



JOINT RECOMMENDATIONS

on the Promotion and Establishment of Sectoral Social Dialogue among Tripartite Social Partners at the ASEAN Level

31 October – 1 November 2011, Jakarta, Indonesia

1. The *Regional Tripartite Social Dialogue for Growth, Employment and Sound Industrial Relations in the Services Sectors: Best Practices and the Roles of ASEAN Tripartite Partners* was held in Jakarta, Republic of Indonesia, from 31 October to 1 November 2011, by the Ministry of Manpower and Transmigration, Republic of Indonesia (MOMT) in collaboration with the ASEAN Services Employees Trade Unions Council (ASETUC) - composed of affiliates from three Global Union Federations (BWI, PSI and UNI Apro), the ASEAN Confederation of Employers (ACE), the ASEAN Secretariat (ASEC) and the Friedrich-Ebert-Stiftung (FES).
2. 2.1 The Conference congratulates the parliament and the government of the Republic of Indonesia for the successful passing of the bill on social security providers, a historic moment indeed for all Indonesian citizens towards universal social security coverage to be implemented in the near future.
2.2 The Conference welcomes, with interest, the adoption of the new labour law in Myanmar which would pave the way for the emergence of trade union structures in national development.
2.3 Finally, the Conference also collectively expresses its empathy and solidarity with our friends, colleagues and partners in Thailand who were unable to join this conference due to the flooding situation, which is the worst in the past 60 years of the country.
3. The Conference is a follow up event to the regional social dialogue conferences in Bangkok, Thailand (October 2009) and in Ha Noi, Viet Nam (March-April 2010). The Conference also serves as an activity to realise the ASEAN Labour Ministers' Work Program 2010 – 2015 (ALM's WP 2010 – 2015), especially to implement the strategic priority three on social partners. The main objectives of this Conference are:
 - i. To follow up the "call for greater commitment to promote Human Resource Development (HRD), stronger tripartite co-operation, education and skills development among the constituents" by showcasing best practices of tripartism in the services sectors by ASEAN social partners and EU representatives;
 - ii. to articulate the guiding principles and deepen the understanding on the roles and responsibilities of respective social partners in realising the ALM's WP 2010-2015;
 - iii. to enhance solidarity and co-operation among employers' federations, trade union organisations and governments towards building "a caring, sharing and people-oriented ASEAN Community"; and

- iv. To establish a plan of action for the next steps in enhancing social dialogue mechanisms in ASEAN.
4. The Conference was attended by government labour officials (representing Cambodia, Indonesia, Myanmar, Philippines and Viet Nam) and delegations from employers' federations and trade unions organisations from ASEAN countries in the services sectors, including construction, finance, forestry, healthcare and telecom sectors. Representatives from the ASEC, the European Union (EU), the International Labour Organization (ILO), and the FES were also present to share their experiences during the conference discussions.
 5. Decent work in ASEAN, of which social dialogue among social partners is one of its key pillars, is enshrined in the existing framework of the ASEAN Guidelines for Good Industrial Relations Practices, the ASEAN Labour Ministers' Vision Statement of 2000 and the ASEAN Labour Ministers' Work Program 2010 – 2015.
 6. All social partner participants at the Conference recognise the significance of tripartism and dialogue on industrial relations and human resources development – aspects which help build a better ASEAN.
 7. The Conference also recognises that the challenge is to develop mechanisms for engagement at a policy level in order to strengthen social dialogue and communication links among governments, employers and workers.
 8. As such, the Conference deliberated on a wide range of topics of mutual interests and adhered to the following perspectives:
 - 8.1 On decent work and tripartite social dialogue:
 - 8.1.1 Social dialogue, an instrument of democracy, involves all types of negotiation, consultation and exchanges of information;
 - 8.1.2 to ensure quality social dialogue, there must be strong, autonomous and representative social partners, founded upon mutual respect, trust, and transparency, with equal access to information for all;
 - 8.1.3 a participatory and inclusive social dialogue should lead to a “win-win” agreement for all; and
 - 8.1.4 There must be a focus on the implementation of social dialogue's outcomes.
 - 8.2 Mutual areas of interests and concerns among social partners include:
 - 8.2.1 Pursuit of decent work;
 - 8.2.2 skills development, training and education;
 - 8.2.3 social security and social protection;
 - 8.2.4 occupational safety and health (OSH); and
 - 8.2.5 Sustainable enterprises, green jobs and climate change.
 9. The Conference adopts the following as courses of action/strategies and an expression of its commitment to continue working together in social partnership to contribute to the promotion of a caring, sharing and people-oriented ASEAN community. In this, governments, employers and workers participate in and contribute to ASEAN community building for the realisation of the ASEAN Community 2015, the ASEAN Vision 2020 and the ASEAN Connectivity Plan:
 - 9.1 To enhance the participation of employers' federations and trade union organisations in discussions concerning issues of common interests namely, labour migration, skills

certification, upgrading and training as well as the promotion of national and regional qualifications framework, occupational safety and health and environment.

- 9.2 To propose the designation of national and regional focal points from governments, employers' federations, trade union organisations and the ASEC for the communication and dissemination of information.
10. The Conference seeks the co-operation of the ASEC to propose to the 10 ASEAN Member States that the outcomes and the joint recommendations of this regional conference be presented as an agenda item at the next ASEAN SLOM 2012.
11. The Conference expresses its thanks to the FES for its comprehensive support; and the ASEC, the MOMT, the ACE, the ASETUC and the three global union federations – BWI, PSI and UNI for their technical support. They look forward to forging closer consultation and co-operation in the future among social partners.

(Adopted in Jakarta, Indonesia, on the 1 November 2011)