



Workshop Report

ILO Consultation/Validation Workshop
On the Implementation of Mutual Recognition of Skills in ASEAN Countries
24-26 September 2014
Sari Pan Pacific Hotel, Jakarta, Indonesia

Prepared by Qingrui Huang

1. Background

As the implementation of the ASEAN Economic Community (AEC) by 2015 is fast approaching, ASEAN Member States (AMS) are proactively preparing themselves to embrace a region with free movement of goods, services, investments, skilled labour and freer flow of capital. To achieve such goal, the development of a “mutually recognized skills framework” became very critical, as the mutual recognition of skills (MRS) can smooth out the path in the negotiation between nations and thus facilitate the freer movement and employment of qualified and certified personnel. Essentially, the mutual recognition of skills is the major instrument for technical skilled labour mobility in ASEAN.

To achieve the mutual recognition of skills, ILO has facilitated a series of regional consultation meetings since 2012. Some significant achievements include (Table 1):

- In September 2013, ILO commissioned a report called the Assessment of the Readiness of ASEAN Member States for Implementation of the Commitment to the Free Flow of Skilled Labour within the ASEAN Economic Community from 2015; meanwhile, ILO also organized a validation and action planning workshop with ASEAN SLOM and Skills focal points to confirm the findings of the report and move ahead with identifying priority skills sectors for mutual recognition;
- The workshop was followed by an ASEAN Employers’ regional meeting in October 2013 to present the initial identified skills sectors to the employers and to request them to determine the demand for skilled migrant labour by ASEAN labour-receiving countries originating from ASEAN labour-sending countries.
- The ILO has also developed a series of Regional Model Competency Standards (RMCS) which has been utilized as benchmark for national skills standards development in the region. For instance, Cambodia, Lao PDR, Thailand and Viet Nam have utilized the RMCS as a practical and useful tool for developing and adapting competency/skills standards. ADB-GMS Project also used the RMCS to benchmark country skills standards for cross-border skills recognition. Three pilot skills areas were identified namely: welding, domestic housekeeping and auto mechanic.

Organization of the MRS Workshop in Jakarta

This consultation/validation workshop in Jakarta took stock of the key outputs from previous activities and targeted to identify two specific occupations for MRS implementation. The occupations were also validated by employers’ organizations and trade unions. During the workshop, tripartite action planning was facilitated with all the participating member countries to develop action plans for the MRS process in a more detailed manner.

It is worth noting that a specific focus was placed on the CLM member states (Cambodia, Lao PDR and Myanmar) by commencing an additional workshop to assist them firm up their action plans. As a result, all the three countries consolidated their action plans with activities and timelines. More details will be shared in the follow sections.

The workshop was jointly organized by the ILO Regional Skills Program through the ILO project “Towards a Mutual Recognition of Skills in Cambodia, Lao PDR and Myanmar” funded by Government of Republic of Korea, and the ILO ASEAN Triangle Project funded by Government of Canada.

Table 1: ILO’s achievements in MRS development

Timeline	Activity	Outputs
December 2012	Capacity Building Workshop: Towards a Mutual Recognition on Skills for ASEAN Bangkok, Thailand	Initial Identification of skills areas for mutual recognition; Initial discussion with collaborating countries
September 2013	Report: Assessment of the Readiness of AMS for Implementation of the Commitment to the Free Flow of Skilled Labour within the ASEAN Economic Community from 2015 Consultation Meeting on the Findings of the Scoping/Assessment Exercise Conducted on AEC Roadmap on the Free Flow of Skilled Labour: Towards a Mutual Recognition of Skills in ASEAN Bangkok, Thailand	Assessed the readiness status of all the AMS; confirm the findings of the report and move ahead with identifying priority skills sectors for mutual recognition;
October 2013	ASEAN Employers’ regional Workshop Bali, Indonesia	Presented the initial identified skills sectors to the employers and to request them to determine the demand for skilled migrant labour by ASEAN labour-receiving countries originating from ASEAN labour-sending countries.
September 2014	Consultation/Validation Workshop On the Implementation of Mutual Recognition of Skills in ASEAN Countries Jakarta, Indonesia	1) Identify and validate two specific occupations for MRS implementation in a tripartite manner; 2) Develop action plans for the MRS process in a more detailed manner.

2. Meeting Proceeding

2.1 Welcoming and Opening Remarks

Mr Peter Van Rooij, Director of ILO Jakarta Office, first of all extended warm welcome to all the participants of the workshop. In his welcoming remarks, he refreshed the participants with ILO achievements in MRS development (refer to the section 1 “Background”) and addressed the objectives of the meeting being “to complements the AQRf’s goal, with a specific focus on mutual recognition for technical skills. The technical support from ILO will help AMS countries step further and faster in the MRS process”. To have a successful workshop, he emphasized that the role of employers and trade unions are critical in validating the action plans and providing concrete recommendations on the MRS implementation. Meanwhile, he also reiterated the ASEAN Secretariat’s important role in coordinating among the several agencies proposing to support AMS as they prepare for skilled and professional worker mobility through the AEC from 2015.

Mr Rooij then stated that, despite of current challenges such as different regulatory and development environments as well as gaps in skills development among AMS, it is necessary and achievable for the AMS to recognize the skills of other AMS especially for migrant workers. This also means qualifications should be recognized based on specific skills competencies of migrant workers. One important instrument to smooth out such process is ILO's Regional Model Competency Standards (RMCS) which has been utilized as benchmark for national skills standards development in the region. It provides good practice models for member states to adapt in their national competency/skills standards development.

In the end, Mr Rooij extended thanks to the donors - government of Korea and government of Canada for supporting this workshop through the ILO Regional Skills Program and ILO ASEAN Triangle Project. He reassured the strong commitment that ILO has made to assist AMS in achieving the mutual recognition of skills for migrant workers in AMS.

Following to the welcoming remarks, Mr Abdul Wahab Bankona, Secretary General of Ministry of Manpower and Transmigration (MoMT) Indonesia addressed the opening remarks by firstly congratulating the ILO on the achievements in the MRS development so far. He pointed out that such achievements have provided AMS a platform to harmonize their own skills standards and to share good practices on mutual recognition of skills.

SG Bankona then highlighted three key concerns that would require all AMS' collective efforts in achieving MRS:

First, in order to facilitate the MRS process, it is critical to harmonize the national qualifications framework (NQF) in AMS. Most of AMS already have or in the process of developing an NQF. For instance, Indonesia has already developed its NQF which was adapted from the frameworks of those more developed states, i.e. Australia and Malaysia. If all AMS can work together and determine the key skills/occupations, it's achievable to harmonize the qualifications among all AMS for MRS process. And, if such MRS process gains success in the selected skills/occupations, the ASEAN then can use this as a model to roll out the recognition to more skills and occupations.

Second, despite of good will of AMS in participating in the MRS process, there are challenges impeding the progress. He pointed out one challenge being human resources changes/reshuffles in related agencies, which disturbs the continuation of the commitment made to the MRS implementation. As such, SG Bankona urged all the participants to make a strong commitment in the continuation of MRS progress and prioritize it in each country's agenda.

Last but not the least, SG Bankona reiterated the importance of assistance from international organization such as ILO and ASEAN Secretariat, as they can facilitate and support the MRS process to ensure it is in a timely and systematic manner. He suggested to select one key focal point in each AMS to be responsible for the follow-up activities in the MRS implementation. He hoped ILO could facilitate the selection of focal points in each AMS. He also affirmed that from his Ministry, they will strengthen their capacity to harmonize the regulations both internally and externally with other ministries to help ease the MRS process.

