible. The change is of great interest in Japan and in countries of origin of potential foreign workers. This session will present the key elements of the new policy and the Japanese government's expectations regarding the effects of the change.</i></p> <p>Session Chair: <b>Pitchaya Sirivunnabood</b>, Economist, ADBI</p> <p>Speakers:</p> <p><b>Yu Korekawa</b>, Senior Researcher, National Institute of Population and Social Security Research</p> <p><b>Akiro Yoshida</b>, Planning Officer, Foreign Workers' Affairs Division, Ministry of Health, Labor and Welfare, Japan</p>
16:15 – 16:30	<b>Open Discussion</b>
16:30 – 17:30	<p><b>SESSION 3.2: THE GROUP OF TWENTY (G20) AGENDA - AGING POPULATION, THE FUTURE OF WORK AND THE ROLE OF LABOR MIGRATION IN ASIA</b></p> <p><i>The 2018 G20 Leaders' Declaration on "Building Consensus for Fair and Sustainable Development" shows the G20's commitment to global labor migration management as calling for continued dialogue on migration issues under the next presidency. In response to this Declaration, under the 2019 Japan's presidency, this session addresses labor migration issues with the perspective of aging population. Population aging is a global phenomenon and it is of greater significance to Japan, where low fertility and rapid aging has led to a declining labor force.</i></p> <p><i>Against this backdrop, this session will discuss the impacts of the aging population on labor-migration management. It will also examine issues, challenges, and opportunities of labor migration from the perspectives of G20 countries as well as labor-sending countries in Asia.</i></p> <p>Session Chair: <b>Pitchaya Sirivunnabood</b>, Economist, ADBI</p> <p>Speakers:</p> <p><b>Jingmin Yang</b>, Secretary General and Research Fellow, Migration Research Center, Center for China and Globalization</p> <p><b>Nana Oishi</b>, Associate Professor, Japanese Studies, the University of Melbourne</p> <p><b>Kyu-Yong Lee</b>, Senior Research Fellow, Korea Labor Institute</p>
17:30 – 18:00	<b>Open Discussion</b>
18:00 – 20:00	<b>Dinner Reception hosted by ADBI (Venue: <a href="#">Kazan KaiKan, 37F</a> )</b>

## 25 January 2019, Friday

09:00 – 10:00

### **SESSION 4: LABOR MOBILITY, SKILLS DEVELOPMENT AND RECOGNITION**

*Expanding legal avenues for labor migration should take into account labor market requirements and demographic trends. Increasing legal pathways and reducing its cost and time can result in a triple win and reduce undocumented migration. There is great potential for skills development and skills recognition systems to positively impact on the functioning of labor markets for the benefit of employers, migrants, as well as countries of origin and destination. It eases recruitment and can facilitate a shift towards jobs with better wages and working conditions. Recognition schemes are particularly important for migrant women who have limited access to higher paying jobs in certain countries and occupations. The application of standards of destination countries in skills testing of potential migrants in the country of origin, establishment of joint minimum standards, mutual recognition arrangements, as well recognition of returning migrants skills are key approaches to upgrading skills of migrant workers in the region. For migrant workers, particularly women, to access better jobs and move up the skills ladders, access to skills and vocational training may be supported. Labor mobility also concerns job changes for admitted migrant workers. Stringent restrictions result in an imbalanced employer-employee relationship.*

*This session will examine how skills development and recognition can be built into mobility channels and what partnerships can help define standards and contribute to funding training which is appropriate for destination country labor markets.*

Session Chair: **Nilim Baruah**, Senior Migration Specialist, Decent Work Team, Regional Office for Asia and the Pacific, ILO

Speakers:

**Akiko Sakamoto**, Skills and Employability Specialist, Decent Work Team, Regional Office for Asia and the Pacific, ILO

**Ahmma Charisma Lobrin-Satumba**, Institute for Labor Studies, Department of Labor and Employment, Philippines

**Jitrapong Poomsa-ard**, Skill Development Technical Officer, Department of Skill Development, Ministry of Labour, Thailand

**Wei-Ming Lee**, Officer, Department of International Affairs, General Planning, Ministry of Labor, Taipei, China

10:00 – 10:30

### **Open Discussion**

10:30 – 10:45

### **Coffee break**

10:45 – 12:15

### **SESSION 5: BREAKOUT SESSIONS: INNOVATIVE TOOLS AND BETTER REGULATION IN THE MANAGEMENT OF LABOR MIGRATION**

*This session includes Breakout Sessions during which participants will collaborate to identify key elements of standard employment contracts and regulation of private recruitment agencies. Two groups will work on each theme. Each group will come up with a result to share with the plenary.*

