



Project Name: Managing International Labour Migration in ASEAN

IDRC Grant Number: 105396

Institution: Philippine Institute for Development Studies (PIDS)

Research Teams:

PIDS

Dr. Aniceto C. Orbeta, Jr., Ms. Kathrina G. Gonzales, Mr. Michael M. Abrigo

Cambodia Development Research Institute (CDRI)

Mr. HING Vutha, Mr. LUN Pide

SMERU Research Institute

Ms. Palmira Bachtiar

Institute of Malaysian and International Studies (IKMAS)

Dr. Azizah Kassim, Dr. Ragayah Haji Mat Zin

Singapore Institute for International Affairs (SIIA)

Dr. Chia Siow Yue

Thailand Development Research Institute (TDRI)

Dr. Yongyuth Chalamwong, Dr. Srawooth Paitoonpong

FINAL TECHNICAL REPORT

Presented to International Development Research Centre (IDRC)

Period Covered: 20 July 2011 – 20 December 2011

Submission Date: 19 March 2012

CONTENTS

I.	Synthesis	1
II.	Research Problem	2
III.	Research Findings	2
	Overview of the partner institutions Final Report	
	A. Cambodia: Irregular Migration from Cambodia Characteristics, Challenges and Regulatory Approach	
	B. Indonesia: The Governance of Indonesian Overseas Employment in the Context of Decentralization	
	C. Malaysia: Policy on Irregular Migrants in Malaysia: An analysis of its Implementation and Effectiveness	
	D. Philippines: Managing International Labor Migration: The Philippine experience	
	E. Singapore. Foreign Labor in Singapore: Trends, Policies Impacts and Challenges	
	F. Thailand. Different Stream, Different Needs, and Impact: Managing International Labor Migration in ASEAN: Thailand's Emigration and Immigration	
IV.	Fulfilment of Objectives	9
V.	Project Design and Implementation	9
	A. Project Activities	9
	B. Methodology/ Analytical Techniques	10
	C. Financial Progress	10
	D. Project Schedule	10
VI.	Project Outputs and Dissemination	13
VII.	Capacity Building	15
VIII.	Project Management	15
IX.	Impact	15
X.	Overall Assessment	16
XI.	Recommendations	16

List of Appendices (Please see the attached documents)

Appendix I. Partner institutions final reports

- A. Cambodia: Irregular Migration from Cambodia Characteristics, Challenges and Regulatory Approach
- B. Indonesia: The Governance of Indonesian Overseas Employment in the Context of Decentralization
- C. Malaysia: Policy on Irregular Migrants in Malaysia: An Analysis of its Implementation and Effectiveness
- D. Philippines: Managing International Labor Migration: The Philippine experience
- E. Philippines Background Papers:
 - 1. Review of Philippine Migration Laws and Regulations: Gains, Gaps, Prospects
 - 2. Protecting Filipino Transnational Domestic Workers: Government Regulations and Their Outcomes
- F. Singapore. Foreign Labor in Singapore: Trends, Policies Impacts and Challenges
- G. Thailand. Different Stream, Different Needs, and Impact: Managing International Labor Migration in ASEAN: Thailand's Emigration and Immigration

Appendix II. Partner institutions final policy notes

- A. Cambodia. Enhancing the Protection and Promotion of Migrant Workers' Rights in ASEAN
- B. Indonesia. Protection Commission at the Kabupaten Level: Local Initiatives to Reduce Problems at the Upstream
- C. Malaysia. Policy on Irregular Migrants in Malaysia
- D. Philippines. Protecting Vulnerable OFWs: The Case of Household Service Workers (HSW)
- E. Singapore. Foreign Labor in Singapore: Policies and Impacts
- F. Singapore. Understanding Singapore's Policies toward Inflow of Foreign Talent
- G. Thailand. Different Stream, Different Needs, and Impact: Managing International Labor Migration in ASEAN: Thailand's Emigration

Appendix III. Minutes/Conference Materials of the National Conferences

Appendix IV. PIDS Project Financial Report

- A. Detailed Expense and Forecast Worksheets (FR2)
- B. Expense and Forecast Summary (FR3)
- C. Cash Receipts and Foreign Exchange (FR4)

Appendix V. Partner institutions final financial reports

I. Synthesis

The project sought to build knowledge and understanding of existing policy and institutional arrangements for managing labour migration and its development impacts in order to inform policy discussions, regulatory design and implementation decisions in these areas. In addition, the project implementation processes, by design, endeavours to strengthen research to policy linkages. The project drew from the varied experiences of six (three sending and three receiving) countries in ASEAN, to cover migration management issues from the perspective of sending and receiving countries. It covers national and sub-national issues and long-term (usually skilled) and short-term cross border movements.

