



PROCEEDINGS OF THE POLICY DIALOGUE ON ROLES OF COUNTRIES OF ORIGIN



20-21 July 2017

Yangon,
Myanmar

Organised by the Mekong Migration Network

Proceedings of the Policy Dialogue on Roles of Countries of Origin

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The Mekong Migration Network (MMN), founded in 2003, is a subregional network of migrant support NGOs, migrant grassroots groups and research institutes. The central goal of MMN is to promote the welfare, well-being, dignity and human rights - especially labour, women's and family rights- of migrants in the GMS, and to build mutual support and solidarity among migrants and advocates within the GMS. To achieve this goal, MMN jointly carries out research, advocacy, capacity building and networking.



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Acknowledgements



Figure 1: Participants of the Policy Dialogue on the Roles of Countries of Origin

The Policy Dialogue on the Roles of Countries of Origin was organised by the Mekong Migration Network (MMN). Many organisations and people contributed to the proceedings and ensured its success. We wish to acknowledge their efforts with special thanks.

Keynote Speakers: Director General, U Win Shein, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar; H.E. Ms. Chou Bun Eng, Secretary of State, Ministry of Interior, Kingdom of Cambodia; Ms. Reiko Harima, MMN Regional Coordinator.

Panelists: Cambodia: H.E. Ms. Chou Bun Eng, Secretary of State (Vice Minister), Ministry of Interior; Mr. Chuop Narath, Deputy General Director, Department of Labour, Ministry of Labour and Vocational Training; Ms. Prom Sakhun, Director of Anti-Trafficking and Victim Reintegration, Ministry of Social Affairs, Veterans and Youth Rehabilitation; Mr. Phon Puth Borey, Vice Chief, Cabinet of the Minister, Ministry of Women's Affairs; Mr. Pin Vireak, Executive Director, Association of Cambodian Recruitment Agencies; Mr. Sopheap Soung, Regional Manager, Cambodian Women's Crisis Centre; Mr. Sokchar Mom, Director, Legal Support for Children and Women.

Myanmar: U Win Shein, Director General, Department of Labour, Ministry of Labour, Immigration and Population (MOLIP); U Thein Win, Director, Social Security Board, MOLIP; U Ko Ko Linn, Assistant Director, Department of Labour, MOLIP; Daw Thin Thin Lwin, Assistant Director, Department of Labour, MOLIP; Daw Khin Khin Htet, Assistant Director, Department of Labour, MOLIP; U Htin Aung, Labour Officer, Department of Labour, MOLIP; U Zaw Min Htwe, Labour Officer, Department of Labour, MOLIP; U San Kone, Relief and Resettlement Officer, Department of Relief and Resettlement, Ministry of Social Welfare, Relief and Resettlement; U Win Tun, Vice Chairman, Myanmar Overseas Employment

Agencies Federation; Ms. Wai Hnin Po, National Project Coordinator, International Labour Organization (ILO); Ms. Jackie Pollock, Chief Technical Advisor, ILO; Ms. Michiko Ito, Programme Manager, International Organization for Migration; Daw Thet Thet Aung, Coordinator, Future Light Center.

Philippines: Mr. Jan Micheal Gomez, Charge D’Affaires, Philippine Embassy in Yangon; Dr. Marla Asis, Director of Research and Publications, Scalabrini Migration Centre.

Thailand: Ms. Ei Ei Chaw, Deputy Director, Foundation for Education and Development; Mr. Jiratheep Rerkyamdee, Foundation for AIDS Rights.

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Publication of the Proceedings: Ms. Reiko Harima, Ms. Rebecca Napier-Moore, Ms. Carli Melo, and Ms. Omsin Boonlert.

Cover Design: Ms Lisa Qian.

Project Partners: Cambodian Women’s Crisis Center, Legal Support for Children and Women, 88 Generation Peace and Open Society, Women Galaxy, MAP Foundation, Foundation for Education and Development, Foundation for AIDS Rights.

Migrants and Returnees: Women and men migrant workers in origin and destination countries participated in consultations, actively shared their experiences, and discussed their views on the roles of countries of origin.

Finally, we would like to thank all the MMN supporters, without whom this Policy Dialogue would not have been possible.

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www.mekongmigration.org

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Introduction and Policy Dialogue Summary

From 20-21 July 2017, the Mekong Migration Network (MMN), a subregional network of civil society organisations (CSOs) and research institutes, organised a Policy Dialogue in Yangon, Myanmar. The objectives of the Policy Dialogue were the following:

1. For MMN to share research findings and recommendations from its research on roles of countries of origin, including lessons that may be learnt from the Philippines and Indonesia's experience on migration governance;
2. For various stakeholders, including governments, private recruitment agencies, UN agencies, and civil society organisations, to share their perspectives on the roles countries of origin should play in making migration safer; and
3. To provide a forum for various stakeholders to discuss a way forward for Myanmar and Cambodia.

Representatives of the Cambodian and Myanmar governments, along with representatives from the Philippine Embassy in Yangon, private recruitment agencies, the International Labour Organization (ILO), the International Organization for Migration (IOM), and CSOs from Cambodia, Myanmar, Thailand, and the Philippines, gathered to hear research findings and recommendations from MMN's most recent project and publication, "Safe from the Start: The roles of countries of origin in protecting migrants".¹ The policy dialogue also provided space for various stakeholders to discuss the roles countries of origin could increasingly play in protecting their nationals migrating abroad.

Country of origin migration mechanisms are currently under development in the Greater Mekong Subregion (GMS), and the Policy Dialogue was a timely opportunity for countries of origin to both ensure that they put in place policy that facilitates safe migration for people leaving their borders, and also to gather strength through development of common country of origin agendas and negotiation. The dialogue focused on seven country of origin policy areas: (1) the establishment migration mechanisms; (2) information dissemination; (3) regulation of recruitment agencies; (4) provision of overseas assistance; (5) international cooperation; (6) provision of overseas welfare funds and social security; and (7) facilitation of reintegration.

On each of these policy areas, findings and recommendations from the above-mentioned two-year MMN study were discussed during the Policy Dialogue. Government actors reported on what they are currently doing for the protection of migrants in each of these

¹ MMN (2017) "Safe from the Start: The roles of countries of origin in protecting migrants", Chiang Mai: MMN, Available at: <http://www.mekongmigration.org/wp-content/uploads/2017/07/Safe-from-the-Start-English.pdf>

areas, what their future aims are, and what they thought about the MMN study findings. Civil society actors, international organisations, and recruitment agency associations added to the dialogue, reporting on migrants' lived realities of current migration mechanisms. All participants collaborated to look for workable solutions to current shortfalls in policy and its implementation. Government and civil society from the Philippines added a particularly rich comparative perspective from a country of origin in the region with a long history of migration policymaking.

Comparative Country of Origin Policy Study as Focus of the Policy Dialogue

From April 2015 to May 2017, MMN conducted a comparative and interview-based research study, reviewing labour migration mechanisms in Southeast Asian countries of origin. It reviewed national policies, common practices, and international standards. Through consultation meetings with 162 migrant workers in Thailand and returnees in Cambodia and Myanmar, along with interviews with Cambodian and Myanmar government officials, inter-governmental organisations, and recruitment agencies, the study analysed the policies and practices of these two origin countries and their effects on the lives of people who migrate.

MMN's study also reviewed measures put in place by the Philippines and Indonesia to protect the rights of their nationals migrating abroad. Through a case study analysis of Filipino and Indonesian migrant workers in Hong Kong, the study provides grounded, comparative information on both effective and ineffective labour migration mechanisms from the region.

Recommendations from the MMN's study on roles of countries of origin, which were presented to Cambodian and Myanmar authorities during the Policy Dialogue, include the following:

1. Institute migration mechanisms through which prospective migrants can obtain necessary documents for migration without excessive bureaucracy, cost, or travel;
2. Establish effective complaint mechanisms which are accessible to all migrants both in destination countries and upon return, and facilitate the use of local complaint mechanisms where appropriate;
3. Negotiate with and advocate to destination countries to improve conditions for migrant workers;
4. Make greater efforts to disseminate information on safe migration, migration options, and alternatives to migration throughout the country;
5. Provide meaningful regulation of recruitment agencies; not merely through the passing of laws and regulations, but effective monitoring and enforcement, including sanctions for non-compliance;
6. Improve the quality and expand the delivery of pre-departure training so that all formal migrants go through effective and thorough training before deployment;
7. Improve overseas assistance;

8. Negotiate with the Thai government to develop a process whereby migrants can receive a lump sum payment for their retirement fund at the Social Security Office in Thailand; and
9. Assist migrant worker returnees with social and economic integration, including making alternatives to re-migration available; assisting with processes such as household registration and registration for identity cards; and supporting returnees who have suffered occupational injuries or diseases.

Outcome of the Policy Dialogue

The Governments of Cambodia and Myanmar both stated that joint discussion among the countries of origin initiated by MMN was very timely and strategic. The two countries agreed to meet again to discuss a common country of origin agenda, with which to jointly advocate to the Thai Government and other countries of destination.

Her Excellency Ms. Chou Bun Eng, Secretary of State of Cambodia's Ministry of Interior, and Permanent Deputy Chair of the National Committee for Counter Trafficking, offered to host a multi-stakeholder GMS Country of Origin Dialogue among the Cambodia, Myanmar and Lao PDR governments by December 2017.

"Together we countries of origin can work jointly to protect our migrants in countries of destination."

- H.E. Cho Bun Eng, Secretary of State, Ministry of Interior, Kingdom of Cambodia, 21 July 2017

"We want to collaborate... so that we can provide better resources to protect migrant workers."

- U Win Shein, Director General, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar, 21 July 2017

This is a significant and ground-breaking step for country of origin governments in Southeast Asia and the Greater Mekong Subregion (GMS) in particular. Country of origin unity in dialogue and negotiation on migration can both significantly improve country of origin policy and ensure migrants' rights protection in countries of destination.

Myanmar and Cambodian governments agreed to discuss two common points in the next Policy Dialogue, including (1) regularisation and documentation of migrants; and (2) social security and its portability, with a possibility of adding one more point in the next meeting's agenda. Myanmar representatives agreed to have a national preparatory meeting before December 2017. Multi-lateral meeting results will be presented at the Association of Southeast Asian Nations (ASEAN) Labour Ministers Meeting.

In addition, Myanmar and Cambodian government representatives agreed to draft a Memorandum of Understanding (MOU) among the countries of origin.

A broad range of participants proposed that dialogue on regional recruitment standards to be developed into a regional Code of Conduct for recruitment agencies. These and other commitments and proposals for action are detailed throughout this report.

Policy Dialogue Programme

Day 1, 20 July, Thursday	
8:30-9:00	Registration
9:00-9:30	<p>Opening MC: Ms. Pranom Somwong</p> <p>Keynote Speakers: Director General, U Win Shein, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar</p> <p>H.E. Ms Chou Bun Eng, Secretary of State, Ministry of Interior, Kingdom of Cambodia</p> <p>Ms. Reiko Harima, Regional Coordinator, Mekong Migration Network</p>
9:30-9:40	Group photo
9:40-10:20	Break
10:20-11:10	<p>Panel 1: Establishing Migration Mechanisms Facilitator: Ms. Rebecca Napier-Moore Presentation of key findings and recommendations, MMN (Ms. Reiko Harima)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. Daw Khin Khin Htet, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Myanmar 2. Mr. Chuop Narath, Deputy General Director, Department of Labour, Ministry of Labour and Vocational Training, Cambodia 3. Mr. Sokchar Mom, Director, Legal Support for Children and Women, Cambodia 4. Ms. Jackie Pollock, Chief Technical Advisor, International Labour Organization <p>Open discussion</p>
11:10-12:00	<p>Panel 2: Information dissemination Facilitator: Ms. Pranom Somwong</p> <p>Presentation of key findings and recommendations, MMN (Daw Thet Thet Aung)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. U Zaw Min Htwe, Labour Officer, Department of Labour, Ministry of

	<p>Labour, Immigration and Population, Myanmar</p> <p>2. Mr. Phon Puth Borey, Vice Chief, Cabinet of the Minister, Ministry of Women's Affairs, Cambodia</p> <p>3. Mr. Sopheap Suong, Regional Manager, Cambodian Women's Crisis Center, Cambodia</p> <p>4. Ms. Wai Hnin Po, National Project Coordinator, International Labour Organization</p> <p>Open discussion</p>
12:00-13:00	Lunch
13:00-14:00	<p>Panel 3: Regulation of Recruitment Agencies</p> <p>Facilitator: Ms. Rebecca Napier-Moore</p> <p>Presentation of key findings and recommendations, MMN (Mr. Sokchar Mom)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. U Ko Ko Linn, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Myanmar 2. Mr. Chuop Narath, Deputy General Director, Labour Department, Ministry of Labour and Vocational Training, Cambodia 3. Mr. Pin Vireak, Executive Director, Association of Cambodian Recruitment Agencies 4. U Win Tun, Vice Chairman, Myanmar Overseas Employment Agencies Federation <p>Open discussion</p>
14:00-14:45	<p>Panel 4: Overseas Assistance</p> <p>Facilitator: Ms. Pranom Somwong</p> <p>Presentation of key findings and recommendations, MMN (Ms. Reiko Harima)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. Mr. Jan Michael Gomez, Charge D'Affaires, Philippine Embassy in Yangon 2. U Htin Aung, Labour Officer, Department of Labour, Ministry of Labour, Immigration and Population, Myanmar 3. Ms. Ei Ei Chaw, Deputy Director, Foundation for Education and Development, Thailand <p>Open discussion</p>
14:45-15:00	Break
15:00-16:00	Group Work 1: What is the way forward?

