

# **Skills Recognition for Returning Migrant Workers**

**ILO/SKILLS-AP/KOREA Regional Training Workshop  
on Skills Assessment of Returning Migrant Workers  
15–16 September 2010, Bangkok**

**October 2010**

## Foreword

The September 2010 regional tripartite workshop on skills recognition was part of a series of workshops organized by the ILO/Korea Partnership Programme on skills recognition for migrant workers. The ILO/Korea Partnership Programme builds upon earlier work of the Regional Skills Network. It is a continuation of the long-standing assistance from the International Labour Organization to member States on skills standards and mutual skills recognition. The other regional and national training workshops in 2006, 2007 and 2008 led to the development and recent endorsement of the Regional Model Competency Standards (RMCS) for different sectors, which can be used to guide the process for recognizing skills nationally and for the Asia–Pacific region.

This latest regional workshop addresses a relevant and still quite unexplored area of skills migration – the official recognizing of skills acquired abroad by returning migrant workers. The workshop emphasized the process for assessing those skills. This meeting report, along with another document reflecting guidelines for recognizing skills, which were discussed during the workshop, is intended as an easy reference for replication at national level.

I want to express my appreciation for the successful workshop and to thank the Korean Government for its continuous funding of the ILO/SKILLS-AP programme and the Regional Skills Network, which were instrumental in organizing the meeting. Such a long-term commitment from the Korean Government has enabled an increased interaction between member States and constituents for cross-learning and exchange of experiences in the areas of skills development, vocational training and skills recognition. Sandra Rothboeck, Skills Specialist of the Decent Work Technical Support Team (DWT) Bangkok, organized the meeting with the support of Wipusara Rugworakijkul, Alin Sirisaksopit and Carmela Torres, Senior Skills Specialists, DWT Bangkok. Many thanks are also due to Thetis Mangahas, ILO Deputy Regional Director, Programmes and Policies and former Regional Migration Specialist and Pannuda Boonpala, Chief Technical Advisor EEC-Migration Project, for their contributions. I also want to express my sincere thanks to David Lythe, our consultant and resource person, who not only shared his extensive experience and current work in this field but also contributed to the successful outcome of the workshop.

I also want to emphasize that events such as these only confirm the need for ongoing collaboration between the Government of Korea and the ILO to provide practical support and a platform to constituents within the region to equip themselves with systems and mechanisms so that they can effectively promote skills recognition between countries and within the region.

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## Introduction

Skills recognition and qualifications reforms have dominated national and international debates on training and skills development in recent years. Many countries have limited capacities in recognizing skills training through formal training programmes and, even more importantly, skill acquisition through work experience. This leaves the workforce with limited opportunity for official acknowledgement of their competencies, given that workplace-related experience or non-formal training is not typically assessed. Consequently, the transfer of learning between formal training institutions and the workplace becomes difficult.

The situation is further complicated in the case of international migration because there as yet are no commonly agreed frameworks or standards for recognizing skill acquisition across countries. The major challenge in qualifications reform thus is to develop a system that is more inclusive, flexible, accessible and transparent yet does not undermine emphasis on quality and credibility.

With this challenge in mind, the ILO's SKILLS-AP programme and the Department for Human Resource Development Services of Korea (HRD Korea), as a part of a long-standing partnership, initiated in 2006 a project on recognizing the newly acquired skills of migrant workers. That project is a continuation of ILO assistance to member States on skills standards, including national and regional training workshops from 2006 to 2008. These workshops resulted in the development and endorsement of the Regional Model Competency Standards (RMCS) for different sectors as a guide for skills assessment and recognition at the national level and for the Asia-Pacific region.

During one of the 2008 workshop, participants identified the following priority areas to redress to achieve a skills recognition process for migrant workers:

- re-departure training should include assessment and collecting evidence of existing competencies and work experience
- receiving countries should clearly specify the skills required of migrant workers
- required competencies, work experience, qualifications and skills training should be provided by receiving countries and incorporated into contracts by the receiving country
- employers in the receiving country should assist workers in recording skills and experiences they obtain during their assignment
- skills recognition processes should be clear, easily understandable and available at a low cost to workers
- information should be provided about the receiving country, including information on labour laws, safety, required equipment, health care, job security, social benefits and medical leave.

Participants from Cambodia, Indonesia, Mongolia, Nepal, Philippines, Sri Lanka, Thailand and Viet Nam then developed strategic plans to adapt the RMCS in their countries and to improve their mechanisms for assessing skills and work experience of migrant workers. This included defining responsibilities and roles, timeframes for introducing a skills assessment process and making changes to skills training, where required, prior to migrant workers leaving their country. The plans also identified how each country could improve the collection and use of statistics regarding migrant workers.

This ILO SKILLS-AP/Korea Partnership Programme's regional workshop in Bangkok (15–16 September 2010) was organized as a follow-up to discuss the applicability of the simplified RMCS and draft guidelines for managing the process of recognizing the skills of returning workers. Emphasis centred on assessing skills acquired while workers were abroad. The expected outcome included recommendations for finalizing the guidelines and the drafting of realistic national action plans for following up. The revised guidelines will be published and

will include recommendations for governments and workers' and employers' organizations, indicating how they can be involved in developing and strengthening assessment and skills recognition systems, which will not only help returning migrants but will also help others in need of skills recognition.

Twenty representatives from Cambodia, Indonesia, Mongolia, Philippines, Sri Lanka, Thailand and Viet Nam and two resource persons from HRD Korea participated in this workshop.

### **Opening session**

**Thetis Mangahas**, Deputy Regional Director, Programmes and Policies, ILO Regional Office for Asia and the Pacific, welcomed all participants. She noted that the workshop was organized under the auspices of the ILO/SKILLS-AP and ILO/Korea Partnership Programmes and that it brought into focus two thematic areas that rank highly in ILO priorities: skills development for improved productivity and competitiveness, and the management of labour migration. She noted that as Asian countries rapidly transit to rising income and higher growth, these two priorities will become even more relevant and important.

Ms Mangahas cited the estimated 29 million workers from Asia and the Pacific who have crossed borders in search of work, noting that this large movement of people is expected to further intensify. Men, women, youth and even children are pursuing their dreams for a better life, searching for better working conditions in their home countries or in foreign lands. In doing so, they endure formidable challenges – fewer and more restricted legal channels of work, escalating fees and expenses related to their job search and hostile public attitudes in the host countries. They deal with a highly commercialized and often unscrupulous recruitment industry; the difficulties continue during their period of employment and on their return.

Ms Mangahas reported that through its partnership with the Korean Government, the ILO has initiated national dialogues in Bangladesh, Indonesia, Philippines, Sri Lanka, Thailand and Viet Nam. The Korean Government has hosted two international fellowships in Seoul and supported a study tour to the Philippines for migration management for South Asian countries. She stressed the need for an incremental approach towards skills recognition for the region.. She is pleased to see that the ILO's RMCS have been accepted as the basic reference framework for a number of sending and receiving countries for recognizing skills in the manufacturing sector. As a follow up to the meeting of 2008 on skills recognition, there are now additional competency standards for construction, agriculture and aquaculture, mechanical services, generic competencies as well as tourism and hospitality. Ms Mangahas noted with praise of the positive development that the Asian Development Bank-funded Mekong subregional project on worker mobility is using these standards.