2.2. Presentation

The workshop started with two presentations that provided an overview of ASEAN labor migration context, as well as a recap on the achievements/commitments ILO has made for the MRS implementation. The two presentations are:

- 1) Mr Manuel Imson, Asian Labor Migration Context and Labor Mobility in ASEAN 2015
- 2) Ms Carmela I. Torres and Mr David Lythe, ASEAN Mutual Recognition of Skills: Past and Current Developments

It was followed by two presentations on National Qualifications Framework (NQF) in Indonesia and the Philippines, which were delivered by Mr. Muchtar Azis, Deputy Director on Standard Competency Development, Ministry of Manpower & Transmigration, Indonesia, and Mr Reydeluz D. Conferido, Undersecretary, Department of Labor and Employment, the Philippines.

A series of technical presentations were also delivered during the workshop. The workshop organizers aims to share a few major technical concerns and/or challenges in the MRS implementation through these presentations, and to discussion together with the participants the resolutions for better MRS implementations. The presentations are:

- 1) Ms Irene Isaac, Mutual recognition of skills to support the ASEAN Economic Community
- 2) Ms Irene Isaac, Outline of the mutual recognition process
- 3) Ms Qingrui Huang, ILO's Regional Model Competency Standards (RMCS) on Domestic Work
- 4) Ms Ruttiya Bhulaor, ASEAN MRA of Tourism Professionals

Key messages during these presentations are captured as follows:

ASEAN Migration Context and Labor Mobility

1) Labor Migration Context in ASEAN

Significant intra-ASEAN labor migration is shown from Myanmar, Lao PDR, and Cambodia into Thailand; from Indonesia and Vietnam into Malaysia, and, from Malaysia, the Philippines and other ASEAN nations into Singapore. Brunei Darussalam also attracts migrant workers.

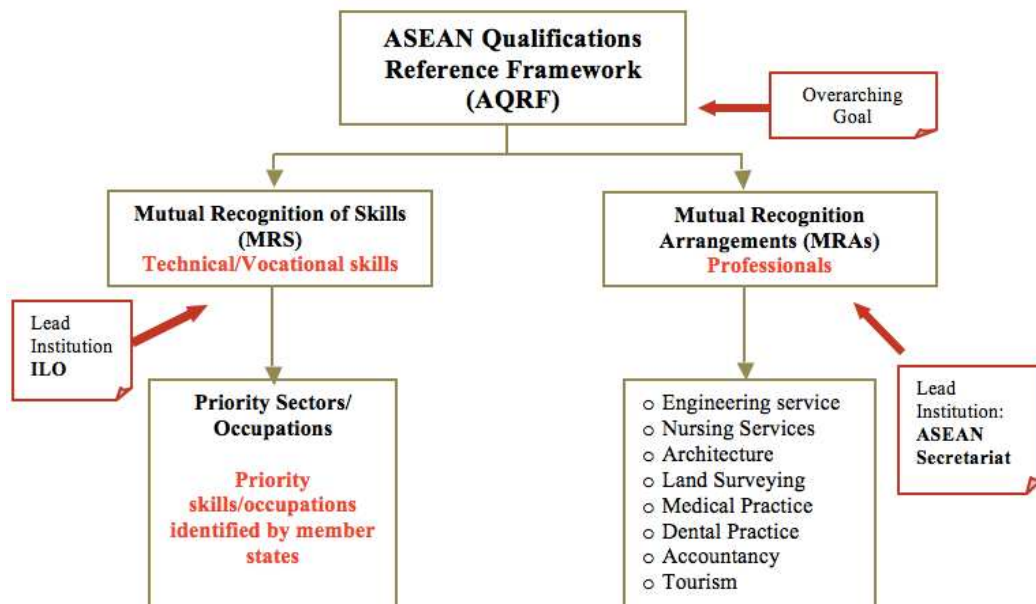
2) The characteristics of intra-ASEAN migration are:

- Intra-ASEAN migration is growing in past two decades;
- Main destinations for Intra-ASEAN Migrant are from **Singapore, Malaysia and Thailand;**
- Services sector in receiving countries hosts greater number of migrant worker followed by industry sector;
- Seven of the occupations covered by MRAs account for only between 0.3 % and 1.4 % of total employment in AMS; and,
- Labour migration largely occurs under temporary migration regimes and for mid to low-skilled work;

What is AQRF and Its Institutional Framework?

ASEAN Qualifications Reference Framework (AQRF): The AQRF is a translation device to enable existing frameworks and training systems at national level to be related to one another; it will enable AMS to compare qualifications while enhancing NQFs. The 8-level AQRF has been designed and agreed among all AMS. The overall AQRF institutional framework is indicated as follows:

Diagram 1: AQRF institutional framework

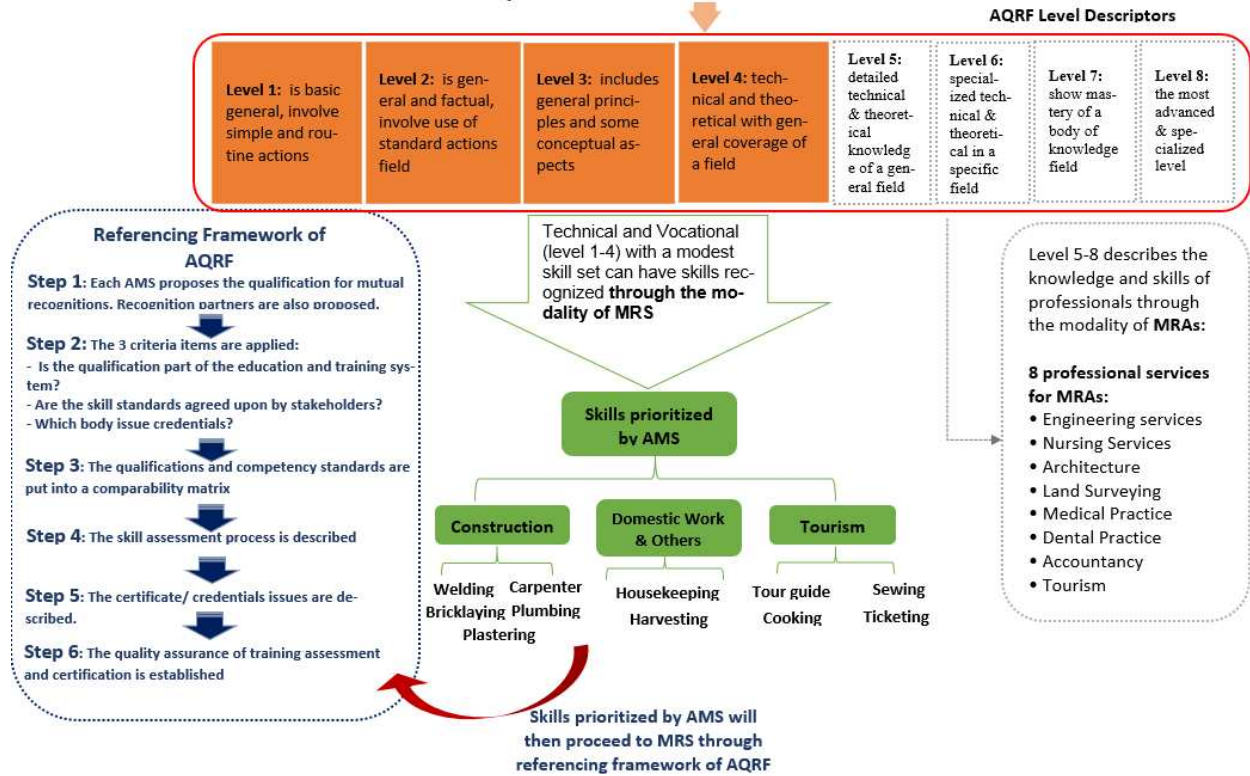


Under this framework, MRAs work as the major instrument for skilled professionals' mobility. It establishes skills or experience that professionals need to work and ultimately be certified in a destination country which is signatory Member States, thus facilitates easier movement of professional services providers in ASEAN. It aims to promote the mobility of skilled professionals, and boost regional competitiveness. However, it does not guarantee free movement of labor or market access.