16:00-17:00	Reporting from small groups, synthesis Facilitator: Ms. Reiko Harima
Evening	Welcome dinner
Day 2, 21 July, Friday	
9:00-9:10	Recap , Ms. Carli Melo, MMN
9:10-10:00	<p>Panel 5: International Cooperation Facilitator: Ms. Rebecca Napier-Moore</p> <p>Presentation of key findings and recommendations, MMN (Ms. Omsin Boonlert)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. Daw Thin Thin Lwin, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Myanmar 2. H.E. Ms Chou Bun Eng, Secretary of State (Vice Minister), Ministry of Interior, Kingdom of Cambodia 3. Ms. Jackie Pollock, Chief Technical Advisor, International Labour Organization <p>Open discussion</p>
10:00-10:45	<p>Panel 6: Overseas Welfare Funds and Social Security Facilitator: Ms. Pranom Somwong</p> <p>Presentation of key findings and recommendations, MMN (Ms. Hay Mann Zaw)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. U Thein Win, Director, Social Security Board, Ministry of Labour, Immigration and Population, Myanmar 2. Dr. Marla Asis, Director of Research and Publications, Scalabrini Migration Centre, Philippines 3. Mr. Jiratheep Rerkyamdee, Foundation for AIDS Rights, Thailand <p>Open discussion</p>
10:45-11:00	Break
11:00-12:00	<p>Panel 7: Reintegration Facilitator: Ms. Rebecca Napier-Moore</p> <p>Presentation of key findings and recommendations, MMN (Mr. Sopheap Suong)</p> <p><u>Discussants:</u></p> <ol style="list-style-type: none"> 1. U San Kone, Relief and Resettlement Officer, Department of Relief and Resettlement, Ministry of Social Welfare, Relief and

	<p>Resettlement, Myanmar</p> <p>2. Ms. Prom Sakhun, Director of Anti-Trafficking and Victim Reintegration, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Cambodia</p> <p>3. Daw Thet Thet Aung, Coordinator, Future Light Center, Myanmar</p> <p>4. Ms. Michiko Ito, Programme Manager, International Organization for Migration</p> <p>Open discussion</p>
12:00-13:00	Lunch
13:00-13:20	Synthesis and highlights of morning discussion, Ms. Carli Melo, MMN
13:20-15:00	Group Work 2:What is the way forward?
15:00-15:30	Break
15:30-16:30	<p>Reporting from small groups, synthesis</p> <p>Facilitator: Reiko Harima</p>
16:30-17:00	<p>Closing ceremony</p> <p>MC:Ms. Rebecca Napier-Moore</p>

Opening and Keynote Speeches: Collaboration in a Context of Emerging Country of Origin Migration Systems and June 2017 Thai Policy

The Policy Dialogue began with generous and forward-looking introductions from the governments of Myanmar and Cambodia. Director General U Win Shein of Myanmar's Department of Labour under the Ministry of Labour, Immigration and Population (MOLIP), and Her Excellency Ms. Chou Bun Eng, the Secretary of State of Cambodia's Ministry of Interior (MOI), and Permanent Deputy Chair of the National Committee For Counter Trafficking (NCCT), outlined what changes are required for migration to be easier and safer, and how policymaking must be collaborative in order to achieve these.



Figure 2: "We must collaborate across sectors so that we can provide better resources for our migrants" - Director General U Win Shein, Department of Labour, Myanmar.

U Win Shein, Director General, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar

Director General U Win Shein opened the Policy Dialogue declaring:

"Countries of origin should work to reduce the time and bureaucracy required for the migration process, provide education and information, improve the quality of life of migrants, and ultimately aim to reduce poverty for migrants...We want to collaborate and get recommendations from different sectors, as well as listen to one another through positive and active communication so that we can provide better resources to protect migrant workers."

The Director General continued saying there was much to be learnt from MMN's research, particularly from findings on labour migration mechanisms used in the Philippines and Indonesia. He noted the Myanmar and Cambodian governments need to move forward with establishing mechanisms for facilitating safe migration:

Her Excellency Ms. Chou Bun Eng, Secretary of State, Ministry of Interior, Permanent Deputy Chair, National Committee for Counter Trafficking, Kingdom of Cambodia



Figure 3: Her Excellency Ms. Chou Bun Eng (middle) discussing roles of countries of origin in safe migration

Her Excellency Ms. Chou Bun Eng called for fair collaboration between origin and destination countries.

Origin countries often “run behind the decisions of destination countries like Thailand. We try our best to overcome these complicated issues, however, Cambodia alone cannot solve the problem successfully.”

Her comments at the Policy Dialogue follow 23 June 2017 policy changes by the Thai government. In June and July tens of thousands of Cambodian migrants were deported from Thailand following the Thai Royal Ordinance on the Management of Foreign Workers B.E. 2560 (2017) that raised penalties for migrant workers and their employers.²

² Bangkok Post (2017) “Decree spurs migrant worker exodus”, 2 July, Bangkok Post, <https://www.pressreader.com/thailand/bangkok-post/20170702/281573765714945>; Khmer Times (2017) “Thai migrant exodus reaches 90,000”, 13 July, Khmer Times, <http://www.khmertimeskh.com/5065218/thai-migrant-exodus-reaches-90000/>.

Thailand quickly suspended its policy decision for six months after complaints from the Thai business community who rely on migrant workers.³ Crucially, frequent policy changes in the region mean it is hard for countries of origin to be proactive on migration negotiations and safeguards, much less reactive to emerging country of destination policy. Frequent country of destination policy changes also result in migrant workers feeling insecure and returning home to Cambodia. Cambodians doubt the six-month suspension will allow enough time for all migrants in Thailand to regularise their status.

Where there has been collaboration with Thailand in terms of Memorandums of Understanding (MOUs) on migrant labour, a minority of migrants have chosen to migrate through the systems that MOUs have established. Her Excellency noted, “Workers often do not wait for documents because it takes time, and it is complicated and costly.”

Ms. Reiko Harima, Mekong Migration Network Regional Coordinator



Figure 4: Ms. Reiko Harima, MMN Regional Coordinator, launches the report “Safe from the Start: The roles of countries of origin in protecting migrants”.

Reiko Harima officially launched MMN’s report “Safe from the Start: The roles of countries of origin in protecting migrants”. The 2015 to 2017 research study reviewed roles of countries of origin, including common practices and international standards. As formal systems of labour migration are taking shape in several GMS countries, MMN’s findings

³ IOM (2017) “UN Migration Agency Aids Undocumented Myanmar, Cambodian Migrants Leaving Thailand” 11 July, IOM News, <https://thailand.iom.int/news/un-migration-agency-aids-undocumented-myanmar-cambodian-migrants-leaving-thailand>.

are timely. The report provides a comparison of migration policy among Cambodia, Myanmar, Indonesia, and the Philippines, highlighting policy impacts, both positive and negative. It focuses on the roles countries of origin should play in protecting their nationals migrating abroad and examines shortcomings and gaps in current policy and practice of Cambodia and Myanmar, the two main labour surplus countries in the GMS. By consulting 162 migrants and returnees across Cambodia, Myanmar and Thailand, as well as experts, the report provides analysis and recommendations on good practices.

Migration can bring significant positive impact to country of origin economies and society and can be a positive and empowering experience for migrants and their families. In the Mekong, migrants are often made to live in fear and uncertainty as a result of lack of long-term policy vision, constant change of migration policies, lack of clear information made available to them, lack of transparency, and inconsistency in application of policies on the ground.

Explaining that both documented and undocumented migrants are due protections, Ms. Harima stressed that:

“While destination countries must rightly bear the responsibility for the protection of migrant workers within their territory, countries of origin, nonetheless, have a crucial role to play by ensuring that their nationals are protected abroad and that they receive adequate pre-departure and reintegration assistance.”

Panel 1: Establishing Migration Mechanisms

Migration mechanisms are the legislation and institutions necessary to facilitate large-scale overseas labour migration. Legislation can cover practical matters such as facilitation and administration of migration and also include provisions to protect migrant workers through information dissemination, the regulation of recruitment agencies, the use of standard contracts or minimum terms, and the provision of welfare services. Migration can be facilitated via private recruitment agencies or government-to-government process. Provision of an effective means of redress is an essential part of all migration mechanisms.

Presentation of MMN key findings and recommendations, Ms. Reiko Harima, Mekong Migration Network Regional Coordinator

Before moving to discuss policy in GMS countries, Ms. Harima presented a summary of MMN's comparative analysis of migration mechanisms in the Philippines and Indonesia, as per the below Table. While the countries laudably have established clear legislation, regulation, contacts and recruitment agency responsibilities, more is needed with regards to streamlining and monitoring of implementation.

Table 1. Good practices and shortcomings: Philippines and Indonesia

	Good Practices	Shortcomings
Migration Mechanisms	<ul style="list-style-type: none">• One-stop service centres• Clear agency responsibilities with defined mandates• Standard contracts• Fee regulations• Legislation that incorporates clear protective elements, and a reliable, efficient complaints procedure	<ul style="list-style-type: none">• Not carrying out impact assessment and evaluation of different measures and initiatives• Large cumbersome bureaucracy• Insufficient delineation of responsibilities, leading to inter-agency squabbling and inefficiency

In Cambodia and Myanmar responsibility for migration mechanisms tends to have overlaps between relevant working groups and between some agencies. Migrants find MOU channels time consuming and costly. Those who live in rural areas especially find legal documentation difficult to obtain. Further, and also particularly away from capital cities, local government staff are reported to be often unaware of current practice and legislation. Migrants therefore lack confidence that migrating through a formal channel will guarantee protection of their rights and benefits in destination countries.

Responding to exploitation of migrant women particularly, Cambodia and Myanmar have tended to declare bans on outward migration of women of a certain age or of women working in a certain sector. MMN finds however that this is an ineffective means of protection and can perversely increase the risk of exploitation.

Finally, complaints processes are still new in the GMS, and gaps include deviations from official procedures, inability of migrants to recover all their losses, low capacity at the provincial level to run dispute resolution, and reluctance to award compensation in addition to fees lost. Workers reported to MMN in interview that they fear repercussions if they make complaints, either formally or informally.

Recommendations to Improve Migration Mechanisms

1. Institute migration mechanisms through which prospective migrants can obtain necessary documents for migration without excessive bureaucracy, cost, or travel.

In both Cambodia and Myanmar opportunities to migrate through formal channels require individuals to secure multiple types of documentation, which are often costly or difficult to obtain. In addition, in order to go through the formal migration process, they must obtain documentation from Yangon or Phnom Penh. Similarly, some systems or government offices are too centralised to offer much benefit to migrants, such as Myanmar's complaint mechanism. Decentralisation of relevant government offices and agencies to provide greater reach throughout provinces, establishing one-stop service centres, removal of bureaucracy, reducing cost, and enabling migrants to obtain documents from rural offices would improve the system.

2. Establish effective complaint mechanisms which are accessible to all migrants both in destination countries and upon return, and facilitate the use of local complaint mechanisms where appropriate.