**Seung-Hyun Moon**, Deputy Director, Seoul Institute for Vocational Training in Advanced Technology, HRD Korea noted the importance of skills recognition in the context of national economic growth and the increasing relevance of migrant labour to the Republic of Korea and to other member States throughout the region. He highlighted the commitment of his government to support regional development, and commented on how in the twenty-first century, member States are all experiencing much transformation and great challenges. The external environment is changing at a fast pace through open competition and the rapid development of the knowledge-based economy. Human resources development is critical to promote economic growth and enhance national competitiveness. Given the workforce shortages in the Republic of Korea, labour migration management has become a critical priority. Currently, more than 15 countries have signed bilateral agreements with the Korean Government. Mr Moon also referred to the Korean Employment Permit System (EPS) and its

Happy Return Programme, which has a skills recognition component for foreign migrant workers. The Korean Government clearly sees the positive contribution of migrant workers to its economy and regards return services that ensure successful re-employment and reintegration of critical importance.

**Nakorn Silpa-Archa**, Director General, Department of Skill Development, Ministry of Labour, Thailand, welcomed the delegates to Thailand. He congratulated the ILO and the Korean Government for organizing such an important workshop, noting the positive impacts on both sending and receiving countries of worker migration. He welcomed the workshop theme of promoting the assessment of the skills of returning migrant workers so they can contribute more fully through employment or self-employment to national economic development. He commented on the need for intensified and better collaboration between sending and receiving countries. After indicating the full support of Thailand for the programme, he formally declared the workshop open.

### **Introduction to the workshop**

**Sandra Rothboeck**, ILO Skills and Employability Specialist, Decent Work Technical Support Team (DWT) Bangkok, and **Wipusara Rugworakijkul**, Programme Officer, SKILLS-AP, outlined the background, objectives and desired outcomes of the workshop (the programme and list of participants are included as appendices). Ms Rothboeck noted the importance of the long-running ILO-Korea partnership and the need to further strengthen the ILO Regional Skills Network, through which member States can share and exchange experiences and learning. This particular workshop, she explained, is part of a series on skills recognition of migrant workers under the ILO/Korea Partnership Programme, which started in 2006. This workshop focuses on assessing and recognizing the skills of returning migrant workers. The workshop's interactive nature was stressed. Ms Rothboeck noted that the final guidelines for recognizing the skills of returning migrant workers will be circulated and published on the ILO's Community of Practice web site.

### **Technical session 1: Issues in labour migration and skills assessment of migrant workers**

Panel chairperson: **Ouen Tep**, Deputy Director General, General Department of Technical Vocational Education and Training, Ministry of Labour and Vocational Training, Cambodia

**Panudda Boonpala**, Chief Technical Adviser, ILO-EEC Migration Project, stressed the importance of skills assessment and recognition in the context of an integrated approach to migration management. She outlined a project to support workers returning from Europe, noting that little work had been undertaken to maximize the benefit of the new skills of those returning migrants. She added that some may return with a skills deficit because their overseas deployment was not successful. Ms Boonpala remarked that most migrant workers are low and semi-skilled but that the mobility of higher skilled professionals is growing. Among the challenges to be tackled are recruitment abuses and the exploitation of workers not protected by labour laws. She reiterated that the ILO Decent Work Agenda promotes important protection for migrant workers. There is a need to build and improve the local service infrastructure for returning migrant workers to increase the currently limited employment and livelihood options for returning migrant workers.

**Seung-Hyun Moon**, Deputy Director, Seoul Institute for Vocational Training in Advanced Technology, HRD Korea, provided details of three pilot projects for employed foreign workers in the Republic of Korea:

- 1) **Vocational competency development training.** The first objective of the training is to assist the workers' adaptation to the Korean work culture and to improve the productivity of small and medium enterprises; the other objective is to prepare foreign

- workers for resettling in their home countries with suitable vocational competencies.
- 2) **Skills or business venture training for returning workers.** The objective is to encourage workers whose visas are soon to expire to plan for their return and to support their smooth return with business skills.
  - 3) **Employment adjustment education for workers transferring their workplaces.** This programme informs foreign workers about the Korean corporate culture and relevant laws and provides tips on interpersonal relationships in the Republic of Korea culture. The objective is to minimize the number of workplace transfers and thus stabilize employment and lift productivity.

Mr Moon also noted that trials are ongoing in the Republic of Korea to assist returning foreign migrant workers to obtain employment in multinational companies in their home countries and elsewhere overseas.

**Sandra Rothboeck**, ILO Skills and Employability Specialist, DWT Bangkok, outlined the primary issues in labour migration and skills assessment of returning migrant workers. She summarized the challenges and trends, noting the priority accorded to human resources development and skills development throughout the region. She said that skills shortages and often mismatch commonly drive migration. According to Ms Rothboeck, issues for the region are:

- Asia overall faces the challenge of shifting towards higher skills and knowledge-based economies to ensure long-term and sustainable competitive advantage.
- Human resources and workforce development are priorities in the region.
- Skills reform takes a long time, but there is immediate need for labour market adjustments.
- Attractiveness of certain jobs in industrialized countries is low (construction, mining, manufacturing and some service-related jobs).

Ms Rothboeck reminded participants that the policy framework for skills development hails from the ILO's Human Resources Development Recommendation No. 195 (2004); one of the objectives is to strengthen the capacity for mutual recognition of skills. With that in mind, there is a need to:

- strengthen the capacity for mutual skills recognition for sending and receiving countries of migrant workers
- encourage the recognition by employers in the Republic of Korea of the skills of migrant workers and by employers in home countries when they return
- increase the capacity of migrant-sending and -receiving countries to manage labour migration through better systems for sourcing and regional standardization of workers' skills using the RMCS
- increase the capacity for sending countries to effectively address circular migration and respond to the needs of returning migrant workers to find decent employment or self-employment
- approach migration and skills recognition for returning migrant workers in an integrated manner, with suitable support systems at pre-departure, during overseas employment and after returning home.

**David Lythe**, ILO consultant, spoke about the current Asian Development Bank's project in the Mekong subregion that promotes cross-border skills recognition of departing migrant workers. The project is using the ILO's Regional Model Competency Standards (RMCS) and supports the development and piloting, in three technical skill areas (housekeeping, automotive technology and welding), of a framework for the mutual recognition of skills and qualifications among the participating countries, with practical systems for comparing and recognizing those technical skills and qualifications. The project aims to help resolve skill shortages and improve competitiveness. Through the pilot project, components of qualifications in the participating countries are mapped to the RMCS and gaps identified.

Students are assessed against the RMCS. The project has completed an initial alignment of country qualifications frameworks to the ASEAN framework, focusing on three levels. Over time, as technical and vocational education and training systems are strengthened, this will lead to the mutual recognizing of qualifications among the Mekong subregional countries.