The main learning from the project is that looking at migration problems from the perspective of both sending and receiving countries is extremely beneficial. It highlights not only the differences in perspectives but also the reasons why there are differences in perception. A case in point is dealing with irregular migrants. The different perspectives highlight the fact that it is not merely a national security but also about labor market issue making it difficult to deal unilaterally from either side. It is increasingly becoming clear that dealing with the problem effectively requires cooperative not adversarial relationship between sending and receiving countries involved. Another case is the minimum wage issue that is highlighted in the case of Singapore. Minimum wage is seen as an instrument of protection from the sending country perspective. But for a receiving country that has no minimum wage for its citizens, this is a requirement that will not be enforced.

Another important learning is about enforcement problems. Except for Singapore, this appears in many forms in the study countries. But for all study countries, enforcement problems have been traced to two reasons: (a) inconsistency or gaps and frequent changes in the laws and regulations, and (b) lack of administrative capacity with lack of appropriate funding as one of the primary manifestations. It is interesting to note that in the case of the Singapore where rules are enforced, the researcher has pointed out that strict enforcement is being perceived in a negative way by others.

Still another finding is that having sophisticated migration policies does not automatically mean achieving good outcomes. Good intentions in proposing policy changes are necessary but not sufficient. Understanding the underlying motivations of actors is important. The role of administrative capacities has also been highlighted. This means that understanding the impact of the policies from all sides is important. Regulatory Impact Analysis (RIA) can help in this regard implying that a RIA should accompany major policy and regulatory proposals.

Finally, the role of regional agreements is highlighted by both sending and receiving countries. While there is already an ASEAN Community Blueprint for the free movement of skilled workers by 2015, the one for the unskilled workers where majority of the problems lie, is still to be developed.

From the research management and implementation side, the design to have researchers and implementers collaborate in the design, implementation and dissemination of the country studies has shown its fruits. The closer cooperation between researchers and implementers brought into the discussion not only specifications of proposals for change but also the difficulties of implementing changes given limits in administrative capacities.

II. Research Problem

The focus of the study is on understanding existing policy and institutional arrangements in managing international migration and remittance flows and their development impacts with the objective of informing future discussions and decisions in these areas. Necessarily this requires inventory, consolidation and integration of existing analyses of the impact of current and past policy and institutional arrangements on international migration and remittance flows and their subsequent impact on development at various levels - macroeconomic, sectoral/meso, and household.

The specific research issues for the cooperating countries include:

1. Hastening regularization of irregular international migrants in the GMS (Cambodia)
2. International migrant workers in a decentralized Indonesia: a review of local regulations on migrant workers
3. Policy on irregular migrants in Malaysia: an analysis of its implementation and effectiveness
4. Protecting international labour migrants: The Philippine experience
5. Managing unskilled and semi-skilled worker inflows in Singapore
6. Emigration and Immigration in Thailand

III. Research Findings

Summarized below are the main findings and recommendations of the final reports of the country studies. Full papers can be found in Appendix I.

Cambodia: Irregular Migration from Cambodia Characteristics, Challenges and Regulatory Approach

This study looked at the (i) current systems for placing Cambodian migrants abroad; (ii) policies and regulations governing labour migration; and (iii) policy options to address irregular migration.

Findings. The study finds that although irregular migration has emerged as a major issue in the management of international migration, there has been little discussion of it in the broader context of labour migration management and national development in Cambodia. Irregular migration has neither been fairly covered in policy and regulatory frameworks nor received sufficient social and legal protection in sending and receiving countries. This serious policy gap results in irregular migration happening largely uncontrolled and with the high risk of abuse, exploitation and human trafficking borne by the migrant. Cambodia's irregular migration needs to be treated as equally important with regular migration. Managing irregular migration is complex and intractable. It can be best addressed in a holistic and comprehensive approach involving policy and programmatic interventions at all stages of migration by a range of stakeholders that extends beyond government.

