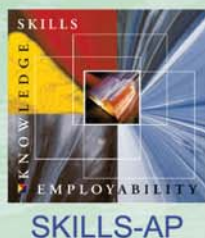




International
Labour
Organization

Skills Recognition for Migrant Workers

*Report of ILO/SKILLS-AP/Korea Regional Planning Workshop on
Skills Recognition for Migrant Workers
Bangkok, Thailand, 23-25 April 2007*



Regional Skills and Employability Programme in Asia and the Pacific (SKILLS-AP)

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(SKILLS-AP)

Skills Recognition for Migrant Workers
Report of ILO/SKILLS-AP/Korea Regional Planning Workshop on
Skills Recognition for Migrant Workers
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International Labour Office

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Foreword

This *Regional Planning Workshop on Skills Recognition for Migrant Workers* reflects a strong partnership and working relationship between the ILO and Korea on this subject. This workshop was the first of a series of activities relating to the ILO's Regional Skills Network skills migration project. It builds upon the work of the *First Technical Meeting of the Regional Skills Network Partner Institutions* in Incheon, Korea in November 2005. Building on the priorities identified at that meeting, as well as the global importance of the issue of skills recognition for migrant workers underlined in the International Labour Conference discussion of 2005, this workshop provided an opportunity to discuss approaches and strategies to assist sending countries have their workers' skills recognized, such as through the development of regional model competency standards, which together with the relevant Korean skills standards, can be used in bilateral negotiations.

For its part, the ILO and its Regional Skills and Employability Programme (SKILLS-AP) for the region will organise follow up missions in each of the countries involved and continue to provide support to individual countries, in line with their Decent Work Country Programmes and national priorities. By publishing this report, in paper and on the internet, the ILO seeks to ensure that the ideas and opportunities identified through this workshop can be widely shared throughout the more than 150 members of the Regional Skills Network.

I would like to acknowledge the continuing support of the Government of Korea for the ILO's SKILLS-AP programme and the Regional Skills Network. Their commitment continues to make opportunities for sharing ideas and building relationships between the members of the Network possible, and serves as a model to others. I would also like to take this opportunity to thank Mr. Trevor Riordan of SKILLS-AP, ILO Bangkok, who planned and organized this meeting with the support of Ms. Wipusara Rugworakijkul, Ms. Anne Richmond, Ms. Kate Crowe and Ms. Paveena Eakthanakit. Thanks are also due to Mr Manolo Abella, Chief Technical Adviser, ILO Migration Programme Asia-Pacific, for his inputs, and Andre Lewis who was an invaluable resource person. Finally, I observe with pleasure that this event marks a further step in the ongoing collaboration between Korea and the ILO to provide practical support to constituents in the countries of Asia-Pacific.

Guy Thijs
Deputy Regional Director
Regional Office for Asia and the Pacific

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***ILO/SKILLS-AP/Korea Regional Planning Workshop on
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Introduction

The issue of skills recognition and qualifications reform has been a major theme of international debates on education and training strategy. In many countries the system's limited capacity in recognizing non-formal and informal learning is also an obstacle to improving access to, and inclusiveness of, the qualification system. Learning at work has tended to be structured and managed by certain craft, occupational and professional associations, often without a clear link to and recognition by the formal system. This has made transfers of learning between formal institutions and the workplace difficult. A lack of transparency and coherence in the system is also regarded as a major obstacle to lifelong learning. This occurs when there is no clear indication of how a qualification awarded by one awarding body compares to another qualification with the similar name awarded by a different awarding body. Therefore, the major challenge in qualifications reform is to develop a system that is more flexible, accessible and transparent, yet without undermining its quality and credibility. These problems are compounded for migrant workers when there is no framework or standards to facilitate recognition across countries. The absence of modern competency standards is a major constraint to the mutual recognition of workers' skills.

An analysis of employment of migrant workers in Korea, completed as part of an ILO/ KRIVET Survey of Migrant Workers, shows that over ninety per cent are employed in the manufacturing sector. This sector will therefore be the major focus of this project. The countries to be directly assisted by this project are the Philippines, Thailand, Sri Lanka and Vietnam.

Inaugural session

The meeting was opened with a speech from Mr Guy Thijs, ILO Deputy Regional Director, Asia and the Pacific, Mr Kyung Il Min, Director General, International Strategy Team, HRD Korea, and Mr Somkiat Chayasriwong, Director General, Department of Skills Development, Ministry of Labour, Thailand.

Mr Guy Thijs welcomed the participants to Thailand. He noted the importance of this meeting, the wide range of issues to be discussed and looked forward to a positive outcome. Mr Guy Thijs highlighted the role and history of the ILO and specifically the SKILLS-AP Programme. He stated that as labour migration is increasingly possible, policies needed to minimize risks involved and maximize potential are increasingly important.

Following Mr Thijs' welcome, Mr Kyung Il Min sent his best wishes to the participants and highlighted the importance of action in this area. He stated that as there is currently a total of 400,000 migrant workers in Korea there is a need to make the transition into Korean life and workplaces as smooth as possible.