Following the presentations, **Teh Sing**, Secretary General, Cambodia Federation of Employers and Business Associations, and **Isidro Antonio Asper**, Executive Assistant Federation of Free Workers, Philippines, responded. Mr Teh emphasized that there have been many achievements that need strong follow-up at the national level. Mr Asper noted that migration is permanent and not a transitional feature. This consequently calls for more policy coherence regarding regulation, protection and the reintegration of workers. The role of training in culture and language prior to departure is critical. There is a need for multilateral and binding agreements to ensure the full protection of migrant workers. There is a need to promote comparability and compatibility of skills among countries to make labour markets more accessible and transparent.

Their remarks resulted in discussion and interest in – and endorsement of – the Korean training programmes for migrant workers. Participants also expressed support for sector approaches to skills recognition and for a focus on low-skilled workers because they are the dominant migrant workforce for several sending countries.

**Technical session 2a: Country presentations on progress made in implementing national action plans, defining national skills assessment systems, management and organization of skills recognition of migrant workers: Cambodia, Indonesia, Philippines, Mongolia**

Chairperson: **Erdenebattar Tsend-Ayush**, Head of Labour Market Information Department, Mongolia Employers' Federation, Mongolia

**Teh Sing**, Secretary General, Cambodia Federation of Employers and Business Associations, presented the Cambodian country paper and reported on progress with the 2008 action plan. He noted the value of the Korean training programmes under the EPS for Cambodia and recommended a government-to-government pilot project between the Republic of Korea and Cambodia for returning migrant workers. He pointed out that the Association of Cambodian Recruiting Agencies (ACRA) initiated pre-departure training for domestic workers going to Malaysia and that a memorandum of understanding is being finalized to allow Cambodian workers to join trade unions in Malaysia. Cambodia is sending workers to Malaysia, Thailand, Japan and the Republic of Korea. In the near future, migrant workers will go to more countries in Asia and to Saudi Arabia.

Cambodian workers are moving abroad legally and irregularly as domestic helpers, factory workers, labourers, construction workers, entertainers and food processing workers. Women accounted for 86 per cent of the total deployment to Malaysia between 1998 and August 2010. In Malaysia, Cambodian women migrant workers are employed mostly as domestic helpers, but they also work in factories, grocery shops, plantations and construction. In 2009, there was a 160 per cent increase in the number of female workers to Malaysia, compared with 2008 due to Indonesia suspending its supply of domestic helpers to Malaysia. In 2009, ACRA tried unsuccessfully to work with recruitment associations in Malaysia (PAPA) and Thailand. These are important links for Cambodia to assist its migrant workers in recording skills and experiences they obtained during their assignments. Such links enable them to collect evidence of existing competencies and work experience that will help them build the assessment and skills recognition system in line with the RMCS. Mr Teh noted that the Cambodian Union Federation and Cambodia Confederation of Trade Unions now brief their members on a pre-departure checklist for migrant workers. These two unions are about to

sign an MOU with the Malaysian Trade Union Congress to allow all Cambodian migrant workers in Malaysia to join as members. This will be extremely helpful in documenting their skills and work experience. Through this channel, Cambodia can introduce the RMCS. More focus is needed on pre-departure training, concluded Mr Teh, including cultural skills, occupational safety and health standards and soft and generic skills.

Mr Teh requested that the Republic of Korea (as a receiving country under the EPS) put into practice the proposed data collection and the mechanism for recording and recognizing the skills of about-to-return Cambodian migrant workers. Cambodia would then be in a position to demonstrate to its tripartite partners the usefulness of the RMCS.

**Sulistri Afrileston**, Acting Secretary General Confederation of Indonesia Prosperity Trade Union, noted that Indonesia has a labour force of 104 million (of a population of 270 million) people, with only 30 per cent in the formal economy. Around 6 million migrant workers are in Malaysia, Republic of Korea, Japan, Singapore and the Middle East; most migrant workers originate from Java, Sumatra and Nusa Tenggara Timu provinces. There are agreements with the Malaysian Trades Union Congress to promote protection for migrant workers. Some pre-departure training is being provided.

**Gabriel Genaro V Bordado**, Executive Director, Competency Assessment and Certification Office, TESDA, Philippines, presented the country paper for the Philippines, outlining its education and ladderized training system. He indicated that the existing nationwide provision of skills assessment is available to returning migrant workers who seek to have their skills assessed through the recognition of prior learning. He noted that there is a system of mandatory registration of migrant workers and that there is provision of pre-departure training in language and culture.

Mr Bordado spoke of the Skills Registration Database established in Davao province for returning migrant workers. Six government agencies, under the leadership of the Technical Education and Skills Development Authority (TESDA), oversee the Permanent Returning Overseas Filipino Workers Network (PeRSON). TESDA maintains the database and, together with the Overseas Workers Welfare Agency (OWA), links the experience and competencies of returning workers to prospective employers or provides other useful support services. Local government, industry and training organizations recognize the workers as “heroes of the modern Philippine economy” and tap their expertise. The network operates to link returning workers with business and other opportunities, with emphasis on the importance of the skills and work experiences acquired. Additionally, TESDA in partnership with the Philippine Department of Labor and Employment (DOLE) is setting up a database of competencies and skills available in all localities that will serve as basis for offering training, re-training and skills upgrading and certification. The project is adapting the DOLE’s Skills Registration System (SRS). TESDA also conducts job-bridging activities and job fairs. TESDA will also assist in expanding the database of registered skilled workers by installing the SRS in its network of technology institutions, in regional and provincial offices.

**Adiya Gorchinsuren**, Adviser to Minister of Social Welfare and Labour, Mongolia, noted that Mongolia is both a sending and a receiving country due to domestic skills shortages. As yet, there is no system to recognize the skills of returning workers; suitable structures are needed. Strong bilateral cooperation is also needed, especially with the Republic of Korea, to develop the necessary systems.

The impact of globalization, which Mongolia, as is other countries, is experiencing, has led to an increased movement of both its nationals for employment and study overseas and foreign citizens for employment in Mongolia. The low wage and income levels from restricted social and economic conditions in the country appear to be the main push factors for overseas employment. The emerging shortages of skilled workers are being filled by foreign workers.

The Government of Mongolia has been increasingly paying attention to guaranteeing labour rights and to employment promotion for returning migrant workers to increase the benefits of international labour migration. But there are lingering challenges; first, there is an urgent need to revise the law on employment promotion and the law on sending labourers abroad and receiving labourers and specialists from abroad; there is also need to ensure the enforcement of the law on vocational education and training, specifically to develop, assess and certify skill standards.

There is urgent need for cooperation with government agencies of receiving countries regarding skills recognition of migrant workers. For instance, government cooperation is needed to further utilise the Korean EPS more effectively so that the Mongolian citizens can to work according to their profession and area of specialization. Although the EPS is focused on the receiving of low-skilled workers (the majority of foreign workers belong to the manufacturing sector), the governments of both sending and receiving countries need to intensify discussions on applying the RMCS to recognize the skills of migrant workers.

