

**SLOM WORKING GROUP ON PROGRESSIVE LABOUR PRACTICES TO ENHANCE THE COMPETITIVENESS OF ASEAN (SLOM-WG)
WORK PLAN 2016-2020**

ASCC Vision 2025	An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic
ASCC Objectives	<ol style="list-style-type: none">1. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all.2. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights.3. Promote social development and environmental protection through effective mechanism to meet the current and future needs of the people.4. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats, and challenges.5. Strengthen ability to continuously innovate and be a pro-active member of the global community.
Overall Objective of ALM' Work Programme 2016-2020	A better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection.
Key Result Area 1 (outcome level)	Skilled and Adaptable Workforce

Intermediate Targets by 2020	<p>i. Improved workforce competitiveness and productivity</p> <ul style="list-style-type: none"> • Increased number of skilled workers in ASEAN Member States • Improved labour productivity of ASEAN Member States <p>ii. Strengthened capacities to promote skills development and recognition (include but not limited to LMIS, TVET, etc.)</p>			
Thematic Area 1.1.	Labour market information system			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
1.1.1. Stock taking of the available labour market information systems in AMS and ASEAN (including scope, definitions, methodologies, etc.) leading to the development of common capacity to gather, analyze and systematize labour market information available in AMS and the region.	2016		The Philippines and Viet Nam (co-coordinator)	ILO
Thematic Area 1.2.	Skills development			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
<p>1.2.1. Tripartite Workshop to share good practices and experiences in:</p> <p>i) Strengthening LMIS to facilitate responsiveness of TVET to labour market demands and skills needed for unemployed youth, women and other vulnerable groups in AMS;</p> <p>ii) Promoting involvement of industries in skill standards and curriculum development to be adaptable to labour market demands, and life-long learning through job trainings for skills improvement.</p>	<p>2017</p> <p>2017-2018</p>		<p>The Philippines and Myanmar</p> <p>Thailand and the Philippines</p>	<p>SOM-ED SOMY Tripartite Partners</p> <p>SOM-ED Tripartite partners ILO IOM</p>

<p>1.2.2. Continue the ASEAN Skills Competition (ASC) biennially, and develop regional strategies and activities to add value to the Competitions on:</p> <ul style="list-style-type: none"> • Skill standards improvement in ASEAN Member States; • Exploring possible harmonization of training curriculum standards for TVET instructors in selected skill areas; • Exploring benchmarking of skills assessment and certification. 	<p>2016 2018 2020</p>		<p>Malaysia Thailand Singapore</p>	<p>World Skills Competition Committee; TVET institutions of AMS participating in the ASC</p>
<p>1.2.3. (a) Research on the linkage between TVET and sending workers to work overseas (b) Regional workshop on the linkage between TVET and sending workers to work overseas</p>	<p>2017-2018</p>		<p>Viet Nam</p>	<p>ILO IOM GIZ E-READI</p>
<p>Thematic Area 1.3.</p>	<p>Skills recognition (including support to the ASEAN Qualification Reference Framework)</p>			
<p>Project Title</p>	<p>Timeline</p>	<p>Indicative Budget</p>	<p>Country Coordinator</p>	<p>Potential Collaborator</p>
<p>1.3.1. Documentation of the existing bilateral or multilateral business-to-business or government-to-government mutual recognition of skills arrangement on selected occupational areas among some AMS, including development processes and implementation.</p>	<p>2017</p>		<p>The Philippines and Indonesia</p>	<p>ILO</p>
<p>1.3.2. Seminar involving the ASEAN Tourism Professional Monitoring Committee (ATPMC) to share its good model of the MRA on Tourism Professional implementation with an intention to replicate it in other selected skill areas such as construction work.</p>	<p>2016-2017</p>		<p>SLOM-WG Chair to coordinate with the ATPMC Chair: Myanmar (2016) Lao PDR(2016-2018)</p>	<p>ATPMC</p>

1.3.3. Support to the ASEAN Qualification Reference Framework's voluntary referencing process and be regularly updated on the referencing progress	2016 onwards		SLOM-WG Chair to coordinate with AQRF Advisory Committee Chair: Myanmar (2016) Lao PDR(2016-2018)	AQRF Advisory Committee
1.3.4. Comparative study on laws and policies in the management of foreign workers in ASEAN, particularly in occupations under the 8 MRAs	2017-2018		Viet Nam	SEOM ILO FES E-READI
Key Result Area 2 (outcome level)	Productive Employment			
Intermediate Targets by 2020	i. Improved level of employment and reduced levels of unemployment and under-employment in ASEAN Member States ii. Increased support for workers in rural employment and Micro, Small and Medium Enterprises (MSMEs)			
Thematic Area 2.1.	Promotion of inclusive employment including for rural employment, unemployed youth, persons with disabilities, and other vulnerable workers through employment support services, skills matching, and entrepreneurship/ SMEs)			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
2.1.1. Regional Workshop on Decent Work Promotion in Rural Economy	2016		Lao PDR	SOMSWD, SOMRDRE, SOM-AMAF, SEOM ILO
2.1.2. Regional Conferences to share information and best practices as well as to report and collect data on progress toward a particular theme under inclusive employment: i. Reducing youth unemployment	2017		i. Cambodia, Indonesia, the Philippines	SOMY ILO ADB TVET institutes