Mr Somkiat Chayasriwong concluded by noting that both sending and receiving countries benefit from skilled migration and must put more effort into skills training and recognition. He described the meeting as a step forward to recognising and assessing skill requirements for migrant workers.

Mr Trevor Riordan, Manager ILO/SKILLS-AP, outlined the background, objectives and desired outcomes of the meeting. The main objectives of the meeting were to:

- Discuss and agree upon the key issues and challenges for recognizing the skills of migrant workers in Asia and the Pacific;
- Discuss approaches and strategies to improve the recognition of migrant workers' skills, such as through the development of Regional Model Competency Standards (RMCS); and
- Discuss and agree upon a tripartite Follow-up Plan of Action to compare national skills standards with the competencies required by Korean enterprises and identified in the draft RMCS.

Mr Riordan went on to outline the desired outcomes, which were 1) to develop a Common Understanding on the key issues and challenges for recognizing migrant workers skills, and the use of the Regional Model Competency Standard (RMCS) as a 'translation tool' between the sending countries' skills standards and the skills required by Korean enterprises, and 2) for each participating country to develop a tripartite National Plan of Action to review and compare national skills standards and training programmes with the competencies required by Korean enterprises and those identified in the RMCS.

Technical session 1: Key issues in labour migration and recognition of migrant workers' skills

This session was chaired by Ms Areeya Rojvithee, Senior Expert on Skill Development, Department of Skill Development, Ministry of Labour.

The first presentation of the technical session was made by Mr Trevor Riordan. He outlined the skilled migration environment and challenges in Korea by introducing the ILO/ KRIVET Survey of Migrant Workers. The survey was conducted by KRIVET in 2006 in coordination with the ILO. The survey found that the Korean skills shortage existed primarily in low-skilled areas, and specifically manual labour. In 2003 the production workforce shortage rate was 14.2 per cent and 12.1 per cent for the unskilled manual workforce. Employers in Korea were not looking for high-level skills but instead valued specific nationalities and physical strength in their migrant workers. It was concluded from the survey that requirement included improving the domestic workforce policies, developing information systems on skill levels of foreign workers and developing skill standards.

Mr Manolo Abella, Chief Technical Adviser ILO Migration Programme Asia-Pacific, broadened the discussion on Korean migration issues to include the whole Asia Pacific Region. The data collected on migration by the ILO enabled Mr Abella to comment on the factors driving migration and the implications on policy. Mr Abella outlined the percentage of workers in each country migrating and emigrating. For example migrants in Singapore occupy 30 per cent of the entire workforce.

Increased mobility means that the number and proportion of foreign workers in some countries is rising rapidly. Other determinants driving migration include:

- Population (decline in fertility rates and increase in aged population);
- Growth and progressive integration of labour markets in region;
- Income differentials; and
- Labour market distortions and segmentation.

Migration in South East Asia is generally managed by the private sector and policies are primarily for temporary visas, except in the case of high-skilled workers. The increased rate and status of migration in South East Asia has led to social issues such as:

- New social underclass;
- Segmentation of labour market;
- Xenophobia and racism;
- A flow to metropolitan centres; and
- External orientation of occupation choices.

The protection of migrant workers should be a dominant concern for both sending and receiving states. States should be asking questions such as are recruiters allowed to charge workers fees? Are workers allowed to join workers organisations? Are the workers allowed to bargain collectively? Are the workers protected against forced labour and discrimination?

Following Mr Abella's presentation, Mr Andre Lewis, ILO Consultant, provided definitions for the key terms of the discussion in order to improve the quality of discussions. Mr Lewis defined 'skill' as the general capacity needed to perform a set of tasks through experience and/or training. Skill refers to acquired measurable behaviours, the practical ability to apply theoretical knowledge to particular situations. Mr Lewis stated a shortage exists when the demand for a particular occupation is greater than the ability for a country to supply the skill locally. A shortage may be a skills shortage or a labour shortage. The reason for why the shortage exists varies between industry and country, and migration is not always an appropriate response.

Ms Gazelle Arambolo, a participant from the Trade Union Congress of the Philippines, and Ms Fe Palilep, Employers' Confederation of the Philippines, concluded the first technical session by making comments on the issues raised from the perspective of the Philippines, as a sending country. Both the worker and employee representatives agreed that the present process for managing migration is flawed. Workers are forced to make significant payments in order to gain the requirements needed to migrate. They are then not guaranteed work, forced to search for work and often work under poor conditions. There is no feedback mechanism and improper consultation on labour policies.

Technical session 2: Key issues in the recognition of migrant workers' skills – country perspectives

The chairperson for the second technical session was Mr D.N.P de Silva, Employer' Federation of Ceylon. Four sending-country Government representatives gave presentations.

On behalf of the Philippines Mr Florante Inoturan of the Technical Education and Skills Development Authority (TESDA) provided an overview of the TVET Qualifications Framework (PTQF) that exists in the Philippines. The PTQF provides a competency certification for industries where the work is dangerous, has expensive equipment, a long period of training is required, or there is consumer interests. The Philippines has a bilateral agreement with Korea labelled the Korean Employment Permit System (KEPS). Pre-employment training (PET) is provided under KEPS. Workers must undertake orientation and pass a test which is focused on language and culture.