### **Discussion**

In response to a question as to who is responsible for skills assessment in Philippines, Mr Bordado explained that there is a policy which requires mandatory certification for departing workers. Furtehr, the testing of workers is a free service and provided by TESDA. The certificate is valid for five years and TESDA's field offices conduct re-registration and assessments. The National Center for Reintegration provides free reassessment services for migrant workers.

### **Technical session 2b: Country presentations on progress made in implementing national action plans, defining national skills assessment systems, management and organisation of skills recognition of migrant workers: Sri Lanka, Thailand, Viet Nam**

Chairperson: **Thawatchai Pholcharoen**, General Secretary National Congress of Private Industrial Employees, Thailand

**Janaka Jayalath**, Director Information Systems, Tertiary and Vocational Education Commission (TVEC), Sri Lanka, outlined the Sri Lankan TVET system, noting that there are some 672 registered training providers in the country. Returning migrant workers can have their skills recognized through a system for the recognition of prior learning. Through this system, workers document their skills and work experience and are assessed against the specifications of the national competency standards. There is, however, no formal structure to recognize the skills of all returning migrant workers.

Mr Jayalath acknowledged the need to integrate the informal sector into the skills recognition system because a significant number of returning migrant workers are unregistered and hence, unprotected workers. As Sri Lanka remains a developing country, labour migration has become one of the main foreign revenue-earning sources. To streamline labour migration, the Ministry of Foreign Employment Promotion and Welfare drafted a national policy that recognizes the significant contribution of all Sri Lankan migrant workers to the national economy. The policy has further the goal of developing a long-term vision for the role of labour migration in the economy, which clearly acknowledges the benefits of labour migration on the economy, society, and for migrant workers and their families. On the other hand the policy needs to, minimize the potential negative impact, should ensure protection of human and labour rights of migrant workers.

According to Mr Jayalath, the following aspects need to be addressed::

- better governance and regulation of labour migration through consultative processes with social partners and civil society (governance and regulation of migration)

- provide protection and services to migrant workers and their families who are left behind (protecting and empowering migrant workers)
- Remittances sent by migrant workers should be linked to financial education development and emphasise preparation and re-integration of returning migrant workers.

Training programmes prepare prospective female domestic migrant workers to travel to the Middle East (14-day, 104-hour course) and elsewhere (22-day, 176-hour course). Both programmes cover topics such as remittance management and family economy, safety and use of electrical appliances, family well-being and health, foreign language and cultural skills.

Mr Jayalath noted that migrant workers contribute to investments, the transfer of technology and skills, human capital formation, enhancement of social capital, the promotion of trade and business links and good governance. He remarked that employers see a need for greater dialogue between state sector institutions and the private sector employers because the private sector accounts for 41.4 per cent (2009) of total employment in the country. There is also a need to create awareness on the importance and benefits of national vocational qualification standards among employers in small and medium enterprise.

**Keayoon Kanarungrueng**, Director Division of Skill Competition Promotion, Department of Skill Development, Ministry of Labour, presented the country paper for Thailand. She noted that labour mobility has become a critical issue in Thailand, as in other ASEAN countries. Thailand is both a receiving and a sending country, and migrant workers fill up vacancies. As a sending country, migrant workers help contribute to national income; their remittances provide income to dependants and family members in rural areas. Currently, incoming migrants outnumber the Thais going overseas. In the near future, Thailand will become one of the biggest markets in ASEAN for receiving foreign migrant workers. This is because of the constant growth of the economy and the decline in the labour force growth. Irregular or undocumented arriving migrant workers predominate, and this is a challenge that hinders the skills assessment process. Many employers are blamed because they prefer cheap labour and hardly regard skills development as a fundamental or integral part of their investment.

Overseas labour mobility of Thai migrant workers is monitored and managed by the Department of Employment Service within the Ministry of Labour. The Department ensures the enforcement of laws and regulations and supports Thai workers in overseas countries. The Department of Skills Development has been requested to conduct training for Thai migrant workers before departure. Usually, the conducting of training is by agreement and preparations are made between the receiving and sending countries, such as Thailand and Japan and Thailand and the Republic of Korea. The industries and sectors that Thai migrant workers are predominantly engaged in are construction, manufacturing and services (domestic helpers). The destinations that attract Thai migrant workers now are in the Far East, in particular, Taiwan, the Republic of Korea and Japan. Israel is the only country that remains a major destination in the West. Regarding skill assessment upon their return, the formal system of recognition and assessment plays only a small role. This is mainly because:

- Upon their return, migrant workers promptly continue their journey home because as they are not willing to prolong their stay or wait for assessment will have costs.
- Lack of awareness: The majority of migrant workers do not realize that skills assessment can have enormous benefits for their future career or the continuity of their jobs.
- Migrant workers engage in the secondary labour markets. The majority of them perform the undesired jobs characterized as dirty, difficult and dangerous. Skills acquisition and prior experience usually have been recognized informally by employers overseas.
- Formal systems of assessment for the recognition of the skills of migrant workers are not in place in Thailand.

Efforts to promote ways to recognize the skills of migrant workers and the involvement of employers have been regularly discussed. However, there is need for broader-based support, in particular from overseas receiving national agencies. This should be done in parallel with awareness-raising activities for migrant workers. Simplified approaches of assessment must be introduced, and the cost must be minimal. Regarding the financing of the schemes, Ms Keayoon proposed that the Government should bear the major part and ensure that migrant workers are least affected. Incentives as well as benefits and transparency will be important steps to ensure more effective skills recognition. International organizations like the ILO must play a role in terms of coordinating and ensuring that the RMCS are effectively implemented.

**Huyen Dang Thi**, Research Institute for Vocational Training, Ministry of Labour, Invalids and Social Affairs (MOLISA), presented the country paper for Viet Nam. She explained that there are two divisions within the national education and training system: The Ministry of Education and Training (MOET) is responsible for managing academic training while vocational training is under MOLISA. The overseas labour mobility of Vietnamese migrant workers is monitored and managed by MOLISA's Department of Overseas Labour. Before workers leave for overseas, they are provided with information on:

- the work environment in the receiving country
- wages and working conditions
- social and other benefits
- health care and medical leave entitlements
- insurance.

MOLISA arranges skills testing for workers returning from overseas employment. Ms Huyen explained that the Vocational Training Law of Viet Nam (2006) provides for workers to develop skills during their employment and the right to participate in national skills tests. MOLISA is responsible for managing national skills testing and certification.

Viet Nam is implementing testing and recognition for all workers' skills that were obtained during work for local enterprises or after working overseas. Gaps and challenges include the lack of experience in organizing skills recognition, such as developing banks of tests, and assessment methods and organization. The conditions for assessment are also poor, resulting in assessments not able to be carried through due to lack of equipment, facilities, assessment infrastructure and skilled assessors.