As the AEC currently does not address movements of technical workers, MRS will be necessary for countries with less developed skills system. To be more specific, MRS focuses on technical/vocational skills (AQRF level 1-4), skills collectively prioritized by the AMS will then proceed to MRS through reference framework of AQRF. Some of the prioritized skills include: welding, plastering, sewing machine operation, etc. Over time, mutual skills recognition for technical occupations will progressively provide a more manageable, transparent & safer channel for migrant worker, and technical skilled workers with a modest skill set (e.g. tiling, shrimp farming) can have skills recognized through the MRS modality within the AQRF. Diagram 2 below gives an overall insight on how MRS and MRAs modality function within the AQRF.

Diagram 2: Linkage between MRA, MRS and AQRF

ASEAN QUALIFICATION REFERENCE FRAMEWORK



AQRF Referencing Framework

As mentioned above, MRS will focus on technical/vocational skills (AQRF level 1-4), skills prioritized by the AMS will then proceed to MRS through reference framework of AQRF; as such, it is important to understand the process of AQRF reference framework. Below diagram 3 indicates the detailed steps of the referencing process:

Diagram 3: AQRF Referencing Process



Diagram 4 below is one example that shows how a comparability matrix works to compare the qualification and competency standards of an occupation between different countries. Broadly speaking, once a certain qualification is identified and proposed by collaborating Member States for mutual recognition, the qualification and its competency standards of each Member State will be put into a comparability matrix in order to leverage each other's standards setting, so that an agreement can be reached upon such comparability mechanism for further MRS proceeding.

Diagram 4: Comparability matrix

Qualification	Units of competency					
	Level	Country A	Level	Country B	Level	Country C
Housekeeping	2	Prepare housekeeping services for guests	2	Prepare housekeeping services	2	Prepare rooms
	2	Prepare rooms	2	Prepare rooms	2	Provide valet services
	2	Clean premises	2	Provide valet services	2	Clean rooms
	2	Provide valet services			3	Prepare housekeeping services
	2	Facilitate laundry services			3	Facilitate laundry services

RMCS and its implication to MRS and AQRF

RMCS refers to the Regional Model Competency Standards developed by ILO. It is a set of competency skills standards which acts as a generic guide to countries developing their skills standards/competencies; it is also a guide for a range of occupations across a certain industry. The standards are grouped based on industry needs to ensure that training or assessment is understood between theory and its practical application. It includes a performance and assessment criteria to support the testing and certification of individuals on a specific skill level (usually basic skills). The standards have no basic, intermediate or advanced levels as they are designed to be modifiable to meet requirements of employer, job or workplace in a country or region.

Given such specific characteristics of RMCS, it has important implications to migration and skills recognition: when recognized nationally, or across a cluster of nations, RMCS can form a key component in assisting the mobility of skilled labour. Particularly, it can be used as a regional benchmark for developing countries for the mutual recognition of skills like in ASEAN. For instance, Cambodia, Lao PDR, Thailand and Viet Nam have utilized the RMCS as a practical and useful tool for developing and adapting competency/skills standards. ADB-GMS Project also used the RMCS to benchmark country skills standards for cross-border skills recognition. Three pilot skills areas were identified namely: welding, domestic housekeeping and auto mechanic. Table 2 lists all the RMCS developed by ILO.

Table 2: RMCS developed by ILO

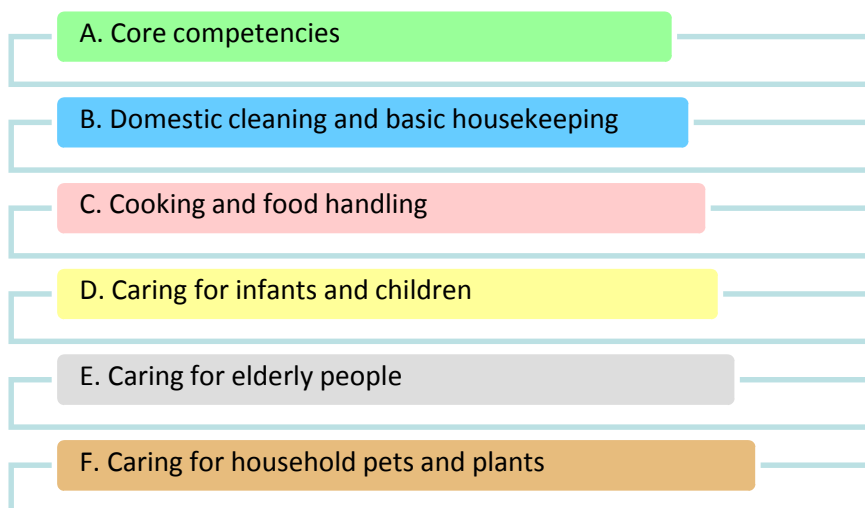
RMCS developed (published and to be finalized)
Welding
Domestic Work
Construction
Aquaculture/Agriculture

Generic Units/Generic Set of Selected Core Competencies
Tourism & Hospitality
Mechanical Services
Manufacturing

The presentation during the workshop provided a RMCS example on domestic workers. Asia and the Pacific (AP) hosts the largest number of domestic workers; approximately 21.5 million people employed by private households, no fewer than four out of five domestic workers are women (81.4%). Yet, only more than 3 % of the domestic workers are paid employees. Usually, domestic Workers are in poor working Conditions with low wages and little/no social security or labour protection. Women especially, are more likely to experience multiple forms of discrimination, exploitation and abuse. And, their skills are not recognized. Therefore, it is important to have a RMCS on domestic workers to help recognize their skills and strengthen the protection of them.

RMCS for Domestic work include both generic competencies, and vocational and technical competencies. Each unit of competency describes the skills a worker applies when performing the identified task or role, as well as the underpinning skills, knowledge and attitudes the worker needs to perform the task effectively. Diagram 5 below presents the sessions of RMCS on domestic workers.

Diagram 5: Core sessions of RMCS on Domestic workers



MRA on Tourism Professionals

As aforementioned, MRA is a key tool which establishes a mechanism for the free movement of skilled and certified tourism professional across the ASEAN region. The presentation of MRA on Tourism Professionals (MRA-TP) provided the participants with an example on the mechanism of MRA-TP, to help the participants better understand how MRA functions among AMS.

For the MRA-TP to function, key elements of MRA-TP include: (Diagram 6)

1) The ASEAN Tourism Professional Monitoring Committee (ATPMC) consists of ASEAN NTOs and appointed representatives from the National Tourism Professional Boards (NTPBs).

2) The ASEAN Tourism Professional Registration System (ATPRS) is a web based facility to disseminate details of certified Foreign Tourism Professionals within ASEAN. This registration system is still under development will be launched in 2015.

