

**WORK PLANS OF THE SUBSIDIARY BODIES
OF THE ASEAN SENIOR LABOUR OFFICIALS
MEETING (SLOM)**





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**WORK PLANS OF THE SUBSIDIARY BODIES OF THE ASEAN
SENIOR LABOUR OFFICIALS MEETING (SLOM)**

**THE ASEAN SECRETARIAT
JAKARTA**

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WORK PLAN ■
OF THE SENIOR LABOUR OFFICIALS MEETING'S
WORKING GROUP ON PROGRESSIVE LABOUR PRACTICES
TO ENHANCE THE COMPETITIVENESS OF ASEAN
(SLOM-WG) FOR 2011-2015

Thematic Areas	ASCC Blueprint	ALM Work Programme 2011-2015	Activities / Timeline	Country Coordinator	Potential Collaborators
1. Human Resources	[B.2.] Enhance and improve the capacity of ASEAN human resource through strategic programmes and develop a qualified, competent and well-prepared ASEAN labour force that would benefit from as well as cope with challenges of regional integration	1.1. Continue holding the ASEAN Human Resources Conference biennially	- Third Conference on 9 May 2012, Phnom Penh, Cambodia. Recommendations of the Conference appear as ANNEX 1. - Fourth Conference (2014)	Cambodia Myanmar	ILO
2. Social Security	[B.2.i] Undertake a survey of existing social protection regimes in ASEAN	2.1. Develop national and regional plans on social security/ protection systems	Publication of the compiled national profiles of social security / protection systems	ASEAN Secretariat	GTZ , ILO
	[B.2.ii] Enhance exchange of best practices in social security systems		Training and Workshop on Social Security (Social Welfare and Services and Social Security for Private Sectors) (Schedule is T.B.C.)	Cambodia	
	[B.2.iii] Include social protection in ASEAN's cooperation in progressive labour practices	2.2. Conduct seminars on unemployment insurance for interested AMS	- ASEAN-ILO/Japan Project on Promoting and Building Unemployment Insurance and Employment Services (2011-2013) (on-going) - Conduct a workshop on employment services (Schedule is T.B.C.)	ASEAN-ILO/ Japan PCC UI Lao PDR	ILO, Japan
	[B.2.iv] Explore the establishment of the social insurance system to cover the informal sector	2.3. Conduct a workshop to share experiences on how to extend social insurance to the self- or informally-employed	Workshop on social insurance for the self- or informally employed workers (2012)	Brunei Darussalam	ILO

Thematic Areas	ASCC Blueprint	ALM Work Programme 2011-2015	Activities / Timeline	Country Coordinator	Potential Collaborators
			Publication of the ASEAN Guidelines on Good IR Practices (2012)	ASEC	
4. Skills Recognition	[A.3.ii] Establish national skills frameworks as an incremental approach towards an ASEAN skills recognition framework	4.1. Improve national skills frameworks in preparation for discussing a regional skills recognition framework	- ASEAN Guidelines on Development of National Framework for Skills Recognition Arrangement (2012) - Seminar on Sharing of Expertise, Experiences, and Best Practices in Development of National Skills Recognition Framework Towards ASEAN Skills Recognition Framework (2012) - Workshop on Skills Standard (schedule is T.B.C)	Indonesia	ILO
				Myanmar	ILO
				Thailand	
5. Skills Development & Networking	[A.2.iii] Undertake assessments to identify gaps in training needs in ASEAN, particularly in the CLMV in order to develop joint technical cooperation programmes for the workplace				
	[A.2.vii] Develop a consolidated plan for regional cooperation for skills development for women, youth and persons with disabilities		Workshop on Youth Employment (schedule is T.B.C)	Indonesia	ILO
	[A.2.viii] Conduct ASEAN Skills Competition regularly to support ASEAN workforce development, particularly its efforts to achieve regional standard competency	5.1. Conduct the ASEAN Skills Competition regularly	9th ASEAN Skills Competition (2012) 10th ASEAN Skills Competition (schedule is T.B.C.)	Indonesia T.B.C.	

