

Panel 2: Skills development and recognition in SEZs

Comment



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Overview

1. Skills related findings from ILO-IOM report **Risk and reward: Outcomes of labour migration in South-East Asia** (2017)
2. Skills recognition and the migration cycle
3. Future of work in the garment sector?

1. Skills findings from Risk and Reward study

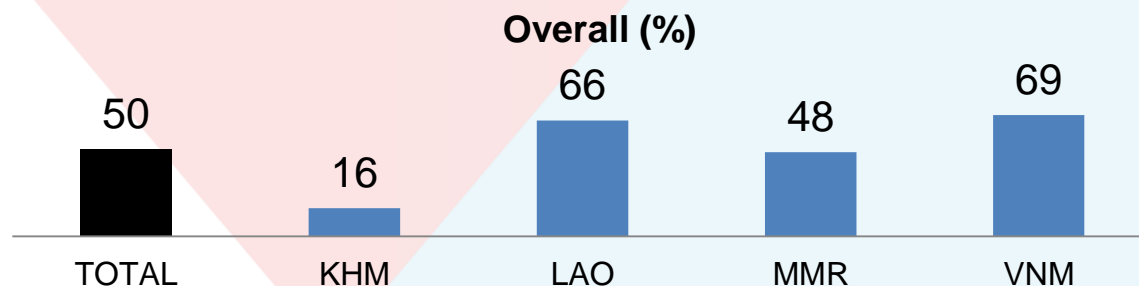
- **Risk and reward: Outcomes of labour migration in South-East Asia** (2017) was conducted as a baseline study for TRIANGLE in ASEAN and IOM's PROMISE project.
- Survey of **1,808 low skilled migrant workers** from Cambodia, Lao PDR, Myanmar and Viet Nam upon their return from Thailand or Malaysia.
- Among various thematic areas, the study includes interesting findings on:
 - Participation in skills training
 - Development of new skills while abroad
 - Use of new skills after return
 - Skills level and sector of work after return
- Assessment of **socio-economic outcomes** for migrant workers identified **upskilling as a key progressive factor!** I.e. migrants who reported an increase in the skill level of their employment from before migration to after had decidedly better overall migration outcomes.

Type of skills training received at destination

Type of training received	TOTAL n=1808 (%)	KHM n=457 (%)	LAO n=450 (%)	MMR n=451 (%)	VNM n=450 (%)
Language training	10	4	4	31	1
Literacy or numeracy	5	4	3	11	2
Formal skills training	1	2	-	3	1
Non-formal skills training	4	-	2	-	14
On-the-job skills training	40	15	65	24	55
Other	2	-	-	8	-
None	50	84	34	52	31

Base: All participants

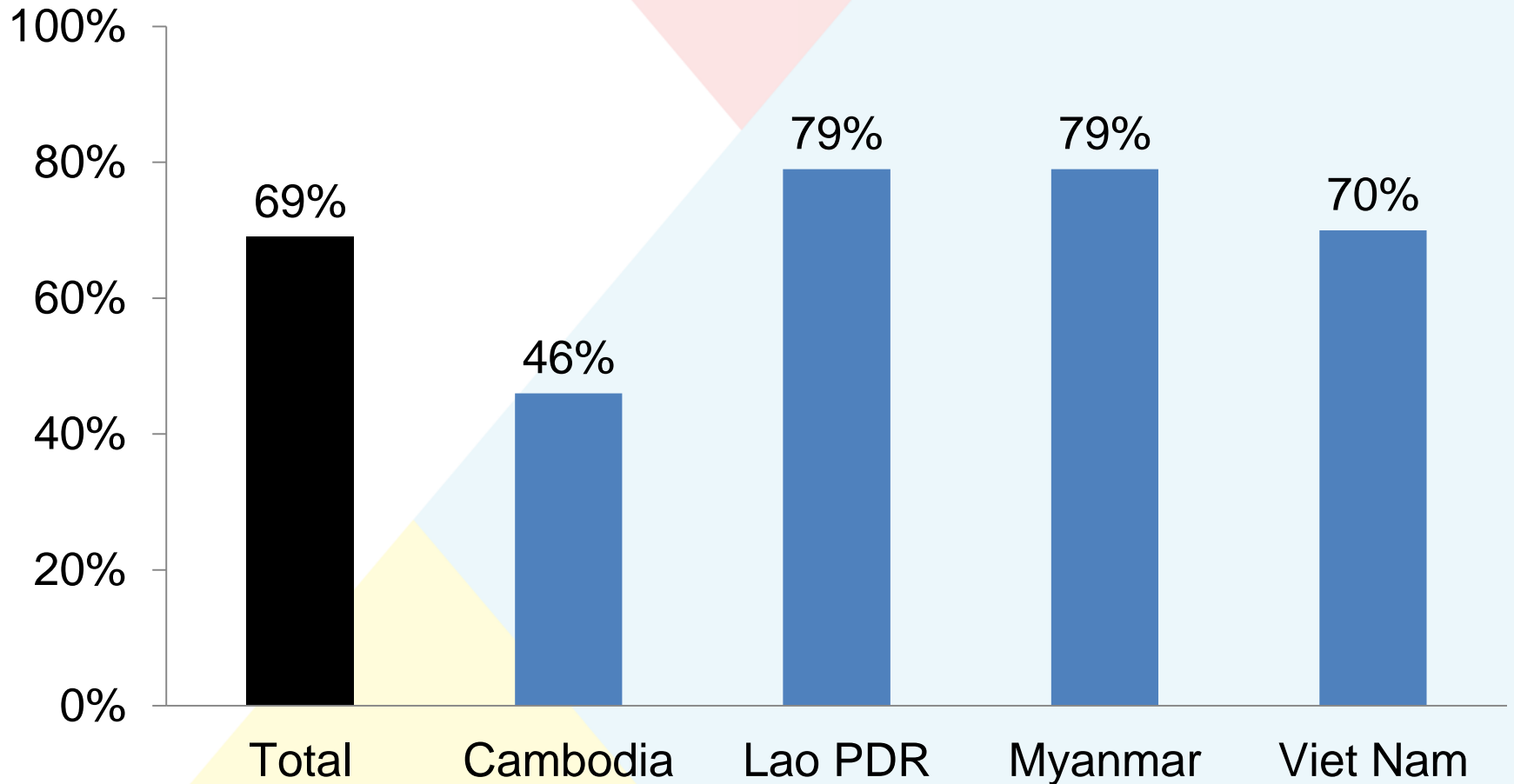
Skills training at destination (by sector)



