



JOINT COMMUNIQUÉ

THE TWENTY SECOND ASEAN LABOUR MINISTERS MEETING (22nd ALMM)

10 MAY 2012, PHNOM PENH, CAMBODIA

1. The Twenty Second ASEAN Labour Ministers Meeting (22th ALMM) was convened in Phnom Penh, Cambodia, on 10 May 2012. It was preceded by the Eighth ASEAN Senior Labour Officials Meeting (8th SLOM) on 6-7 May 2012. The 22th ALMM adopted the theme, “Improving Social Protection and Skill Development”.

2. The Opening Ceremony of the 22th ALMM was officiated by Samdech Akka Moha Sena Padei Techo HUN SEN, Prime Minister of the Kingdom of Cambodia. In his Opening Speech, Samdech Techo Prime Minister welcomed all the Ministers and delegates of ASEAN Member States to the Meeting. He noted with satisfaction the progress made by ASEAN Member States on the implementation of the ASEAN Labour Ministers’ Work Programme 2010-2015. He also recommended the ASEAN and Plus Three Labour Ministers to pay high attention on social protection which is the key factor to improve the people’s welfare and sustainability of economic development. Attention should also be given to the strengthening of social protection systems in ASEAN in the context of poverty alleviation strategy and in responding to the global and regional economic and labour market development. Hence, continued improvement of knowledge, skills and competitiveness of human resources in the region should be combined with stronger and more comprehensive social protection strategies.

3. The 22nd ALMM was attended by the ASEAN Labour Ministers from Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam and their respective delegations. The Deputy Secretary-General of ASEAN for the ASEAN Socio-Cultural Community (ASCC) and staff representatives of the ASEAN Secretariat were also in attendance. The list of Ministers is enclosed.

Exchange of Views on Improving Social Protection and Skills Development in the ASEAN Region

4. The Ministers exchanged views on strategies and challenges in improving social protection and skills development in ASEAN. The Ministers underlined that in building the ASEAN Community with greater mobility of skilled workers by 2015, the issues of youth unemployment, vulnerabilities caused by natural disasters and economic crisis, unsafe migration, quality and coverage of education and skills training especially in rural areas, are of common concerns and would need to be addressed by ASEAN through concerted efforts and close cooperation. The

Ministers acknowledged that ASEAN Member States continue to undertake strategies and efforts towards the improvement of the coverage, effective delivery and sustainability of social protection schemes and creating skilled and competent labour force. The Ministers called for closer cooperation amongst ASEAN Member States and with Dialogue Partners, international organisations, tripartite partners and other relevant parties in improving social protection and skills development in the region.

Relevant Decisions of Other ASEAN Meetings

5. The Ministers took note of relevant decisions made by the Leaders at the 20th and 19th ASEAN Summits held in April 2012 in Phnom Penh, Cambodia, and in November 2011 in Bali, Indonesia, respectively, as well as the 7th and 6th ASCC Council Meeting held in April 2012 in Phnom Penh, Cambodia, and in October 2011 in Semarang, Indonesia, respectively, and other related ASEAN Meetings convened recently. The Ministers exchanged views on strategies to effectively implement those directives / relevant decisions concerning ASEAN cooperation in the labour sector.

Status and Monitoring of the ASCC Blueprint Implementation

6. The Ministers noted with satisfaction the implementation progress of the ASCC Blueprint, particularly on the Action Lines concerning labour issues, by SLOM and its subsidiary bodies. The Ministers tasked SLOM and its subsidiary bodies to expedite the ASCC Blueprint implementation by prioritising projects and activities to be carried out under the ASEAN Labour Ministers' Work Programme 2010-2015 in a timely and efficient manner.

7. The Ministers agreed in principle on the set of indicators that were developed by SLOM for the ASCC Scorecard to track the implementation of the ASCC Blueprint Strategic Objectives concerning the labour sector. The Ministers also recognised that the ASCC Scorecard is a useful tool to assess the achievements of goals, outcomes and targets towards the ASCC. The first (medium-term) ASCC Scorecard Report is planned for 2012.

Implementation of the ASEAN Labour Ministers' Work Programme (2010-2015)

8. The Ministers noted the significant achievements made under the ASEAN Labour Ministers' Work Programme 2010-2015 since its adoption at the 21st ALMM held on 24 May 2010 in Ha Noi, Viet Nam. The Ministers lauded the initiatives and commitment of ASEAN Member States to lead the implementation of various projects and activities.

9. The Ministers reaffirmed their commitment to continue implementing the ASEAN Statement on Human Resources and Skills Development for Economic Recovery and Sustainable Growth adopted at the 17th ASEAN Summit in 2010 in Ha Noi, Viet Nam. In this regard, the Ministers supported the regular conduct of the Human Resources Conference and ASEAN Skills Competition, as well as other relevant projects and activities.

10. The Ministers took note of the recommendations of the 3rd ASEAN Human Resource Conference, which carried the theme “Skills Development towards a Greater Mobility of Skilled Labour in ASEAN”, held on 9 May 2012, and reiterated their commitment to organise the ASEAN Human Resources Conference as a regular activity of the ASEAN Labour Ministers Meeting.

11. The Ministers were committed to continue the implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, including to take a phased approach in the development of an ASEAN instrument on the protection and promotion of the rights of migrant workers in the region, starting by focusing on issues which are comfortable with ASEAN Member States, in accordance with existing national law and/or policies, and in pursuant to the Cebu Declaration. The Ministers expressed satisfaction with the significant progress of the drafting of the ASEAN instrument on the protection and promotion of the rights of migrant workers by ASEAN Member States in the ASEAN’s spirit of cooperation. In this regard, the Ministers agreed with the scope and timelines of the phased approach of the instrument drafting as recommended by SLOM, and tasked the drafting team to sustain its momentum in these efforts.