While complaint mechanisms do exist in both countries and are operational, there is room for improvement. The administration of Myanmar's system, in particular, is inefficient and has little capacity, since complaints must go through Nay Pyi Taw. Many workers do not report issues or are not aware of how to seek remedies. Complaint mechanisms should address both issues in illegal recruitment and labour conditions. Similarly, systems should be in place to ensure any compensation awarded to workers injured in destination countries can be accessed easily and without delay. Authorities must also make efforts to educate workers both at home and in destination countries about avenues of redress open to them. This includes educating workers, including undocumented workers, about remedies available to them in the destination country, and assisting them in that process if necessary.

3. Negotiate with and advocate to destination countries to improve conditions for migrant workers.

Negotiate with destination countries for better terms and conditions for migrant workers, including more beneficial terms to MOUs and bilateral agreements, but also better conditions, expanded work sectors and labour protections, greater flexibility including

job mobility, the right to visit home, etc. Negotiations can be formal (as in the case of MOU) or ad hoc discussion with authorities in destination countries through labour attachés, to either improve laws relating to migrant workers or improve enforcement of and compliance with current rights.

Discussant Daw Khin Khin Htet, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar



Figure 5: Daw Khin Khin Htet, Assistant Director, MOLIP, presents the migration governance mechanisms presently in place in Myanmar

Representing the Government of Myanmar, Daw Khin Khin Htet responded to Ms. Harima's presentation of the MMN study by describing Myanmar's migration governance mechanisms, formal migration channels, and services available to migrants. She relayed that the Government of Myanmar provides legal channels for migrants, with an aim to reduce costs. Recruitment agencies currently send workers to 18 countries. Countries of destination are collaborating with Myanmar, particularly through MOU processes. Myanmar signed an MOU with Thailand in 2003, with Korea in 2007, with Japan in 2008, and is in the process of establishing an MOU with Malaysia. Migrants receive pre-departure trainings prior to departing to other countries. She spoke briefly about the restriction on domestic workers' migration, recognising that domestic workers are not being sent to other countries. Service provision for migrants currently includes 24-hour complaint centres for migrant workers in Yangon and Mandalay, as well as 12 Migrant Resource Centres (MRCs) throughout the country, in cooperation with ILO and IOM. Collaboration with International Non Governmental Organisations (INGOs) and local Non Governmental Organisations (NGOs) is key to create a safe environment for migrant workers.

Daw Khin Khin Htet provided a timeline of Myanmar Government initiatives:

- 1999: Law relating to Overseas Employment (Law No. 3/99); currently under review in 2017.
- 2010: Establishment of agencies to send workers abroad (specifically to Malaysia).
- 2012: Recognition of International Migrants Day on 18 December.
- 2013: Establishment of Myanmar overseas service centers
- 2014: Establishment of Migrant Reporting Counters in airports to collect and disseminate information.
- 2018-2020: Plans to improve national migration systems in collaboration with ILO and IOM, and raise awareness of the systems, particularly among rural communities.

Discussant Mr. Chuop Narath, Deputy General Director, Department of Labour, Ministry of Labour and Vocational Training, Kingdom of Cambodia

While recognising that Cambodia has not ratified several international conventions, Mr. Chuop Narath described Cambodia's efforts to issue national law and policy to protect migrant workers, including Sub-decree (*prakas*) 190 regulating migration and the Policy on Labour Migration for Cambodia, established in collaboration with ILO and renewed in 2014. Ministry Of Labour and Vocational Training (MOLVT) works with other ministries, including the Ministry of Foreign Affairs, Ministry of Women's Affairs, and Ministry of Interior, on migration mechanisms. Cambodia signed MOUs with Thailand on the employment of migrant workers and on anti-trafficking. Working to provide employment nationally, the government also conducts job fairs annually at local and regional levels targeting youth.

When people do migrate, the government finds there is a communication gap between the government and migrant workers. It is difficult for migrants to access information on agreed protection mechanisms from both origin and destination governments. The Cambodian government particularly finds it hard to reach Cambodians in destination, and wants to engage the diaspora and particularly Cambodian civil society in destination. There are not very many Cambodian organisations in countries like Thailand, however, and Mr. Chuop Narath posed a question to the forum:

“How can Cambodian migrant workers organise themselves in destination countries?”

He called on organisations such as MMN and ILO to conduct studies on how best to mobilise workers into groups for the sake of information dissemination.

Discussant Mr. Sokchar Mom, Director, Legal Support for Children and Women (LSCW), Kingdom of Cambodia

Mr. Sokchar Mom from LSCW, a Cambodian NGO, agreed with the MMN findings, saying that the current MOU process is complicated, time consuming, and expensive. The alternative is a less complicated, less time consuming, and cheaper process. There is currently a lack of cooperation between countries of origin to solve this. Mr. Sokchar Mom said:

“Together, origin countries can have stronger bargaining power in negotiations. This Policy Dialogue provides a good opportunity for government officials to talk about such things.”

Countries of origin can sit together, jointly build a common agenda and standard, and then put their conditions to countries of destination, he posed, also noting that the Philippines is an example of stronger negotiation with destination countries in the region. At the moment, origin countries have different and individual negotiation processes with destination countries. He asked:

“How can Cambodia, Myanmar, and Lao PDR work together to create standards and use these to negotiate with Thailand?”

Responding to Mr. Chuop Narath’s question about organising and mobilising migrant workers in destination countries, Mr. Sokchar Mom said that origin countries should negotiate with destination countries to allow migrant workers to form groups, associations, and unions. He also said that crucially there is a lack of resources available to embassy and consular staff in destination countries.

Discussant Ms. Jackie Pollock, Chief Technical Advisor, International Labour Organization—Yangon



Figure 6: Ms. Jackie Pollock, ILO, explains how migration can work hand-in-hand with regional development.

Ms. Jackie Pollock of ILO first asked participants to reflect on aims of migration mechanisms:

“We should not be looking for a mechanism just to manage migration, but rather the goal of migration should be the improvement of the lives of migrants, and their families, communities, countries, and region. We need to be looking at migration and development in terms of what mechanisms can be put into place to support development, both nationally and regionally.”

Migration can work with regional development, if it is mainstreamed into regional policies and plans.

“Without a long term vision for migration patterns, migration may lead to the stagnation of development with young people leaving the country taking their labour, ideas, and innovations with them. On the other hand, national and regional development policies, whether they be social and economic plans, rural development, or women’s empowerment, could embrace migration as one of the strategies to stimulate development, nationally and regionally.”

Ms. Pollock said that for policies to work as intended, there is a need for a technical working group on corruption, as a great deal of corruption exists in the region, which worsens conditions for migrants.

Further, she asked participants to challenge accepted norms for migration mechanisms in the region, and look at other available models. The majority of official migration mechanisms in the region rely on migration via recruitment agencies. The direct hire of workers is another possible recruitment system. Direct hire is difficult if it involves migration across oceans, but migration in the GMS is among countries with land borders and among communities with long histories of cross-border movement. Many migrants in the GMS do have contacts with employers, making direct hire a possibility. Ms. Pollock also asked the group if it would be possible for trade unions to take on the role of recruiting and hiring workers, and noted that the assessment of systems must be done regularly, with attention to avoiding bias in them and to looking comparatively at a variety of systems.

Finally, she raised the possibility of a code of conduct for employers in destination countries, and/or a regional code of conduct, providing standards across the region regarding employment of migrants. ILO conventions can help provide guidelines for what should be included.

Panel 2: Information Dissemination



Figure 7: Panelists discuss the importance of information dissemination.

An important role of governments in ensuring that their nationals are protected abroad is through the dissemination of information. Information campaigns through various media can target potential migrants before they make the decision to leave. With accurate information, prospective migrants can make informed decisions and be aware of their rights and how to assert them abroad. Impartial and balanced information must avoid discouraging any particular group from avoiding migration altogether.

Presentation of MMN key findings and recommendations, Daw Thet Thet Aung, Coordinator, Future Light Center, Republic of the Union of Myanmar

Migrants need realistic and accurate information on safe migration, job opportunities, recruitment procedures, where to seek help in destination, and empowerment and life skills. They need this information before they move.

MMN looked at lessons learned from the Philippines and Indonesia on this subject, finding that in the Philippines, pre-employment orientation seminars include sharing

information on laws, what migrants are likely to face, and possible barriers. In Indonesia, information is provided through government trainings; however, they are not evaluated or adequately monitored, and some participants say that facilitators are not respectful or that the training contents is not helpful for them. The Indonesian Consulate in Hong Kong provides a welcoming programme.

Migrant Resource Centres have been established in Cambodia and Myanmar, with main objectives of counseling prospective migrants, receiving and resolving complaints, building capacity of local community leaders, and generally disseminate information on migration. Yet, an ILO study indicates that while MRCs have increased available information, migrants still have limited knowledge on migration. Particularly in Myanmar and Cambodia's border areas, people do not receive adequate information to help them migrate safely. People told MMN that they do not want to approach government facilities (some MRC's are government run) to get information about migration. Cambodian migrants report to MMN that they only receive information from brokers. In Myanmar pre-departure trainings particularly reach migrants going to Korea and Japan, but there is effectively no training for Thailand-bound migrants, with recruiters providing only a one-hour training. From August 2014 to November 2016, Myanmar recruiters provided training for Malaysia-bound migrants, putting the financial burden on migrants, charging them for this training process. At the end of 2016, the Myanmar government banned people's outward migration to Malaysia, meaning trainings are no longer given for migration along this corridor. Pre-departure trainings also need to be delivered in ethnic languages so that all people can access information.

Recommendations for Information Dissemination

1. Make greater efforts to disseminate information on safe migration, migration options, and alternatives to migration, throughout the country.

Myanmar and Cambodia should expand their current efforts, using different media, co-operating with CSOs, and ensuring information is translated into local languages. Information must be neutral and unbiased, and aim to present clear and comprehensive information so that migrants can make a choice, rather than it trying to discourage or stop certain people from migrating. Such contextualisation will not only be of value in itself but will also enable prospective migrants to ask informed questions of brokers and agencies so as to contribute to their decision making. Those from traditional migrant sending communities should be informed about the history of migration; advantages and disadvantages of migration; options for migration processes; likely jobs, conditions and culture in the destination country; and alternative employment opportunities at home. For families of migrants, this information dissemination can also include information on remittance management and financial planning.

2. Improve the quality and expand the delivery of pre-departure training so that all formal migrants go through effective and thorough training before deployment.

Once individuals have elected to migrate, the pre-departure training they receive through recruitment agencies or their government should be effective, thorough, and useful. The training should utilise effective methodology and teaching styles, be at a point in the deployment process where prospective migrants are most likely to retain information, and contain genuinely useful content. Information about labour rights in the destination country, how to get help, and occupational health and safety (OHS) and skills training for specific jobs is crucial.

Discussant U Zaw Min Htwe, Labour Officer, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar

U Zaw Min Htwe from MOLIP discussed Myanmar's aim of not wanting migrants to go through unregistered brokers. He said that training is pre-departure provided in Yangon and Mandalay. The curriculum includes information on the destination country, human trafficking, labour laws, and potential barriers and challenges that migrants might face. By the end of a training, they should know that if they are migrating to Thailand, they should go through licensed agencies and that they need to get a contract. The MOLIP website lists which agencies are licensed, and the government now has a Facebook page for migrants. Migrants are provided with information about what should be included in contracts, about complaint centres, and about detailed contact information for a focal point person in Yangon and in embassies.

Discussant Mr. Phon Puth Borey, Vice Chief, Cabinet of the Minister, Ministry of Women's Affairs, Kingdom of Cambodia

Mr. Phon Puth Borey from the Ministry of Women's Affairs (MWA) spoke of a need in Cambodia for approaches to improve effective information dissemination. He acknowledged the ILO report findings that MRCs have been successful, yet migrants say that they are unaware of MRCs.

Mr. Phon Puth Borey then picked up on a point brought up by U Zaw Min Htwe from MOLIP about social media. He said he was glad that Myanmar has introduced a Facebook page, as victims and service providers can communicate with each other. Yet he is concerned that discussions can be too public, putting migrants in jeopardy if their abuser sees claim of abuse on a public forum. Cambodia is experimenting with a private platform which migrant workers around the world can access. It is managed by many stakeholders. In addition to information provision through the platform, migrants can share their experiences and lessons learned to other migrant workers.