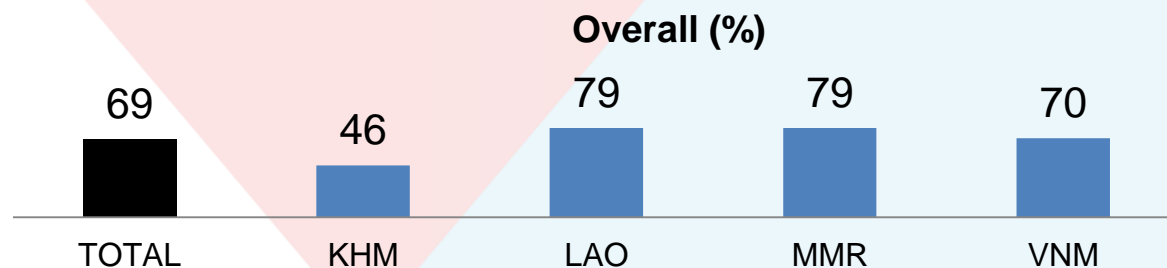
Profile	TOTAL n=1808 (%)	KHM n=457 (%)	LAO n=450 (%)	MMR n=451 (%)	VNM n=450 (%)
Base: All					
Male	51	16	70	52	68
Female	48	16	63	43	71
Domestic Work	52	27	52	47	67
Fisheries	57	5	38	44	68
Agriculture	41	14	46	43	60
Manufacturing	55	28	84	48	69
Construction	34	8	71	53	77
Hospitality and Food Services	64	25	71	56	68
Regular	54	22	74	47	81
Irregular	44	6	57	50	56
Thailand	45	15	66	48	58
Malaysia	66	35	-	50	81