3) The National Tourism Professional Board (NTPB) refers to the Board for Tourism Professionals composed of representatives from the public and private sectors to be determined by the respective ASEAN NTOs.

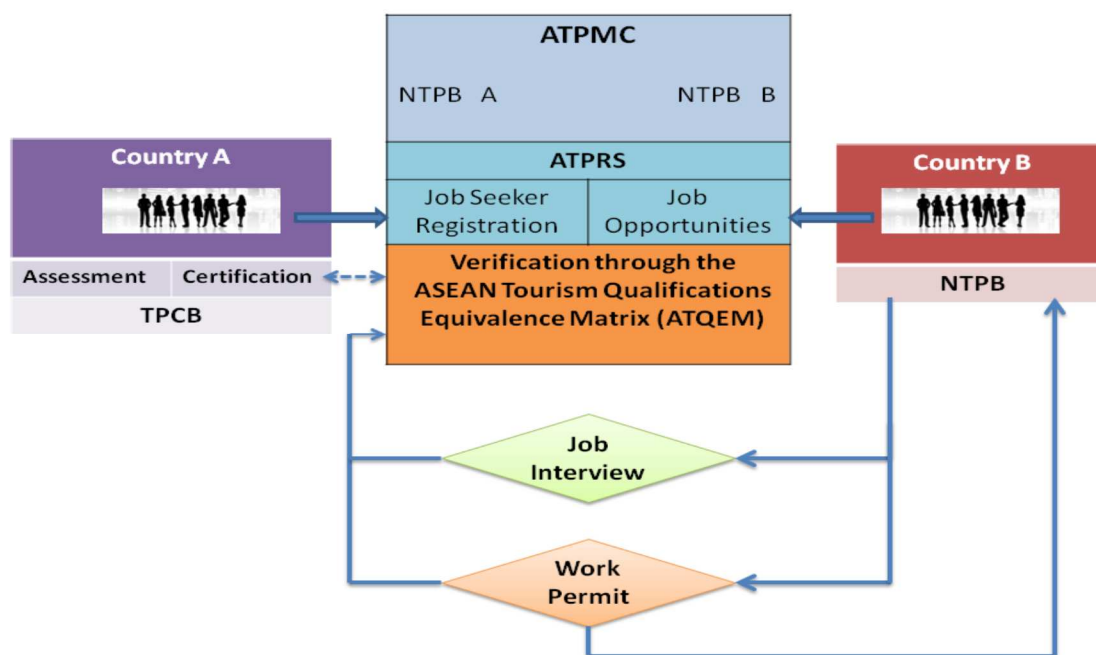
4) The Tourism Professional Certification Board (TPCB) refers to the government board and/or agency authorised by the government of each ASEAN Member State primarily responsible for the assessment and certification of Tourism Professionals.

5) The ASEAN Common Competency Standards for Tourism Professionals (ACCSTP) refers to the minimum requirements of competency standards in hotel and travel services which aim to upgrade tourism services and facilitate the development of MRA between ASEAN Member States.

6) The Common ASEAN Tourism Curriculum (CATC) refers to the common curriculum for ASEAN Tourism Professionals as mutually agreed upon by the ASEAN Tourism Ministers upon recommendation by the ASEAN NTOs.

Once the ATPRS has been established, the job seekers (foreign tourism professionals) will be able to register on the system and seek job opportunities in other member countries. Job opportunities will also be listed with the specific requirements of the job so a match can be made. The job seeker will need to ensure verification of his/her certificates by the national TPCB to ensure they match the requirements of the CATC. Once the certificates are validated, and if the job seek matches the requirements of the job, then an interview will take place and subject to job offer, a work permit will be provided by the host country.

Diagram 6: Schematic Outline of MRA-TP's mechanism



2.3 Discussions and Group Work

The workshop was participated in a tripartite manner by SLOM focal points and skills focal points of government, and representatives of employers and workers from eight AMS, namely: Cambodia, Indonesia, Malaysia, Myanmar, Lao PDR, Philippines, Thailand and Vietnam. The discussion was highly concentrated on action planning for further development of MRS process in prioritized

skills/occupations. To facilitate such planning, the participants were requested to form groups and were advised

Step 1: internal group discussion within individual country (government, employers and trade unions) to validate and agree on the selected skills areas/occupations for MRS implementation. In 2013 meeting, the SLOM focal points and skills focal points of all participating AMS had prioritized two skills areas for further MRS process. This group discussion was set to have employers and trade unions validate, together with the government, whether the two selected skills areas remain as the priorities. The outputs of this discussion were refined and/or revised two skills areas for MRS implementation which are agreed tripartitely within respective AMS.

Step 2: Once the skills areas are agreed within each AMS, the country tripartite representatives would need to collectively initiate discussion with target member state(s) whom they would like to have the bilateral MRS collaboration with. Meanwhile, in this step, each AMS was also expected to further narrow down the selected skills areas from broad category to specific occupations/skills, which would help ease the entire referencing process among AMS.

Step 3: based on the outputs of Step 1 and 2, each member state was expected to finalize its own action plan which contains information on the identified priority skills/occupations (2 occupations), identified collaborating member state(s), proposed follow-up actions for MRS process, and the corresponding timeline.

Additional Step for CLM member states: as aforementioned that the meeting placed a specific focus on the CLM member states (Cambodia, Lao PDR and Myanmar) by commencing additional workshop dedicated to assisting them firm up their action plans. All the three countries consolidated their respective action plan with focus on follow-up actions including training of trainers and assessors, national consultation and capacity building workshops, curriculum development for identified occupations. Thailand played the key role in this meeting as a collaborating ASEAN member state and also committed to provide training programme to CLM countries. Table 3 below indicates the discussion process during the meeting.

Table 3: Consultation and Validation Process during the meeting

<i>Group Discussion</i>	<i>Nature of the Discussion</i>	<i>Discussion Objectives</i>	<i>Outputs</i>
Step 1	Internal discussion within individual member state (government, employers and trade unions)	To have employers and trade unions validate and agree on the skills areas/occupations selected by government during the MRS meeting in Sept. 2013	Refined and/or revised two skills areas for MRS implementation which are agreed tripartitely within respective AMS
Step 2	Both internal discussion within individual member state, and external discussion with target collaborating member state(s)	To identify collaborating member states for bilateral MRS and, To initiate discussion with the target member state(s) to further narrow down the selected skills areas from broad category to specific occupations/skills	Collaborating member states for bilateral MRS identified; and, Specific occupations/skills in the selected skills areas discussed and identified
Step 3	Both internal discussion within individual member state, and external discussion with	To agree on and finalize detailed action plans	Detailed action plans with information on the identified priority skills/occupations, identified collaborating member state(s), proposed follow-up

	target collaborating member state(s)		actions for MRS process, and the corresponding timeline.
<i>Additional Step for CLM</i>	Both internal discussion within individual member state, and external discussion with target collaborating member state(s)	To assist CLM firm up their action plans	Consolidated action plans with focus on particular follow-up actions and timelines

3 Conclusions and Next Steps

3.1 Action Plan

The three-day meeting, from 24-26 September, set out to discuss the mutual recognition of skills, and develop action plans through discussions. The meeting was well supported by the Ministry of Manpower and Transmigration (MOMT), ASEAN SECRETARIAT and active participants from government, workers' and employers' organizations.

In-depth technical discussions were held on the role and process of ASEAN Qualification Reference Framework (AQRF), a translation device to enable existing frameworks, the Regional Model Competency Standards (RMCS), and training systems at national level for comparability in order to facilitate better labour market mobility within the region. It was also reaffirmed that the mutual recognition of skills (MRS) is a critical component of the AQRF in recognizing the skilled migrant labour among the ASEAN member states.