A couple of years ago, MWA launched a successful campaign against violence against women. Mr. Phon Puth Borey suggested that similar information campaigns for migrants could be successful. Further he envisioned that they were something that countries could collaborate on internationally:

“Why don’t origin and destination countries collaborate on initiatives for information dissemination?”

Discussant Mr. Sopheap Suong, Regional Manager, Cambodian Women’s Crisis Center, Kingdom of Cambodia

In Cambodia, MRCs, the National Employment Agency (NEA), and recruitment agencies provide pre-departure training. Mr. Sopheap Suong from Cambodian Women’s Crisis Center (CWCC) suggested more actors providing information are needed, including more MRCs and provincial Departments of Labour, who could provide mobile outreach. There are simply not enough services for a country that has total 1.5 million migrants. CWCC has found that even if there are MRCs and NEA offices, almost none of the migrants that CWCC works with access information through these offices, saying they have no idea where the offices are or if they can benefit from them. CWCC invites representatives of provincial Departments of Labour to join outreach in communities with prospective migrant workers. Mr. Sopheap Suong called for more mobile and online outreach and training, and for training to be conducted well ahead of the day of migrants’ departure.

Discussant Ms. Wai Hnin Po, National Project Coordinator, International Labour Organization—Yangon

Ms. Wai Hnin Po from ILO said that Myanmar also needs multiple sectors working on information dissemination, and that mass media should be more widely harnessed for safe migration messages. A large gap in information dissemination is due to the Myanmar Government only providing pre-departure training to regular migrants. Further, as more men migrate regularly through the MOU than women, this means that women are left with less information about migration than men. Language barriers present another problem, and Myanmar language trainings are not enough in a country with ethnic and linguistic diversity.

As a model to consider following, Thailand has Women’s Exchange groups of migrant women that focus on women’s empowerment as well as knowledge sharing.

Open Discussion

Discussion from the floor focused on making sure that messages are understandable for migrants, and indeed that Sustainable Development Goals stress aims of inclusivity, meaning that information should be accessible from any location. Ms. Rachael McGuin from BBC Media Action described their current production of radio shows on migration in Myanmar to reach larger audiences in an engaging way.

Panel 3: Regulation of Recruitment Agencies



Figure 8: Panelists discuss the regulation of recruitment agencies.

Because the vast majority of migrant workers are compelled to use a recruitment agency in order to work abroad, regulation of recruitment agencies – with subsequent monitoring and enforcement - is one of the most effective ways origin countries can protect nationals from exploitation. Illegal or substandard recruitment practices include overcharging through illegal fees or unfair cost structures; offering illegal loans at exploitative interest rates; job advertisements which misrepresent wages, work, or conditions; taking fees and failing to deploy workers.

Presentation of MMN key findings and recommendations, Mr. Sokchar Mom, Director, Legal Support for Children and Women, Kingdom of Cambodia

States usually require recruitment agencies to be licensed or registered, and meet certain conditions to obtain their registration. Their conduct is regulated, often with regards to fees payable, other contract terms, and pre-departure training. Good practice for licensing requirements are those that seek to avoid corruption and conflict of interests. Some countries require a deposit into a government insurance or welfare fund.

MMN's study found that Cambodia's regulations on recruitment agencies are relatively comprehensive, however monitoring and enforcement of these regulations is currently lacking. In reality in Cambodia all too often agencies determine the fees they charge on their own without consultation or agreement from the Government. In Myanmar, regulations are developing, and at the moment the country similarly lacks enforcement.

Lessons from across the region include that when requirements are too high, recruiters turn to informal and underground methods of recruitment.

Discussion on regulation of recruitment agencies tends to remain at the level of larger recruiters who send migrants through official channels, yet many workers, particularly seasonal workers, or those in border areas, use brokers. Regulation of their practices is rarely discussed.

Recruitment agency Codes of Conduct (COC) have been a positive development in the GMS, though they remain voluntary. Mr. Sokchar Mom sees a gap in recruitment agencies and employer's knowledge of the law. In the presentation, he advocated for a standard COC and a standard recruitment fee for all countries across the region.

Recommendations for the Regulation of Recruitment Agencies

1. Provide meaningful regulation of recruitment agencies; not merely through the passing of laws and regulations, but effective monitoring and enforcement, including sanctions for non-compliance

In both Myanmar and Cambodia, standard fees should be introduced and strictly monitored, as well as standard contracts. Licensing and ownership laws as they currently exist could be expanded further to prevent opportunities for exploitation, such as preventing those who are involved in associated industries or government offices from operating recruitment agencies. MMN's case study on the Philippines has demonstrated that such regulations reduce the chance of corruption and has been an effective way to minimise potential conflicts of interest among industries or government and agencies. Those who do not comply with regulations must face sanctions. Monitoring should also be proactive, rather than merely reactive to problems as they occur.

Discussant U Ko Ko Linn, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar

U Ko Ko Linn from MOLIP first cited a need to have an official record of names of migrants, dates of their migration, and remittance figures. For their part, the Government needs to provide migrant workers with accurate information on how much the government is taxing them, as well as explaining tax rates before workers depart to destination countries.

Recruitment agencies need to provide contracts in English, Burmese and the language of the destination country, and contracts should only be signed when workers agree. Contracts should clearly explain regulations, requirements, and responsibilities of all parties. Contracts should also include salary figures, overtime pay rates, method of payment, working conditions, the nature of work, working hours, length of contract,

number of holidays, information on accommodation, food and traveling expenses, medical service provision, rules and regulations for the workplace, terms for termination of contracts. Clarity in contracts can help Embassies solve problems more easily when assistance is sought to mediate a problem, by making it easier to identify responsible stakeholders involved including recruitment agencies.

Licenses of recruitment agencies are suspended or terminated if they violate rules on contracts or other matters. Deposits can also be confiscated, and legal action taken if necessary.

Discussant Mr. Chuop Narath, Deputy General Director, Labour Department, Ministry of Labour and Vocational Training (MOLVT), Kingdom of Cambodia

Discussing Cambodia's regulation of recruitment agencies, Mr. Chuop Narath of MOLVT said that regulation falls under MOLVT's remit and that requirements for private recruitment agencies include:

- Majority ownership by a Cambodian national;
- A deposit of USD 1,000 to the Ministry;
- Provision of pre-departure orientation;
- Not sub-contracting; and
- Ensuring all staff abide by the labour law and possess documents.

The Ministry has developed a standard contract, and there is a standard employment contract as an appendix of Cambodia's MOU with Malaysia. MOLVT's Labour Inspection Department has one inspector specifically for recruitment agency operations.

Discussant Mr. Pin Vireak, Executive Director, Association of Cambodian Recruitment Agencies, Kingdom of Cambodia

An organisation of 30 agencies, the Association of Cambodian Recruitment Agencies (ACRA) provides pre-departure orientations, as well as skill trainings for workers. There are training centres for workers to upgrade their skills to work both overseas and in Cambodia. ACRA has received support from ILO to establish a Code of Conduct.

While ACRA understands that setting up a standard minimum recruitment agency fee is important, ACRA is yet to figure out how to realistically manage the international law norm of zero fees.

Discussant U Win Tun, Vice Chairman, Myanmar Overseas Employment Agencies Federation, Republic of the Union of Myanmar



Figure 9: U Win Tun, Vice Chairman, MOEAF, Myanmar, introduces their work.

The Myanmar Overseas Employment Agencies Federation (MOEAF) is a recruitment agency body in operation since 2002. In August 2016, together with ILO, MOEAF launched a Code of Conduct, and this year the Federation will have an annual meeting to share which agencies followed the Code of Conduct well. U Win Tun said that MOEAF is happy to discuss practices with other countries from across the Mekong region.

U Win Tun reported that over 40,000 workers have returned recently to Myanmar due to June 2017 changes in Thai policy, and some businesses have had to stop their operations because they lack workers.

“We would like to suggest that Thailand, Cambodia, and Myanmar have better communication and cooperation. The governments of the three countries should meet together frequently to solve these migration issues.”

Open Discussion

Dr. Marla Asis from the Scalabrini Migration Center added that the Philippines has learned in the past that it must balance monitoring and punitive sanctions on recruitment agencies. An incentive/award system for agencies that perform well in terms of how they treat those they recruit was set up three or four years ago, following tripartite discussions.

Ms. Michiko Ito from IOM reminded participants not to forget that the majority of migrants migrate without agencies (an estimated 90% to Thailand), and that an increasing number are using informal brokers. IOM estimates that in the past 5 years, 60% of migrants have used informal brokers. Their services are attractive because migrants find they offer more employment and migration destination options. Ms. Ito suggested that stakeholders can learn from this to improve formal channels.

Panel 4: Overseas Assistance

Embassies and consulates of origin countries may provide support and services to migrant workers. The services provided typically include the following:

- Employing labour attachés or welfare officers who are responsible for verifying contracts and employers, monitoring employment agencies, mediating disputes, and inspecting workplaces;
- Operating specialised migrant welfare centres; and
- Providing shelters for distressed migrants abroad and 24-hour helplines that offer advice and assistance.

Presentation of MMN key findings and recommendations, Ms. Reiko Harima, Mekong Migration Network Regional Coordinator



Figure 10: Ms. Reiko Harima, MMN Regional Coordinator, presents the key findings and recommendations regarding overseas assistance.

MMN's study compared GMS country practice to practices in the Philippines and Indonesia, finding first that the Philippines and Indonesia excelled in providing labour offices overseas; dedicated welfare officers; and cultural and community events. Migrants

interviewed by MMN also noted shortcomings in the Philippines and Indonesia overseas assistance, including understaffing; poor training; and poor staff attitudes towards them.

Myanmar currently employs five labour attachés in Thailand, two in Malaysia, and one in Korea. The role of the labour attachés is to verify job orders from recruitment agencies, respond to complaints from migrant workers, assist in the national verification process and issue Certificates of Identity. However, this current number of labour attachés is insufficient to service the needs of all the migrant workers in these countries. Further, their exact powers, functions, and mandates are not adequately specified. Migrants told MMN that they generally found it difficult to contact Embassies, in part due to their undocumented immigration status, and in part due to a lack of information as to how to contact Embassies and what assistance might be available. Migrants and CSOs expressed a desire to see more outreach from Embassies and consulates. Programmes to keep migrants informed of changes in regulations, or to provide ongoing education about their rights and available remedies would also ensure migrants are kept up-to-date. In a recent attempt to send accurate and up-to-date information to migrants, the Myanmar labour attachés have started a Facebook page.

Cambodia, by comparison, currently has no specialised welfare officers abroad, but “labour counsellors” have been deployed to consulates and Embassies in Thailand, Malaysia, and South Korea. It is expected that their role is to respond to migrants in distress or when complaints are received. However, their exact role and function, as yet, remain unclear. CSOs have called on the Government to conduct more outreach and proactively invite collaboration and input from local CSOs in destination countries. Cooperation with CSOs could enable Embassies to have wider reach to spread information and raise awareness among migrant communities. Recruitment agencies are given a great deal of responsibility for protecting and assisting workers, and are obliged to have representatives in each destination country. However, unless workers are fully informed of the obligations owed to them by recruitment agencies, employers and their government, as well as how to submit complaints, these obligations may not be met.

Recommendations for the Improvement of Overseas Assistance

1. Allocate sufficient budget and staff to embassy and consular services, including labour attachés, to ensure that swift and meaningful assistance is available to migrants regardless of their immigration status.

There is currently little overseas assistance available to Myanmar or Cambodian migrant workers. Undocumented migrant workers particularly are turned away. Staff should be able to respond effectively and rapidly to requests for assistance, including in emergency situations. Labour attachés should facilitate employer verification, which ideally could be extended to include monitoring of working conditions, employers’ reputation, past history etc. Embassies should be properly staffed with welfare officers and labour

attachés who must be appropriately trained, and have a clear mandate. They should be empowered to extend the same help to undocumented as well as documented migrants. In addition, embassy and consular staff should take gender issues into account and hire more female staff members.

2. Establish consular offices in provincial areas to service the needs of large migrant populations

Because many migrants live in provincial or border areas, it would be helpful to establish consular offices in provincial areas where many migrants live. The existence of consular services, even for basic services such as documentation, in areas with large populations of migrants would be extremely beneficial.