6. Decent Work	[A.3] Incorporating decent work principles in ASEAN work culture, safety and health at workplace	6.1. Conduct regional workshops to share good practices on employment services	- Seminar on Implementing Decent Work for All: Towards an ASEAN Decent Work Agenda, 23 May 2011, Penang, Malaysia (completed) - Follow-up actions to the Recommendations of the Seminar on Implementing Decent Work for All (see ANNEX 3) - Workshop on Lesson Learned from the Implementation of the Minimum Wage in ASEAN (2013 / 2014) - Seminar on Security of Tenure of Employment (2012)	Malaysia	ILO
				Malaysia	ILO
				Malaysia	ILO

Thematic Areas	ASCC Blueprint	ALM Work Programme 2011-2015	Activities / Timeline	Country Coordinator	Potential Collaborators
7. Labour Law		7.1. Finalize survey and identify legal and regulatory updates	2nd Comparative Study on Labour Law and Practices	Cambodia Lao PDR Myanmar Viet Nam	ILO
		7.2. ASEAN conferences/ workshops on labour inspections	2nd Labour Inspection Conference , 15-16 March 2012, Dong Nai, Viet Nam (completed). Recommendations, of the Conference appear as ANNEX 4 3rd Labour Inspection Conference (schedule is T.B.C.)	Viet Nam Indonesia	ILO ILO
			The 4th SLOM-WG Meeting agreed that actions 7.3 and 7.4 be absorbed in the discussions of the regular Labour Inspection Conference		
		7.3. Identify capacity-building needs of labour inspectorates			
		7.4. Carry out training programme for ASEAN labour inspectors			
		7.5 ASEAN conference on labour justice systems: labour courts, arbitration councils, mediation & conciliation	Conference on mediation and adjudication for employment dispute (schedule is T.B.C.)	Singapore	

8. Labour Statistics	[A.3.i] Enhance capacity of governments to monitor labour markets and human resources indicators, and design social impact policies	8.1 Establish knowledge sharing networks and platforms to provide venue for interactive discussion towards strengthening capability for better labour market information and analysis between and among AMS Workshop on Labour Market Information System, 23 November 2011, Ha Noi, Viet Nam (completed)	Viet Nam	ILO
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Thematic Areas	ASCC Blueprint	ALM Work Programme 2011-2015	Activities / Timeline	Country Coordinator	Potential Collaborators
		8.2. Develop an ASEAN report on labour market performance based on an agreed set of labour sector variables 8.3. Creation of ASEAN ALM web portal with labour sector information 8.4. Develop a handbook on labour market analysis to facilitate capacity building and promote analysis and wider use of labour market information	The 4th SLOM-WG Meeting agreed that actions 8.2, 8.3, 8.4 should start first with discussion and deliberation on the possible variables of labour market performance information. For this purpose, the topic was discussed at the Workshop on Labour Market Information System held on 23 November 2011 in Han Noi, Viet Nam. Recommendations of the Workshop appear as ANNEX 5.		
9. Corporate Social Responsibility (CSR)	[C.3.iv] Increase awareness of CSR in ASEAN towards sustainable relations between commercial activities and communities where they are located, in particular supporting community based development	9.1 Define labour related CSR goals in ASEAN 9.2 Develop an agenda for promoting labour-related CSR issues in the region	<i>Follow-up actions to the Recommendations of the ASEAN Seminar on Corporate Social Responsibility in the Field of Labour, 27-28 October 2010, Solo, Indonesia</i> (see ANNEX 6)		ILO, ASEAN Foundation, ASEAN CSR Network

The 3rd Human Resource Conference

“Skills Development towards a Greater Mobility of Skilled Labour in ASEAN”

9 May 2012, Phnom Penh, Cambodia

Recommendations

We, delegates from Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam, participated at the 3rd Human Resources Conference which was held on 9 May 2012 in Phnom Penh, Cambodia, back-to-back with the 22nd ASEAN Labour Ministerial Meeting (ALMM) and the 8th ASEAN Senior Labour Officials Meeting;

Reiterating the ASEAN’s goal to create a single market and production base which is stable, prosperous, highly competitive and economically integrated with effective facilitation for trade and investment in which there are free flow of goods, services and investment, as well as freer movement of skilled labour;

Recalling the ASEAN’s commitments in the ASEAN Framework Agreement on Services (AFAS) which was signed by the ASEAN Economic Ministers in December 1995 in Bangkok, Thailand;

Further recalling that eight ASEAN Sectoral Mutual Recognition Arrangements had been signed so far in the areas of engineering services, surveying qualifications, accountancy, medical, dental services, nursing services, architectural services, and tourism professionals;