To implement the MRS, the participating countries further identified specific priority occupations in response to countries and region's needs such as bricklaying, tilling, plastering, domestic work, housekeeping, and committed a series of follow-up actions with targeted collaborating countries for further bilateral/ multilateral recognition.

The meeting placed a specific focus on the CLM member states (Cambodia, Lao PDR and Myanmar) by commencing one full day workshop dedicated to assisting them firm up their action plans. All the three countries consolidated their action plans with detailed actions for the MRS implementation for the identified occupations. Table 4 below is the consolidated action plans developed by each AMS in the meeting.

Table 4: consolidated AMS action plan September 2014

Country	Priority Skills Areas	Collaborating states	Proposed Activities
Cambodia	Building/ Masonry	Thailand	<ul style="list-style-type: none"> - Pre- requisite study/ publications; - Capacity buildings/ trainings; - Accredited/ pre- requisite process/ institution; - Consultation meeting
	Electrical Wiring		
Indonesia	Construction sector (Bricklaying, tilling, plastering, plumbing, welding and carpenter)	Singapore Malaysia (CIDB) Brunei	<ul style="list-style-type: none"> - Conduct skills comparability with the collaborating states; - Implement skills standards for training and testing; - National qualification already developed but need to be adjusted with the ASEAN qualification;

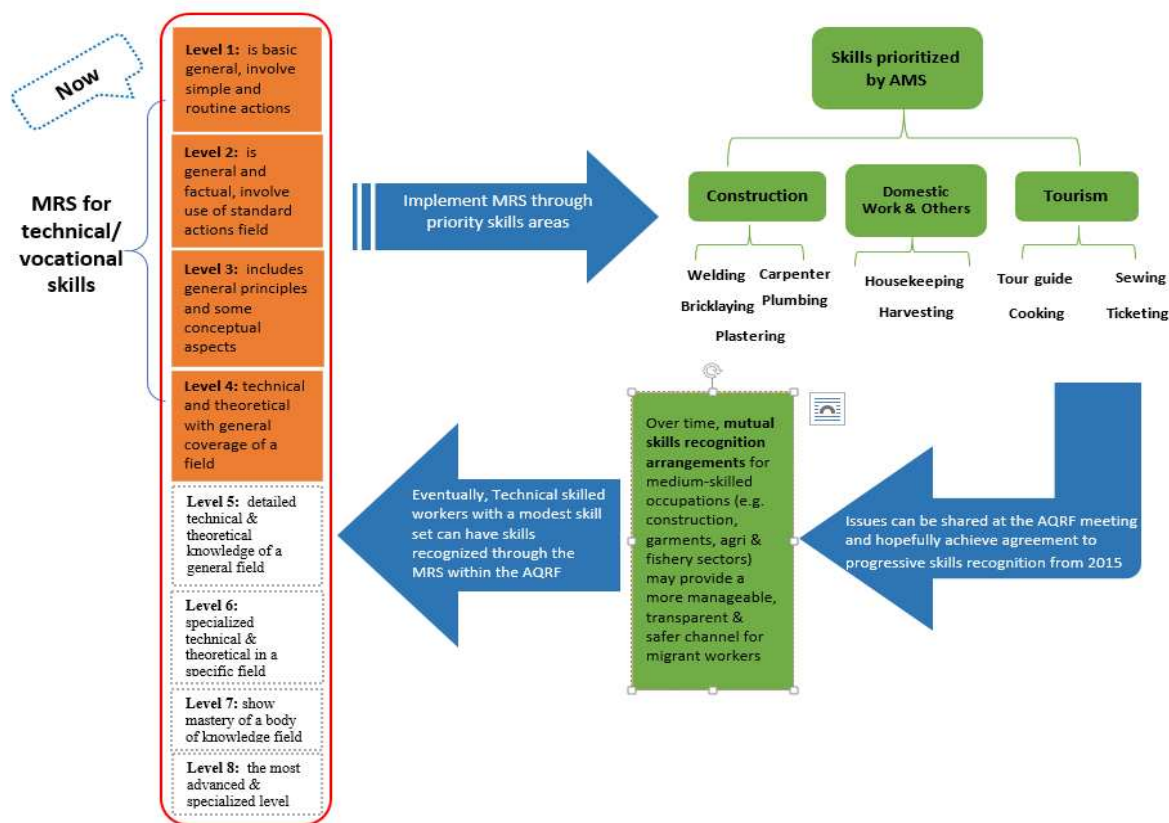
	Tourism hospitality (Housekeeping, cooking, tour guide and ticketing)	Singapore Malaysia	
Lao PDR	Bricklaying	Thailand	<ul style="list-style-type: none"> - Identify national accredited training institutes for pilot competency assessment in proposed skilled areas for MRAs - Revise the application of the AQRF to Lao NQF – compare and develop the descriptors of the eight levels in the AQRF - Define and designate the training institution(s) for quality assurance (training center, accreditation) - Revise the competencies structure of Masonry and Plastering, and develop it distinctively to Bricklaying and Plastering to match with other countries, esp. Thailand
	Plastering		
Malaysia	Tourism and hospitality - House keeping - Food and beverage	Indonesia	<ul style="list-style-type: none"> - Endorsement by the Malaysian government skills areas - Study on the NQF (mapping with partner country) * joint activity - Establish a joint working group on QRF - Endorsement of MRS
	Plantation - Harvesting		
Myanmar	Welding	Thailand	<ul style="list-style-type: none"> - Fast –track skills testing pilot project for 25 occupations starting from August 2014 to Aug 2015 to include welding; - Assessment to be carried out by the Assessment and Certification Committee (ACC) under the NSSA. - Valid certification to be issued by the National Skills Standard Authority (NSSA)
	Sewing		
Philippines	TOURISM - Front Office - Housekeeping - Food Preparation - Food Service	Myanmar	<ul style="list-style-type: none"> - Myanmar to consult with the MoT - Continue communications /discussions to identify needed skills and technical support
	DOMESTIC WORK	Cambodia	<ul style="list-style-type: none"> - Communicate with the Cambodian government authority to determine the exact area of interest for assistance - Prepare work plan of cooperation that could be implemented in 6 mos. to one year. - Write the Cambodian Authority to propose recognition of our PQF for construction skills
Thailand	Tile-setting	Myanmar, Lao PDR and Cambodia	<ul style="list-style-type: none"> - Exchange information of skill standards among countries. - Two technical meeting on standard matching will be organized. (Venue of the meeting will be decided. - Implement skill standards for training and testing. - Capacity buildings (on trainings of trainers) and assessors for CLM to be led by Thailand)
	Bricklaying		
	Plastering		
	Sewing Machine Operator		

Viet Nam	Tourism: - Housekeeping - Bar tender - Tour guide - Chef	Thailand	- Hold a seminar in VN with participation of Thailand and Vietnamese experts on these skills: to share information and compare the NQF and curriculum between 2 countries and, - Actions for filling the gap of NQF between two countries and prepare MRS
	Automotive Technology	Malaysia	- Renewing MOU between MOLISA and MOHR Malaysia to mainstream Vocational Training into MOU - Sending expert from MOHR to VN to upgrade skills

3.2 Next Steps on MRS Implementation

Overall, the MRS process focus on technical/vocation skills AQRF levels 1-4). AMS will collaborate and prepare the referencing documentation based on the aforementioned AQRF referencing process (Diagram 3), and then they can mutual recognize among one another the skills identified. It is important to note that such mutual recognition would not immediately extend to the whole of ASEAN, yet it could be achievable at a later stage once the ASEAN Secretariat has the processes in place. MRS at this stage, will provide a mechanism for AMS to achieve modest skills recognition immediately in priority skills areas. For instance, skills recognition on domestic worker/housekeeping is being drafted based on ILO's RMCS between Malaysia and Indonesia. In this process, Malaysia will indicated what skills are needed for housekeeping and Indonesia will adopt such needs within its national qualification system, so that Indonesia workers will be trained upon Malaysia's needs and their skills be recognized in Malaysia. As such, the skills recognition can be progressively agreed and achieved from 2015 among AMS. Over time, such MRS for medium-skilled occupations may provide a more manageable, transparent and safer channel for migration workers. Diagram 7 indicates the overall process of MRS modality. It is also noteworthy that any issues raised in such process can always be shared at the AQRF meetings to assist further refinement of the holistic AQRF governance.