12. The Ministers were satisfied to note the progress of the operationalisation of the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) Plan of Action on Occupational Safety and Health Frameworks 2007–2011, and deliberations made at the 13th ASEAN-OSHNET Coordinating Board Meeting held on 18-19 April 2012 in Manila, the Philippines. Numerous projects and activities have been completed including the convening of the ASEAN-OSHNET Workshop on Occupational Safety and Health (OSH) in Small and Medium Enterprises and Informal Economy Workplaces in July 2011 in Siem Reap, Cambodia; the 5th ASEAN-OSHNET Plus Three Policy Dialogue on Occupational Safety and Health Management Systems on 29 February – 1 March 2012 in Singapore; and the Conference on Occupational Safety and Health and the Second ASEAN Labour Inspection on 15-16 March 2012 in Dong Nai, Viet Nam. The Ministers adopted the Plan of Action on Revitalizing ASEAN OSHNET which reflects the continued effort of ASEAN-OSHNET in raising its profile by, among others, expanding its international and regional cooperation beyond its current partners.

13. The Ministers were also satisfied with the progress of work of the SLOM’s Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG) under its current Work Plan 2010-2015, and the deliberations made at its 3rd and 4th SLOM-WG Meetings held on 15 October 2010 in Ha Long City, Viet Nam and on 9-10 November 2011 in Langkawi, Malaysia, respectively. Various projects and activities have been completed, including the convening of the 1st and 2nd ASEAN Labour Inspection Conferences held on 13-14 October 2010 in Ha Long City, Viet Nam, and on 14-15 March 2012 in Dong Nai, Viet Nam, respectively; Workshop on the Development of Labour Market Information System (LMIS) in ASEAN held on 23 November 2011 in Ha Noi, Viet Nam; ASEAN Seminar on Work-Life Harmony and Flexible Labour Practices on 25-26 August 2011 in Singapore; ASEAN Seminar on Decent Work for All on 23 May 2011 in Penang, Malaysia; and ASEAN Seminar on Labour Management Cooperation (Focusing on Bipartism) on 9-10 May 2011 in Yogyakarta, Indonesia. The Ministers tasked the SLOM-WG to implement its planned projects and activities as scheduled.

14. The Ministers were pleased that the Working Group on HIV Prevention and Control in the Workplace (SLOM-WG-HIV) had successfully convened its Inaugural Meeting on 28-29 July 2011 in Jakarta, Indonesia. The Ministers endorsed the SLOM-WG-HIV Work Plan for 2011-2015 that will guide ASEAN Member States in undertaking concerted efforts collectively to address the issues of HIV and AIDS in the workplace.

Strengthening Labour Cooperation with Dialogue Partners and Other Entities

15. The Ministers agreed to strengthen the cooperation with ASEAN Dialogue Partners in the labour sector and in support of the realisation of the ASEAN Community by 2015. The Ministers were pleased to note the significant achievements made under the framework of the ASEAN Plus Three cooperation and were keen to fostering the collaboration and exploring new initiatives with the Plus Three countries under ALM's Work Programme 2010-2015.

16. The Ministers noted a number of activities which have been implemented with support from the International Labour Organization (ILO) in various areas such as industrial relations, progressive labour practices, occupational safety and health, social protection, labour standards, labour market statistics and child labour. The Ministers tasked SLOM and its subsidiary bodies to continue the close cooperation with ILO in implementing the ALM's Work Programme 2010-2015.

17. The Ministers reiterated ASEAN Member States' continued interest to dialogue with and engage ASEAN Dialogue Partners, tripartite partners and other relevant external parties in strengthening the skills and competitiveness of human resources, labour administration and labour inspection, as well as promoting decent work for all.

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18. The Ministers agreed that the 23rd ASEAN Labour Ministers Meeting would be held in Myanmar in 2014.

19. The Ministers expressed their sincere appreciation to the Royal Government of Cambodia, particularly the Ministry of Labour and Vocational Training, for the warm hospitality extended to the ASEAN delegates and excellent arrangement of the Meeting.

**List of Ministers attending the 22nd ASEAN Labour Ministers Meeting
10 May 2012, Phnom Penh, Cambodia**

- 1. H.E. Vong Sauth**
Minister of Labour and Vocational Training
Cambodia
- 2. H.E. H. A. Muhaimin Iskandar**
Minister of Manpower and Transmigration
Indonesia
- 3. H.E. Bounkhong Lasoukanh**
Vice Minister of Labour and Social Welfare
Lao PDR
- 4. H.E. Datuk Seri Dr. S. Subramaniam**
Minister of Human Resources
Malaysia
- 5. H.E. Aung Kyi**
Minister of Labour
Myanmar
- 6. H.E. Rosalinda Dimapilis-Baldoz**
Secretary of the Department of Labor and Employment
The Philippines
- 7. H.E. Tan Chuan-Jin**
Minister of State for Manpower
Singapore
- 8. H.E. Phadernchai Sasomsub**
Minister of Labour
Thailand
- 9. H.E. Pham Thi Hai Chuyen**
Minister of Labour, Invalids and Social Affairs
Viet Nam
- 10. H.E Dato' Misran Karmain**
Deputy Secretary-General of ASEAN for the ASEAN Socio-Cultural Community
The ASEAN Secretariat