3. Provide ongoing information dissemination and on-site orientation where possible

While destination countries tend to focus their efforts on disseminating information to prospective migrants before departure, it is also critical to provide migrants with information about their rights and how to get help on the ground in destination countries. This will enable not only documented migrants but also undocumented migrants to receive much needed information. Migrants are also more likely to be able to digest and make use of the information if it is provided in-situ.

4. Engage in greater collaboration with CSOs on migrant worker needs

Embassies should engage with CSOs in destination countries to ensure they remain up to date with issues facing workers and so that CSOs can raise issues Embassy staff may not be aware of. Similarly, Embassies can be made aware of the services offered by CSOs that may fill gaps that the origin country is not yet equipped to provide; or collaborate with CSOs in provision of services and to facilitate greater outreach. Collaborating with CSOs may also help build trust with migrant communities.

Discussant Mr. Jan Michael Gomez, Charge D' Affaires, Philippine Embassy in Yangon, Republic of the Union of Myanmar



Figure 11: Mr. Jan Michael Gomez, Charge D'Affaires, Philippine Embassy in Yangon, Myanmar, explains how the Government of the Philippines provides supports to overseas Filipino workers.

Mr. Jan Michael Gomez of the Philippine Embassy in Yangon responded by outlining the support services and funds available to both documented and undocumented Filipino migrants. He stressed the importance of cooperating with international NGOs and CSOs for more effective service provision.

Mr. Gomez emphasised the priority the Philippines puts on this, saying that while there are three pillars of Philippine foreign policy ((1) national security, (2) economic security, and (3) the protection of rights/welfare of Filipinos overseas), in practice, the third pillar gets most attention. The Philippines is also unique in having appointed a Deputy Minister for Foreign Affairs for Migrant Workers. Further, the Philippines Legal Assistance Fund, which by law must maintain a minimum of USD 2 million, is used to hire lawyers for Filipinos in distress. However, given all of these resources, the Government finds that due to the sheer number of overseas Filipinos, Embassies find it impossible to extend best possible care to all of them. Thus the Philippines implores destination governments to have better policies to protect Philippines workers. The Philippines also focuses attention on cooperation with CSOs, and uses regular mobile outreach missions as a way to cost effectively reach Filipinos living far from Embassies or consulate offices.

Discussant U Htin Aung, Labour Officer, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar



Figure 12: U Htin Aung, Labour Officer, MOLIP, presents on the role of Myanmar government officers in destination countries.

U Htin Aung of MOLIP described the role of government officers in destination countries as including: investigating work places, helping migrants change jobs, and exploring job opportunities for nationals abroad. Migrants in Thailand are able to get documentation, recommendation letters etc. through the Ministry, and MOLIP has officers in Korea and Malaysia for overseas assistance.

Discussant Ms. Ei Ei Chaw, Deputy Director, Foundation for Education and Development (FED) , Kingdom of Thailand



Figure 13: Daw Ei Ei Chaw, Deputy Director, FED, Thailand, emphasises the lack of support provided to migrant children to access education in destination countries.

Ms. Ei Ei Chaw of FED highlighted the large gap in providing support for migrant children to access education in destination countries. Many migrant workers travel and live in destination with their children. Even if a migrant worker may have been lucky enough to gain access to migration related information, their family members are unlikely to have the same access. Many do not know about their rights to education in Thailand. The Myanmar government crucially needs to ensure that children have access to education upon return. This involves bridging the curriculum differences between Thailand and Myanmar.

Further, FED advocates for more officers in destination countries to handle large volumes of complaints, as well as for more financial resources to effectively address migration issues, and ensure migrants have access to all due basic services. Ms. Ei Ei Chaw stressed the importance of CSOs collaborating with governments to share information and solve disputes.

Open Discussion



Figure 14: Participants representing various stakeholders actively exchange their views on roles of countries of origin.

Participants queried how the Philippines Legal Assistance Fund for overseas foreign workers is managed and how it is used to support citizens. Mr. Jan Gomez replied that it is primarily used to hire lawyers to represent Filipino workers abroad. However, the Government finds that because there is a legislated ceiling on how much money can be spent per case, they struggle in some countries to be able to hire good lawyers. He also

explained that another fund for assistance is used for non-legal matters: healthcare, medical emergencies, accommodation in areas without shelters.

Other discussion focused on Myanmar's assistance, noting that participants' experience with assistance in practice indicates that five labour attaché officers in Thailand to cover 3 million Myanmar migrants is not enough. Without more emphasis on this, employers are not being held responsible, and neither are exploitative recruitment agencies. Further, in a situation in which labour regulations change so frequently, CSOs – much less migrant workers with full time jobs – find it hard to keep track of up to date regulations and their legal obligations. CSOs asked for government collaboration in order that they can provide proper help to migrants. Other participants noted that perhaps more emphasis needs to be put on pressuring employers so that all actors take responsibility.

What is the Way Forward? Priorities and Joint Action on Day 1 Themes

Small groups were divided by the day's panel themes, and participants discussed two questions.

Group work questions:

1. What are the three priority things to work on regionally?
2. What are three concrete things we can do together?



Figure 15: Group discussion on establishing migration mechanisms.

Group Discussion: Establishing Migration Mechanisms

Priorities identified in terms of migration mechanisms include improving MOU systems - and with that the role of agencies - making documented migration more attractive to migrants. Cost structures for migration mechanisms is another priority for action. Participants were keen for Myanmar, which has established a cost structure, to share information with Cambodia, which does not. The group's third priority was for a clear strategy on undocumented migrant workers and negotiation with Thailand. The group called for particular discussion with Thailand on regularisation processes.

ACTION POINT: Participants called for developing common ground together among countries of origin, and following that with collective bargaining with Thailand.

Group Discussion: Information Dissemination



Figure 16: Group discussion on information dissemination.

Priorities for information dissemination to migrants in the GMS were 1) An information sharing system at the regional level i.e. MRCs (origin and destination); 2) Development of a code of conduct on sharing information among ASEAN member states; 3) Each country using state-owned/mass media/social media to share information.

ACTION POINTS: The group agreed that joint action should be in the form of regional campaigns on safe migration, and facilitating MRC exchange visits.

Group Discussion: Regulation of Recruitment Agencies



Figure 17: Group discussion on the regulation of recruitment agencies.

Priority areas in the GMS for recruitment agency regulation include creation of a regional code of conduct (COC) and regional monitoring system. A regional COC should create systems of ethical recruitment and ensure that recruiters are free from conflicts of interest. The group said that secondly both agencies and employers required more training on recruitment practices for safe migration. Finally, recognising that much outward migration from Cambodia and Myanmar is cross border and seasonal, the group called for decentralisation to border areas and systems that allow for the establishment of cross border seasonal systems that have protection mechanisms.

ACTION POINTS: The group agreed on joint action to:

- Engage in dialogue to develop regional COC standards – with ILO as lead;
- Engage in regional dialogue on realistic fee structures;
- Conduct consultations and research on cross border/seasonal migration systems – with MMN as lead;
- Facilitate exchanges among recruitment agencies, as well as between employers; and
- Conduct regional trainings for agencies and employers.

Group Discussion: Overseas Assistance



Figure 18: Representatives of governments and CSOs jointly discuss the importance of overseas assistance.

Priorities on assistance abroad include CSO collaboration on assistance and information sharing, as well as the creation of a government-to-government system for assistance. Non-governmental participants will prioritise advocacy to governments for the provision of services to both documented and undocumented migrants.

ACTION POINTS: Priority joint actions include expansion of one-stop services in destination countries, as well as increasing presence of labour attachés. CSOs and country of origin governments agreed to increased collaboration.

Panel 5: International Cooperation

A binding bilateral treaty or non-binding Memorandum of Understanding (MOU) between origin and destination countries can facilitate migration and recruitment procedures, specify each country's obligations, and set minimum standards. Origin states may also carry out negotiations and engagement with host countries in less formal ways.

Presentation of MMN key findings and recommendations, Ms. Omsin Boonlert (Plaii), Mekong Migration Network Research and Advocacy Officer



Ms. Omsin Boonlert of MMN presented that international agreements and efforts at cooperation can promote workers' welfare through provisions relating to overseas services, maximum fees, minimum wage, days off, occupational health and safety, maternity leave, health care provisions, and the transferability of social security benefits or pensions. Formal agreements can also contain dispute settlement procedures and remedies in the event of rights violations. However, in practice, regardless of how protective agreements are, a lack of monitoring regarding the application of agreements can prove problematic, and such agreements only cover workers who migrate through formal channels.

Migrant workers consulted for the MMN study said that there is a lack of support in ensuring Thai employers adhere to laws and MOU agreements and want their national governments to do more to ensure that Thai employers follow the laws. Migrants also want more support from their governments in expanding legal migration options and flexibility in documentation.

Lessons from cooperation on migration issues from the Philippines and Indonesia tell of the importance of ongoing, low-level diplomacy with destination countries, and cooperation with other countries of origin.

Further, deployment bans, regardless of the reason, are counterproductive for migrants' *de facto* protection.

Recommendations for International Cooperation

1. Negotiate with and advocate to destination countries to improve conditions for migrant workers

Negotiate with destination countries for better terms and conditions for migrant workers, including more beneficial terms to MOUs and bilateral agreements, but also better conditions, expanded work sectors and labour protections, greater flexibility including job mobility, the right to visit home, etc. Negotiations can be formal (as in the case of MOUs) or ad hoc discussion with authorities in destination countries through labour attachés, to either improve laws relating to migrant workers or improve enforcement of and compliance with current rights.

Discussant Daw Thin Thin Lwin, Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar

Daw Thin Thin Lwin of Myanmar's MOLIP provided an overview of the agreements between Myanmar and destination countries such as Thailand, Malaysia and Japan, and highlighted services that are provided by relevant authorities. She then went on to discuss other issues of cooperation, particularly MOLIP's issuance of demand letters to destination countries, saying that Myanmar gathers data and information on migration to the destination before issuing demand letters. Before migrants are allowed to travel to destination countries, the Myanmar Embassy in destination inspects workplaces. The Department of Labour conducts site visits in destination countries to assist with dispute resolution.

Discussant H.E. Ms. Chou Bun Eng, Secretary of State, Ministry of Interior, Permanent Deputy Chair, National Committee for Counter Trafficking, Kingdom of Cambodia



Figure 19: H.E. Ms Chou Bun Eng, Secretary of State, MoI, Cambodia, states that international cooperation is a key in solving migration issues.

H.E. Ms. Chou Bun Eng began by saying that international cooperation is one of the key components to solving migration issues:

“MOUs or agreements between origin and destination countries are very important and helpful to bridge two countries and make a path for migrants to be able to connect home easily. Most important is the implementation of them: the two countries need a clear and applicable plan and practical activities to enact MOUs or agreements. Mechanisms for monitoring the process are needed to achieve the commitments.”

H.E. Ms. Chou Bun Eng went further to say that “Embassies or consulates are the second home of workers.” However, the number of consular officials and Labour Attaches in the region is too small for them to make regular visits to migrants who need help. She further recognised that most people migrate without documents, estimating at least 70% of Cambodian migrants are not travelling to Thailand through the MOU scheme. While the Government wants to send workers through the MOU system, officials recognise constraints to do with the recruitment system, job placement system, monitoring system, and deportation system, which do not meet expectations or needs of workers. H.E. Ms. Chou Bun Eng said workers’ expectation is to go abroad and find a job, and they use the systems that allow them to best do that. Sending workers through documented processes, she recognised, “is the responsibility of the Cambodian government, and migrants are deserving of rights on par with citizens in origin and destination:

“We need good connection and collaboration. Sending countries like Cambodia have the task to recruit, train and support legal documentation of migrants prior

to migration and in the destination country. Both countries need to care for workers the same as other citizens...

In fact, labour migration is a solution and not a problem if both countries - origin and destination - have good collaboration."

She remarked that the current processes for provision of legal documents to undocumented workers in Thailand is only a temporally solution. However, even this temporary solution is not guaranteed to succeed because the process will necessarily take more time than the 6-month extension allows. In the meantime, she said, the Cambodian delegation has found some solutions such as One-Stop Service Centres in Thailand. Cambodia is putting centres at borders, but they are still afraid that documentation of all workers will not be complete by the end of the year, as per the Thai policy. To avert such shock, H.E. said that:

"As origin countries, we have to be proactive and take initiative."