Recommendations. The findings suggest a combination of at least three sets of measures: addressing the causes, strengthening protection and enhancing international cooperation. The first two sets have a lot to do with national sovereignty and development priorities involving

community development, improving the regulatory framework to make legal migration more transparent and more widely accessible and enhancing support services of information, consultation and legal protection. The third set of measures involves bilateral, regional and international cooperation. Cooperation between Cambodia and labour-receiving countries on regularisation or making legal migration more accessible can be part of an effective response to irregular migration. In the long run, irregular migration can only be solved through a more integrated labour market in the GMS, supported by sub-regional regulations and institutions as well as through an ASEAN Economic Community that sets a legal framework for a free flow of labour. To achieve such regional initiatives requires leaders to treat migration, especially irregular migration, as part of the broader labour market and not only as a legal and security issue. The success of managing irregular migration in Cambodia depends not only on the country's ability to transform "migration as survival" into "migration as choice" but also on how regional organisations like GMS and ASEAN and the international community respond to this issue.

B. Indonesia: The Governance of Indonesian Overseas Employment in the Context of Decentralization

The study looked at broad issues of the nature and progress of the decentralization of the emigration governance. It also examined the specific expressions of local kabupaten's/kota's initiatives - the various local regulations (perda) related to overseas employment.

Findings. The study finds that overseas employment has been in the grey area as to whether it should be centralized or decentralized. The exiting legal framework, however, tended to favor centralistic management. With this centralistic management, the central government faces a lot of difficulties largely because 80% of the problems apparently occur in the migrant-sending kabupaten/kota and villages. The problems highlighted the lack of clarity in the delineation of authority and responsibilities of the different levels of government. These are found to be mainly the result of gaps in migration laws.

The study also finds that in passing local regulations (perda) protecting migrant workers, the following are important: (a) commitment of the local government and local parliament, (b) capacity of local NGOs, and (c) support of donor agencies. Local governments are essential in the implementation phase. Donor agencies and local NGOs are critical in encouraging local governments to pursue the passage and implementation of local regulations. The examination of a sample of perda also shows that almost all (95%) are about fees and only a small proportion (5%) is about placement procedures of workers. Finally, the study finds that local governments are not often aware developments in national migration policy neither are the tasks assigned to them appropriately funded.

Recommendations. The study recommends the revision of migration related laws to clearly delineate responsibilities of the different levels and offices of government. Because of the frequent changes in the policy, it is also recommended that local governments be regularly updated of these changes. In addition, commensurate funding for tasks assigned to local governments should also be provided.

The study also recommends that the local regulations on fees be abolished because what are being provided by local government are regular services accorded to its citizens.

C. Malaysia: Policy on Irregular Migrants in Malaysia: An analysis of its Implementation and Effectiveness: Background to the Study

The study examines the management of irregular migrants in Malaysia and accounts for their persistence.

Findings. The study finds that irregular migrants had been coming to Malaysia for over 20 years although most of them came more recently. It also highlights the role of social networks in facilitating and financing the trips as well as in providing assistance once they get to Malaysia. The study points out that the policy measures implemented so far have been able to contain the number of irregular migrants from further expansion. In fact, with the introduction of foreign worker policy, the ratio of legal to irregular migrants has declined over the years from 1:5 in 1980s to 1:1 in 2010. The inability to further reduce the number of irregular migrants can be traced to (a) administrative and external challenges; and (b) weaknesses in the policy on migrant workers. The administrative and external challenges include the frequent changes in policy measures, inadequate facilities and enforcement staff, corruption, and weak enforcement as indicated by lack of punitive actions against errant employers. Beyond the immigration department are the conflicting inter-ministerial policy objectives.

Recommendations. The study recommends the following: First, policy measures should be thought out more carefully before implementation. This implies that policy design should not be done solely by government officials. There should be wide consultations with stakeholders that would include representatives of employer's union, trade union leaders and researchers. Second, given the role played by informal cross-national kin and ethnic migration networks in facilitating migration, it maybe ill-advised to be fighting against them to curb irregular migration. It may be better to harness them as alternatives for legal recruitment. They have the potential of challenging existing formal recruitment methods that are deemed by many as too costly. Third, there is a need for the strict implementation of immigration and other laws, particularly, in the areas of punishing errant employers. Fourth, there may be a need to thresh out issues between local implementing agencies, foreign missions and international organization in order to improve cooperation in the handling of irregular foreign workers. Finally, there may be a need to create a new category of residents tailored for mobile economically active foreign workers with specific non-political rights and obligations.

