



Recommendations from Cambodia National Tripartite Preparatory Workshop

14th ASEAN Forum on Migrant Labour

“Recovery and labour migration in the post pandemic future”

26 August 2021

Sub-theme 1: Protection of migrant workers during the COVID-19 pandemic – Current situation

1. All migrant workers, regardless of status, should have free and informed access to COVID-19 tests, treatment and vaccination, including sexual and reproductive healthcare, in origin and destination countries and in appropriate languages.
2. Workplaces closure should occur with due consideration of the effects of such closures on all migrant workers and on their right to equal treatment with national workers, freedom of movement
3. Migrant workers in origin and destination countries should be entitled to benefit from social protection and other government schemes, including emergency income support especially in destination countries; the operation and accessibility of migrant worker welfare and other emergency funds and should be considered in origin contexts. Any statutory exclusion of temporary or seasonal workers from social protection should be removed and migrant-friendly processes established to streamline enrollment and claims.
4. All migrant workers, regardless of their status, are entitled to and shall be prioritized in times of pandemic for receiving humanitarian support, including adequate food and shelter, especially in cases of lockdowns, with due regard to the needs of women migrant workers, families and those in isolated workplaces.
5. Stakeholders in the destination country should coordinate to ensure the fullest application of due labour protections for all migrant workers, with special consideration for those in the informal sector ensuring access to justice, mechanisms for receiving due wages, prevention of termination where possible and where terminations are unavoidable, application and accessibility of termination protocols including support for return migration. Strengthen enforcement against employers who fail to register or defraud workers of their social security contributions, wage deduction or any labour rights violation.
6. Occupational health and safety must include the provision of adequate and appropriate PPE for all migrant workers, methods of ensuring social distancing and disease transmission prevention in migrant worker housing, transport and worksites.
7. Destination migration governance frameworks should prevent irregular status arising through no fault of the migrant worker or employer in times of crisis and lockdown, and respond in a timely manner to enable the extension of visas/work permits or amnesties without any additional informal or formal costs being incurred by migrant workers or employers, to address compelled or unplanned returns.



8. Support for all migrant workers who need or are forced to return, during quarantine and with reintegration processes, including access to emergency income support, business startup and job-seeking services, should be provided in communities of origin, including through private recruitment agencies, with travel support provided in coordination with destination authorities and employers.

Sub-theme 2: Recovery and the post pandemic future

9. Origin and especially destination labour migration frameworks, including legislated, MOU and contract protections, should address labour protection gaps, with particular focus on reducing informality and ensuring adequate protection for non-standard forms of employment, including within labour laws and social protection schemes, with particular attention paid to domestic work and gig workers.
10. With a view to the post-pandemic labour market and job recovery, stakeholders, and especially governments, through strong legislative action, should seek to enhance fair recruitment protocols and frameworks, at the very least ensuring that additional COVID-19 related costs are not charged to migrant workers.
11. To foster resilience within labour migration governance, labour and OSH inspectorates should be strengthened, and processes to better implement protections for migrant workers, including within migrant workers' housing, be designed and implemented using lessons learned from COVID-19.
12. Social protection schemes should be expanded to cover all migrant workers, portability of benefits enabled to support needs of migrant workers in future crises and, alongside return and reintegration program, to leverage productive returns to origin communities.
13. Training and vocational education needs (including soft skills) and skills recognition systems in the context of labour migration should be delivered through coordinated efforts by origin and destination authorities and ensure equitable access to training and decent jobs, especially for marginalized and rural groups.
14. Migration data management, and the reach of these systems to the local levels, should be prioritized to increase their role in creating positive migration outcomes and evidence-based policy and interventions.

The meeting was held online on 26 August 2021.