Discussant Ms. Jackie Pollock, Chief Technical Advisor, International Labour Organisation—Yangon

Ms. Jackie Pollock asked participants to look beyond the ways they had been thinking about international cooperation so far at the meeting. Other kinds of organising are happening at a regional level across ASEAN through migrants associations, unions, domestic worker associations, women's organisations. Other regions have organisations specifically for undocumented migrants. The Platform for International Cooperation on Undocumented Migrants, is such a forum which looks at rights of undocumented migrants across Europe.

Ms. Pollock also said that recruiters are increasingly coming together in associations in countries of origin and destination. She suggested employers in countries of origin should do so as well. As an example of the possibilities this could offer, Ms. Pollock pointed to the Employment Permit System (EPS) for migrants to South Korea. Part of the EPS is a return programme called 'happy return' which offers jobs to migrants returning from Korea. The job placements are with Korean companies in countries of origin. Returning migrants offer Korean employers knowledge of that particular destination country and its industries, language skills, etc.

Processes like the ASEAN Forum on Migrant Labour also enable international cooperation. These formal meetings offer an opportunity for countries of origin to get together informally as well through Government-to-Government or multilateral side meetings.

Open Discussion

Discussants emphasised that the government needs evidence-based policies, and to help ensure this, CSOs and trade unions should be allowed to meaningfully participate in and observe any international cooperation discussions.

Ms. Michiko Ito described country of origin cooperation already ongoing in the ASEAN region. In 2015 the Philippines and Indonesia signed an MOU, a Joint Declaration on the Protection of Migrants and Migrant Workers, agreeing to:

- Work to adopt common positions in negotiation of international and regional agreements;
- Support and learn from each other's diplomatic and consular missions; and
- Reaffirm support to undocumented workers, women migrants, and child migrants.⁴

See below for MOU text.

⁴ Joint Declaration of the Government of the Republic of Indonesia and the Government of the Republic of the Philippines on the Protection of Migrants and Migrant Workers, 2015: http://treaty.kemlu.go.id/uploads-pub/5612_PHL-2015-0081.pdf



REPUBLIK INDONESIA

**JOINT DECLARATION OF
THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
AND
THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES
ON THE PROTECTION OF MIGRANTS AND MIGRANT WORKERS**

The Government of the Republic of Indonesia and the Government of the Republic of the Philippines, as parties to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families adopted by General Assembly resolution 45/158 of 18 December 1990 and the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, signed in Cebu on 13 January 2007, have agreed on the following principles to further strengthen their cooperation in the promotion and protection of the rights of migrants and migrant workers:

1. Migrants and migrant workers play an important role in the economic growth and development of both the countries of origin and countries of destination. This role could be further enhanced by ensuring that their rights are recognized and protected by legally-binding international instruments. Towards this end, both sides shall endeavor to consult with each other and adopt common positions in the negotiation of international or regional instruments concerning migrants and migrant workers, particularly the negotiation of an ASEAN legal instrument on the protection and promotion of the rights of migrant workers and their families.
2. Diplomatic and consular missions are important instrumentalities of government to extend support and protection to their citizens temporarily or permanently residing within their respective diplomatic and consular jurisdictions.
3. As countries of origin, the Republic of the Philippines and the Republic of Indonesia shall promote mutual support and cooperation between their respective diplomatic and consular missions abroad to provide protection to their migrants and migrant workers temporarily or permanently residing abroad, including through capacity building cooperation, regular consultation, exchange of views and best practices.
4. The two Governments shall promote mutual support and cooperation between their respective diplomatic and consular missions in a third Country, particularly by assisting the other Government in providing protection to its migrants and migrant workers in that Country. For this purpose, their diplomatic and consular missions in a third Country, where there is a substantial number of their migrants or migrant workers, will meet regularly for exchange of information and coordination.

5. The two Governments reaffirm that the provision of mutual consular assistance shall be rendered to both documented and undocumented migrants or migrant workers in an equal manner. They further emphasize that protection and consideration shall be granted to women and children, especially those who are victims of human trafficking or people smuggling.
6. They agree to intensify their existing cooperation under the framework of the Memorandum of Understanding between the Department of Manpower and Transmigration of the Republic of Indonesia and the Department of Labor and Employment of the Republic of the Philippines concerning Migrant Workers, signed on 18 January 2003.
7. Nothing in this Joint Declaration shall prevent one side to seek the assistance and support of a third state for the protection and promotion of the rights of their migrants and migrant workers.

Adopted this 9th day of February 2015 in Manila, Philippines.

For the Government of the
Republic of Indonesia

Signed

RETNO L. P. MARSUDI
Minister for Foreign Affairs

For the Government of the
Republic of the Philippines

Signed

ALBERT F. DEL ROSARIO
Secretary of Foreign Affairs

Panel 6: Overseas Welfare Funds and Social Security



Figure 20: Panelists discuss the possibility of setting up overseas welfare funds and making social security accessible to migrants.

Several Asian countries, including Thailand, India, Bangladesh, Pakistan, the Philippines, Sri Lanka, and Nepal, have set up overseas welfare funds and/or compulsory insurance schemes, which are typically funded by either migrant, employer, and/or government contributions. These funds aid in the event of emergencies, provide death and disability insurance, and cover repatriation costs. They can also serve as funds for pre-departure training, overseas services, reintegration services and scholarship programmes. Some countries require recruitment agencies to take out insurance to protect workers.

Presentation of MMN key findings and recommendations, Ma HayMann Zaw, Mekong Migration Network Advocacy and Building Capacity Officer

Neither Myanmar nor Cambodia has a migrant welfare fund, though both governments agreed to support one after a 2015 ILO feasibility study.⁵

There are no provisions in either country for the portability of social security earned while working in Thailand. Thailand's Social Security Act allows foreign workers who are not insured and want to return home to receive pension funds, but no mechanism is in place for migrants to access their entitlements.

⁵ ILO, "Cambodia, Lao PDR and Myanmar Agree to Take Actions to Develop Migrant Welfare Fund Programmes", May 2015, http://wcq1.ilo.org/manila/eventsandmeetings/WCMS_384761/lang-en/index.htm

MMN's study looked at lessons from the Philippines and Indonesia's welfare fund efforts. The Philippines has an effective overseas welfare fund that migrants can access, but information among workers regarding the purpose of the fund and their entitlements is lacking. While Indonesia does not have a welfare fund, an insurance scheme exists. Similar to the Philippines, however, most migrants are not aware of it or do not know how to make claims, meaning the scheme provides little benefit in practice.

Table 2, Ma HayMann Zaw, MMN presentation slide

Good practices and shortcomings: The Philippines and Indonesia

	Good Practices	Shortcomings
Overseas Welfare Funds & Social Security	<ul style="list-style-type: none"> • Effective overseas welfare fund • Access to social security 	<ul style="list-style-type: none"> • Workers not clearly informed about mandate and purpose of OWF, or their entitlements

Recommendations for Overseas Welfare Funds and Social Security

1. Negotiate with the Thai government to develop a process whereby migrants can receive a lump sum payment for their retirement fund at the Social Security Office in Thailand

This study found that Burmese and Cambodian migrants leaving Thailand experience difficulty securing the social security benefits that they are entitled to, as there is no practical mechanism for the transfer of money. For migrants leaving Thailand permanently, their home governments must assist them by negotiating with the Thai authorities for a simple means for them to receive their accrued benefits in person before leaving, or a simple means of transferring money.

2. Pursue the goal of portable social security for migrants, and establish a migrant welfare fund

In the long term, countries of origin should make it a goal to ensure access to domestic social security systems to migrants abroad, as well as expanding the ability to access

benefits accrued in the destination country once they have returned. The establishment of a migrant welfare fund for welfare activities, insurance, and emergency situations should also be further pursued.

Discussant U Thein Win, Director, Social Security Board, Ministry of Labour, Immigration and Population, Republic of the Union of Myanmar

U Thein Win of Myanmar's MOLIP explained that:

“The government is looking to reform our law processes to create overseas welfare funds with help from the ILO...We are currently in the research stage and, once we have the research completed, we hope to move into the implementation stage.”

In 2014, Myanmar reformed and changed implementation of the Social Security Act. The new Myanmar law is going to be reflected in an MOU with Thailand. In the lead up to the MOU, ministers working on Myanmar's social security will visit other countries.

Myanmar remains worried about social security for undocumented migrants.

Discussant Dr. Marla Asis, Director of Research and Publications, Scalabrini Migration Center, Philippines

Dr. Marla Asis of the Scalabrini Migration Centre in the Philippines emphasised that migration is not a permanent state for many people and that origin countries need to equally provide services to migrant workers who will return home, as well as to their families who remain at home. It is crucial for origin countries to establish welfare funds and social security funds. When migrants return to countries of origin, they need to be provided for. The Philippines has pursued social security arrangements with destination countries, signing nine social security agreements, which create mechanisms for export of benefits and member contributions.

Dr. Asis noted that stakeholders often emphasise the importance of equality of treatment. This needs to extend to home countries including migrant workers in welfare and social security. It is also important that families of migrants in home countries have access to health insurance programmes. For now, overseas Philippines workers have voluntary membership to the social security system. Before setting this up, consultation with migrant workers must take place because they are paying out of pocket expenses to join a scheme, and it is recommended that governments ensure that migrants are actually going to be willing to use the scheme.

Discussion points, Marla Asis, presentation slide 1

Considerations for moving forward

1. Including migrant workers in the origin countries' social programs and social security ("equality with nationals in the origin countries")

- In the Philippines, legally deployed overseas Filipino workers (OFWs) are enrolled in the National Health Insurance Program (PhilHealth) and Housing Development Mutual Fund (Pag-ibig).

- OFWs may opt to become members of the Social Security System; there is a proposal to make this compulsory for OFWs.

- This will entail out-of-pocket expenses for migrant workers; hence consultation and information campaigns must be undertaken.

2. Negotiation with the Thai government for the lump sum payment of their retirement arrangements

- The arrangement with Korea under the EPS program may serve as a reference.

Dr. Asis encouraged Cambodia and Myanmar to follow the Philippines' example in setting up an overseas welfare fund. Established in 1977, it is based on voluntary membership, which costs 25 dollars and cannot be paid by employers. For documented migrants, recruitment agencies must pay the fee. The fund does not provide pre-departure programmes but does provide scholarship programmes and psycho-social support for migrants who work in harsh conditions and need support.

Lessons learned are around the proportion of budget spent on personnel funds and operating expenses. Until recently these administrative and operating costs were taken out of welfare fund's pool of money, leaving very little money for migrant workers in distress. Contention arose because the Philippines government was not contributing to the welfare fund, and both operating costs and payouts to migrants were entirely funded by migrant contributions. After recent reform, costs are now to be shouldered by the Philippine government, leaving more funds for programmes that directly benefit migrants and their families. Another recent change allows migrants who do not receive any services from the fund to have their fee rebated to some extent.

Considerations for moving forward (long term plans)

3. Establish a welfare fund

- *The Philippines' Overseas Workers Welfare Administration (OWWA) is the lead agency for the provision of welfare services to OFWs and their families. Its other mandate is to manage the funds from member contributions (capital build-up and fund viability).*
- *Update: Enactment of Republic Act 10801 (OWWA Act) in May 2016*
- *The law provides for the government to shoulder personnel and operating costs, which used to be covered by members' contributions. The change means more funds can be allotted to more programs and services for OFWs & their families.*
- *The law 'returned' the National Reintegration Center for OFWs (NRCO) to OWWA (previously with the Dept. of Labor and Employment).*
- *Caution: OWWA membership fee: USD25/contract, to be paid by recruitment agency or employer (or an OFW in case of voluntary registration) –has been passed on to migrant workers.*

Discussant Mr. Jiratheep Rerkyamdee, Foundation for AIDS Rights, Kingdom of Thailand

Mr. Jiratheep Rerkyamdee of the Foundation for AIDS Rights based in Thailand spoke of the inconsistencies in Thailand's social security and immigration laws, which allow workers to claim pensions at the age of 55 yet require migrants to return home after living in Thailand for 4 years. This means returnee migrants cannot access pensions. CSOs are advocating to the Thai government to allow migrant workers to access these funds from countries of origin.

In Thailand there are two kinds of healthcare schemes that cover migrant workers from Myanmar and Cambodia. Unfortunately the healthcare as part of the social security scheme is not applicable for all work sectors. Workers not eligible for social security can pay for Compulsory Migrant Health Insurance, but some migrants complain that some treatment is different under this secondary scheme.

