



**JOINT COMMUNIQUÉ**  
**THE TWENTY-EIGHTH ASEAN LABOUR MINISTERS MEETING (28<sup>th</sup> ALMM)**  
**30 OCTOBER 2024, SINGAPORE**

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1. The 28<sup>th</sup> ASEAN Labour Ministers' Meeting (ALMM) was held on 30 October 2024 in Singapore. The Meeting was chaired by H.E. Dr. Tan See Leng, Minister for Manpower of Singapore, and attended by representatives of ASEAN Member States, Secretary-General of ASEAN and their respective accompanying delegations. The representatives of Timor-Leste attended as observers.
2. As ALMM commemorates its 50<sup>th</sup> year since the ALMM first met in Jakarta, April 1975, and guided by Singapore's 28<sup>th</sup> ALMM Chairmanship theme "Strengthening Resilience and Promoting Innovation," we exchanged views on fundamental labour issues in the face of the rapidly changing world of work. Technological advancement, digital and green economy, demographic changes, and intensifying labour mobility present challenges and opportunities to the labour markets of ASEAN Member States. We affirmed the remarkable progress of cooperation under the ALMM over the past 50 years and looked forward to sustained regional cooperation to build a resilient and dynamic ASEAN workforce.
3. In celebration of the 50 years of our cooperation under the ALMM, we launched two commemorative deliverables – the ALMM commemorative video and time capsule. The ALMM commemorative video and the time capsule aimed to highlight the key milestones, projects and accomplishments of ASEAN labour cooperation over the last five decades. Through the video and time capsule, we reflected on the challenges faced by the ALMM during its formative stages and the breadth and depth of our cooperation since 1975. This reminded us of our resolute commitment to achieve ALMM's objective of a better quality of life for the ASEAN workforce through the promotion of safe and decent work.
4. We expressed our support to the development of the ASEAN Community Vision 2045 and underlined the importance of strengthening holistic approaches and cooperation on labour and employment in the post-2025 ASEAN Socio-Cultural Community (ASCC) Strategic Plan.
5. We were pleased with the adoption of the Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers and its Checklist at the 44<sup>th</sup> and 45<sup>th</sup> ASEAN Summits. The Declaration is an expression of

(Adopted)

ASEAN's commitment to strengthen and promote mechanisms to recognise the skills of ASEAN migrant workers. We looked forward to the voluntary use of the Checklist by ASEAN Member States starting from 2025 to assess our progress in implementing the declaration.

6. We were also pleased with the adoption of the ASEAN Declaration on the Prevention of Child Labour, Including the Elimination of the Worst Forms of Child Labour at the 44<sup>th</sup> and 45<sup>th</sup> ASEAN Summits. The Declaration reaffirmed our steadfast commitment to protect children in ASEAN and combat child labour especially in its worst forms. We tasked the Senior Labour Officials' Meeting (SLOM) in collaboration with the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and other relevant ASEAN sectoral bodies to implement this Declaration through the ASEAN Roadmap on the Elimination of the Worst Forms of Child Labour by 2025 and its subsequent Roadmap.
7. We adopted the ASEAN Guidelines on Portability of Social Security Benefits for Migrant Workers in ASEAN as a non-binding guiding document for ASEAN Member States considering a bilateral or multilateral social security agreement or other form of social security coordination. We tasked the Senior Labour Officials' Meeting (SLOM) in collaboration with the ASEAN Committee on the Promotion and Protection of the Rights of Migrant Workers (ACMW) to fully implement the ASEAN Declaration on Portability Social Security Benefits for Migrant Workers in ASEAN through its Guidelines. We also adopted the ASEAN Guidelines on the Placement and Protection of Migrant Fishers as non-binding guiding principles for enhancing the labour conditions and protection of migrant fishers especially those in fishing vessels and mainstreaming their protection in all relevant migration policies and mechanisms. We welcomed the third self-assessment of the implementation of the ASEAN Consensus on Protection and Promotion of the Rights of Migrant Workers by the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) in 2026.
8. We noted with satisfaction the progress of implementation of the ASEAN Labour Ministers' Work Programme 2021-2025 including Work Plans of the ACMW, SLOM's Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG), ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) and ASEAN Labour Inspection Committee (ALICOM). We tasked SLOM and its subsidiary bodies to work towards timely completion of these Work Plans by the end of 2025 and develop the ASEAN Labour Ministers' Work Programme 2026-2030 that would be inclusive, responsive and effective in promoting decent work for all workers.
9. We commended the eighteen enterprises from ASEAN Member States receiving the Fifth ASEAN-OSHNET Awards on 11 September 2024 in Singapore for their achievements and good practices in realising safe and healthy workplaces. We congratulated the five enterprises from ASEAN Member States receiving the 5<sup>th</sup> ASEAN Red Ribbon for Outstanding Workplaces (ARROW) Award for their workplace programmes to prevent and control HIV and create non-discriminatory environments for workers with HIV and AIDS.

10. We were encouraged by the steady organisational development of the ASEAN TVET Council (ATC) since its establishment in 2020. We tasked the ATC to strengthen its communications and partnerships with other ASEAN sectoral bodies, dialogue partners, international organisations, and stakeholders towards the advancement of TVET and life-long learning in the region. We noted the completion of the scoping study as a follow-up to the ASEAN Declaration on Human Resources Development for the Changing World of Work. The scoping study report outlines the key stakeholders on human resources development in ASEAN and presents alternative models for a pool of human resources development funds in the region.
  11. We commended the continuous updating of the ASEAN Labour Productivity Index, ASEAN Informal Employment Statistics, and data for the key result indicators of the ASEAN Roadmap on Elimination of Worst Forms of Child Labour by 2025 and Roadmap of the ASEAN Declaration on HRD for the Changing World of Work. We noted the completed checklist of the ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies towards Decent Work for All in 2022 and 2024 as useful information on achievements to achieve gender equality across the region.
  12. We lauded the SLOM and subsidiary bodies for completing various regional studies that provided useful insights and policy recommendations. These studies addressed common issues such as the protection of platform workers, laws and policies of women migrant workers, effectiveness of labour market information systems, responsive TVET curriculum, improving occupational safety and health efforts, migrant workers' employment contracts, reintegration of migrant workers in time of crisis (such as during the COVID-19 pandemic), and the nexus of climate change and human mobility, among others. We encouraged SLOM to make use of the information as feedback in charting the post-2025 priorities of ASEAN cooperation on labour. We requested the ASEAN Secretariat to continue with the next editions of the ASEAN Migration Outlook and ASEAN Employment Outlook which will support ASEAN Member States in better understanding and addressing emerging labour issues in the region.
  13. We appreciated and encouraged continued cooperation with the Plus Three Countries, Australia, Canada, United States, European Union, Germany, Switzerland and other ASEAN partners and stakeholders in building an ASEAN Community that is resilient, innovative, dynamic, and people-centred.
  14. We expressed our sincere appreciation to the Government of Singapore, particularly the Ministry of Manpower, for the warm hospitality and excellent arrangement of the 28<sup>th</sup> ALMM. We also thanked the ASEAN Secretariat for its unwavering support in the preparations for and during the Meeting.
  15. We agreed to meet again in 2026 under the ALMM Chairmanship of Thailand.
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