Base: All participants

Development of new skills while abroad



Development of new skills while abroad



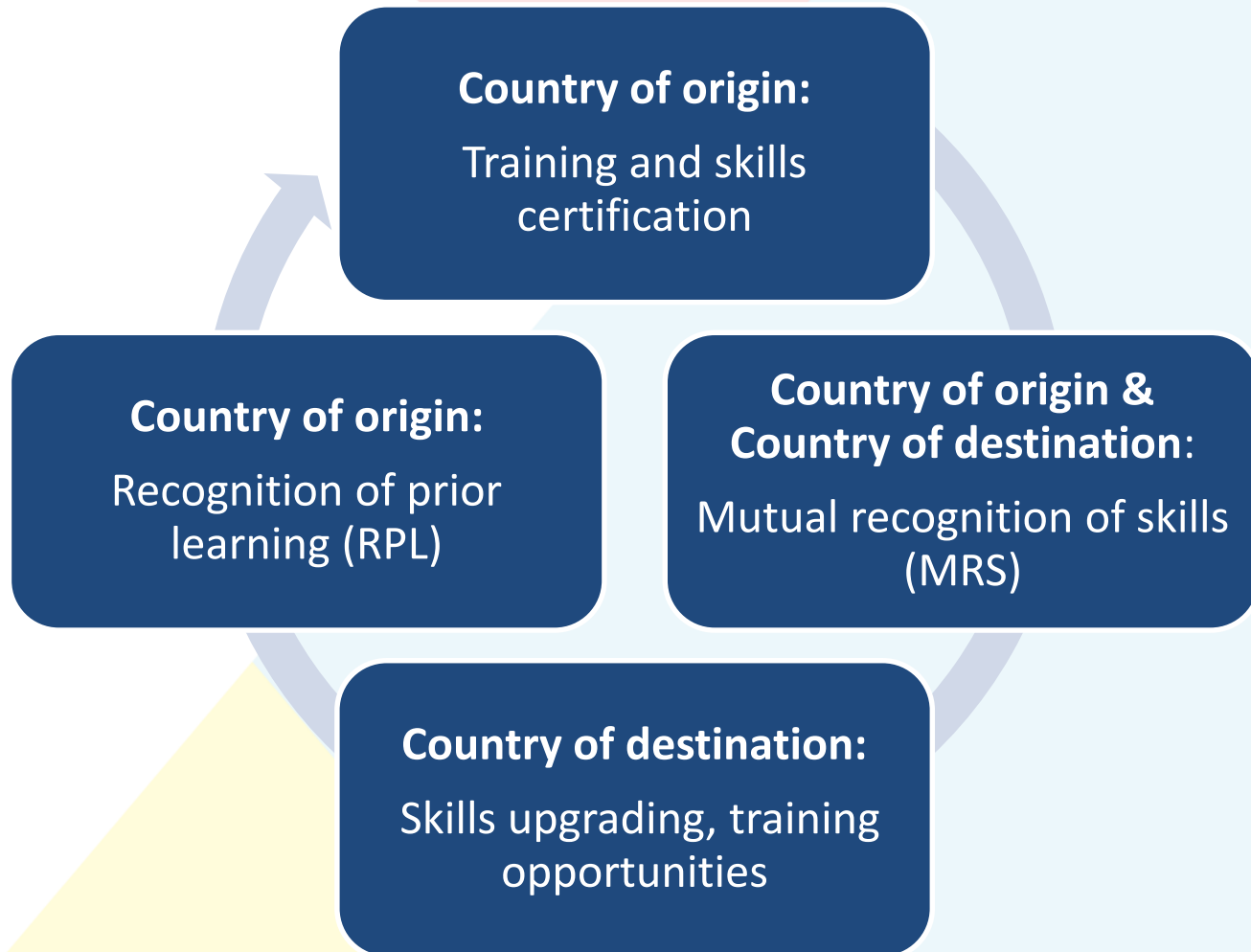
Skills developed	TOTAL n=1808 (%)	KHM n=457 (%)	LAO n=450 (%)	MMR n=451 (%)	VNM n=450 (%)
Leadership skills	14	-	19	35	2
Social skills/confidence	36	13	26	51	54
Foreign language proficiency	38	20	46	40	48
General literacy or numeracy	15	14	36	10	1
Financial literacy	20	39	33	5	1
Vocational skills	36	15	59	39	30
Business skills	7	10	12	2	4
None	32	55	21	21	30
Skills developed that were applicable on return	n=1238 (%)	n=208 (%)	n=356 (%)	n=357 (%)	n=317 (%)
Able to use skills	16	13	25	21	3

Base: All participants/ Those developed/ improved skills

Use of new skills upon return

- **69 per cent** of migrant workers brought back new skills from their time abroad.
- **But.... only 16 per cent were able to apply them upon returning home!**
- Return is often a challenging experience for migrants, with **unrecognized qualifications** and loss of social capital abroad contributing to difficulties reintegrating into society and labour markets. In some cases, this can lead to problems such as unemployment or social isolation.
- This highlights the need to develop and implement **skills recognition systems that are responsive to the need for low and semi-skilled workers.**

2. Skills and migration cycle



ILO Future of work centenary initiative

- ILO has launched a "Future of Work initiative" to understand and respond effectively to **new challenges** and **processes of change** in the world of work.
 - Technological change, automation
 - Greening, climate change
 - Demographic changes
 - Etc.
- The Global Commission on the Future of Work began its work in October 2017 at the invitation of the Director-General of the ILO.
- Report published in February 2019.