Noting the different stages of economic and human resources development and specific contexts of ASEAN Member States, and the development gap in the region;

Recognising the important role that skilled labour can play in supporting the economic growth, development, and competency levels of ASEAN Member States;

Further recognising the need for concerted efforts amongst ASEAN Member States to upgrade the skills of their workers and develop robust national labour market information systems;

Acknowledging that some efforts have been made by ASEAN Member States towards the development and implementation of national qualifications

frameworks for skills and/or education;

Further acknowledging that efforts towards the development of a regional skills recognition mechanism require cross-sectoral cooperation and coordination as the matter is cross-cutting in nature and concerning educational sector, including technical and vocational education and training (TVET), continuing education,

market access (Mode 4 “movement of natural persons” of the AFAS), MRAs, labour and immigration policies;

Agreed to recommend the following concrete actions towards a greater mobility of skilled labour in ASEAN pursuant to the national legislations, regulations and policies of ASEAN Member States:

- a. All ASEAN Member States should develop their respective national skills qualification frameworks in preparation for discussing a regional skills recognition framework;
- b. National skills qualification frameworks should be developed and vigorously implemented in consultations with TVET institutions, industry and social partners in ASEAN Member States;
- c. ASEAN Member States should work towards improving the comparability of national skills standards;
- d. ASEAN Member States should continue to assess and improve the quality of human resources and education, including TVET and skills training, in the region to match the labour market demands and technology advancement;
- e. Relevant ASEAN sectoral bodies in charge of education, market access, labour and immigration should consider a forum of experts to share information and dialogue to better understand the strategies and constraints of each sector pertaining to mobility of skilled labour;
- f. ASEAN Member States should strive to strengthen their national labour market information systems in order to strengthen efforts in skills

development, provide greater job opportunities for their people, better monitor and evaluate labour mobility;

- g. ASEAN Member States, with the support of the ASEAN Secretariat, should share their good practices and experiences, as well as consider extending technical support to countries that require assistance in developing and improving the implementation of their national labour market information systems and/or national skills qualifications frameworks;
 - h. ASEAN Member States should continue to closely cooperate with relevant international organisations, tripartite partners and other relevant parties in implementing these recommended actions.
-

**The ASEAN Seminar on Labor Management Cooperation
(Focusing on Bipartism)**

9-10 May 2011, Yogyakarta, Indonesia

Summary and Recommendations

1. The ASEAN Labour Ministers' Work Programme (2010 – 2015) highlights the importance of social partners through the "expansion of informed
" social dialogue. Sound bipartite relations based on close cooperation and collaboration in workplaces represents the anchor of successful country-wide sound industrial relations.
2. Harmonious, productive and stable industrial relations depend on what happens at the workplace level. At the workplace level, various subjects of common interests to labour and management are discussed in bipartite mechanisms including, among others, productivity improvement, gain-sharing, dispute prevention, safety and health, and grievance handling.
3. The strengthening and development of effective bipartite collaboration and cooperation including the negotiations skills of workers and employers are important requirements of good industrial relations.
4. In the context of the ASEAN Senior Labour Officials Meeting Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN, Indonesia hosted an ASEAN seminar on Labour Management Cooperation in Yogyakarta, Indonesia from 9 – 10 May 2011.
5. The meeting highlighted the importance of harmonious and productive industrial relations in the ASEAN Member States. While there are different approaches by the respective Governments, workers' representatives and employers' organisations to work together to realize decent work, one

particular form of working together between the social partners is in the form of Labour Management Cooperation.

6. Bipartite cooperation between workers and employers offers the opportunity for management and labour to work together to promote a stronger

partnership toward the benefit of companies and the welfare and wellbeing of workers. Through dialogue and jointly taking responsibility, productivity

can be enhanced, safety improved as well as issues addressed, where possible prevented.