D. Philippines: Managing International Labor Migration: The Philippine experience

The study reviews the migration management infrastructure using the RIA framework. Specifically, it describes the migration management infrastructure from the mandates of migration institutions to the procedures put in place to fulfil the mandate. It also reviews the "letter" of the laws and regulations. Finally, it describes both the general impact of the regulations and its impact on a specific sector – the household services workers.

Two background papers were produced for the Philippine study (see Appendix I). One reviews the legal environment for international migration. The other looks more closely at the impact on household service workers.

Findings. Even as it finds laudable features, the legal review also finds weakness in the existing laws. This includes the re-enactment in newly passed migration law a provision

previous deemed unconstitutional by the Supreme Court which indicates lack of coordination between branches of government. It also finds that the celebrated feature of Philippine migration laws – the joint and several liability (JSL) of the domestic recruiter and the foreign employer in case of problems with the employment contract – was found to be effectively imposed only on new hires and not on re-hired foreign workers and on government-hires. With the increasing number of re-hires, the coverage of this laudable provision of law is declining.

The case study on Household Service Workers (HSW) focused on the review of the HSW reform package designed to professionalize HSW. The study revealed some design and implementation problems. Among the findings are (a) low awareness among the HSWs about the provisions of the package; (b) minimum wage generally not honoured; and (c) deliberate attempts to circumvent the provisions of the packages.

The study, thus, finds some indicative cracks in our international acclaimed migration management infrastructure that needs to be highlighted. The main ones are enumerated below.

At the aggregate level, the number of disputes per deployed worker is stable during the last decade in spite of changes in laws. The resolution on welfare and adjudication cases appears to be satisfactory. However, there is mounting unresolved cases of illegal recruitment.

Information dissemination processes and implementation consistency may be wanting even for banner programs. For instance, the main provisions of the 2006 package of reforms to professionalize the household service workers sector was found to be either ignored or not known to migrant workers concerned. What is even more telling is that even the minimum wage provision in the package was apparently violated officially by the Philippine Overseas Employment Agency (POEA) Governing Board by allowing to proceed another agreement covering similar workers which stipulates a lower minimum wage. The no placement fee provision is also ignored or hidden through salary deductions.

It has been pointed out that expanded Pre Departure Orientation Seminar (PDOS) for HSW to include Language and Culture and Stress Management training has lengthened the pre-departure requirement from one day to as long as six days increasing the cost of deployment for workers. However, as far as the author knows, there has never been an assessment whether this change is worth the additional costs. The interviews of HSWs in Singapore have shown that the expanded program had done little. The HSW have allowed their employers a free hand to define the terms of their employment contract when PDOS is supposed to have oriented them on their rights to negotiate their contracts.

Finally, the policy environment prevailing in destination countries determines much whether protection of migrant workers is achieved or not. As illustrated in the case of Singapore, imposing minimum wage for HSWs is wishful thinking because the country has no minimum wages even for its citizens. The current requirement of DFA certification that the country has safeguards to protect the rights of Filipino migrants should be able address this special concern.

Recommendations. The study recommends a review to determine whether the administrative infrastructure is keeping pace with policy changes. A case in point is the mounting cases of

illegal recruitment which may indicate lagging administrative capacity. There may be a need to designate special courts to try and prosecute these cases.

Future regulation proposals should be subjected to RIA so that costs and benefits can be identified and if data allows, quantified. This will also enable open and informed debate on proposed measures. The case of the HSW reform package highlights the importance of looking more closely not only on the intentions of the reforms but its implementability as well.

Periodic review of procedures to determine their impact is important. It is apparent that the current system of disseminating information to would-be migrants - PDOS including its expanded form - of even banner programs such as the HSW is failing as many of the OFWs interviewed by the study are not aware the initiatives, its provision and even their basic rights that supposed to be protected under the program.

Better coordination among different branches of government is needed so that laws and regulations are consistent. Inconsistent laws results in enforcement difficulties.

Finally, regulations of sending countries need to consider also prevailing policy environment of destination countries as this play a major role on whether protection regulations will be honored or not.

E. Singapore: Foreign Labour in Singapore: Trends, Policies, Impacts and Challenges

This study aims to highlight Singapore's unique acceptance of a large foreign population and labour force and answer the questions regarding rationale, impact, developments in policy, and options for the future. Given that foreign labor statistics are not readily available; the paper focuses less on the characteristics of foreign labor and more on foreign labor policy and qualitative analysis of impact and concerns.