ii. HR policies for foreign workers	TBC		ii. Philippines [TBC]	Employment service agencies
iii. Employment services in ASEAN	2018-2020		iii. Thailand	
Thematic Area 2.2.	Promoting productivity of workers in informal sector			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
2.2.1. Research on promoting productivity of workers in informal sector and SMEs; and Seminar to promote better understanding and exchange information and experience on how to promote productivity of informal sector and SMEs	2017/2018		Lao PDR and Thailand	AQRF Advisory Committee & ILO
Key Result Area 3 (outcome level)	Harmonious, Safe and Progressive Workplace			
Intermediate Targets by 2020	i. Promoting sound industrial relation system <ul style="list-style-type: none"> • Reduced incidence of labour disputes in ASEAN Member States ii. Increased capacity and strengthened institutionalized mechanisms of social dialogues and tripartite cooperation in ASEAN iii. Fostering safe and healthy environment in the workplace iv. Strengthened capacity for labour inspection v. Increased capacities for labour law enforcement			
Thematic Area 3.1.	Strengthening labour inspection			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
3.1.1. Workshop to share information on labour inspection systems, including on how to extend labour inspection to hard-to-reach sectors including mining, fishing and informal sectors.	2017		Brunei Darussalam	

3.1.2. Workshop to share information and best practices on labour inspection focusing on child labour.	2016		Cambodia	ILO World Vision
3.1.3. Continue the ASEAN Labour Inspection Conference regularly	2016-2020 (regularly)		Malaysia (2016)	
3.1.4. Regional training workshop for labour inspectors in ASEAN	2017		Viet Nam	IALI ILO
Thematic Area 3.2.	Capacity building on tripartism (including on wage setting)			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
3.2.1 Strengthening Capacity for Industrial Relation Activities: Sharing of Practices and Promotion of the Harmonised Industrial Relations	2016/2017		Viet Nam and Singapore	
3.2.2 Promote the work of the annual Regional Tripartite Social Dialogue initiated by ASETUC	2016-2020 (Annually)		AMS assuming the ASEAN Chairmanship to confirm the hosting of the Social Dialogue on an ad-hoc basis	ASETUC
Thematic Area 3.3.	Labour dispute and labour justice			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
3.3.1. Workshop to share information and best practices on employment and industrial relations particularly on various, including new/innovative, models and approaches of labour dispute and labour justice.	2017		Cambodia and The Philippines	ILO Tripartite partners

Key Result Area 4 (outcome level)	Expanded Social Protection			
Intermediate Targets by 2020	i. Strengthened social protection systems <ul style="list-style-type: none"> • Raised awareness on social protection • Expanded coverage, affordability, availability, quality, equitability and sustainability of social protection ii. Reduced incidence of workers in vulnerable situations, including forced labour, in ASEAN Member States			
Thematic Area 4.1.	Expansion of coverage of social protection to all workers			
Project Title	Timeline	Indicative Budget	Country Coordinator	Potential Collaborator
4.1.1. Build network and collaboration with the ASEAN Social Security Association (ASSA) in areas of mutual interest including in updating the compilation of national profiles of social security schemes	2016 onwards		SLOM-WG Chair to coordinate with the ASSA President: Myanmar (2016) Lao PDR (2016-2018)	ASSA Plus Three Countries
4.1.2. a. ASEAN Productivity-linked Wage Conference	2017		Malaysia	Tripartite Partners
b. Study to share information on wage systems/models in AMS including on wage setting, structure, scale, national wage council, collective bargaining/collective agreement, as well as benefits and linkage of wage with productivity and competencies.	2017		The Philippines	ILO
4.1.3. Regional studies to support capacities of AMS on situational analysis of AMS, viable models from within and outside ASEAN, as well as recommendations on: <ul style="list-style-type: none"> a) Sustaining financing mechanisms for social insurance including social pension; b) Expanding coverage of social insurance to informal sector. 	2017		a) Viet Nam b) Thailand	ASSA Tripartite Partners ILO

Monitoring and Evaluation Mechanism:

- a. The SLOM-WG Chair to report the annual progress of the implementation of the SLOM-WG Work Plan 2016-2020 to the annual meeting of SLOM.
- b. SLOM-WG to complete the output-level monitoring checklist and report it regularly to SLOM.
- c. Outcome-based mid-term and final reviews of the SLOM-WG Work Plan 2016-2020 to be conducted together with the mid-term and final reviews of the ALM' Work Programme by SLOM (every 2.5 years).
- d. Capacity building on monitoring and evaluation for SLOM-WG.

Resource Mobilisation Strategy:

- a. Cost-sharing among ASEAN Member States; and/or
- b. Support from ASEAN Dialogue Partners and external parties through resource mobilisation efforts by the Country Coordinators or with the support of the ASEAN Secretariat.

Abbreviations of ASEAN Sectoral Bodies:

SOMSWD	: Senior Officials Meeting on Social Welfare and Development (ASCC pillar)
SOMRDRE	: Senior Officials Meeting on Rural Development and Poverty Eradication (ASCC pillar)
SOMY	: Senior Officials Meeting on Youth (ASCC pillar)
SOM-AMAF	: Senior Officials Meeting of the ASEAN Ministers on Agriculture and Forestry (AEC pillar)
SEOM	: Senior Economic Officials Meeting (AEC pillar)