Ms T.M.L.C Senaratna, Ministry of Vocational and Technical Training, outlined the training system in Sri Lanka which consists of 1500 private, public and NGO providers. She provided an overview of the pre-departure training for migrant workers and additional training given to female workers going to the Middle East. Foreign workers must pass the required testing in order to be

entered into the data base for migration. Sri Lanka attempts to ensure the workers possess the mental and physical strength required for the often trying conditions associated with manual labour and overseas work.

On behalf of Thailand, Ms Areeya Rojvithee, Department of Skill Development, Ministry of Labour, described the issues the country faces in regards to skills development. Thailand has 157 areas of national skills standards, but they are not appropriate for all industries. Each industry is encouraged to develop their own set of competency standards. There are currently 160,856 Thai workers in 137 foreign countries working legally. There is presently a Memorandum of Understanding between Thailand and Korea under the Employment Permit System (EPS). This requires workers to complete training before migration but there is a need for a better sending and receiving system, recognition, pre-training, and a record of certification system for migrant workers.

Representing Vietnam, Mr Quang Dai Cao, General Department of Vocational Training, Ministry of Labour, Invalids and Social Affairs (MOLISA), described the systems available in Vietnam for skills recognition. Vietnam currently provides recognition for 262 vocational skills through certification. They are currently trying to implement competency standards but presently only have done so for civil electricians and metal cutters.

Following the country presentations, participants discussed Korea's need for low-skilled workers. It was suggested low-skilled workers do not require formal skill certification but 'lifestyle' experience or basic experience/knowledge should be acknowledged. Korea requires foreign workers to do some of the more unpopular jobs which do not require qualifications but for workers to be mentally/physically prepared to perform difficult jobs. Workers should not be under the illusion that it will be a white-collar job.

1st Working Group session: Priority issues for recognition of migrant workers' skills

The Chair for this session was Ms Gazelle Arambolo, a participant from the Trade Union Congress of the Philippines. The participants were asked to discuss the main issues in labour migration and what the process should consist of for a sending country. Both working groups believed that the main challenges regarding skilled migration were:

- Defining the number of workers, details of skills required for each position, and migrant working conditions in Korea. Agreements between countries was suggested as a way to overcome these problems;
- Achieving a common skills assessment and certification system. These quality assurance mechanisms should be understood and shared by both receiving and sending countries. It was also noted that the cost of testing should be monitored and standards applied to how much workers should have to pay;
- Skills 'gaps' in Korea must be appropriately defined using common competency standards. It was also stated that sending countries have the ability to up-skills their workers and that migrant workers have access to training as local workers in receiving countries;
- Assessment of skills must be completed prior to leaving a sending country and the migrant workers skills gained overseas must be recognised after they have completed their work in Korea.

There was a general consensus between working groups that communication between the sending and receiving countries, and agreed standards and testing, were vital components to having migrant workers skills successfully recognised

Discussions following the presentations question were focused around the process and quota required for migrant workers to be effectively processed. Particular emphasis was placed on the need of sending countries to be provided with more details on jobs required of the migrant worker. It was noted that variations in country assessment systems would pose a significant problem, as would the fact there are no qualifications, assessment systems to certify these low-skilled positions. The significant cost of migration, often a responsibility of the worker, was also noted.

Technical session 3: Introduction to occupational safety and health issues for migrant workers

This session was chaired by Ms Areeya Rojvithee, Senior Expert on Skill Development, Department of Skill Development, Ministry of Labour.

Mr Gye-Wan Bae, Korea Occupational Safety and Health Agency (KOSHA), presented a video promoting the work of KOSHA. Following the film, Mr Gye-Wan Bae described KOSHA history, aim and major functions. KOSHA current has an international cooperation agreement for technical exchanges, provides technical support to improve OSH for other Asian Countries, co-operates with the ILO, and has international information exchange systems. There are currently 66,912 migrant workers in Korea from the Philippines, Thailand, Sri Lanka, Vietnam and Mongolia under the EPS, and they anticipate a significant rise in the number of migrant workers. Migrant workers in dangerous areas are provided with OHS training. All workers are required to abide by KOSHA's eleven safety guidelines. Employees, not employers, are fined if workers do not obey safety regulations.

Following Mr Gye-Wan Bae's presentation Ms Fe Palileo, Employers' Confederation of the Philippines, and Mr Ramasamy Logadas, Ceylon Workers Congress, provided worker and employer perspectives and the issues were also discussed. It was highlighted that migrant workers often experience a lack of rights, poor wages, and poor working conditions. Countries often do not enforce safety standards and the ILO must help enforce laws. It was also emphasized that the insurance policies in place by Korea for migrant workers should not be paid by the employees but by the employers. It was suggested that despite the fact that employees are fined if non-compliant with safety regulation, employers should enforce the use of protective gear. The Vietnamese Government stated that due to the high number of injuries and deaths of Vietnamese workers in Korea they intend to provide Vietnamese migrants with training in OHS before they migrate. It was also noted that it is difficult to provide relevant training when the evolution of technology is rapid, government assistance is required.