7. Labour management cooperation can take different forms in the various ASEAN members' states, sharing common principles of successful cooperation between management and workers in companies. The Yogyakarta seminar provided a platform to share some of these experiences and better understanding of LMC practices in the way to achieve sound industrial relations and workplace harmony.
8. In view of the potential for labor management cooperation to further strengthen cooperation between management and workers at workplace level and hence to ensure successful and productive economies, the Seminar recommended to the ASEAN Senior Labour Officials Meeting Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM- WG) for consideration:
 - a) Raise the awareness with employers, trade unions, workers and governments the benefits of labour management cooperation for successful and productive companies that will enhance the welfare of workers and their families, employers and countries at large, through social dialogue and based on mutual understanding and trust;
 - b) For governments, to facilitate and provide better environment for encouraging management and workers to jointly take responsibility for productive companies and decent work such as facilitating laws, codes of conduct that encourage social partners to strengthen their cooperation as well as awards for successful bipartite cooperation.
9. The Seminar further recommends the ILO for advice and provision of assistance, where appropriate:
 - a. facilitate research with ASEAN Member States for the developments and best practices that can be shared among members;
 - b. develop basic guidelines for the formation and successful functioning of various forms of labour management cooperation to support the ASEAN Labour Ministers' Work Programme 2010- 2015; and
 - c. provide training and technical assistance to ASEAN Member States to

equip government, management, and workers to effectively and efficiently engage into cooperation.

**THE ASEAN SEMINAR ON IMPLEMENTING THE DECENT WORK
FOR ALL:
TOWARDS AN ASEAN DECENT WORK AGENDA (DWA)
23 MAY 2011, PENANG, MALAYSIA**

RECOMMENDATIONS

As the way forward, the Seminar made the following recommendations:

1. ILO should assist ASEAN member states on the effective usage of the ILO toolkit.
 2. ASEAN should explore the use of available IT technologies to exchange information and raise awareness about the DWA.
 3. Where appropriate, ASEAN and SLOM should engage and work closely with tripartite as well as with the ILO to promote the DWA.
 4. Member countries could come up with specific country-level initiatives to embark on or strengthen the DWA.
 5. Since the DWA is already incorporated into the ALMWP, for example in the promotion of social dialogue, ASEAN member states should focus on achieving the goals of the ALMWP as a proxy for Decent Work objectives.
 6. ASEAN Secretariat, with its limited resources, needs appropriate ILO support to better achieve the DWA in this region.
-

THE SECOND ASEAN LABOUR INSPECTION CONFERENCE

15-16 MARCH 2012, DONG NAI, VIET NAM

**DONG NAI ACTION PLAN TO IMPLEMENT THE HALONG
RECOMMENDATIONS ON LABOUR INSPECTION COOPERATION
FOR 2012-2015**

Recognising the objectives of the ASEAN Labour Minister's Work Plan for 2010-2015 in relation to labour inspection, this Second ASEAN Labour Inspection Conference in Dong Nai, Viet Nam, on 15-16 March 2012, aims to agree upon actions to give effect to the agreed recommendations from the First ASEAN Labour Inspection Conference that was held in Ha Long City, Viet Nam, on 13-14 October 2010. The Second ASEAN Labour Inspection Conference was attended by seven ASEAN Member States, notably: Cambodia, Indonesia, Malaysia, the Philippines, Singapore, Thailand, and Viet Nam.

The following actions propose one practical goal for each of the nine Halong Recommendations on Labour Inspection Cooperation, intended to be deliverable by the ASEAN Member States during 2012-2015:

1. *Encourage cooperation, development and strengthening of national programmes and priorities for labour inspection*

Actions:

Explore the identification of elements required for national programmes to be effective so that priorities of ASEAN Member States can be better defined and gaps better addressed.

2. *Ensure sufficient number of staff – women and men – with appropriate conditions for hiring, training and service and necessary resources to carry out the work*

Actions:

Appoint Malaysia to coordinate the collection of factual data relating to human resourcing of each inspectorate in ASEAN Member States, and the following actions:

- AMS to review information on the number of inspectors to size of workforce based on the circumstances of each country to ensure sufficient resources are available;

- Where number of women (ormen) are low or out of balance, identify the practical gender barriers to entering inspectorates; and
- Feed the resulting assessment back to each ASEAN Member State with, where necessary, information about what improvements to their human resourcing arrangements would be desirable for their inspectorate to be effective.

3. *Encourage ratification of relevant ILO Conventions on Labour Inspection (i.e.no. 81 and, where relevant, no. 129).*

Action:

Continue to share information on the ratification of ILO Conventions related to Labour Inspection.