Further, Mr. Jiratheep Rerkyamdee noted the Thai Social Security Act was issued before the system of MOUs governing migration, and problems exist because the MOUs are limited to certain work sectors. Further a referral fund for migrants who are disabled or have health problems from work is urgently needed.

Open Discussion

U Thein Win, Director, Social Security Board, MOLIP, commented first saying that countries of destination demand reciprocity if there is to be portable social security arrangements with countries of origin. He said that the Myanmar government has MM had a meeting with Thai Social Security Authority for portability of Social Security for Myanmar Migrant Worker. In order to have Portable Social Security Myanmar and Thailand should have a separate MOU between two countries and there needs further discussion to reach the MOU.

To make this happen, Myanmar needs to set up a social security board, which is not a straightforward process, and Myanmar officials need more joint discussions with Thai counterparts. Language barriers and rights to social security under the pink card documentation schemes remain barriers. However, MOLIP does plan to build a welfare fund, with ILO assistance.

Ms. Jackie Pollock, ILO, noted that a bilateral meeting had just been held in Bangkok previous to the current MMN Policy Dialogue, in which the Thai Ministry of Labour had planned on 3 July to include all pink card holders in social security. But this was postponed after migration issues flared up due to deportations and employer and migrant fear of sanctions after the 23 June Thai Royal Ordinance was issued. MOL felt that they could not handle both the aftermath of the Ordinance as well as changes to social security for pink card holders. It is important that countries of origin are aware that social security is a policy agenda item meant to be reformed soon. Governments and other stakeholders should work to make sure that the changes are not postponed for too long.

Mr. Chuop Narath from Cambodia's MOLVT said that returning migrants find it very difficult to get their due pensions. They feel they cannot complain after their work contract in migration is finished, and in any case they have very limited information on how to claim social security benefits. He was interested in discussions on portability of social security benefits from destination to origin countries, as well as a design for an overseas welfare fund from a recent ILO study and will follow up on this.

Mr. Phon Puth Borey of Cambodia's MWA suggested looking at the Australian example where migrant workers to Australia pay taxes, as do their employers. After return and after they reach 55 years old, migrant workers can access this deposited money. Mr. Borey urged Cambodia and Myanmar as origin countries to encourage destination countries to replicate this kind of system for migrant workers.

Panel 7: Reintegration



Figure 21: Panelists discuss the importance of providing reintegration support to migrant returnees.

Enabling migrant returnees to successfully reintegrate, both economically and socially, is an important part of both maximising the benefits of migration and preventing a cycle of migration forced by necessity rather than choice.

Reintegration programmes can provide financial assistance and other support and be delivered directly through governments, or through partnerships with NGOs. Some countries have specialised agencies to co-ordinate and administer programmes. Most reintegration efforts are directed at economic reintegration. Other facets are important as well, such as facilitation of health care and education access.



Presentation of MMN key findings and recommendations, Mr. Sopheap Suong, Regional Manager, Cambodian Women's Crisis Center

Successful economic and social reintegration of migrant returnees is extremely important for making sure that migration and re-migration are a choice, not a necessity. Reintegration assistance can take several forms: delivery by NGOs or governments, provision of financial assistance or other support.

Cambodia gives practically no attention to reintegration, excepting some support for trafficking victims. Myanmar also pays very little attention to reintegration. CSOs participating in the research study particularly highlighted the need to provide health support for migrants who return with illnesses.

In comprising reintegration efforts across Southeast Asian countries of origin, the MMN study found that in the Philippines, national institutions give some attention to reintegration of migrants, with the National Reintegration Center for Overseas Filipino Workers providing support for entrepreneurship, savings, investments and financial literacy. Indonesian key informants reported that reintegration was managed very poorly in Indonesia. Lessons learned from Indonesian migrants and other stakeholders were that that reintegration should be incorporated into pre-departure training and even general migration campaigns, and that financial literacy should be strongly prioritised. The presentation slide below lists a summary of good practices and shortcomings from the two countries.

Discussion Points, Mr. Sopheap Suong, MMN presentation slide



Lessons from the Philippines and Indonesia

Good Practices

- *Early reintegration education and planning
- *Skills training available overseas that meets the needs of home labor market

Shortcomings

- *Insufficient attention to reintegration generally
- *Piecemeal approach, insufficient attempts to consider practical realities (e.g. difficulty of entrepreneurial enterprise)
- *Provision of training with no practical use

4

Recommendations for Reintegration

1. Assist migrant worker returnees with social and economic integration, including making alternatives to re-migration available; assisting with processes such as household registration and registration for identity cards; supporting returnees who have suffered occupational injuries or diseases

Reintegration can be particularly difficult for migrants who have been abroad for an extended period of time and lost their household registration or national ID documents. Countries of origin should ensure that migrants can re-register with minimal difficulty. Although destination countries should be working towards ensuring equitable access to health care for all its citizens, additional support should be extended to migrants who have suffered/contracted occupational injuries or diseases. Returned migrants with these needs should be assisted to obtain all benefits due to them, including compensation through complaint mechanisms, and referred to any programmes that may benefit them.

2. Facilitate the successful reintegration of migrants and encourage domestic development to ensure that migration does not become the sole focus of development policies

Countries of origin should not overly rely on labour migration as a development strategy, but focus on providing better opportunities, better conditions, and fairer wages at home. Attention should also be paid to skills development. This applies to the general population

but also ensuring migrants can utilise skills they have developed abroad to seek better opportunities, not just at home but in other countries.

Discussant U San Kone, Relief and Resettlement Officer, Department of Relief and Resettlement, Ministry of Social Welfare, Relief and Resettlement, Republic of the Union of Myanmar

U San Kone of Myanmar's Ministry of Social Welfare, Relief and Resettlement described facilitating return and reintegration of Myanmar migrants. Government efforts include provision of relief, food, shelter and loans, with recent focus on migrants trafficked into the fishing sector abroad. Government officials visit countries of destination, collaborate with embassies, verify nationality, and provide transportation back to Myanmar. The Department of Relief and Resettlement works with the Ministry of Transport to facilitate return.

Discussant Ms. Prom Sakhun, Director of Anti-Trafficking and Victim Reintegration, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Kingdom of Cambodia

Ms. Prom Sakhun of Cambodia's Ministry of Social Affairs, Veterans and Youth Rehabilitation shared that the Ministry provides vocational training to migrant returnees before they reintegrate into their communities, and conducts follow up visits after one year to assess their progress and whether they re-migrated. She stressed that the Ministry has been cooperating with Thai and Vietnamese government officials for reintegration processes for both returnees who have and have not undergone exploitation amounting to trafficking. Returnees are screened so that trafficked persons can be given particular support services. Their reintegration efforts extend to provincial levels, and are in partnership with CSOs and NGOs.

Ms. Prom Sakhun stressed that migration issues are not ones that one ministry or country can deal with in isolation. The issues are connected across sectors and countries, and therefore the ministries and countries need to be well connected as well.

In the Ministry's work with migrants, they have seen that some migrants are cheated by brokers and others forced into drug use. The Ministry would like to suggest that the Thai Government works with Thai employers encouraging fair treatment. The Ministry of Social Affairs also has a reintegration programme for Vietnamese migrant workers who work in Cambodia as a country of destination. With support from IOM, the programme assists in their reintegration back to Vietnam.

Discussant Daw Thet Thet Aung, Coordinator, Future Light Center, Republic of the Union of Myanmar

Daw Thet Thet Aung of Future Light Center described the challenges of providing effective support to migrant returnees as there are many returnees and limited job

opportunities at home. She stressed the need for greater support for distressed migrant returnees, as well as economic opportunities for all returnees. Daw Thet Thet Aung spoke about difficulties in practically accessing compensation when migrants return with serious injuries or other problems. In a recent case a domestic worker in Singapore fell from a flat and was badly injured. The worker was not able to access resettlement services from the Myanmar government on return and was particularly fearful of engagement with the Government, given the Myanmar ban on migration for domestic work:

“If migrants tell us some of the problems they experience, they are fearful they might run into problems with law. They need help, but do not dare to communicate with us because they migrated illegally...

There are so many people who come back with many difficulties. Migrants – especially returning from Malaysia – return to Myanmar empty-handed, without money to go back to their own provinces, let alone back to destination countries.”

Future Light Center provides some training and programmes when migrants return, but it can never be enough. CSOs alone are not able to provide enough support to them. Broader economic change in Myanmar is needed if returnees are to have a chance to integrate fully back into social and economic life:

“For returnee migrants, we only have limited support to provide. When migrants’ MOU contracts finish, they come back with some income and experiences. But they do not have job opportunities in Myanmar. They try to go back to destination countries. If we could give job opportunities to these migrants who return, that would be good...

They come and go, come and go. Why is this? Because they do not have job opportunities and cannot have a good income here.”

A seemingly minor issue, migrants sometimes lose their Myanmar-issued identity cards and household registration cards. This cuts them off from services such as health and education, as well as election processes, when they return. Daw Thet Thet Aung asked participants to consider what could be done to solve this problem, which becomes a major barrier to reintegration for many returnees:

“If they don’t have these cards, they cannot vote and lose privileges. We need better services for them.”

Discussant Ms. Michiko Ito, Programme Manager, International Organization for Migration, Yangon

Ms. Michiko Ito of IOM discussed an IOM study finding that 80% of migrant workers from Myanmar in Thailand want to return to Myanmar in the future. They are interested in returning to their home villages (81%) and engaging in different types of work than they

are currently doing in countries of destination. Rather than work in manufacturing or construction as they are doing in migration, they would like to open a business in their home town. Of the 3 million Myanmar migrants in Thailand, IOM estimates more than 70% originate from villages in border areas. They are not interested in going to Yangon or Mandalay to find work in industrial or manufacturing centres.

“Only 2% are willing to move to where the jobs are. Migrant workers surveyed told IOM: ‘We are already migrant workers in Thailand. We do not want to be migrant workers again in Myanmar.’”

Jobs migrants are doing in migration are rarely fully transferable to their home villages. Ms. Ito suggested that reintegration strategies focus on supporting workers abroad by thinking about the kinds of skills and experiences they can gain in destination countries that could assist them with livelihood reintegration into their home villages, which have significantly different economies and livelihood options. Ms. Ito said it is important for migrants to think about how much they are saving. IOM notes that reintegration is most successful when migrants and their families are financially resilient. Migrants whose families have used remittances for investments have an easier time when they return home.

Reintegration is a concern of countries of destination as well. Ms. Ito noted that in 2013 the Thai Government approached IOM worried that Myanmar was transforming so quickly that one day there would be no Myanmar migrants working in Thailand. Worried, the Thai government wanted to figure out if migrants planned to stay in Thailand or go back to Myanmar. While the study was being conducted, the Thai government initiated an MOU negotiation with Nepal to find an alternative source of workers.

Open Discussion

U Thien Win from MOLIP discussed the rapid nature of policy changes from countries of destination which make reintegration difficult. He said without warning thousands returned recently, and Myanmar cannot properly prepare for these events.

Myanmar and Cambodian government representatives were also clear that it would be beneficial to meet with each other and to have a very specific focus to the meeting to be able to then engage in joint negotiation.

ACTION POINT: Myanmar Government officials said that they would share the MMN findings with their colleagues, especially the finding that Myanmar is relatively weak on return and reintegration. It was proposed that the Myanmar Government would establish a committee among varying ministries to help returnees.

Further questions from the floor were directed to Ms. Ito, regarding IOM’s study on migrants’ intentions to return. One person asked if IOM knew numbers of returnees who migrated again to Thailand after having returned home once. This was not however part

of the IOM study. Another asked if IOM provides assistance in the current case of mass deportations from Thailand. Ms. Ito said that, no, IOM only provides assistance in cases of voluntary not forced returns.

Dr. Marla Asis noted that the Philippines is currently planning a summit on the issues in return and reintegration, and invited participants to engage in that process or at least be aware of outcomes of the discussion after it is concluded. There could be several lessons learned from the event.

Plans for Joint Government Action and Joint CSO Action

Participants divided into two groups: government and civil society sectors. The civil society group also included one recruitment agency representative.

Group work questions:

1. What few issues do you agree are most pressing to work on together?
2. What action do you plan to do jointly following this meeting related to the role of counties of origin in improving lives of migrants?

Government Commitments for Action



Figure 22: Representatives of the governments of Myanmar and Cambodia plan possible joint action.