Technical session 4: Introduction to the project strategy and Regional Model Competency Standard (RMCS) for the recognition of migrant workers' skills

The Chair for this session was Mr Visit Limlurcha, the Federation of Thai Industries, Tak Chapter.

Mr Trevor Riordan presented background information on the ILO's work in skill standards and the development of the RMCS. Problems that the countries face in regards to skill standards include the limited coverage of countries skill recognition systems, high test failure rates, and the slow speed of developing training programmes. In collaboration with member States, the ILO has adopted a competency approach in developing a model which can guide the regions competency programmes. The ILO has currently developed a draft RMCS for tourism. The policy framework for the RMCS is the ILO's HRD Recommendation 195. Mr Riordan concluded by outlining the timeline expected for a RMCS for manufacturing.

Following Mr Riordan's introduction, Mr Andre Lewis, ILO Consultant, suggested how to use the regional competency standards for assessing migrant workers. The RMCS is designed to assist both employers and employees. It aims help achieve better assessment quality outcomes and make the recognition of the skills of migrant workers easier and more achievable. The RMCS is flexible, enabling it to customise to different countries systems of skill recognition. Mr Lewis concluded by outlining the areas of manufacturing areas, and required skills and recognition systems.

After the presentation it was noted that the RMCS is being applied to the work of Korea and the ILO to define competencies that are at levels below those covered in the Korean system. The RMSC is also designed not overlap with other systems, such as ASEAN's but to be complementary. It was also confirmed that the RMCS addresses skill standards not qualifications and as these systems are complex and differ dramatically between countries. Discussion concluded with the consensus that the RMCS is a good system to be adopted by ILO member States.

2nd Working Group session: Implementation of project strategy and use of the RMCS (Manufacturing) for recognition of migrant workers' skills

The Chair for this session was Mr D.N.P de Silva, Employers' Federation of Ceylon. The objective of the working group was to discuss the ways that skills for migrating workers should be:

- Identified by the receiving country;
- Assessed before they leave;
- Developed by the provision of training to migrating workers;
- Assessed on return; and
- How the RMCS could be used.

Group A linked the RMCS to the issues addressed in the first working group discussion. They stated that the RMCS was an effective means to: 1) achieving job categories and data on migrant skill needs 2) constructing a system which records and processes information 3) matching local training and certification with receiving country requirements. This group also enquired as to how receiving countries can provide feed back on the suitability of the migrant workers to the sending country.

Group B stated that the RMCS could be used to:

- Identify commonly recognised competencies;
- Reduce costs associated with assessments, if competencies are know and agreed upon (avoid double testing);
- Define the skills in demand from receiving countries
- Identify training required for particular positions and establish a 'minimum' training requirement for migrant workers; and
- Based on the RMCS standards, skills of migrant workers can be certified upon return.

It was noted that the RMCS must be adopted by both sending and receiving countries to be an effective means of assessing migrant skills. It was also noted that the RMCS is flexible and could adopt competencies already in place, for example in Thailand. It could also be adapted in countries such as Vietnam which have different approaches to national skills testing.

Following the presentations, participants discussed whether there should there be a focus on the return of workers and where should the assessment upon return occur. It was believed that as some developing countries are in the process of developing their own national standard recognition systems it could be difficult for these countries to adopt transnational strategies.

3rd Working Group session: Follow-up Action Plans (four tripartite country groups)

The chair for this session was Mr Trevor Riordan, Manager ILO/SKILLS-AP. The four tripartite country groups were given a template and asked to provide their national skills standards (or equivalents) relevant to the skills needs of migrant workers. The countries were asked to provide analysis of differences and gaps in the national standards as compared to the RMCS. It was then required that the countries profile their migrant workers. Profile information should include:

- Numbers and percentage of workers who are assessed on leaving and on returning, and in what skills or qualifications;
- Comparison of the occupations/industries worked in before, during and after their migrant work; and
- Other relevant information.

The countries completed their task by defining who are the 'interested parties' on migration in their country and what are their interests or concerns. They also defined how should they be involved or informed. The action plan for each country can be found at annex 3.

After the presentation of the action plans, questions included; will there be a problem with translating the material needed into English? And will receiving countries accept certification given to migrant workers from Korea? Workshop participants placed significant emphasis on the value of sharing experience and knowledge.

Synthesis of major issues arising out of the meeting and proposals for follow up

Anne Richmond, Skills Development Specialist, ILO Sub-regional Office, Bangkok, provided a summary of the major issues arising out of the meeting. She noted that participants had stated the importance of strengthening national systems of skills standards as a requirement for migrant skills recognition, but also recognised the need to understand realistic expectations of countries. She emphasised participants' recognition that sharing experience and knowledge was crucial to the success of any recognition system. The RMCS was described as an appropriate model to be applied to migrant skills standards in the Asia Pacific.

A Common Understanding from the workshop participants of the Regional Planning Workshop on Skills Recognition for Migrant Workers was drafted, circulated and agreed upon on the 25th of April. The Common Understanding can be found at annex 4.