### **Technical session 3: Introduction to the draft guidelines for skills assessment, and management and organization of skills recognition of migrant workers**

Chairperson: **Janaka Jayalath**, Director Information Systems, TVEC, Sri Lanka

**David Lythe**, ILO consultant, briefly introduced the draft guidelines for recognizing the newly acquired skills of returning migrant workers. He indicated that solid feedback was requested so that a robust final document could be prepared. In summary, the draft guidelines propose that a national government agency provide additional services to both departing and returning migrant workers. A national assessment service will be needed so that the portfolios developed by returning workers to record their new skills can be reviewed and assessment decisions made. Issues to be resolved included financing the new services and specifying carefully the proposed roles of government and social partners. There are questions for response from the workshop participants at the end of every section of the draft guidelines.

The features of the proposed system for the constituent groups to review were:

- the national agency to support migrant workers
- new services for departing workers
- new services for returning workers
- portfolio of evidence
- inclusion of technical and soft skills in the portfolio
- advisor to be appointed
- mapping to the RMCS and/or national competency standards
- mutual recognition of vocational qualifications
- certified assessors and verifiers
- advisor promoting successful labour market reintegration or self employment
- financing the new services
- roles of government and social partners.

### **First working group session: Discussion of the draft guidelines**

Chairperson: **Janaka Jayalath**, Director Information Systems, TVEC, Sri Lanka

The workshop participants divided into their three constituent groups to review the draft guidelines and to prepare their responses.

#### ***Presentations: First working group discussion***

**Janaka Jayalath** continued as chairperson of the presentations.

For the **Trade Unions**, Isidro Asper, Executive Assistant, Federation of Free Workers, Philippines, reported. The workers suggested two additional objectives for the guidelines:

- promote a rights-based approach to achieving the goal of decent work
- assist returning migrant workers to reintegrate into their home country's economy.

He also reported recommendations from the workers that the national agency supporting departing migrant workers should provide to migrant workers the contact details of embassies and of trade unions in overseas countries. The national agency should also provide basic language and cultural training relating to the receiving country. For returning migrant workers, there should be:

- profiling and registration procedures
- recognition of workers' rights and alignment of the national law and its practice with ILO core labour standards
- financial support for training, re-training, assessment and certification
- promotion of SMEs for returning migrant workers, preferably through cooperatives.

For the proposed portfolio of evidence of skills acquisition, the workers recommended that employers be encouraged to present the documentation in English and that evidence of soft skills acquisition be provided by employers.

For the RMCS, the workers recommended:

- the ILO to develop RMCS for lower-skilled work, such as domestic help and selected informal sector occupations
- national agencies develop competency standards in an open and participatory manner, which includes workers' and employers' representatives
- capacity building training provided by the ILO for social partners.

Additionally, workers should:

- be consulted in the development of competency standards
- be included in the negotiation of mutual recognition agreements

- undertake bilateral agreements with trade unions in other member States.

Hermogena Aquino, Chairman, Training Committee, Employers Confederation of the Philippines, reported for the **Employers**. She indicated support for the development and recognition of skills through partnership with social partners. The employers asked that the objectives of the draft guidelines be more specific. For the proposed portfolio of evidence of skills acquisition, the employers suggested that there should be a pre-departure checklist and a basic form to be completed by departing workers. They also recommended that a performance appraisal be completed by departing migrant workers and that the advisors be persons of high credibility and trust. The employers considered that the mapping process would need to be country specific and pragmatic and that member States should be encouraged to strive for mutual recognition and comparability of qualifications.

They also recommended that the assessment system be a process through which assessors are identified and trained; that the system be decentralized; and that member States determine for themselves whether or not verifiers are necessary. The employers proposed that there is a special role for government in the social marketing of the new services for returning migrant workers; and that government should always consult fully with the social partners. Government should also assume responsibility for the translation and distribution of the RMCS to employers' associations. Finally, the draft document should specifically include provision for the skills assessment of returning domestic helpers.

Gabriel Bordado, Executive Director, Competency Assessment and Certification Office, TESDA, Philippines, reported for the **Government** participants. They requested definitions of terms that are agreed across countries. They noted that the national agency for TVET will need to be strengthened to meet the requirements of the guidelines; and that implementing may differ from country to country. The government participants suggested:

- proper job contracts should be in place for migrant workers, which may include the provision for training
- promotion of the RMCS
- mandatory requirements for providing training and recognition of qualifications in both sending and receiving countries
- the RMCS should be more detailed
- a unified qualifications "passport" should be adopted that could include training in language and culture and be valid across different countries.

## **Discussion**

In the general discussion that followed the presentations, a comment was made that government ministers do not always understand the RMCS or competency standards. Promoting such high-level understanding and support was considered an important service for the ILO to take up. Awareness needs to be increased and constituents trained in applying the RMCS for skills assessment and recognition.

### **Second working group session: Discussion of implementing the draft guidelines of skills assessment and management, and organization of skills recognition of migrant workers**

Chairperson: **Kulasinghe Chandratillake**, Head of Training Employers Federation of Ceylon, Sri Lanka

**Sandra Rothboeck**, ILO Skills and Employability Specialist, DWT Bangkok, introduced the session and requested feedback from the constituent groups on:

- how they can be involved in the design and implementing of the proposed system
- what roles constituents should actively pursue to achieve effective recognition so as to

- help workers access decent employment opportunities in the formal sector
- what roles constituents should actively pursue so that workers who experience particular challenges to labour market reintegration can be helped to achieve decent employment, self-employment, retraining or upskilling.

The three constituent groups then reconvened to consider their responses and recommendations.

***Presentations: Second working group discussion***

**Kulasinghe Chandratillake** continued as chairperson for the presentations from the constituent groups.

For the **Workers**, Kim Heng Srey, National Executive Committee, Cambodian Confederation of Unions, reported that they considered their roles to be to:

- organize workers before and after their migrant work contracts are signed and take advantage of bilateral agreements between trade unions across borders
- negotiate training agreements with employers
- establish MOUs with trade unions in receiving countries
- raise awareness of national competency standards and help workers access training and related information.

Regarding the operation of the national agency, the workers suggested:

- proactive participation of trade unions in the development of national competency standards and the skills recognition system
- monitoring and evaluation of the functioning of the skills recognition system
- provision of inputs to training from workers
- selection criteria for the advisors and assessors, developed in consultation with workers and employers.

To support effective skills recognition, the workers suggested:

- services provided to returning workers for profiling, social support and access to credit
- employment counselling and job-matching support.

The workers also suggested that reintegration services should include collecting and disseminating of good practices which obtain decent employment, self-employment, social security and skills upgrading.

**Kornchai Kaewmahawong**, Executive Director, Employers Confederation of Thailand, reported back from the **Employers** group, who recommended:

- employers' organizations should come up with acceptable standard checklists of the skills required for a job and to be acquired on the job
- employers' organizations in both sending and receiving countries should work together
- cooperation of employers' organizations at the provincial level should be sought
- employers' organizations offer training in entrepreneurship to returning workers
- employers' organizations help returning workers identify business opportunities
- employers' organizations provide training and upskilling for a minimal fee.