4. *Development of human and institutional capacity of labour inspection systems – through sharing of good practices and training*

Actions:

Develop and commit to a regional programme of trainings on the 2012-2015 priorities for labour inspection in the ASEAN region, with the coordination, contribution and participation of ASEAN Member States, and with the support of relevant partners.

- Encourage ASEAN Member States to share relevant information on competencies of labour inspectors, and consider conducting training programmes to help raise competencies.

5. *Promote and develop the regional cooperative partnership of ASEAN through strengthening the network of labour inspectorates, particularly with regard to systems and models*

Actions:

Develop ASEAN guidelines and good structural and operational models for effective and credible labour inspection that AMS could adapt to their respective national circumstances and context.

6. *Identify and understand challenges for labour inspectors and work towards solutions for topics and emerging issues*

Action:

As part of the priorities for labour inspection across ASEAN for 2012-2015, identify which challenges may be best addressed with regional action (as opposed to internal resolution) and devise specific regional actions to assist in resolving these challenges.

7. Share information on good practices: good governance, effective organisation of labour inspection, professional standards, data collection and performance measurement, training on modern methods for efficiency and effectiveness

Action:

Leverage the ASEAN OSHNET's initiative of compiling the national OSH profiles in designing and developing regional data collection of labour inspection

performance inline with the ILO Convention no. 187. This initiative is expected to enable ASEAN Member States to benchmark their performance for the purpose of continuous improvement.

8. Encourage use of IALI's Global Code of Integrity of Labour Inspection as guidance to enhance the ethical behaviour of labour inspectors

Action:

Share experiences and good practices among ASEAN Member States in adopting a Code of Integrity based on IALI's Global Code of Integrity for Labour Inspection, for the purpose of providing a practical local example of the process, challenges and solutions.

9. To recognise the priority of the ASEAN Labour Ministers Work Plan to promote activities in the area of labour inspection, including holding an annual forum.

Actions:

- Convene the ASEAN Labour Inspection Conference regularly and rotated among ASEAN Member States. The readiness of Indonesia to host the Third Conference back-to-back with the 27th APOSHO Conference and Exhibition in July 2013 was welcomed and appreciated by other ASEAN Member States.
- Recommend the Philippines to host the Fourth Conference in 2014. The Philippines was requested to confirm its availability in due course.
- Starting from 2014 onwards, the Conference will be convened in cooperation between SLOM-WG and the ASEAN Occupational Safety and Health Network (OSHNET) to facilitate closer inter-sectoral information sharing and coordination on various aspects of labour inspection.

THE SECOND ASEAN LABOUR INSPECTION CONFERENCE

15-16 MARCH 2012, DONG NAI, VIET NAM

RECOMMENDATIONS TOWARDS BETTER SAFETY

AND HEALTH AT WORK

Recognising the objectives of the ASEAN Labour Minister's Work Plan for 2010-

2015 in relation to labour inspection and occupational safety and health standard, the Second ASEAN Labour Inspection Conference in Dong Nai, Viet Nam, on 15-16 March 2012, discussed possible actions aimed at strengthening occupational safety and health in the ASEAN region by taking into account the recommendations

resulting from the OSHNET Strategic Conference on Prevention Risk Management Social Security "The Seoul Roadmap Towards Better Safety and Health at Work" held in Ha Noi, Viet Nam, on 15-16 March 2010. These recommendations were previously taken note of by the 11th ASEAN OSHNET Coordinating Board Meeting held from 21-22 Apr 2010 in Bali, Indonesia. The Second ASEAN Labour Inspection Conference was attended by seven ASEAN Member States, notably: Cambodia, Indonesia,

Malaysia, the Philippines, Singapore, Thailand, and Viet Nam.

1. Collect, share and improve information about accident insurance and reporting, occupational safety and health, labour inspection and other preventive measures and undertake comparative studies in the field

Actions:

- To share information on national OSH profiles in ASEAN so that benchmarking could be done to help identify gaps and good practices among ASEAN Member States (AMS). The information shared could include accident and disease reporting.

2. Strengthen networks of experts in safety and health at work at the enterprise, sectoral, national and regional levels to promote prevention, risk management and social security

Actions:

- To continue to organise workshops with tripartite partners (such as the Regional Social Dialogue and ASEAN-OSHNET Policy Dialogues) where OSH and labour inspection experts could take part to share experience, and where social dialogue on OSH-related issues can take place.
- To consider organizing a conference in conjunction with ASEAN-OSHNET CBM to enhance the sharing of information and raise the profile of OSH in AMS.

