



JOINT COMMUNIQUE

THE 25TH ASEAN LABOUR MINISTERS MEETING (ALMM)

“Promoting Green Jobs for Equity and Inclusive Growth of ASEAN Community”

28 NOVEMBER 2018, KUALA LUMPUR, MALAYSIA

1. We, the Labour Ministers of the Association of Southeast Asian Nations (ASEAN), met on 28 November 2018 at the 25th ASEAN Labour Ministers Meeting (ALMM) in Kuala Lumpur, Malaysia. Carried the theme “Promoting Green Jobs for Equity and Inclusive Growth of ASEAN Community”, the Meeting was chaired by H.E. M. Kulasegaran, Minister of Human Resources of Malaysia and vice-chaired by H.E. M. Hanif Dhakiri, Minister of Manpower of the Republic of Indonesia.

ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth of the ASEAN Community

2. We were jubilant with the adoption of the ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth of ASEAN Community by the ASEAN Leaders at the 33rd ASEAN Summit on 13 November 2018 in Singapore. This Declaration reflects the commitment of ASEAN Member States to enhance awareness and understanding on green jobs and promote decent jobs that also reduce negative environmental impacts.
3. We noted and exchanged views on the recommendations of the Sixth ASEAN Human Resource Conference, which carried the theme “Promoting of Green Skills in Realising Productive Employment of ASEAN Community”. We encouraged the Senior Labour Officials Meeting (SLOM) to use the recommendations as reference in implementing the ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth of ASEAN Community.

ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (ASEAN Consensus)

4. We expressed gratitude to the ASEAN Leaders for their support to the ASEAN Consensus through its adoption and signing of the ASEAN Consensus at the 31st ASEAN Summit in November 2017 in Manila, the Philippines. We congratulated

the unwavering efforts of ASEAN Member States, which has led to this achievement.

5. We are pleased with the notation of the action plan (2018-2025) to implement the ASEAN Consensus, including the self-assessment tool, at the 33rd ASEAN Summit on 13 November 2018 in Singapore. This action plan will capture the efforts of ASEAN Member States between 2018-2025 to implement the ASEAN Consensus, as well as the self-assessment tool that will help ASEAN Member States take stock of implementation of the ASEAN Consensus at national level; and create opportunities to exchange experiences and learn best practices. We called for utmost commitment by ASEAN Member States in its implementation and proposing new initiatives to the action plan.

ASEAN Labour Ministers' Statement on Improving Occupational Safety and Health for Sustainable Economic Growth

6. We reaffirmed our commitment to safe and healthy work environment as expressed in the *ASEAN Labour Ministers' Statement on Improving Occupational Safety and Health for Sustainable Economic Growth* signed at the Special Session at the XXI World Congress on Safety and Health at Work in September 2017 in Singapore. We reiterated our adoption of the list of ASEAN-OSHNET initiatives to implement the Statement. We expressed our appreciation to the ASEAN Leaders for their notation of the list at the 33rd ASEAN Summit.

Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN

7. We welcomed the on-going implementation of the *Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN* through the Regional Action Plan that we adopted ad-referendum and noted by the ASEAN Leaders at the 32nd ASEAN Summit in April 2018 in Singapore. We looked forward to the results of the Study on Decent Work Promotion in Rural Economy through Productivity Growth, Local Employment Promotion and Transition from Informal to Formal Employment by Lao PDR; and the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN.

Implementation of the ASEAN Labour Ministers' Work Programme

8. We expressed satisfaction with the progress made by SLOM and the Subsidiary Bodies namely SLOM Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG), ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) and ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) in the implementation of the ASEAN Labour Ministers' Work

Programme 2016-2020, which includes the Work Plans 2016-2020 of the Subsidiary Bodies of SLOM.

9. We were pleased to note the successful completion of a number of activities such as Workshop on Gender Mainstreaming into Labour and Employment Policies, Knowledge Sharing Workshop on Promoting Practices in Labour Inspection and Child Labour Elimination in Hard-to-Reach Sectors of AMS, ASEAN Productivity-linked Wage Conference, publication of ASEAN Compendium on Workers' Education and Safe Migration Campaign, Study on Women Migrant Workers in the ASEAN Economic Community, and Workshop on Educational Initiatives for Migrant Workers. We supported the continuation of the ASEAN Labour Inspection Conference on a regular basis. We also supported the on-going voluntary-based referencing of the ASEAN Qualifications Reference Framework (AQRF).
10. We lauded various studies being led by ASEAN Member States and the ASEAN Secretariat on emerging issues such as social security coverage of informal workers, sustainable financing mechanism of social pension, expansion of social security for migrant workers, and impact of technological change on employment relationship.
11. We commended the nineteen private companies from ASEAN Member States that were awarded during the Second ASEAN-OSHNET Awards in April 2018 in Siem Reap, Cambodia for their excellent achievements in realising safe and healthy workplaces.
12. We noted with satisfaction the initiatives of the ASEAN Business Coalition on HIV and AIDS (ASEAN BCA) under the coordination of Malaysia for the period of 2016-2018. We also noted the convening of the Second ASEAN Red Ribbon for Outstanding Workplace Awards (ARROW) and the Fourth ASEAN BCA Meeting on 21-23 November 2018 in Kuala Lumpur, Malaysia. We congratulated seven private companies from ASEAN Member States who received the ARROW Award for their outstanding policies and programmes that contribute to the prevention and control of HIV/AIDS in the workplace. We welcomed the confirmation of the Philippines to be the next ASEAN BCA Coordinator for 2018-2020.
13. We reaffirmed our full support to the implementation of the ASEAN Labour Ministers' Work Programme 2016-2020 for better quality of life and decent work of ASEAN workers. We further welcomed the initiative on monitoring and evaluation of the ASEAN Labour Ministers' Work Programme 2016-2020. We noted with satisfaction the update of ASEAN-OSHNET Scorecard System and encouraged its complementarity and synergy with the monitoring and evaluation system of the ASEAN Labour Ministers' Work Programme 2016-2020.