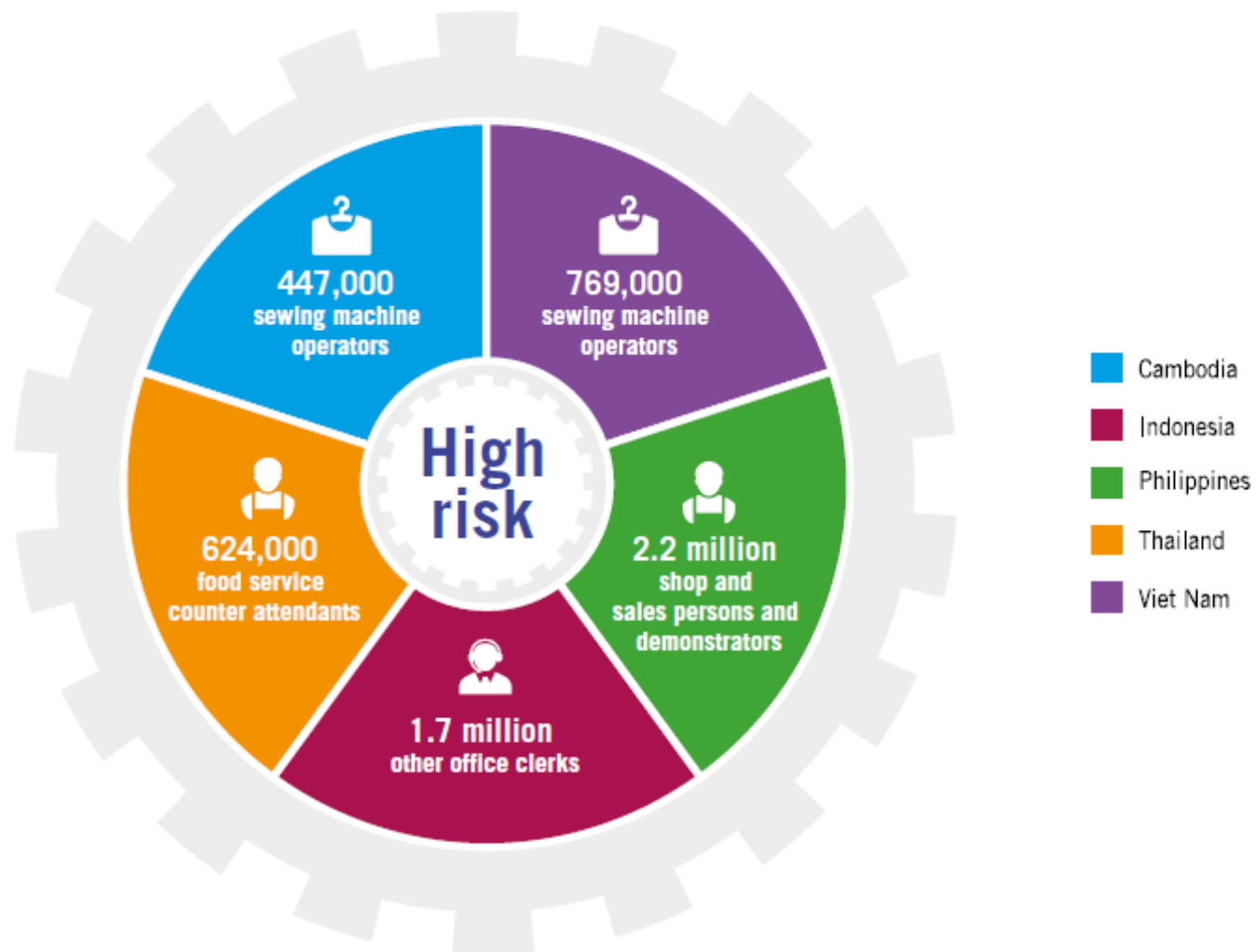
Future of work in garment sector

- **56 per cent of jobs are at risk of automation over the next 20 years** in Cambodia, Indonesia, the Philippines, Thailand and Viet Nam. High risk jobs:
 - hotels and restaurants;
 - wholesale and retail trade; and
 - construction and **manufacturing**.
- Prominent occupations in certain countries face extreme risks of automation. For example, **in Cambodia half a million sewing machine operators face a high automation risks.**
- **Women** are more likely than men are in occupations at high risk of automation.
- **Less educated** workers earning lower wages face higher automation risk.

(ILO, 2016. ASEAN in transformation: The future of jobs at risk of automation).

ASEAN in transformation: The future of jobs at risk of automation (ILO, 2016)

Figure 1. Key low- and high-risk occupations by employment in ASEAN-5







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THANK YOU!

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