- To continue discussions and sharing of information on OSH and labour inspection issues at appropriate forums such as the ASEAN Labour Inspection Conference.

3. Promote integration of occupational safety and health in training programmes for workers

Actions:

- To share information and experience on the integrating of OSH standards trainings for workers and employers (including vocational and entrepreneur training) among AMS.

4. Promote the ratification and application of ILO Promotion Framework for OSH Convention (No. 187, 2006), ILO Guidelines on OSH Management Systems and other key ILO OSH instruments.

Action:

- To share information on the readiness of AMS to ratify the ILO Convention no. 187.

5. Intensify, in cooperation with ISSA and ILO the dialogue between ASEAN and the EU, Korea, Japan and others on occupational accident and disease preventive measures and insurance

Actions:

- To consider participation at upcoming regional meetings such as the ASEM OSH Conference in September 2012.
- To consider extending invitations to ISSA Mining and IALI to the upcoming the 13th Meeting of ASEAN-OSHNET CBM on 18-19 April 2012 in Manila, the Philippines.

6. Promote the principles enshrined in the Seoul Declaration to enterprises, sectors as well as countries and the region as a whole, especially in SMEs.

Actions:

- Work undertaken under other recommended actions will contribute to this recommendation which is to promote culture of prevention.

- To share best practices in adopting principles in the Seoul Declaration on Safety and Health at Work (for example, KOSHA could be invited to share these best practices at the 13th ASEAN-OSHNET CBM).

7. Share OSH information and good practices through ASEAN-OSHNET, report them to the ASEAN Senior Labour Officials Meeting and the ASEAN Labour Ministers Meeting and incorporate prevention, risk management and social security in ASEAN plans of action.

Action:

- Noted that this action has been undertaken.

8. Convene meetings to review the implementation of the Seoul Declaration on Safety and Health at Work, and these recommendations at regular interval (e.g. every three years).

Action:

- To consider sharing information on the implementation of principles under the Seoul Declaration on Safety and Health at Work among AMS.
-

THE WORKSHOP ON THE DEVELOPMENT OF LABOUR MARKET INFORMATION SYSTEM (LMIS) IN ASEAN

23 NOVEMBER 2011, HA NOI, VIET NAM

RECOMMENDATIONS

The Workshop on the Development of Labour market Information System in ASEAN was held on 23 November 2011 in Ha Noi, Viet Nam. The Workshop was organised and conducted by the Ministry of Labour, Invalids, and Social Affairs (MOLISA)

with the supports of FES. The Workshop was attended by delegates from Brunei Darussalam, Lao PDR, Malaysia, Myanmar, Thailand, Viet Nam, and the ASEAN Secretariat and experts from Australia, Representatives from FES, and resource persons from the ILO.

The Workshop provided a platform for information sharing and exchange of views on the steps towards the construction of labour market information system in

ASEAN. The Workshop was convened as an implementation of the ASEAN Labour Ministers' Work Programme (2010-2015) and the ASEAN Socio-Cultural Community (ASCC) Blueprint's Strategic Objective A.3, Action Line 1, which called to "enhance capacity of governments to monitor labour markets and human resources

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indicators and design social impact policies.

The topic of Labour Market Information (LMI) is under the purview of SLOM-

Working Group on Progressive Labour Practises to Enhance the Competitiveness of ASEAN (SLOM-WG), which reports to SLOM. The regular analysis and reports of labour market information would help the ASEAN Member States (AMS) in

understanding the nature, the volatility of the labour markets, as a basis to assess each AMS' labour markets, support the process of policy making and monitoring of policies on employment. The aims of the workshop are: to share experiences in developing and improving labour market information system in AMS, to discuss possible indicators, and to propose recommendations for developing a labour

market information system in ASEAN.

The Workshop agreed to recommend concrete actions in an effort to promote a LIMS in ASEAN and thus adopted the following recommendations:

1. Strengthen the institutional capacity to analyse the LMI through the development of appropriate indicators in order to analyse the data in depth.
2. The SLOM-WG adopt the selection of the subsequently described seven basic/common labour market indicators among the AMS by 2014 while

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