Terms of Reference of the ASEAN Labour Ministers Meeting

14. Recalling the Recommendations of the High Level Task Force (HLTF) on Strengthening the ASEAN Secretariat and Reviewing of the ASEAN Organs adopted by the 25th ASEAN Summit in November 2014 in Nay Pyi Taw, Myanmar, we adopted the Terms of Reference of the ASEAN Labour Ministers Meeting.

Relevant Decisions of Other ASEAN Meetings

15. We took note of relevant decisions made by the Leaders at the 30th and 31st ASEAN Summits held in April and November 2017, respectively, in Manila, the Philippines, the 32nd and 33rd ASEAN Summits held in April and November 2018 in Singapore, and other related ASEAN Meetings convened since last year. We welcomed the development of monitoring and evaluation systems of ASEAN Socio-Cultural Community Blueprint 2025 including the Result Framework, which will show impacts of ASEAN Community on lives of ASEAN peoples. We emphasised the importance of cross-sectoral and cross-pillar collaboration in ASEAN and encouraged SLOM and its Subsidiary Bodies to promote and support collaboration with other ASEAN Sectoral Bodies across three pillars toward achieving ASEAN Community Visions 2025. We took note of the proposed contribution of SLOM to the implementation of the ASEAN Declaration on the Culture of Prevention for a Peaceful, Inclusive, Resilient, Healthy and Harmonious Society through relevant projects of ACMW and ASEAN-OSHNET.

Strengthening Labour Cooperation with Dialogue Partners and Other Entities

16. We expressed satisfaction with the on-going labour cooperation with dialogue partners, international organisations, social partners and relevant civil society organisations (CSOs). We were pleased with the development of the ILO-ASEAN Work Programme 2016-2020, the ASEAN-ILO/Japan Project Cooperation Committee, UN Women-ASEAN Joint Work Programme 2017 and Beyond and Proposed Areas of IOM-ASEAN Cooperation. We agreed to foster closer cooperation with dialogue partners, international organisations, social partners and relevant CSOs in promoting decent work for sustainable and inclusive economic growth and social progress in ASEAN.
17. We agreed to develop an ASEAN statement on the future of work and another ASEAN statement on green jobs and green skills in response to emerging needs for workforce with future-ready skills that are responsive to impact of Industry 4.0 and supportive to environment sustainability.

The ASEAN Labour Ministers Meeting

18. We expressed our sincere appreciation to the Government of Malaysia, particularly the Ministry of Human Resources, for the warm hospitality extended to the ASEAN delegates and excellent arrangement of the 25th ASEAN Labour Ministers Meeting.
19. We thanked Indonesia for confirming to host the convening of the 26th ASEAN Labour Ministers Meeting in 2020 in Indonesia.

**List of Ministers/Representatives Attending
the Twenty-Fifth ASEAN Labour Ministers Meeting (25th ALMM)
28 November 2018, Kuala Lumpur, Malaysia**

- 1. H.E. Pehin Dato Abu Bakar Apong**
Minister
Ministry of Home Affairs
Brunei Darussalam

- 2. H.E. Mam Vannak**
Secretary of State
Ministry of Labour and Vocational Training
Cambodia

- 3. H.E. M. Hanif Dhakiri**
Minister
Ministry of Manpower
Indonesia

- 4. H.E. Dr. Khampheng Saysompheng**
Minister
Ministry of Labour and Social Welfare
Lao PDR

- 5. H.E. M. Kula Segaran**
Minister
Ministry of Human Resources
Malaysia

- 6. H.E. Thein Swe**
Union Minister
Ministry of Labour, Immigration and Population
Myanmar

- 7. H.E. Silvestre H. Bello III**
Secretary
Department of Labor and Employment
The Philippines

- 8. H.E. Josephine Teo**
Minister
Ministry of Manpower
Singapore

9. H.E. Pol. Gen. Suwat Chanitthikul

Advisor to Minister of Labour
Ministry of Labour
Thailand

10. H.E. Doan Mau Diep

Vice Minister
Ministry of Labour, Invalids and Social Affairs
Viet Nam

11. H.E. Dato Lim Jock Hoi

Secretary-General of ASEAN
ASEAN Secretariat