Janaka Jayalath, Director Information Systems, TVEC, Sri Lanka, reported on behalf of the **Government** participants, who recommended that governments:

- adopt the RMCS in the setting of skill standards for migrant workers
- review and compare the RMCS with existing national competency standards
- formulate policies on standards setting, assessment and certification
- establish mechanisms for the dynamic updating of the RMCS.

Regarding the designing and implementing of the proposed system, they recommended:

- establishing tripartite committees
- conducting awareness raising on the importance of skills recognition in developing countries
- incorporating skills recognition for migrant workers into the national assessment and certification system.

The government participants also recommended national promotion of the lifelong learning concept among migrant workers and that there should be targeted employment services for them.

For reintegrating workers, the government participants recommended:

- career and vocational counselling services, especially information on job requirements
- advocacy and the promotion of credit and loan facilities and their accessibility
- implementing skills assessment in rural areas
- promoting gender equality through equal access to services.

### **Discussion**

In summary, chairperson Kulasinghe Chandratillake saw considerable synergy among the reports from the three constituent groups and noted that all groups were keen to promote nationwide access to skills recognition for returning workers.

### **Third working group session: Preparation of national plans on implementing the guidelines**

Chairperson: **Sulistri Afrileston**

**Sandra Rothboeck**, ILO Skills and Employability Specialist, DWT Bangkok, introduced the session, asking participants to:

- define the structure, governance and planned assessment modality for their country
- determine the steps towards implementation
- identify time lines
- assign responsibilities for achieving the plan.

A template for the national action plans was displayed and made available electronically. Participants were asked to break into country groups and to identify a practical and achievable action plan for implementing the guidelines on recognizing the skills of returning migrant workers.

### ***Presentations: Third working group discussion***

**Sulistri Afrileston** continued as chairperson.

Action plans for the seven member States represented at the workshop were briefly reported back (see appendix III).

### **Synthesis of major issues arising from the workshop**

Chairperson: **Sandra Rothboeck**, ILO Skills and Employability Specialist, DWT Bangkok

**David Lythe** summarized the recurring themes of the workshop:

- Migration for work is not a short-term phenomenon but a permanent feature and needs to be addressed as such.
- Acknowledgement of the value for support services for migrant workers through innovative examples, such as from the Republic of Korea and Sri Lanka, for example.
- Recognition of the value of maximizing the use of the new skills of returning migrant workers at the reintegration point.
- Acceptance that guidelines are needed, but there are many different ways to achieve

- skills recognition.
- Acceptance of the importance of the RMCS to contribute to skills recognition and to progress on comparability and compatibility of skills recognition between countries.
  - RMCS must be better known and promoted at the national level and by the constituents.
  - Capacity building is needed for national agencies and social partners in the use of the RMCS and the development of national competency standards and assessment systems.
  - The draft guidelines in principle are supported; significant editing has been proposed, such as:
    - objectives to be more clear and in line with the ILO Declaration, ILO Convention and the Decent Work Agenda
    - a new agency is not required unless necessary
    - more clarity is required on constituents' roles
    - more recognition is needed for the informal economy and low-skilled workers (such as domestic workers)
  - The role of social partners is one of partnership and full involvement at all levels of the process.

Finally, it was noted that considerable momentum has been created during the workshop and ambitious action plans developed. Networking and sharing of experiences and good practices among the SKILLS-AP network members was encouraged.

Ms Rothboeck opened the session for additional issues and the following were suggested as additional common themes:

- promoting mutual recognition of qualifications
- concern to put in place follow-up mechanisms so that the momentum of the workshop is not lost
- willingness of member States to share good practices and information on competency standards and migration procedures such as the ones for domestic workers
- the role of bilateral agreements among governments and workers' and employers' organizations across countries.

### **Closing session**

Chairperson: **Sandra Rothboeck**, ILO Skills and Employability Specialist, DWT Bangkok

**Gabriel Bordado**, Executive Director, Competency Assessment and Certification Office, TESDA, Philippines, presented a statement on behalf of the government participants, noting that:

- There should be continuing meetings and studies by ASEAN member countries on the proposed RMCS and its comparability or equivalency to their respective national competency or skills systems.
- The assessments and certification from specific ASEAN member countries should be recognized, based on the comparability of such respective national skills standards. This can be done initially on a bilateral basis (such as current arrangements between Japan and Philippines under JPEPA).
- Eventually under the ILO auspices, the ASEAN countries can mutually recognize the RMCS as the common basis for their respective national skills and competency standards.
- Hand in hand with these efforts, the member countries can establish and develop their respective national qualifications frameworks, which can further enable the mutual recognition arrangements within ASEAN.
- In the longer term, ASEAN, with assistance from institutions such as ILO and UNESCO, can evolve its own regional qualifications framework similar to the European Qualifications Framework and that of the Southern African community.
- The RMCS, together with competency-based assessment and certification and the efforts

towards establishing national qualifications frameworks, should be supported, promoted and accepted as an instrument towards mutual recognition and greater labour mobility within ASEAN. There should be continuing meetings, dialogue and agreements, either on a bilateral or multilateral basis, region-wide or subregion-wide (through groupings such as BIMP-EAGA or the Mekong subregion).

- There should be adoption of a unified certification system, such as the qualifications passport.

From the Workers' perspective, **Nandakumar Allagamuthu**, Training Officer, Ceylon Workers Congress, acknowledged how busy and productive the two days had been and thanked the ILO and the Korean Government.

**Hermogena Aquino**, Chairman, Training Committee, Employers Confederation of the Philippines, stressed the need for capacity building for government agencies and the social partners and expressed thanks and best wishes to all participants on behalf of the employers.

**Seung-Hyun Moon**, Deputy Director, Seoul Institute for Vocational Training in Advanced Technology, HRD Korea, expressed appreciation to all participants for their efforts to elicit consensus and to obtain meaningful outputs. He believed good progress had been made in the ILO/Korea Partnership Programme on Skills Recognition of Migrant Workers Project. He indicated that following the workshop, he will organize a working group meeting with staff members of HRD Korea to review the progress of the ILO/Korea Partnership Programme as well as specific outputs and outcomes of the workshop; he believed that HRD Korea will try to apply these outputs and outcomes to its various programmes for migrant workers.

**Carmela Torres**, Senior Specialist Skills and Employability, DWT Bangkok, on behalf of Bill Salter, the Director of DWT Bangkok, then closed the workshop. She expressed gratitude for the support extended by the Korean Government through the ILO/Korea Partnership Programme, which jointly organized the workshop with the ILO. As stressed during the opening, the movement of workers in the region will further intensify and so will the challenges confronting them, from pre-employment to employment and return. Both receiving and sending countries must find practical and innovative approaches in dealing with these challenges. This means ensuring that skills development and employment services mechanisms are put in place.