Findings. The study highlights the fact that Singapore has become increasingly dependent on foreign workers (professionals, skilled, semi-skilled and unskilled). By 2010, the foreigners constitute 34.7% of the labor force. This has been occasioned by the need to grow the population, mitigate population ageing and supplement domestic labour supply in view of the sharp and continuing decline in TFR. Singapore also needs inflows of foreign talent to supplement the limited domestic supply due to past inadequacies in human resource development. Additionally, foreign workers act as cyclical buffer, help keep wage costs down for labour-intensive businesses, and provide workers in low-wage 3D jobs in construction, marine and retail sectors shunned by Singaporeans.

Singapore's dependence on foreign professionals, managers, executives and technicians (PMETs) and innovators and entrepreneurs will have to continue as the Singapore economy further upgrades and globalises. Maintaining foreign labour at one-third of the total labour force (the government's declared objective) will require a structural shift towards a rising proportion of foreign PMETs, innovators and entrepreneurs, and a declining proportion of foreign low-skilled workers.

The foreign labor policy is dual track: unrestricted inflow of foreign talents and manage inflow of foreign low-skilled labor through the use of work permits, worker levies, dependency ceilings, and education and skills criteria.

The negative perceptions of Singapore's treatment of foreign workers can be grouped into the following issues: (a) dealing with illegal and irregular migrants, (b) repatriating foreign workers in a recession, (c) high transaction cost and exploitation by recruitment and placement agents; (d) infringements on worker safety and welfare; (e) absence of a minimum wage; and (d) working hours and rest days for foreign domestic workers.

Recommendations. The study recommends that the Singapore government should seriously explore the desirability of implementing a minimum wage for Singapore, particularly as the income and wage gap has widened considerably in recent years pointing to the need to implement the Workfare Income Supplement (WIS) scheme. Alternatively, the government should scrap the foreign maid levy for "needy households" so that households can pay wages comparable to those in Hong Kong and Taiwan. Another proposal would be for the Foreign Domestic Workers (FDWs) levy to be held in trust and given to the maid when she completes her contract and departs from Singapore.

In view of the high percentage of households that do not provide a rest day for FDWs, particularly live-in maids, government should also reconsider the inclusion of FWDs in the Employment Act which specifies working hours and rest days. Exemption to the day-off rule can always be negotiated between the employer and FDW with adequate compensation.

Going forward, Singapore has to limit its dependence on foreign labor to accelerate productivity growth as it is constrained by physical space and citizen concerns over crowding out of jobs, public recreation spaces, and public services. General bilateral and ASEAN cooperation is needed to mitigate the cross-border conflicts and tensions arising from the cross-border movement of labor.

F. Thailand. Different Stream, Different Needs, and Impact: Managing International Labor Migration in ASEAN: Thailand's Emigration and Immigration

Thailand is at the cross-road. It is both an emigration and immigration country. Thus the country study for Thailand consists of 2 parts: one for emigration and another for immigration.

Emigration

Findings. The study on emigration finds that the trend of Thai workers emigrating to work overseas has been declining slightly. This could be the result of a global recession that has been ongoing since 2007. However, remittance still remains an important economic source for low income families in Thailand.

Under the current system, the study highlights the various problems in the process of deployment. Despite the improvements in the law and regulations, the study reports that numerous Thai workers are still being abused and/or discriminated. This is due to several reasons including corruption and lack of knowledge and language skills which makes workers prone to exploitation.

Recommendations. The study recommends the following to improve emigration management: (a) better enforcement of migration laws, particularly those on recruitment agencies; (b) random inspections be done by Labor Attaches of recruitment agencies both in

Thailand and in destination countries; (c) reduction of the cost of working abroad including regulation on fees and recruitment procedures; (d) cooperation between Department of Skill Development, Department of Employment and recruitment agencies on equipping workers with skills demanded by foreign employers; (e) utilization of former overseas workers in preparing prospective overseas workers; (f) cooperation among countries on setting competency standards acceptable to labor importing countries; and (g) cooperation among ASEAN+3 and other labor importing countries to increase efficiency of procedures on preparing working visa, work permit and other documents needed.

Immigration

Findings. The immigration study pointed out that that Thailand has transformed from a net emigration to net immigration country during the past decade particularly when one takes into account undocumented workers from the neighboring countries of Burma, Lao P.D.R, Vietnam, and Cambodia. Since mid-1980s, this particular group of foreign workers accounts for about million migrant workers.