	<p><b>Breakout Session topic 1: Standard Employment Contracts</b></p> <p>Facilitator: <b>Jonathan Chaloff</b>, Senior Administrator, International Migration Division, OECD</p> <p><b>(Venue: two groups remain and discuss in the conference room)</b></p> <p><i>When countries sign on Memorandum of Understandings (MOUs) or bilateral agreements to facilitate labor migration across borders, they face the choice of implementing Government to Government (G2G) recruitment system, such as Korean Employment Permit System (EPS) or using Labor Market Intermediaries (LMIs). In parallel, when it comes to the employment contracts signed by migrants and employers before departure, they are often substituted with new contracts upon arrival that contain less favorable terms and conditions, or contracts are not even issued.</i></p> <p><i>In this breakout session, participants will work together to identify elements of standard employment contracts with other countries for migrant workers, outlining advantages and disadvantages of G2G and LMIs placement systems for their own cases. The participants can also discuss whether the standard employment contracts shall be sector based and the link with MOUs and national laws (in destination country) and their implementation.</i></p>	<p><b>Breakout Session topic 2: Regulation of private recruitment agencies</b></p> <p>Facilitator: <b>Lara White</b>, Regional Labor Migration Specialist, International Organization for Migration’s Regional Office</p> <p><b>(Venue: two groups move to Conference Room A for facilitator’s instructions and each group moves and discusses in the ADBI blue room and in the ADBI pink room)</b></p> <p><i>High economic costs and fees during recruitment are common and are well documented. Private recruitment agencies play a primary role in matching job seekers and employers. However better regulation is needed. Employers and job-seekers also can be provided with greater recruitment options that reduce the layers of intermediation and potentially costs. An interesting development has been the concept of joint liability. Legislation in the United Kingdom, European Union and United States make lead contractors liable for recruitment abuses in their supply chains. Under the Manitoba Worker Recruitment &amp; Protection Act (WRAPA), employers are liable for recruitment fees charged to workers. Fees and recovery of fees are banned. The Gangmaster Licensing Authority (GLA) in the United Kingdom requires origin country recruitment agencies “to also apply for a license with GLA and comply with its terms and conditions”. The Philippines has “joint and solidary liability for both private recruitment agencies and employers</i></p> <p><i>Government regulation can be supplemented by both industry self-regulation and monitoring by trade unions and Civil Society Organizations (CSOs).</i></p> <p><i>Participants in this session will work together to draw up a list of essential elements for rules to effectively regulate private recruitment agencies.</i></p>
12:15 – 13:00	<p><b>SESSION 5 (CONTINUED): OUTCOMES OF BREAKOUT SESSION</b></p> <p>The rapporteurs for each of the groups will have 8-10 minutes to present the output of the work in the breakout sessions and receive feedback from other participants.</p>	
13:00 – 14:00	<p><b>Lunch</b></p>	
14:00 – 15:00	<p><b>SESSION 6: SECTORAL FOCUS – DOMESTIC WORKERS</b></p> <p><i>The domestic work industry faces the chronic labor shortage as home jobs – including housework as well as child and eldercare - pay low wages but are intensive in “emotional labor”. East and some Southeast Asian countries experience a care deficit in both child</i></p>	

	<p><i>and elderly care as more women participate in the labor market. As the local supply of domestic workers diminish further because of aging population, migrant workers, many of them women from Southeast Asia, have become more important in the region and outside of Asia. Even countries that did not admit foreign domestic workers are now looking to them as an option for the future. Gender-sensitive policy attention is particularly important in this sector. Inadequate labor legislation and enforcement are common. Employers may refuse to provide contracts, discard contracts signed by migrants and employers before departure, or substitute them with less favorable new ones upon arrival. When contracts exist, they may be unenforceable, especially when domestic work is not protected by labor law in the country of destination.</i></p> <p><i>In light of this situation, this session will first look at the domestic sector in major receiving and sending countries. In addition to assessing the magnitude and characteristics of care work migration, it will also examine recruitment, working conditions, and benefits to migrant workers such as earnings and remittances. Countries will share their experience in developing and enforcing standard employment contracts for migrant domestic workers to ensure compliance with fair recruitment practices and workplace regulations, including employer and industry initiative. The session will discuss their links with MOUs and national laws (in destination country) and their implementation. The specific challenges of the sector will be discussed – including private households as the worksite, thereby throwing up inspection challenges,</i></p> <p>Session Chair: <b>Jonathan Chaloff</b>, Senior Administrator, International Migration Division, OECD</p> <p>Speakers:</p> <p><b>Brenda Saw Ai Yeoh</b>, Professor, Department of Geography, National University of Singapore</p> <p><b>Pui Yu Ip</b>, Regional Coordinator for Asia Pacific, International Domestic Workers Federation</p> <p>Country Presentations:</p> <p><b>Ouk Ravuth</b>, Deputy Director, Department of Employment and Manpower, Ministry of Labor and Vocational Training, Cambodia</p> <p><b>Wansekara Mudiyansele Vimalarathna Wansekara</b>, Acting General Manager, Bureau of Foreign Employment, Sri Lanka</p>
15:00 – 15:30	<b>Open Discussion</b>
15:30 – 15:45	<b>Coffee Break</b>
15:45 – 17:00	<p><b>Wrap-up Session and Closing Remarks</b></p> <p><b>Nilim Baruah</b>, Senior Migration Specialist, Decent Work Team, Regional Office for Asia and the Pacific, ILO</p> <p><b>Jean-Christophe Dumont</b>, Head, International Migration Division, OECD</p>