Ms Torres commented that during the workshop, participants learned about the Republic of Korea's innovative efforts of not only ensuring workers' protection but also aiming for better recognition of human capital and the contribution of migrant workers to the economies of both sending and receiving countries. Information had been made available on the Republic of Korea's different ongoing projects and activities that seek sustainable solutions through services such as training and certification at all stages, pre-departure, during overseas employment and for returning migrant workers to improve their reintegration and employability back home. These indicate the increasing acknowledgement that the return of migrant workers is equally the responsibility of both sending and receiving countries. Approaches and collaboration need to be further intensified in this area. While the ILO's RMCS have been accepted as the basic reference framework for a number of sending and receiving countries for skills recognition, there are still challenges in adopting and implementing them, in particular for the comparability and compatibility of skills, competencies and qualifications.

She noted that the contributions and recommendations from governments and workers' and employers' organizations are very much valued. The workshop's rich discussions will help the ILO to improve the draft guidelines, which, she added, will again be circulated after being revised for additional feedback.

Ms Torres remarked that the ILO is certainly committed to engage further in the theme of skills recognition for migrant workers. She thanked HRD Korea for its technical support and the resource persons from HRD Korea and the ILO migration projects, David Lythe for his continuing support to the ILO on skills development and Miaw Tang and Pong-Sul Anh for facilitating the working group sessions.

Concluding, she expressed thanks to Ms Rothboeck for taking the lead and carrying the workshop forward and to her ILO colleagues “behind the scenes”, the very supportive secretariat, Ms Wipusara and Ms Alin.

## Appendix I: Programme

### ILO/SKILLS-AP/KOREA Regional training workshop on skills assessment of returning migrant workers 15-16 September 2010, Bangkok, Thailand

#### Programme

#### Wednesday, 15 September 2010

- 0800 – 0830** Registration
- 0830 – 0900** Individual meetings of government, employer and worker participants  
Selection of panel chairpersons and members
- 0900 – 0930** ***Opening session***  
***Welcoming addresses***  
Thetis Mangahas, Deputy Regional Director, ILO ROAP  
Seung-Hyun Moon, Deputy Director, Seoul Institute for Vocational  
Training in Advanced Technology, HRD Korea  
Nakorn Silpa-Archa, Director General, Department of Skill  
Development, Ministry of Labour, Thailand
- 0930 – 0950** ***Introduction to the workshop***  
Introduction of participants  
Programme outline and arrangements of the workshop
- 0950 – 1000** Group photo
- 1000 – 1030** Tea/coffee break
- 1030 – 1200** ***Technical session 1: Issues in labour migration and skills  
assessment of migrant workers***  
*Panel chairperson: Government representative 1*  
Presentations:  
Panudda Boonpala, Chief Technical Adviser, ILO-EEC Migration  
Project  
Seung-Hyun Moon, HRD Korea  
Sandra Rothboeck, Skills and Employability Specialist, ILO Decent  
Work Technical Support Team, Bangkok  
David Lythe, ILO Consultant  
  
*Panel member: Employer representative 1 & worker representative 1*
- 1200 – 1315** LUNCH
- 1315 – 1445** ***Technical session 2a: Country presentations on progress made  
in implementing national action plans, defining national skills  
assessment systems, management and organization of skills  
recognition of migrant workers***  
*Panel chairperson: Employer representative 2*  
Country presentations: Cambodia, Indonesia, Mongolia, Philippines

- 1445 – 1515            Tea/coffee break
- 1515 – 1615            **Technical session 2b: Country presentations (cont'd)**  
*Panel chairperson: Worker representative 2*  
Country presentations: Sri Lanka, Thailand and Viet Nam
- 1615 – 1630            **Technical session 3: Introduction to the draft guidelines of skills assessment and management and organization of skills recognition of migrant workers**  
*Panel chairperson: Government representative 2*  
Introduction: David Lythe, ILO Consultant
- 1630 – 1730            **First working group session: Discussion of the draft guidelines**  
(constituents working groups)  
*Panel Chairperson: Government representative 2*  
Introduction: David Lythe, ILO Consultant
- 1800 – 2000            **Welcome reception hosted by ILO**

#### **Thursday, 16 September 2010**

- 0900 – 1000            **First working group session: Discussion of the draft guidelines (cont'd)**
- 1000 – 1100            **Presentations: First working group discussion**  
*Panel chairperson: Government representative 2*  
Reports from three constituents working groups
- 1100 – 1115            Tea/coffee break
- 1115 – 1215            **Second working group session: Discussion of implementation of draft guidelines of skills assessment and management and organization of skills recognition of migrant workers** (constituents working groups)  
*Panel chairperson: Employer representative 3*  
Introduction: David Lythe, ILO Consultant
- 1215 – 1315            Lunch
- 1315 – 1400            **Presentation: Second working group discussion**  
*Panel chairperson: Employer representative 3*  
Reports from three working groups
- 1400 – 1500            **Third working group session: Preparation of national plans on implementation of the guidelines** (tripartite country groups)  
*Panel Chairperson: Worker representative 3*  
Introduction: Sandra Rothboeck, Skills and Employability Specialist, ILO DWT Bangkok
- 1500 – 1515            Tea/coffee break
- 1515 – 1630            **Presentations: Third working group discussions**  
*Panel chairperson: Worker representative 3*

Country presentations: Cambodia, Indonesia, Mongolia, Philippines, Sri Lanka, Thailand, and Viet Nam

**1630 – 1700**

***Synthesis and closing session***

*Chairpersons: Sandra Rothboeck, Skills and Employability Specialist, ILO DWT Bangkok*

Synthesis: David Lythe

Constituent representatives

Closing: HRD Korea and ILO

## Appendix II: Workshop participants

### ILO/SKILLS-AP/Korea Regional Training Workshop on Skills Assessment of Returning Migrant Workers Amari Watergate Hotel, Bangkok, 15-16 September 2010

Country	Title	First name	Last name	Position	Organization	Address 1	City and code	Telephone	Telefax	E-mail
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**Appendix III: Draft national action plans for government decisions****CAMBODIA**

<b>Objective</b>	<b>Activity</b>	<b>Responsible</b>	<b>Timeline</b>
Introduce RMCS on domestic workers	Seek the proven RMCS for domestic workers from Philippines	TVET & ILO	July 2011
Data collection of sending & returning migrant workers	ACRA has the record of migrant workers, so they can assist	MOLVT	January 2011
	CAMFEBA has to persuade them to participate with MOLVT	FTU/CAMFEBA	
	FTU will inform all potential migrants before departure		
	Workers and employers will work with their counterparts in the receiving countries		
Skill assessment of returning migrant workers	Train certified assessors	TVET	July 2012
	(ILO needs to help us financially and technically to train assessors)	ILO	
Re-entering labour market in Cambodia	Introduce self-employment	TVET & National Employment Agency	January 2012
	Retraining for employment	TVET	
	Supplying detail of job vacancies	CAMFEBA & NEA	
	Successful candidate after retraining can get financial support for setting up own business	TVET	

**INDONESIA**

<b>Objective</b>	<b>Activity</b>	<b>Responsible</b>	<b>Timeline</b>
Migrant workers and agencies aware of national competency standards	Socialization on national competency standards	Government	2010–2011
	Workshop on Regional Model Competency Standards	Government	2011