Closing session

The chairs for the closing session were Mr Trevor Riordan, Manager ILO/SKILLS, and Mr Kyung Il Min, Human Resources Development Service of Korea. The closing note from the government representative Ms T.M.L.C Senaratna, Ministry of Vocational and Technical Training, described the need to match national standards with regional standards in order to overcome skilled migration issues. Employer representative Mr D.N.P de Silva, Employers' Federation of Ceylon, stated employers were primarily concerned with productivity and the desire for worker skills to be matched appropriately. The worker representative Ms Gazelle Arambolo, Trade Union Congress of the Philippines, described the importance of competency recognition as a means to making the system as effective as possible and in so protecting worker rights.

There was consensus from all participants that the recognition of migrant skills is a very technically complex issue. As there are currently no models addressing this specific demand the RMCS demonstrates a step towards overcoming significant obstacles and could be considered a good

practice example for other countries. In order to overcome the challenges discussed countries involved would be required to demonstrate a high level of commitment and support, and actively pursue genuine partnerships between constituents.

After many acknowledgements and thanks to the organizers and hosts of the meeting Mr Trevor Riordan and Mr Kyung II Min declared the meeting closed.

Annex 1

**ILO/SKILLS-AP/Korea Regional Planning Workshop on
Skills Recognition for Migrant Workers**

**Bangkok, Thailand
23 – 25 April 2007**

PROGRAMME

Monday, 23 April 2007 (Krungthep Suite, 4th Floor, Amari Watergate Hotel)

0800 – 0830	Registration
0830 – 0900	Individual meetings of Government, Employer and Worker participants
0900 – 1000	<i>Opening session</i> Addresses: Mr. Guy Thijs, ILO Deputy Regional Director, Asia and the Pacific Mr. Kyung Il Min, Director General, International Strategy Team, HRD Korea Mr. Somkiat Chayasriwong, Director General, Department of Skills Development, Ministry of Labour, Thailand Introduction: Mr. Trevor Riordan, Manager ILO SKILLS-AP Introduction of participants Programme and arrangements for the meeting
1000 – 1030	Tea/coffee break
1030 – 1200	<i>Technical session 1: Key issues in labour migration and recognition of migrant workers' skills</i> Panel Chairperson: Ms. Areeya Rojvithee (Thailand) Introduced by: Mr. Trevor Riordan, ILO SKILLS-AP Presentations: Mr. Manolo Abella, Chief Technical Adviser ILO Migration Programme Asia-Pacific Mr. Andre Lewis, ILO Consultant Panel members: Ms. Fe Palileo (Philippines) and Ms. Gazelle Arambulo (Philippines) Questions and discussion
1200 – 1330	Lunch
1330 – 1500	<i>Technical session 2: Key issues in the recognition of migrant workers' skills – sending country perspectives</i>

- Panel Chairperson: Mr. D.N. P. de Silva (Sri Lanka)
 Panel members: Mr. Florante Inoturan (Philippines), Ms. T.M.L.C. Senaratna (Sri Lanka), Ms. Areeya Rojvithee (Thailand), Mr. Quang Dai Cao (Vietnam) and Mr. Dac Hoa Tran (Vietnam).
 Questions and comments
- 1500 – 1530** Tea/coffee break
- 1530 – 1700** *1st Working Group session: Priority issues for recognition of migrant workers' skills (two mixed working groups)*
- Panel Chairperson: Ms. Gazelle Arambulo (Philippines)
 Introduced by: Ms. Anne Richmond, ILO SRO Bangkok
- 1800 – 2000** Welcome reception hosted by ILO

Tuesday, 24 April 2007 (Ayudhaya Suite, 8th Floor, Amari Watergate Hotel)

- 0900 – 1000** *Presentations from the Working Group discussions*
- Panel Chairperson: Ms. Gazelle Arambulo (Philippines)
 Panel: Ms. T.M.L.C. Senaratna (Sri Lanka) and Ms. Fe Palileo (Philippines)
 Discussion
- 1000 – 1030** Tea/coffee break
- 1030 – 1200** *Technical session 3: Introduction to occupational safety and health issues for migrant workers*
- Panel Chairperson: Ms. Areeya Rojvithee (Thailand)
 Presentation by: Mr. Gye-Wan Bae, KOSHA Korea
 Panel members: Ms. Fe Palileo (Philippines) and Mr. Ramasamy Logadas (Sri Lanka)
 Questions and discussion
- 1200 – 1330** Lunch
- 1300 – 1500** *Technical session 4: Introduction to the project strategy and Regional Model Competency Standard for the recognition of migrant workers' skills*
- Panel Chairperson: Mr. Visit Limlurcha (Thailand)
 Introduced by: Mr. Trevor Riordan, ILO SKILLS-AP
 Presentation: Mr. Andre Lewis, ILO Consultant
- Panel members: Mr. Florante Inoturan (Philippines) and Mr. Somboon Subsarn (Thailand)

Questions and discussion

1500 – 1530

Tea/coffee break

1530 – 1700

2nd Working Group session: Discussion of implementation of project strategy and use of the RMCS (Manufacturing) for recognition of migrant workers' skills (two mixed working groups)