Diagram 7: MRS process



During the meeting, all AMS specifically addressed the next steps for the MRS implementation, which mainly include:

3.2.1 ASEAN Member states (overall)

1) Identification of focal point for follow-up and implementation.

Since one of the main constraints has been identified by AMS as the continuity of cooperation among ministries at both national and regional level, it was proposed to identify a focal point in each AMS to take in charge of all the follow-up actions and activities for proceeding the MRS implementation.

2) Follow up on developments of action plans

As each country has developed their respective action plan together with its target collaborating country(ies) during the meeting, the next step will be to collaborate with key stakeholders at national level to refine the action plans; and then, to cooperate with target collaborating country(ies) to move on with actions such as comparison of skills standards and referencing to AQRF, etc. in agreed occupations. All actions will be ensured and monitored through national focal point.

3) Technical assistance; sharing of experiences & good practices

ILO will provide technical assistance to AMS through workshops and meetings. Furthermore, collection of good practices will also be conducted and shared through workshops and online platforms.

3.2.2 CLM Member states (Cambodia, Lao PDR and Myanmar): direct technical assistance

Cambodia, Lao PDR and Myanmar are in a less-developed position in terms of its national qualification system. Therefore, direct technical assistance will be provided to them particularly through ILO-Korea Project: Towards the Mutual Recognition of Skills in ASEAN countries". Specific actions include:

- Benchmarking and referencing of skills standards in priority occupations; Development of curriculum & learning materials; and Training of Trainers and Assessors. Department of Skills Development of MOL Thailand agreed during the JKT workshop to assist CLM in these activities by sharing its expertise and materials through workshops and/or meetings.
- Consultation meetings with governments, employers, workers, training providers and other stakeholders to advance MRS activities. ILO will facilitate such meetings at national level to further assist the three countries in their MRS implementation.
- Regional conference will be organized to share experiences and common concerns on MRS implementation which can also contribute to further development of AQRF.

3.2.3 Collaboration with ASEAN Secretariat

ASEAN Secretariat also stated its full support and suggested a series collaboration activities with ILO to further enhance the implementation of MRS:

- Advocacy and awareness raising activities on AQRF will be discussed and determined in consultation with ASEAN Secretariat with a particular focus on CLM member states;
- Possible support to AQRF meetings and capacity building workshops will also be determined by ILO and ASEAN Secretariat collectively;
- ASEAN Secretariat will also support ILO's capacity building workshops to CLM Member States through its participation and/or other forms of inputs;
- Socialization of AQRF with private sector, particularly with the federations in selected key industries to synchronize on the current development of mutual recognition of skills in relevant industries.

Annex list:

1. Agenda
2. Action Plans
3. Participants list

Annex 1: agenda



International Labour Organization
Organisation internationale du Travail
Organización Internacional del Trabajo

DRAFT Consultation/Validation Workshop on the Implementation of Mutual Recognition of Skills in ASEAN countries

24 – 26 September 2014
Jakarta, Indonesia

Programme		
Time	Description	Note
<i>Day 1: Wednesday 24 September, 2014</i>		
08:30-09:00	Registration	
09:00-09:30	1. Welcoming Remarks	Mr Peter van Rooj Director ILO Jakarta
	2. Opening Remarks	Mr. Abdul Wahab Bankona Secretary General Ministry of Manpower and Transmigration (MoMT), Indonesia
09:30-10:15	Group Photo & Coffee/Tea Break	
	Session 1: Updates on Mutual Recognition Activities	Session Moderator: Mr. Albert Y. Bonasahat National Coordinator
10:15-10:40	1. Overview: Context of a single labour market in ASEAN and protecting migrant workers	Mr. Manuel Imson Senior Programme Officer ILO ASEAN TRIANGLE Project
10:40-11:40	2. Review of the outputs from the Regional employers' meeting 2013 and the action plans/progress in MRS among ASEAN countries	Ms. Carmela Torres Senior Specialist on Skills & Employability ILO DWT Bangkok Mr. David Lythe ILO International Consultant
11:40-12:15	3. The importance of the skills identification and validation for mutual recognition and its implications to AQRF and the overall ASEAN free flow of skilled labour; define process of skills recognition among the AMS	Ms. Irene Isaac Member, Task Force AQRF
12:15-13:30	Lunch	
13:30-14:15	4. Country examples of NQF (National Qualifications Framework)	Mr. Muchtar Azis

	Indonesia and the Philippines <ul style="list-style-type: none"> Indonesia The Philippine 	Deputy Director on Standard Competency Development; Directorate Competency Standardization & Training Programme; Directorate-General Training & Productivity Development Ministry of Manpower & Transmigration, Indonesia Mr Reydeluz D. Conferido Undersecretary Department of Labour and Employment
14:15-15:45	Session 2: Validation of the proposed skills sector for MRS Group work: AMS to meet and agree on the skills areas	Session Facilitator: Mr. David Lythe and Ms. Carmela Torres
15:45-16:00	Coffee/Tea break	
16:00-17:30	Session 3: Report back on their action plans by country	ASEAN Member States (AMS)
<i>Day 2: Thursday 25 September 2014</i>		
9:00-10:30	Outline of the mutual recognition process Group work: Discussions and further development of the recognition process as part of their individual action plan Coffee/Tea break	Ms Irene Isaac Member, Task Force AQRF AMS
10:30-12:00	Session 4: Report back on the recognition process	AMS
12:00-13:00	Lunch	
13:00-13:30	Session 5: Intro of Regional Model Competency Standards (RMCS) and promotion of the ILO Convention on the rights of domestic workers ASEAN Mutual Recognition Arrangement (MRA) on Tourism Professionals	Ms Carmela Torres Mr. David Lythe
13:30-14.30	Group work: Initial discussions on selected skills areas with countries who would like to have skills recognition	AMS
14:30-16:00	Report back: presentation on the Group work and the main conclusions from the action planning Coffee/tea break	AMS
16:00-16:30	Concluding statements: Representatives <ul style="list-style-type: none"> ➤ Government ➤ Employers' organization ➤ Workers' organization 	
16:30-17:00	Closing remarks	ILO
17:00-17:15	Evaluation	ASEAN TRIANGLE Project

End of Capacity Building Workshop

**ILO Action Planning Workshop
For the achievement of Readiness for the AEC
Through the MRS in Cambodia, Lao PDR and Myanmar**