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<p>Provide job to the returning migrant workers</p>	<p>Develop checklist returning migrant workers</p> <p>Conduct retraining for returning migrant workers</p> <p>Conduct training on workers' rights and negotiation skills</p> <p>Distribute information on skills of returning migrant workers to companies</p>	<p>Government</p> <p>Agency</p> <p>Government and trade union</p> <p>Employers' organization</p>	<p>2011–2015</p> <p>2011–2015</p> <p>2011–2015</p> <p>2011–2015</p>
<p>Increase awareness of migrant workers on how to manage their funds</p>	<p>Conduct training on finance management</p> <p>Distribute information on how to access credit, establish cooperatives</p>	<p>Government</p> <p>Government</p>	<p>2011–2015</p> <p>2011–2015</p>
<p>Increase skills of migrant workers, suitable with need/criteria of the receiving country (for those who want to work overseas)</p>	<p>Conduct training to get certification</p> <p>Deliver information on type of work, requirement of work, etc.</p> <p>Increase negotiation skills</p>	<p>Government</p> <p>Government and agency</p> <p>Trade union</p>	<p>2011–2015</p> <p>2011–2015</p> <p>2011–2015</p>
<p>Strengthen monitoring system</p>	<p>Involve employers' organizations and trade unions in monitoring system</p>	<p>Government, employers' organizations and trade unions</p>	<p>2011–2015</p>

**MONGOLIA**

<b>Objective</b>	<b>Activity</b>	<b>Responsible</b>	<b>Timeline</b>
Reform of national policy on migrant workers	Set up tripartite working committee  Revise laws, such as employment promotion and law on sending labourers and specialists abroad  Explain new policy	MSWL of Mongolia Social partners	2010–2012
Build new structure	National agency  Identify responsibilities of the State and local labour, employment organizations  Create promotion scheme within the framework of functions of national employment  Identify role of social partners	MSWL of Mongolia Social partners	2010–2012
Formulate new procedure on skills assessment of returning migrant workers	Formulate rules and regulations on standards setting and testing certification system  Establish mechanism for dynamic updating of RMCS	MSWL of Mongolia Social partners	2010–2012
Create new registration system of migrant workers	Create database program of returning migrant workers at labour employment services	MSWL of Mongolia Social partners	2011.6.30
Special programme for employment and training services for returning migrant workers	Training  Social security  Employment promotion  Counselling and job mediation to returning migrant workers  Assessment of skills of returning migrant workers and organize vocational certificate training funded by employment  Enrolment in business	MSWL of Mongolia Social partners	2010–2011

	<p>training (according to specific programme)</p> <p>Advocacy of employment-related legislation</p> <p>Job-related counselling</p> <p>Job mediation</p>		
Capacity building on social partners	<p>Training</p> <p>Exchange experience programme</p> <p>National tripartite conference</p> <p>Implementing ILO projects</p>	MSWL of Mongolia Social partners	2010–2012

## PHILIPPINES

Objective	Activity	Responsible	Timeline
Seek the job	<p>Job fair</p> <p>Labour market intelligence report</p>	<p>ECOP</p> <p>POEA</p> <p>DOLE</p> <p>DTI</p> <p>Private recruitment agencies</p> <p>PESO—Public Employment Service Office</p>	Continuing
Find the right people	<p>Enhance, update and unify existing databases of certified workers</p>	<p>Workers Union</p> <p>National Center for Reintegration of OFWs</p> <p>TESDA</p> <p>OWWA</p> <p>ECOP</p> <p>PESO</p> <p>PhilJobNet</p>	Continuing
Train for job	<p>Profiling</p> <p>Training induction programme</p> <p>Training</p>	<p>TESDA</p> <p>OWWA</p> <p>DTI</p> <p>Private Technical Vocational Institution</p>	Continuing
Assess & certify	<p>Review, approve training regulations (including training tools)</p> <p>Increase number of assessment centres and assessors</p> <p>Synchronize assessment</p>	<p>TESDA</p> <p>Workers' unions</p> <p>Employers</p> <p>Private assessment centres</p>	10-20 qualifications per year

Employ the workers	Job fair Blue Desk (one-stop shop)	ECOP POEA DTI TVCP Private placement agencies PhilJobNet--Public Employment Matching Facility- (Online)	Continuing
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## SRI LANKA

Objective	Activity	Responsible	Timeline
Develop skills assessment system for migrant workers	Incorporate RMCS in NVQs	TVEC	End of 2011
Bridge the gap between RMCS and national standards	Identify the gaps by comparing and contrasting standards	Tripartite/stakeholder committee <u>Members</u> 1. TVEC 2. EFC 3. Ceylon Chamber of commerce 4. ILO recognized trade unions 5. ILO Colombo	9–12 months Ready by end of 2011
Provide entrepreneurship training to returning migrants	Strengthen the capacity of regional bodies, such as chambers of commerce, and other training providers	Government and relevant authorities (TVEC, NEDA National Enterprise Development Authority, etc.)	Starting January 2011 and ongoing activity
Provide employment services to returning migrants	Develop database containing information about returning migrants  Inform social partners about the availability of the database	Sri Lanka Foreign Employment Bureau (SLBFE)	Subject to concurrence with the SLBFE
Deploy broad-based assessment mechanism	Train the required number of assessors from the tripartite constituents	TVEC	Ongoing activity

**Thailand**

Objective	Activity	Responsible	Timeline
Structure comprising tripartite and relevant stakeholder participation	Promotional first and mandatory later Steps for implementing: <ul style="list-style-type: none"> <li>• form steering committee</li> <li>• draft guidelines on RMCS</li> <li>• public hearing</li> <li>• do with those ready</li> </ul>	Public agency, Ministry of Labour, Industry, Education, Private Sector, Industrial Federation of Thailand, Chamber of Commerce, Employers' Confederation of Thailand and Workers' Confederation of Thailand	2011–2014
	Governance: independent agency		
	Assessment modality: base on sector or industry-agreed standards and readiness		
	Expected recognition outcome: human resource access to decent work, with full free choice of employment		
	To achieve that outcome: <ul style="list-style-type: none"> <li>• work in line with agreed, accepted standards</li> <li>• process should be flexible, minimal cost and least burden on human resources</li> <li>• inclusive of prior learning and experience</li> </ul>		

**VIET NAM**

<b>Objective</b>	<b>Activity</b>	<b>Responsible</b>	<b>Timeline</b>
Publish the necessity of skills assessment and acceptance and recognition of migrant workers' skills	Make introduction on ILO assessment of returning migrant workers	MOLISA VGCL VCCI	6 months (after the draft guideline approved)
Build up policy on assessment and recognition of migrant workers' skills	Build up the data systems on returning migrant workers	Department of Overseas Labour within MOLISA	2012
	Complete the skills assessment and certification system	MOLISA	2012
	Enterprise organizations aware of the standards of skills recognition of the receiving country and compare with the Vietnamese standards	Vietnam Chamber of Commerce and Industry, General Department of Vocational Training	2012
Build up supporting centres for returning migrant workers	Reassess the skills of migrant workers	MOLISA	2011