Panel Chairperson: Mr. Ramasamy Logadas (Sri Lanka)

Introduced by: Ms. Anne Richmond, SRO Bangkok

Wednesday, 25 April 2007 (Ayudhaya Suite, 8th Floor, Amari Watergate Hotel)

0900 – 1000

Presentations of the Working Groups and discussion

Panel Chairperson: Mr. Ramasamy Logadas (Sri Lanka)

Panel: Ms. Fe Palileo (Philippines) and Mr. Florante Inoturan (Philippines)

Open discussion

1000 – 1030

Tea/coffee break

1030 – 1200

3rd Working Group session: Preparation of Follow-up Action Plans (four tripartite country groups)

Introduction to the follow-up plans and arrangements for the Working groups: Mr. Trevor Riordan

1200 – 1300

Lunch

1300 – 1400

3rd Working Group session: Preparation of Follow-up Action Plans (continued)

1400 – 1500

Presentations of National Action Plans

Panel Chairperson: Mr. Trevor Riordan, ILO SKILLS-AP

Country presentations: Mr. Florante Inoturan (Philippines), Ms. T.M.L.C. Senaratna (Sri Lanka), Ms. Areeya Rojvithee (Thailand), and Mr. Minh Hien Phan (Vietnam)

Questions and discussion

1500 – 1530

Tea/coffee break

1530 – 1630

Synthesis of major issues arising out of the meeting and proposals for follow up

Panel Chairperson: Mr. Trevor Riordan, ILO SKILLS-AP

Rapporteur: Ms. Anne Richmond, ILO SRO-Bangkok

Closing session

Chairpersons: Mr. Trevor Riordan, ILO SKILLS-AP and Mr. Kyung Il Min, HRD Korea
Ms. T.M.L.C. Senaratna (Sri Lanka), Mr. D.N. P. de Silva (Sri Lanka), and Ms. Gazelle Arambulo (Philippines)

Annex 2 List of Participants

Country	Title	First Name	Last Name	Position	Organization	Address	Telephone	Telefax	E-Mail
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Annex 3 Country Action Plans

Philippines

A: National Skills Standards.

Party responsible	Specific Action	Target date of completion
TESDA EXISTING STANDARDS - Manufacturing Core Units - FA D: Machining operation and component (covering lathe, milling, grinding & benchworking) - Functional Area E: Fabrication & finishing (covering welding, SMAW, GTAW, GMAW, FCAW, SAW, OAW welding processes) -	- for analysis & comparison with the RMCS - Other units not covered such as AUTOCADD development, CNC Operation are scheduled for development - Other units not covered are scheduled for development	- for consultation with consideration of the ILO Project timetable - 2007 - 2007 to 2010
<i>Functional areas</i> - basic manufacturing processes - casting & molding - equipment servicing & maintenance	<i>for development</i>	- 2007 - 2010

1. Analysis of differences and gaps between the national standards and the RMCS on manufacturing.

Party responsible	Specific Action	Target date of completion
TESDA	- review and analyze technical contents in consultation with technical experts (ILO/SKILLS-AP/Korea to request prioritization of the Project with TESDA)	- within 3 months upon receipt of request

B: Profile of migrating workers.***Numbers and percentage of workers who are assessed on leaving and on returning, and in what skills***

Party responsible	Specific Action	Target date of completion
TESDA	– Data on assessed and certified workers according to skills	- Accomplished on a monthly basis
POEA	– Live data on deployment and returning of workers according to skills	- Accomplished on a monthly basis

The total number of workers assessed annually in your system (all workers, all skills)

Party responsible	Specific Action	Target date of completion
TESDA	– Registry of workers assessed and certified updated monthly	

Comparison of the occupations/industries worked in before, during and after their migrant work

Note: No monitoring system at this time. We suggest ILO/SKILLS-AP/Korea to request prioritization of coming up with this data with POEA

Other relevant information

Gender
Educational attainment

C: Stakeholders.

Stakeholders	Interests/concerns	Involvement/ means of information
<p>Government</p> <p>TESDA</p> <p>OWWA</p> <p>POEA</p> <p>DFA</p>	<p>- regulation & monitoring of deployed workers</p>	<ul style="list-style-type: none"> - standards development, assessment & certification, registration of assessed & certified workers - ensuring that workers are covered with health insurance & workers' dependents are provided with social benefit - monitoring legality of procedures done by recruitment agencies & compliance of receiving countries with mutually agreed employment terms & conditions - authentication of workers' travel documents
Unions (TUCP)/ workers' organizations	- workers' rights are protected	- consultation meetings with stakeholders
Employers (ECOP)	- replacement for migrating workers	- consultation meetings with stakeholders
Private/public training institutions	- specific contents of curriculum to suit requirements of receiving country	- consultation meetings with stakeholders
Private recruitment agencies	- type of skills & volume required by receiving country	- consultation meetings with stakeholders

Sri Lanka

A: National Skills Standards.