26 September 2014

PROGRAM Moderator: **Mr. Manuel Imson**

09:00-10:00	Session 1 1) Overview of proposed activities and expected outputs of the workshop 2) Briefing on potential support to CLM member states from Thailand	Ms Carmela Torres Thailand representative
10:00-10:45	Session 2: Overview of the requirements for the readiness of the AEC in at least the selected MRS skill areas (including review of the implementation of the AQRF level descriptors)	Mr. David Lythe
10:45-11:00	Tea & Coffee Break	
11:00-12:00	Session 3: Further development of country action plans	Group Work and report back
12:00-13:00	Lunch	
13:00-15:00	Session 4: Finalization of detailed action plans (including finalizing the agenda of national country consultant meetings/capacity building workshops in CLM member states)	Group Work
14:45-15:00	Tea Break	
15:00-16:00	Session 5: Report back and discussion	CLM Representatives Ms. Carmela Torres Mr. David Lythe
16:00-16:15	Closing	Ms. Michiko Miyamoto Deputy Director, ILO Jakarta Office
	End of Action Planning Workshop	

Annex 2: action plans



Template
for development of country action plan CLM

Action Planning Workshop for the achievement of readiness for the AEC through the MRS in CLM
26 September 2014, Jakarta, Indonesia

Cambodia

Proposed priority skills areas	Proposed activities	Proposed detailed activities	Key responsible organization	Proposed collaborating states/ partners	Time line
Building/ Masonry Electrical Wiring To agree on MRS process with Thailand	Pre- requisite study/ publications				
	Capacity buildings/ trainings	Training of Trainer Technical Working Group	DGTVET/ MoVLT	JICA KOICA DSD Thailand	Jan 2015
	Accredited/ pre- requisite process/ institution	Training on Defining of Accreditation and certification Training Assessor	DGTVET/ MoLVT	ILO ADB DSD Thailand	Apr 2015
	Consultation meeting	Review and Discuss on the Standards and Curriculum	DGTVET/ MoLVT	CAMFEBA CCF DSD Thailand	18 Nov 2014
	Others Comparability Matrix	ASEAN countries provide Technical Assistant Cambodia to request Thailand to confirm/inform what they support for the construction workers by conducting testing in Cambodia	DGTVET/ MoLVT	ILO AMS	July 2015

		(now testing center in in Thailand for Khmer construction workers in Thailand) Timeline is up to Thailand			
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Indonesia

Proposed priority skills areas	Proposed activities	Proposed collaborating states	Development partners	Challenge	Timeline
1. Construction sector (bricklaying, tiling, plastering, plumbing, welding, carpenter and beckasting)	in order to have meeting/conference, -we need to make a comparability matrix with the collaborating states; -Implement skills standards for training and testing; -Standard mentioned here have been already developed except plantation -national qualification already developed but need to be adjusted with the ASEAN qualification; -national system for certification already developed	-Singapore -Malaysia (CIDB) -Brunei	-ILO -ASEAN Secretariat	- time - many difference in unit competencies btwn countries	2015 (1 year)
2. Tourism hospitality (Housekeeping, cooking, tour guide and ticketing)	We need to make a comparability matrix with the collaborating states; -Implement skills standards for training and testing; -Standard mentioned here have been already developed except plantation -national qualification already developed but need to be adjusted with the ASEAN qualification; -national system for certification already developed	Singapore Malaysia	ILO ASEAN Secretariat	- time - many difference in unit competencies btwn countries	2015 (1year)

Lao PDR

Bricklaying

Proposed activities	Purposes	Key responsible organizations	Proposed collaborating states/ partners	Time line
Internal meetings of the tripartite prior to reporting meeting	<ul style="list-style-type: none"> ☞ LFTUs to conduct its own meeting to acquire understanding and comments on the MRS project – what Lao workers will benefit from. ☞ LNCCI to conduct its own meeting to disseminate the goals of the MRS what the employers in Lao PDR can benefit from these priority skills – what it requires the government to do. ☞ MOLISW to identify key institutions for skills standards 	tripartite		Late October 2014
Reporting the results from 24-26 Sept 2014 Jakarta tripartite workshop:	<ul style="list-style-type: none"> ☞ To report the outcomes from the Jakarta workshop – objectives of the MRAs and MRS. ☞ To endorse the action plan of Lao PDR prior to reconfirming to ILO, ASEAN Sec, AMS 	Tripartite with related stakeholders		One day meeting in 3-14 Nov 2014
Meeting of Tripartite and stakeholders:	<ul style="list-style-type: none"> ☞ To establish of the steering committee, taskforce and focal point; ☞ To define the stakeholders relating to bricklaying field; and ☞ To define the roles and responsibilities of the committee and taskforce. 	Tripartite with related stakeholders		
Consultation Workshop:	<ul style="list-style-type: none"> ☞ To update the objectives of the MRAs and MRS; ☞ To update the definite action plan; ☞ To revise the potentials and components of Lao PDR to support the MRAs factors: Progress of the NQF of Lao PDR, AQRF, existing competencies skills standards with its structure, training curriculum, facilities, quality assurance, ...; and ☞ To define the involvement of stakeholders. ☞ To identify the national accredited training institutes for conducting the pilot competency assessment of such proposed skilled areas for MRAs 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	4-5 December 2014
Technical Workshop on Lao-MRAs	<ul style="list-style-type: none"> ☞ To revise the application of the AQRF to Lao NQF – compare and develop the descriptors of the eight levels in the AQRF ☞ To define and designate the training institution(s) for quality assurance(training centre, accreditation) ☞ To revise the competencies structure of Masonry and Plastering, and develop it distinctively to (1) Bricklaying and (2) Plastering to match with other countries – esp. Thailand ☞ To assess and assign the national accredited training institutes to implement the competency assessment for MRAs 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	Jan 2015

Technical Meetings among collaborating states towards the MRAs:	<ul style="list-style-type: none"> ☞ To compare the competencies of Bricklaying among the collaborating states ☞ To develop the matrix 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	Feb - April 2015
Conduct the competency assessment for MRAs	<ul style="list-style-type: none"> ☞ To assess the competency standard of Bricklaying ☞ To conduct training of trainers and assessors towards certification process as part as quality assurance mechanism to support MRAs and MRS: ☞ (Department of Skills Development and Employment, the Ministry of Labour and Social Welfare, as development agency for a competent assurance body. 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	May – July 2015 (with possible extension to Dec. 2015)
Plastering				
Proposed activities	Purposes	Key responsible organization	Proposed collaborating states/ partners	Time line
Internal meetings of the tripartite prior to reporting meeting	<ul style="list-style-type: none"> ☞ LFTUs to conduct its own meeting to acquire understanding and comments on the MRS project – what Lao workers will benefit from. ☞ LNCCI to conduct its own meeting to disseminate the goals of the MRS what the employers in Lao PDR can benefit from these priority skills – what it requires the government to do. 	tripartite		Late October 2014
Reporting the results from 24-26 Sept 2014 Jakarta tripartite workshop:	<ul style="list-style-type: none"> ☞ To report the outcomes from the Jakarta workshop – objectives of the MRAs and MRS. ☞ To endorse the action plan of Lao PDR prior to reconfirming to ILO, ASEAN Sec, AMS 	Tripartite with related stakeholders		One day meeting in 3-14 Nov 2014
Meeting of Tripartite and stakeholders:	<ul style="list-style-type: none"> ☞ To establish of the steering committee, taskforce and focal point; ☞ To define the stakeholders relating to bricklaying field; and ☞ To define the roles and responsibilities of the committee and taskforce. 	Tripartite with related stakeholders		
Consultation Workshop:	<ul style="list-style-type: none"> ☞ To update the objectives of the MRAs and MRS; ☞ To update the definite action plan; ☞ To revise the potentials and components of Lao PDR to support the MRAs factors: Progress of the NQF of Lao PDR, AQRF, existing competencies skills standards with its structure, training curriculum, facilities, quality assurance, ...; and 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	4-5 December 2015