This large scale immigration has also become an important issue for policy debates. The debates focused on the pros and cons of migrant workers and their implications on labor policies and implementation.

The Thai government has been trying to cope with the problems both from the supply and demand sides, and from many dimensions and principles such as national security, human right, social protection, etc. This is reflected in policies and actions to regulate irregular migrant workers such as a series of registrations, MOUs with sending countries, and amendment of the Alien Employment Act (1978) with the Migrant workers Employment Act (2008). It is increasingly understood that the problem of labor immigration is a complicated one which cannot be solved from single country perspective, such as the Thai government alone.

Finally, the study pointed out that although there is an existing program of regional cooperation such as ASEAN Community Blue-print, this covers only the free movement of skilled workers by 2015 and does not include movement of low skill workers.

Recommendations. The study recommends the following:

- 1) A longer-term perspective and consistency in foreign labor policy & measures.
- 2) Improvement in administrative machinery. In particular, the Committee on Illegal Migrant Workers Administration (CIMMA) needs strong leadership and effective secretariat. In addition adequate financing in the management of foreign workers should also be provided.
- 3) Effective enforcement of related laws needs to be pursued. In particular, trafficking of foreign workers must be seriously punished and eliminated.
- 4) The development of a regional policy on the movement low skilled workers in ASEAN should be explored

IV. Fulfilment of Objectives

General:

The overall objective is to build knowledge and understanding on the policy and institutional arrangements in managing international migration and remittance flows in the ASEAN region and their development impacts in order to inform public policy discussions, regulatory design and implementation decisions in ASEAN.

Specific:

The specific objectives are to:

1. Analyze the impact of policy and institutional arrangements on migration and remittance flows within ASEAN.
2. Assess measures towards managing unskilled labour migration and their protection.
3. Review cooperation initiatives in the region in managing migration flows
4. Engage policy makers and other stakeholders in the project and actively contribute to policy debate and institutional reform for improving the protection of migrant workers in ASEAN.

The fulfilment of these objectives has been observed in the following ways:

1. Better informed policy formulation process, regulatory design and implementation decisions on international migration and development issues in ASEAN
2. Improved capacity for analyses and reporting on migration and development issues among ASEAN researchers and research institutions
3. Improved collaboration on research production and policy formulation among development institutions, research institutions in the region and policy making bodies on international migration and development issues
4. An improved opportunity for building a continuing collaborative research on international migration and development issues among researchers and research institutions in ASEAN

V. Project Design and Implementation

A. Project Activities

i. Conduct of Research

The production of research outputs started with stock taking reviews. As the reports were being prepared, the initial versions were presented at national conferences where they are commented on by national stakeholders. The reports were also presented in two regional conferences. One was a technical conference where the initial reports were presented and vetted by invited subject experts. Another was policy conference where the revised reports were presented and commented on by invited senior policy experts for each of the cooperating countries.

ii. National Conferences

All partner institutions have done and reported on the conduct of their own national conference where the background, objectives, major challenges, and initial findings and recommendations of their study were presented to national the key stakeholders.

The minutes/conference materials of all six national conferences are found in Appendix III.

iii. Regional Conferences

Three regional conferences were implemented for the project. The first was the convening meeting where concept and implementation proposals were presented. The second was a technical workshop where initial results were presented and vetted by invited subject experts. The final conference was policy workshop where the papers were presented and commented on by invited senior policy makers for each cooperating country.

B. Methodology / Analytical Techniques

The main methodology proposed was RIA. However, due to the expressed limited capacity of the cooperating research institutions in conducting RIA, a limited version of it can only be implemented.

Experts on the research and practical aspects of international migration management were invited to review and comment, and serve as discussants on the country papers during the Regional Technical Workshop and the Regional Policy Workshop.

C. Financial Progress

There is no financial variance resulting from the activities of the project. Overall the project and key deliverables have been completed within the allocated budget. Please refer to the Appendix IV for the PIDS detailed financial report.

All partner institutions have already received their final payments upon the submissions of the required final report, policy notes and final financial report to PIDS. The partner institutions final financial reports can be found in Appendix V.

D. Project Schedule

As what have already been reported, the project objectives and outputs was planned to be completed in 24 months or up until July 20, 2011 but extended until December 2011. The extension period was proposed to complete all the required deliverables of the project and for dissemination purposes. All the activities listed in the project's timeline were all completed at this time.

The timeline of the project's activities is shown below in Figure 1.