Implementation of RMCS

1. Translation of RMCS to local languages	Tertiary and Vocational Education Commission (TVEC)	May –June 2007
2. Matching the National qualifications/ competencies with RMCS	TVEC	May –June
3. Identifying differences and gaps, if any between the National standards & skills	TVEC	June –July
4. Include necessary competencies in the training programs	TVEC	July-August
5. Make arrangements for implementation of training		August-Sept
Training of trainers		
Purchase of training equipments	TVEC	
Commence training		July-Sept
6. Set arrangements for evaluation		
Call applications from the jobseekers		
Arrange to set institutions to conduct evaluation		July Sept
Registration of assessments for the Manufacturing Industry	Sri Lanka Bureau of Foreign Employment (SLBFE)	
Training of Trainers for Assessors (with the assistance of Korean Government)		August
Commence evaluation process	SLBFE/HRD Korea	
7. Include the names of the successful candidates to the Sri Lanka Bureau of Foreign Employment		Sept
database provided by the Korean Govt. (HRD Korea)		
8. Selection of candidates to work in Korea	Sri Lankan Embassy in Korea and HRD Korea	Sept
Sending agreements		
Sending visa		
Sending of Job seekers to Korea	Sri Lankan Embassy in Korea and HRD Korea	2008
Traveling arrangements		2008
9. Looking after welfare of the Migrant workers	Govt. Sri Lanka	
10. Monitoring of employees performance and reporting	Govt. Sri Lanka	
11. Make necessary corrective actions		
12. Make assessments on return after working in Korea		

Country Competency Profile

Population:

- By age
- By sex
- Percentage of employability
- Migrant worker population

Vocational & Technical training system in Sri Lanka

Vocational & Technical training capacity in Sri Lanka

National qualification standards in Sri Lanka

Available occupational trades in the system

Numbers certified in terms of sectors

- Manufacturing
- Agriculture
- Textile
- Construction

Numbers certified in terms of occupations

- Welder
- Motor Mechanic
- Machine Operator
- Carpenter

System of worker education in Sri Lanka

- Productivity
- Occupational Safety and Health
- Discipline

C: Stakeholders

Government:

- Government has an interest on the economical development of the country
- Providing jobs for the unemployed youth
- Increase the earning of foreign exchange
- Increase the level of the income of the rural families

The government's involvement is vital for:

- Providing training and facilities
- Arranging skills evaluation systems
- Arranging sending workers to Korea
- Providing information to public

Youth:

Have a substantial income
Gain experience to his working life
Developing living conditions

B: Profile of migrating workers. Just as Korea has developed more information on where migrant workers are working and other information, sending countries are requested to identify information that will improve their understanding of the skills of their citizens who migrate for work. Profile information should include:

- Numbers and percentage of workers who are assessed on leaving and on returning, and in what skills;
- The total number of workers assessed annually in your system (all workers, all skills);
- Comparison of the occupations/industries worked in before, during and after their migrant work;
- Other relevant information.

Thailand:

A: NATIONAL SKILLS STANDARDS

1. DSD IS PLANNED TO INVITE Mr. RIORDAN AND Ms. ANNE RICHMOND OF THE ILO TO DESCRIBE RMCS IN FRIST WEEK OF MAY 2007.
2. OFFICE OF SKILL STANDARD DEVELOPMENT (OSTD) SELECTS AND TRANSLATES INTO ENGLISH OF NATIONAL SKILLS STANDARDS THAT ARE RELEVANT TO THE SKILLS NEEDS FOR WORKERS MIGRATING TO KOREA, AS DESCRIBED IN THE RMCS MANUFACTURING IN SECOND WEEK OF MAY 2007.
3. OSTD ANALYZES THE DIFFERENCES AND GAPS BETWEEN THE NATIONAL SKILLS STANDARDS AND THE RMCS ON MANUFACTURING IN SECOND WEEK OF MAY 2007.
4. OSTD SUBMIT THE RESULT OF ANALYSIS TO THE NATIONAL SKILLS STANDARDS COMMITTEE TO ADJUST NATIONAL SKILLS STANDARDS TO MEET RMCS IN THIRD WEEK OF MAY 2007.
5. EXPECTED TO SUBMIT THE RESULT TO THE ILO BY THE END OF MAY 2007.

B: PROFILE OF MIGRATING WORKERS

1. SET UP WORKING GROUPS (WG) UNDER MOL, CHAIRED BY DEPUTY PERMANENT SECRETARY WHO IS RESPONSIBLE FOR DOE AND DSD TO EXPAIN THE CONTENT OF THE PROJECT.
2. DIVISION OF WORKS
 - NUMBERS AND PERCENTAGE OF WORKERS WHO ARE ASSESSED ON LEAVING AND ON RETURNING, AND IN WHAT SKILLS; RESPONSIBLE BY DSD TO DESIGN THE DATABASE.
 - THE TOTAL NUMBER OF WORKERS ASSESSED ANNUALLY IN YOUR SYSTEM (ALL WORKERS,ALL SKILLS); RESPONSIBLE BY DSD.
 - COMPARISION OF THE OCCUPATIONS/INDUSTRIES WORKED IN BEFORE, DURING AND AFTER THEIR MIGRANT WORK; RESPONSIBLE BY DOE.
 - OTHER RELEVANT INFORMATION WILL BE DISCUSSED IN THE WG