	<ul style="list-style-type: none"> ☞ To define the involvement of stakeholders. ☞ To identify the national training institutes for quality assurance 			
Technical Workshop on Lao-MRAs	<ul style="list-style-type: none"> ☞ To revise the application of the AQRF to Lao NQF – compare and develop the descriptors of the eight levels in the AQRF ☞ To define and designate the training institution(s) for quality assurance(training centre, accreditation) ☞ To revise the competencies structure of Masonry and Plastering, and develop it distinctively to (1) Bricklaying and (2) Plastering to match with other countries – esp. Thailand ☞ To assess and assign the national accredited training institutes to implement the competency assessment for MRAs 	Tripartite with related stakeholders		
Technical Meetings among collaborating states towards the MRAs:	<ul style="list-style-type: none"> ☞ To compare the competencies of Bricklaying among the collaborating states ☞ To develop the matrix 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	
Conduct the competency assessment for MRAs	<ul style="list-style-type: none"> ☞ To assess the competency standard of Bricklaying ☞ To conduct training for assessors towards certification process as part as quality assurance mechanism to support MRAs and MRS: (Department of Skills Development and Employment , the Ministry of Labour and Social Welfare, as development agency for a competent assurance body. 	Tripartite with related stakeholders	Thailand, Cambodia, Myanmar, ILO	

Malaysia

Proposed priority skills areas	Proposed activities	Proposed collaborating states	Development partners	Challenge	Timeline
1. Tourism and hospitality - House keeping - Food and beverage	1. Endorsement by the Malaysian government skills areas 2. Study on the NQF (mapping with partner country) * joint activity 3. Establish a joint working group on QRF 4. Endorsement of MRS	Indonesia	1. Ministry of Human Resources 2. DSD 3. MOTAC 4. MAH 5. MEF	1) To get consensus from all parties concerned 2) To reach an agreement with collaborating partner country	By June 2015 By March 2015 By June 2015 By Dec 2015

				3) Allocation constraint	
2. Plantation - Harvesting	<ol style="list-style-type: none"> 1. Endorsement by the Malaysian government skills areas 2. Study on the NQF (mapping with partner country) 3. Establish joint working group on QRF 4. Endorsement of MRS 	Indonesia	<ol style="list-style-type: none"> 1 MOHR 2 DSD 3 MOCAP 4MAPA 5 MEF 	<ol style="list-style-type: none"> 1) To get concerns from all parties concerned 2) To reach an agreement with collaborating partner country Allocation constraint	<p>By June 2015</p> <p>By March 2015</p> <p>By June 2015</p> <p>By Dec 2015</p>

Note Subject to the outcome actions

Myanmar

Proposed priority skills areas	Proposed activities	Proposed detailed activities	Key responsible organization	Proposed collaborating states/ partners	Time line
Welding	Pre-requisite study/ publications	Development of competency standard for this occupation has been developed (for level 2)	MOLES, NSSA	ILO Asian Welding Federation (which has the welding qualification already) Singapore	Ready
	Capacity buildings/ trainings	Development of curriculum for this occupation has been developed (for level 2)			Ready

	Accredited/ pre- requisite process/ institution	1) Fast –track skills testing pilot project for 25 occupations starting from August 2014 to Aug 2015 to include this occupation at the first round. 2) Assessment will be carried out at first round fast-track skill testing pilot project from August 2014 to August 2015 by the Assessment and Certification Committee (ACC) under the NSSA as nationally. But it needs to strengthen for the full operational of the ACC. 3) Valid certification is issued by the National Skills Standard Authority (NSSA) 4) Measures for Quality Assurance for training Institutions and assessment centres are being carried out by the NSSSA according to the Employment and Skill Development Law.		(Now providing technical assistance to Myanmar in TOT trainings on competency based design and development and instructor trainings) Singapore Polytechnic international Temasek Foundation and Singapore ITE education services	Oct 14- Sept 15
	Consultation meeting				
	Others				

Philippines

Proposed priority skills	Proposed activities	Proposed collaborating agencies	Development partners	challenges	timeline
TOURISM <ul style="list-style-type: none"> ○ Front Office ○ Housekeeping ○ Food Preparation ○ Food Service 	<ul style="list-style-type: none"> ○ Myanmar to consult with the MoT ○ Continue communications /discussions to identify needed skills and technical support 	Myanmar	ILO ASEAN ACE ATUC	Getting the concurrence Of Myanmar Ministry of Tourism	6 mos. to 1 year

DOMESTIC WORK	<ul style="list-style-type: none"> ○ Communicate with the Cambodian government authority to determine the exact area of interest for assistance ○ Prepare work plan of cooperation that could be implemented in 6 mos. to one year. ○ Write the Cambodian Authority to propose recognition of our PQF for construction skills 	Cambodia	ILO ASEAN ATUC ACE	Readiness of Cambodian government for technical assistance and cooperation.	6 mos. to one year
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Thailand

Proposed priority skills areas	Proposed activities	Proposed detailed activities	Key responsible organization	Proposed collaborating states/ partners	Time line
1. Brick Laying 2. Tile Setting 3. Plastering	Pre- requisite study/ publications	Step 1 Exchange information of skill standards among countries. Timeline : Jan. – Feb. 2015	Govt. of Thailand (DSD)	Cambodia Lao PDR Myanmar	
	Capacity buildings/ trainings	Step 2 Two technical meeting on standard matching will be organized. (Venue of the meeting will be decided). Timeline : March – June 2015	Govt. of Thailand (DSD)	Cambodia Lao PDR Myanmar	
	Accredited/ pre- requisite process/ institution		Govt. of Thailand (DSD)	Cambodia Lao PDR Myanmar	
	Consultation meeting	Step 3 Implement skill standards for training and testing.	Govt. of Thailand/ILO	Myanmar	

4.Sewing Machine Operator	Others	<p>Timeline : Aug. 2015</p> <p>Capacity buildings (on trainings of trainers < ILO can support) and assessors for CLM to be led by Thailand)</p> <p>Timeline: September onward (result of the meetings)</p>			
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Vietnam

Proposed priority skills areas	Proposed activities	Proposed collaborating states	Development partners	Challenge	Timeline
1. Tourism: Housekeeping Bar tender Tour guide Chef	1) holding a seminar in VN with participation of Thailand and Vietnamese experts on these skills: to share information and compare the NQF and curriculum between 2 countries and 2) actions for filling the gap of NQF between two countries and prepare MRS	Thailand	Japan or Korea Partner, ILO	-Financial and human resource issues; - Certification authority	1 year
2. Automotive Technology	<ul style="list-style-type: none"> - renewing MOU between MOLISA and MOHR Malaysia to mainstream Vocational Training into MOU - Sending expert from MOHR to VN to upgrade skills 	Malaysia	Malaysia budget	Financial and human resources limit; Time limit; Certification authority	1 year

Annex 3: participants list

Canada



International Labour Organization
Organisation internationale du Travail
Organización Internacional del Trabajo

ILO Consultation/Validation Workshop on the Implementation of Mutual Recognition of Skills in ASEAN countries

24 – 25 September 2014
Sari Pan Pacific Jakarta Hotel, Jakarta, Indonesia

List of Participants



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