

**6<sup>th</sup> Regional Tripartite Social Dialogue for Growth, Employment and Sound Industrial Relations in the Services Sectors in ASEAN:  
Enhancing People's Welfare by Strengthening Decent Work for Woman Workers**  
*13 – 14 January 2015, Nay Pyi Taw, Republic of the Union Myanmar*

**JOINT RECOMMENDATIONS**

The **6<sup>th</sup> Regional Tripartite Social Dialogue for Growth, Employment and Sound Industrial Relations in the Services Sectors in ASEAN: Enhancing People's Welfare by Strengthening Decent Work for Woman Workers** was held on 13 – 14 January 2015 in Nay Pyi Taw, the Republic of the Union of Myanmar. The conference was organized jointly by the Ministry of Labour, Employment and Social Security (MOLES), Myanmar; with the ASEAN Services Employees Trade Unions Council (ASETUC), which comprises of affiliates from three Global Union Federations - Building and Wood Workers International (BWI), Public Services International (PSI) and UNI Global Union Asia and Pacific (UNI Apro); the ASEAN Confederation of Employers (ACE); the ASEAN Secretariat and Friedrich-Ebert-Stiftung (FES).

The conference is a follow-up to the regional social dialogue conferences held in Bangkok, Thailand (October 2009), Ha Noi, Vietnam (March-April 2010), Jakarta, Indonesia (October-November 2011), Siem Reap, Cambodia (August 2012), and Brunei Darussalam (June 2014), respectively. The conference serves to contribute towards the achievement of the ASEAN Labour Ministers' Work Programme 2010 – 2015 (ALM's WP 2010 – 2015), especially to implement Strategic Priority 3 on Social Partners.

The conference was attended by representatives of:

- the Senior Labour Officials Meeting's Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG) from Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Thailand, and Vietnam;
- ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC) from Brunei Darussalam, Indonesia, Lao PDR, Malaysia, Myanmar, and the Philippines;
- the ASEAN Committee on Women (ACW) from Myanmar and Thailand;
- the ASEAN Secretariat;
- ACE members from Cambodia, Indonesia, Malaysia, the Philippines and Thailand, and Employers' Organization from Myanmar;
- the Trade Union Organisations from Indonesia, Malaysia, Myanmar, the Philippines, Thailand, Vietnam, including construction, energy, finance, forestry, healthcare, retails, post and telecom sectors;
- AEON Union and UA Zensen (Japan);
- Myanmar Women's Affairs Federation;
- Myanmar National Human Rights Commission;
- Friedrich-Ebert-Stiftung (FES).

We, the delegates of the conference commend that the ASEAN Regional Tripartite Social Dialogue was held for the first time in Nay Pyi Taw, Myanmar, in conjunction with Myanmar's first Chairmanship of the ASEAN and thank the Government of the Republic of the Union of Myanmar to host this important meeting.

Furthermore, we agree on the following recommendations to strengthen decent work for women workers:

1. We recognize the need to enhance harmonious and productive industrial relations, productivity and competitiveness and employability.
2. We acknowledge decent work as a fundamental right for all workers. Its realization will contribute to the achievement of a people-oriented ASEAN, as aspired by the ASEAN Charter, and to create an enabling environment to achieve higher productivity.

3. Given the high number of women in ASEAN being employed in the informal sector or as migrant workers, we call on AMS, ACMW and ACWC to ensure protective mechanisms and decent employment, better living conditions and services such as health and sanitation.
4. We call for the implementation of the ASEAN Declaration on Elimination of Violence against Women and the Elimination of Violence against Children in ASEAN, in particular for women workers including migrants.
5. We call to end workplace gender discrimination and to promote family-friendly policies, such as increased parental leave entitlements and mechanisms to allow part-time and work at home schemes for both men and women.
6. We call for the implementation of the ASEAN Declaration on Strengthening Social Protection and access to care for children and the elderly, and social insurance to facilitate women's equal participation in the workforce by recognizing and supporting their reproductive and caring roles.
7. We acknowledge the importance of skills development and skills certification for workers in ASEAN based on the ASEAN Qualification Reference Framework (AQRF) (to be endorsed by AMS).
8. We encourage the implementation of ACWC's mandate to support the participation of ASEAN women in dialogue and consultation processes in ASEAN related to the promotion and protection of their rights. In this regard, we seek for consultation between ACWC and ACW with members of ASEAN SLOM, employers and workers' organisations at national and regional levels.
9. In the ongoing research of the ASEAN Progress Report on Women's Advancement and Gender Equality (by 2015) we call for an inclusion of a sub-section on women workers which should be consulted in dialogue with workers and employers' associations in ASEAN.
10. We express the need of ASEAN Member States to respect the principles contained in the ILO core labour standards relevant to the protection of women.

Delegates express their appreciation to ACWC, ACW, ASEAN SLOM-WG and ACE for their willingness to venture into cooperation with social partners in promoting decent work at the workplace; the ASEAN Secretariat for facilitating the communication among AMS; the ACE for its continued active engagement in the dialogue process; FES for its enduring solidarity support; and ASETUC member organisations – BWI, PSI and UNI Apro – for their vigorous efforts in strengthening social dialogue within ASEAN processes.

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