Output/Activity	2009					2010												2011						Responsibility		
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22		23	20-20
	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M		J	JUL-DEC
Commencement	■																									
Convening meeting				■																						All institutions
Third Party Detailed Budgets					■																					All institutions
2nd Payment						■																				IDRC
Stock-taking activities	■	■	■	■	■																					All institutions
General Outline	■																									PIDS
Policy and Institutional Review	■	■	■	■	■																					All institutions
Trends of Migration and Remittances	■	■	■	■	■																					All institutions
Literature Review	■	■	■	■	■																					All institutions
Extensive Detailing of Issues	■	■	■	■	■																					All institutions
Comprehensive assessment of issues	■	■	■	■	■																					All institutions
Engagement of Stakeholders	■	■	■	■	■																					All institutions
Conduct research				■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	All institutions
Organize National Steering Committee				■	■	■																				All institutions
National Conferences						■	■	■	■	■	■	■	■	■	■											All institutions
Third Party Inception Report					■																					All institutions
First Technical Progress Report						■																				PIDS
3rd Payment							■																			IDRC
Mid-term Report												■														All institutions
Second Technical Progress Report												■														PIDS
1st Financial Report												■														PIDS
4th Payment													■													IDRC
Draft Report														■												All institutions
Regional Workshops															■			■								All institutions
Final Report																		■								All institutions

Output/Activity	2009					2010												2011					Responsibility				
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21		22	23	20-20	
	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A		M	J	JUL-DEC	
Integrative Report																											PIDS
Research Dissemination																											All institutions
Discussion Papers																											All institutions
Policy Notes																											All institutions
Journals (additional output)																											
3rd Technical Progress Report																											PIDS
5th Payment																											IDRC
Book publication (additional output)																											All institutions
Coordination and Management																											PIDS
Coordination travels																											PIDS
Creation and maintenance of Website																											PIDS
Assessment and planning for next steps																											All institutions
Final technical Report																											PIDS
Final Financial Report																											PIDS
Final Payment																											IDRC
End of Project																											

VI. Project Outputs and Dissemination

Research outputs are reported in various forms. The full-length reports are published as discussion papers at PIDS website (www.pids.gov.ph). Country teams are also encouraged to publish these reports in their institute websites. Policy notes, a short layman version targeted to policy makers and the general public, for specific policy issues highlighted in the studies are also produced. During the last business meeting after the Regional Policy Conference, the group decided to come up with a book and/or a journal version of the reports. The journal version will be published as a special issue of the Philippine Journal of Development – a journal published by the PIDS. While these are not in the original dissemination agenda, it was deemed important in order to enhance the dissemination of the project outputs. All discussion papers, policy notes, book chapters and journal versions have been submitted.

All these studies can be downloaded from the project's website at <http://aseanmigration.pids.gov.ph/>. The project's website can also be access through PIDS website at <http://www.pids.gov.ph/>.

Table 1 lists the research outputs and dissemination activities supported under the project. It also shows the status of each activity at the end of the project period.

Table 1. Research Dissemination Activities

Research Dissemination	CDRI	SMERU	IKMAS	PIDS	SIIA	TDRI
Discussion Papers/Final Report\	x	x	x	x	x	x
Policy Notes (final version)	x	x	x	x	x	x
Monograph (Book Chapter)\	x	x	x	x	x	x
Journal\	x	x	x	x	x	x
National conference minutes	x	x	x	x	x	x

\a - Stock taking report are incorporated in the final report for most countries

\b - Additional outputs decided at the last business meeting; the book version will include an integrative report

x - Completed and submitted

The summary of relationships between inputs, outputs and outcomes of the project are given in Table 2.

Table 2. Relationships between Inputs, Outputs and Outcomes

Inputs/Activities	Outputs	Outcomes
Project budget	1. Six stock-taking reviews covering (a) policy and institutional arrangements, (b) trends of international migration and remittances, and (c) existing studies and data availability.	1. Improved capacity for analyses and reporting on migration and development issues among ASEAN researchers and research institutions
Conduct of research	2. Nine final reports published and	2. Improved collaboration on research production among