Government representatives participating in the Policy Dialogue met together during the afternoon session of the second day.

ACTION POINTS: The government discussion outcome was groundbreaking. The group agreed that “Lao PDR, Myanmar and Cambodia will discuss migration issues and a common agenda together as countries of origin.” They will meet and exchange to find common advocacy points. The governments recognise that other stakeholders are important as well.

A multi-stakeholder GMS Country of Origin Discussion will be organised before December 2017. Ms. Chou Bun Eng, Cambodian Secretary of State, announced that Cambodia will host the multi-country meeting.

Myanmar representatives suggested that before the December meeting Myanmar would have a national preparatory meeting. The Myanmar government would like ILO and IOM to support these meetings.

The first official meeting will be hosted in Cambodia, with rotation planned for hosting subsequent meetings. The meeting results will be presented at the ASEAN Labour Ministers Meeting, where ministers from both countries of origin and destination are present. Presentation to this broad audience is anticipated to strengthen advocacy.

The governments discussed that the meeting will only look at common points to discuss with countries of destination. To ensure focus, a maximum of three common points will be examined, including regularisation; and social security and its portability.

Both Myanmar and Cambodian governments endorsed the plan.

Open Discussion

Discussants from the floor asked the governments about inclusion of other GMS countries. They responded that Lao PDR will be invited for inclusion in the first instance because the country's situation is most similar to that of Cambodia and Myanmar. Vietnam is considered to be better placed with a different migration scenario, ie. primary countries of destination differ significantly. Participants envisioned the inclusion of Vietnam to subsequent second and third meetings after solidification of the Cambodia-Lao PRD-Myanmar (CLM) block's common agenda.

H.E. Chou Bon Eng also relayed an agreement that the CLM block would first focus on the destination country of Thailand, as recent policy changes there demand attention first. Focus on other destination countries will follow.

ACTION POINT: Further discussion centred on the example of the Philippines and Indonesia having a bilateral country of origin MOU. A participant from the Philippines asked if Cambodia and Myanmar governments would find a similar agreement useful. Several Myanmar and Cambodian government representatives responded that they would draft an MOU among countries of origin.

Civil Society Commitments for Action



Figure 23: Representatives of CSOs from Myanmar and Cambodia plan possible joint action.

Civil society participants agreed that two issues were most pressing for their joint work from the country of origin perspective – 1) information dissemination and 2) overseas assistance – with the latter as most urgent.

ACTION POINTS: The CSO action plan targets overseas assistance. First the group proposes a platform of information sharing. It would have several aims:

- 1) Sharing overseas assistance provision lessons learned from Cambodian and Myanmar CSOs;
- 2) Enabling collaboration among country of origin and destination CSOs; and
- 3) Inclusion of a multilateral coordination system for individual case collaboration.

They envisioned a system which could allow Cambodian NGOs to work with Thai NGOs for Thai migration documentation registration periods. They know that it is crucial for all CSOs to have up to date information to be able to let migrants know registration process requirements.

Secondly, Myanmar participants shared that they have a strong presence in Thailand and work well with the Myanmar embassy in Thailand. Cambodian civil society participants would like to work towards establishing a similar presence in Thailand and relationship with country of destination embassies.

Thirdly, all civil society agreed to work to collect case evidence for their respective government to develop comprehensive policies for overseas assistance.

Further discussion centred on how to work with trade unions as well as recruitment agencies for more meaningful engagement.

A focal organisation in each country was appointed to continue the conversation:

- 1) CWCC in Cambodia;
- 2) FAR in Thailand; and
- 3) FED in Cambodia.

Open Discussion

ACTION POINT: Questions from the floor included a request that the CSOs include migrants more in their decision making structure, and focus on working to get them to government decision making tables. It was suggested that migrants and returnees should be helped in forming their own democratic organisations and their own leadership so they can bargain for their rights on their own – both in destination and back home. H. E.

Chou Bon Eng responded that:

“We will advocate for this [migrant organising] in countries of destination... and now is the time to organise this kind of migrant association in our countries of origin also.”

One participant noted that they find migrant organising back home in countries of origin difficult partly because people re-migrate with high frequency. Just as in countries of destination migrants’ mobility is a challenge for organising. A participant suggested that organising could be made part of reintegration programming.

Finally one participant asked whether CSOs were considering reaching out to CSOs in the Philippines and Indonesia.

Closing Ceremony



Figure 24: Ms. Jackie Pollock, ILO, Ms. Pok Panhavichetr, CWCC, and Ms. Reiko Harima, MMN, give their closing remarks.

Further Commitments

In closing, participants each committed to one action they would do after the meeting. Responses varied as below.

H.E. Cho Bun Eng, Camodian Secretary of State, reiterated Cambodia's commitment to host a 2017 meeting among countries of origin to strengthen collaboration. She also committed to working on reintegration in Myanmar, forming a committee on return, and to discussing an MOU among countries of origin.

Mr. Phon Puth Borey from Cambodia's MWA echoed this latter commitment and said MWA would work with counter-trafficking and MOLVT colleagues to have an MOU agreement among the CLM countries.

U Thein Win from MOLIP committed to working more closely with CSOs. Other government and CSO participants echoed this, and Daw Thet Thet Aung from Future Light Center responded saying:

“Usually CSO voice is left behind. It is great to see commitment for CSO collaboration.”

Mr. Chuop Narath from MOLVT committed to strengthening the MRC complaint mechanism in Cambodia, working closely with Thai authorities in creating one-stop service centres for migrants to attain legal documents; improving pre-departure orientation; and ensuring that recruiters are complying with the law.

Ms. Jackie Pollock from ILO Myanmar said ILO would follow up with MOLIP on providing assistance for national preparatory meetings before the Country of Origin meeting Cambodia will host by December.

CSOs committed to:

- Further work on information dissemination;
- Empower potential migrants to participate in decision making fora;
- Cooperate with CSOs in other countries of origin;
- Ensure women's issues are not left behind; and
- Provide vocational training for reintegration programming that suits migrant workers.

Closing speech: Ms. Jackie Pollock, Chief Technical Advisor, International Labour Organisation—Yangon

Ms. Jackie Pollock observed that the MMN Policy Dialogue had provided a space for discussion among all stakeholders as equals, all working to get the best deal for migrant workers.

The group made concrete plans for continued high level dialogue and should keep in mind the way challenges to dialogue were bridged at this meeting. Challenges exist to this kind of genuine dialogue - challenges of budget where countries of origin usually have less money than destination countries; challenges of language and styles of working; challenges between men and women around who speaks; challenges in terms of who stakeholders want the best deal for. The best deal for migrants may not necessarily be the best for recruiters, and vice versa. Similarly if governments create a common position and agreement between each other, the governments' agreement may be in the best interest of governments but not necessarily migrant workers.

Ms. Pollock challenged that – with commitment – stakeholders present at this meeting can bridge these challenges. Countries of origin can use the existing formal ASEAN commitments as an initial platform to begin pushing agendas. She said we should look for other opportunities to coordinate. These could be coordinated responses between countries or at national levels, as well as ratification of international conventions.

Closing Speech: Ms. Pok Panhavichetr, Cambodian Women’s Crisis Center and MMN representative

Ms. Pok Panhavichetr closed the meeting on behalf of the Mekong Migration Network, saying:

“The Policy Dialogue has been a space for saying things for which we previously did not have a platform.”

She was pleased that the meeting had raised issues and policy on which to work together in the future, as well as established plans and timelines for next actions:

“We have come up with concrete action plans that the CSOs and government will work on together. It is impressive that the forum has led to Cambodia and Myanmar committing to have a meeting strengthening countries of origin.”

The conference ended with participants reaffirming the continued collaboration between country of origin governments and between governments and CSOs.



Appendix: List of Participants, by Country of Residence

Note: This directory is organised by country of residence not origin.

	Name	Position & Organisation
1	H.E. Chou Bun Eng	Secretary of State (Vice Minister), Ministry of Interior
2	Mr. Chuop Narath	Deputy General Director, Department of Labour, Ministry of Labour and Vocational Training
3	Ms. Prom Sokhan	Director of Anti-Trafficking and Victim Reintegration, Ministry of Social Affairs, Veterans and Youth Rehabilitation
4	Mr. Phon Puth Borey	Vice Chief, Cabinet of the Minister, Ministry of Women's Affairs
5	Mr. Pin Vireak	Executive Director, Association of Cambodian Recruitment Agencies
6	Mr. Sokchar Mom	Director, Legal Support for Children and Women (LSCW)
7	Ms. Pok Panhavichetr	Executive Director, Cambodian Women's Crisis Center (CWCC)
8	Mr. Sopheap Suong	Regional Manager, Cambodian Women's Crisis Center (CWCC)
9	Mr. Sanjiv Pandita	Country Representative, Asia Office Swiss Solidar
10	Ms. Irene So	Programme Manager, Porticus Asia
11	Ms. Marla Asis	Director of Research and Publications, Scalabrini Migration Center
12	Ms. Ei Ei Chaw	Deputy Director, Foundation for Education and Development (FED)
13	Mr. Sutthichai Rerkyamdee	Foundation for AIDS Rights (FAR)
14	U Win Shein	Director General, Department of Labour Ministry of Labour, Immigration and Population
15	U Thein Win	Director, Social Security Board, Ministry of Labour, Immigration and Population
16	U Ko Ko Linn	Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population
17	Daw Thin Thin Lwin	Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population
18	Daw Khin Khin Htet	Assistant Director, Department of Labour, Ministry of Labour, Immigration and Population
19	U Zaw Min Htwe	Labour Officer, Department of Labour, Ministry of Labour, Immigration and Population
20	U Htin Aung	Labour Officer, Department of Labour, Ministry of Labour, Immigration and Population

21	U San Kone	Relief and Resettlement Officer, Department of Relief and Resettlement, Ministry of Social Welfare, Relief and Resettlement
22	Dr. Mya Thaung	Chairperson, Women and Children Affairs Committee, Parliament (Amyotha Hluttaw) House of Nationalities, Upper House
23	Ms. Susana Hla Soe	Chairperson, Women and Children Affairs Committee, Parliament (Amyotha Hluttaw) House of Nationalities, Upper House
24	U Win Tun	Vice Chair, Myanmar Overseas Employment Agencies Federation
25	Mr. Jan Michael Gomez	Charge D'Affaires, Philippine Embassy in Yangon
26	Ms. Michiko Ito	Programme Manager, International Organization for Migration
27	Ms. Undraa Suren	Project Manager, International Organization for Migration
28	Ms. Jackie Pollock	Chief Technical Advisor, International Labour Organization
29	Ms. Wai Hnin Po	National Project Coordinator, International Labour Organization
30	Daw Thet Thet Aung	Coordinator, Future Light Center
31	Ko Kyaw Swar Htay	Programme Manager, Future Light Center
32	Ms. Ohnmar Ei Ei Chaw	Country Director, Issara Institute
33	Ms. Hnin Pwint Phyu	World Vision
34	Ms. Yu Yu Mon	Programme Director, Brilliant Future Myanmar (BFM)
35	Ms. Thazin Hlaing	Foundation for Education and Development (FED- Myanmar)
36	Ma Nu Nu Lwin	Confederation of Trade Unions Myanmar (CTUM)
37	Ko Tun	Programme Officer, Migrant Worker Rights Network (MWRN)
38	Ma Myot Nyein Nyein	Impluse Case Information Center (Myanmar YMCA)
39	U Khin Maung Than	WE Generation Network
40	Ma Yin Myo Hlaing	Coordinator, Burmese Women's Union (BWU)
41	Ko Kyaw Zin	Coordinator, Yaung Chi Oo Workers Association (YCOWA)
42	Ms. Reiko Harima	Regional Coordinator, Mekong Migration Network
43	Ms. Rebecca Napier-Moore	Consultant, Mekong Migration Network
44	Ms. Pranom Somwong	Consultant, Mekong Migration Network
45	Ms. Omsin Boonlert (Plaii)	Advocacy and Research Officer, Mekong Migration Network
46	Ms. HayMann Zaw	Advocacy and Building Capacity Officer, Mekong Migration Network

47	Ms. Carli Melo	Research Officer, Mekong Migration Network
48	Ms. Lisa Qian	Intern, Mekong Migration Network
49	Ms. Ma. Jenina Lim	Intern, Mekong Migration Network
50	Mr. Luk Kay Yui Stefan	Intern, Asian Migrant Center



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