C: STAKEHOLDERS

1. EMPLOYEE'S CONFEDERATIONS TO DISSEMINATE INFORMATION.
2. AUTHORIZED SKILLS TRANNING/TESTING CENTRES

Vietnam:

No	Content	Who is responsible	By when
A	National Skills Standards		
I	Collection and translation into English of national skills standards (or equivalents) that are relevant to the skills needs for workers migrating to Korea, as described in the RMCS on manufacturing		
1	Collection of information on the list of jobs which Vietnamese migrant workers doing in Korea, and specific requirements of each job	Agency for Management of Vietnam's Laborers Overseas (MOLISA)	By the end of May
2	Collection and translation into English of national skills standards (or equivalents) that are relevant to the skills needs for workers migrating to Korea	General Department of Vocational Training (MOLISA)	By the end of July
II	Analysis of differences and gaps between the national skills standards and the RMCS on manufacturing	General Department of Vocational Training cooperating with representatives of VCCI, General Trade Union of Vietnam, industries, Agency for Management of Vietnam's Laborers Working Overseas, training institutions, agencies recruiting Vietnam's workers to work overseas	By the end of July
B	Profile of migrating workers		
I	Numbers and percentage of workers who are assessed on leaving and on returning, and in what skills	Agency for Management of Vietnam's Laborers Working Overseas	When Korea requires
II	The total number of workers assessed annually in Vietnam's system (all workers, all skills)	General Department of Vocational Training	Annually
III	Comparison of the occupations/industries worked in before, during and after their migrant work	General Department of Vocational Training cooperating with Agency for Management of Vietnam's Laborers Working Overseas, representatives of industries and training institutions	Annually
IV	Other relevant information.	Agency for Management of Vietnam's Laborers	When Korea requires

		Working Overseas	
C	Stakeholders		
I	Interested parties: <ul style="list-style-type: none"> - Laborer - Employer - Training institutions - Agency for Management of Vietnam's Laborers Working Overseas - Agencies recruiting Vietnam's workers to work overseas 		
II	Their interests or concerns: <ul style="list-style-type: none"> - National skill standards - Skill assessment and recognition for laborers 		
III	They should be involved or informed: Through workshops		
D	In-country meeting focusing on: <ul style="list-style-type: none"> - RMCS for migrant workers - National skill standards - Skill assessment and recognition for laborers 	ILO	At the end of July

Annex 4

ILO/SKILLS-AP/Korea Regional Planning Workshop Meeting on Skills Recognition for Migrant Workers Bangkok, Thailand, 23 – 25 April 2007

Common understanding from the workshop participants

The discussion was anchored in ILO Recommendation 195 concerning Human Resources Development, education, training and lifelong learning, particularly sections VI and X:

11. (1) Measures should be adopted, in consultation with the social partners and using a national qualifications framework, to promote the development, implementation and financing of a transparent mechanism for the assessment, certification and recognition of skills, including prior learning and previous experience, irrespective of the countries where they were acquired and whether acquired formally or informally.

11. (2) Such an assessment methodology should be objectives, non-discriminatory and linked to standards.

12. Special provisions should be designed to ensure recognition and certification of skills and qualifications for migrant workers.

21. International and technical cooperation in human resources development, education, training and lifelong learning should:

(a) develop mechanisms that mitigate the adverse impact on developing countries of the loss of skilled people through migration, including strategies to strengthen the human resources development systems in the countries of origin, recognizing that creating enabling conditions for economic growth, investment, creation of decent jobs and human development will have a positive effect on retaining skilled labour.

There was discussion and agreement on the benefits for all countries of a better management system that improves the quality of the process. If sending countries better understand the requirements of receiving country employers, they can ensure that workers dispatched are well prepared and able to make a contribution and there is less wasted expense in preparation and assessment. This also means that individual workers better understand the working conditions and there is less chance of misunderstandings and mis-matches. Incorporating occupational safety and health awareness and practices in preparation is another important element.

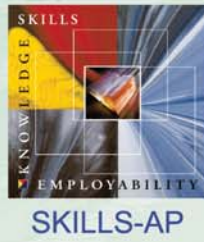
There is a real need for a ‘common language’ to enable sending and receiving countries to describe their skills needs and expectations. The Regional Model Competency Standards for Manufacturing (RMCS) was seen as a useful approach: by describing individual competencies in workplace oriented terms, it can be used to describe job requirements as well as to match with more conventional skills standards.

The RMCS approach also provides a straightforward way for countries to assess the skills of returning workers against national standards, thereby gaining more value for their own economies from the skills development of their migrating workers.

The discussion and country action plans imply additional work for both Korea and sending countries to further develop the concept and gain benefits. For Korea, participants suggested that more detailed information from Korean employers would be useful, and the RMCS could offer a

way to ease that process. For sending countries, there is a need to review their existing use of skills standards, assessment and training processes to determine if they will support an improved approach to migration management.

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