Steering committee meetings	<p>disseminated as Discussion Paper.</p> <p>3. At least 6 Policy Notes, which are digests of issues highlighted in the analytical papers and disseminated to policy makers.</p>	<p>development institutions and research institutions on international migration and development issues</p>
	<p>4. Six national conferences participated in by policy makers, stakeholders and researchers which were the venue for presenting and discussing results of the studies.</p>	<p>3. Better informed policy formulation process on international migration and development issues in ASEAN</p> <p>4. Improved collaboration on policy formulation among development institutions, research institutions</p>
	<p>5. Three regional workshops participated in by the study teams where the results of the studies were discussed and presented.</p> <p>6. Project website - online repository of data and materials shared by the country experts</p>	<p>5. Better informed policy formulation process on international migration and development issues in ASEAN</p> <p>6. Improved collaboration on research production among development institutions, research institutions and policy making bodies in the region</p> <p>7. Improved collaboration on policy formulation among development institutions, research institutions and policy making bodies in the region</p> <p>8. An improved opportunity for building a continuing collaborative research on international migration and development issues among researchers and research institutions in ASEAN</p>

VII. Capacity-building

The PIDS has gained additional experience in project management at the regional (South-East Asia) level, both in terms of technical and financial aspects. The project also helped build the capacity of the cooperating institutions in the area of collaborating with various stakeholders in the conduct of research. Finally, it has also strengthened research linkages among research institutions in ASEAN particularly in the area of managing international migration.

VIII. Project Management

The project management has basically run smoothly. However, there were some delays in getting some of the activities scheduled and organized. This is to be expected because the activities involved not only the research institutions but, by design, would also include other stakeholders particularly policy implementers. As reported in earlier technical reports, the reasons for the delays mainly due to contracting issues with cooperating institutions and constraints on conducting national consultation. Thus, the project completion date was extended for another five months, from the end of July 2011 to the end of December 2011.

Another project management issue was on the technical support on capacity building on RIA after the cooperating agencies expressed apprehension about their limited knowledge on RIA. After several attempts at organizing a capacity building session for RIA, it was abandoned as the resources requested by prospective providers were beyond what the resources of the project can provide.

Overall, the IDRC team have been very supportive of the needs of the project team.

IX. Impact

The overall impact achieved from the project is better understanding of the considerations the enhanced flow and protection of migrant workers. The project saw the improve policy and institutional arrangements that facilitates migration and remittance flows.

The following are the country specific impacts achieved from the project:

1. Cambodia – better understanding on the policy and institutional arrangements affecting migration, particularly irregular migration, in Cambodia and the development impacts of alternative policy toward better managing of international migration in order to inform public policy in Cambodia.
2. Indonesia - influence the policy formulation, particularly shaping the direction of decentralization and international migration. Improvement in the placement method and protection scheme for the migrants through the formulation and enforcement of their local regulations.
3. Malaysia – better understanding of the implementation and effectiveness of policies on irregular migrants in Malaysia.

4. Philippines – better understanding on the trends in Philippine labour migration, existing policies and institutions including the rationale for regulation, POEA’s regulatory framework and performance assessment.
5. Singapore - better understanding of the contribution of foreign workers to Singapore’s economic dynamism and competitiveness and Singapore’s socio-cultural diversity and social cohesion, and to a better policy-mix in dealing with issues that arise from the magnitude of the foreign worker presence, their economic-social-cultural impacts, and the scope for regional and bilateral cooperation to address problems and conflicts that may arise.
6. Thailand – effective sharing of best practices and solutions for managing labour migration both from the emigration and immigration points of view. It also highlights issues on better management and protection of irregular migrants, particularly, from the GMS countries.

X. Overall Assessment

Within the two and half years, the project has done notable achievements through its implementation and partnerships. The achievements are found both from the content and conduct of research activities. Bringing in all the partner institutions together and ensuring the completion of planned activities have guaranteed the success of the project. In addition, the project’s outputs can be considered as one of the best documentation of migration policies and administrative infrastructure among other studies in the region. The partner institutions main research findings have been cited in different forms of media because of the relevance of the studies on the rules and regulations developed in their respective countries.

From the project design and implementation perspective, the experience in conducting the studies has shown that collaboration between researchers and implementers are fruitful in making studies effectively input to policy discussions, regulatory design and implementation decisions. It has also shown the importance of separating the technical discussion from policy discussions in order to make proposals not only technically sound but also implementable.

XI. Recommendations

In order to reinforce the findings of the project, the project team recommends that the IDRC support capacity development in RIA which will be important for second tier proposals – those that deal with the design and implementation of regulations – which is expected to dominate the next wave of research issues. From the design and implementation side, the project team recommends to IDRC continued support for projects that promote closer cooperation between researchers and implementers.