

# THIRD MEKONG DIALOGUE ON LABOUR MOBILITY **MEETING REPORT**

Hosted by the Ministry of  
Labour and Social Welfare,  
Lao People's Democratic Republic

LUANG PRABANG, 29 MAY 2025



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# 01

## SUMMARY

On 29 May 2025, Lao People's Democratic Republic hosted the third **Mekong Dialogue on Labour Mobility**, chaired by H.E. Mr. Phongsaysack Inthalath, Deputy Minister, Ministry of Labour and Social Welfare of Lao People's Democratic Republic. This dialogue was conducted within the framework of the **Greater Mekong Subregion (GMS) Economic Cooperation Program** and with the support of the Asian Development Bank (ADB) and the International Organization for Migration (IOM). Its primary aim was to enhance cooperation on labour mobility through a multi-stakeholder approach among the Mekong countries and development partners.

Building on the successes of the 2022 and 2024 editions, the third Mekong Dialogue aimed to strengthen labour migration governance through accessible, efficient and worker-centred regular pathways that respond to evolving labour market needs. Recognizing the crucial link between regular labour pathways, skills mobility, lifelong learning and recognition frameworks, the dialogue focused on ensuring that migrant workers have access to skills development, certification and recognition systems.

These systems aim to support their transition into higher-skilled roles and consequently improve their career path. The dialogue focused on enhancing regular pathways for labour migration (GCM Objective 5) and advancing skills mobility, recognition and development (GCM Objective 18).

Taking a whole-of-government and whole-of-society approach, expert speakers from organizations such as ADB, IOM, the International Labour Organization (ILO), and the Greater Mekong Subregion Secretariat spearheaded the discussions, offering insightful reflections. Concurrently, government representatives from across the Mekong countries actively participated and shared their experiences. The event garnered participation from a diverse audience, both in person and online.

The purpose of this meeting report is to summarize the discussed topics and outline recommendations suggested in the dialogue for governments and stakeholders to consider when planning the next steps in advancing labour migration governance in the Mekong subregion.



Group photo taken during the Third Mekong Dialogue on Labour Mobility in Luang Prabang. © IOM Lao People's Democratic Republic, 2025

# 02

## OPENING REMARKS

### Welcome Remarks

#### **Ms. Shareen Tuladhar**

*Chief of Mission, IOM Lao People's Democratic Republic*

Ms. Shareen Tuladhar inaugurated the event by expressing sincere appreciation to the Government of Lao People's Democratic Republic for hosting the Third Mekong Dialogue on Labour Mobility and the country's leadership in advancing the regional cooperation on labour migration. She also thanked the ADB for its continued partnership under the Greater Mekong Subregion Economic Cooperation Program. Since 2020, ADB and IOM have collaborated to bring labour mobility to the forefront of regional discussion through the Mekong Dialogue. Ms. Tuladhar hoped that the dialogue would lead to stronger partnership and commitment from relevant stakeholders to enhance regular pathways, ensure the protection of migrant workers throughout the migration cycle, and generate concrete ideas for the way forward.

#### **Ms. Shanny Campbell**

*Country Director, ADB Lao People's Democratic Republic Resident Mission*

Ms. Shanny Campbell highlighted that the Mekong Dialogue on Labour Mobility serves as a crucial platform for fostering collaborative and cross-sectoral solutions to labour migration across the GMS. Under the GMS Economic Cooperation Program, this dialogue brings together GMS countries and relevant stakeholders committed to advancing safe, orderly and regular migration pathways. She emphasized ADB's dedication to continuing its collaboration in supporting policies and systems that strengthen regular migration and skills recognition frameworks. Additionally, Ms. Campbell expressed her appreciation to the Government of Lao People's Democratic Republic, particularly the Ministry of Labour and Social Welfare, for hosting the dialogue and for the country's continued leadership in advancing labour mobility governance in the subregion. She encouraged participants to actively share insights and expertise to foster meaningful collaboration and drive progress in labour mobility across the region.



*Ms. Shanny Campbell delivering the opening remarks. © IOM Lao People's Democratic Republic, 2025*

### Keynote Address

#### **H.E. Mr. Phongsaysack Inthalath**

*Deputy Minister, Ministry of Labour and Social Welfare, Lao People's Democratic Republic*

H.E. Mr. Phongsaysack Inthalath emphasized that labour mobility has long been a defining feature of the GMS. Migrant workers have contributed not only to economic prosperity but also to social resilience in Lao People's Democratic Republic. Since its inception, the Mekong Dialogue on Labour Mobility has evolved into a vital regional platform for advancing the shared vision of GMS countries toward safe, orderly and regular migration. Recognizing that migration should be a matter of choice rather than necessity, the Government of Lao People's Democratic Republic has reaffirmed its commitment to working collaboratively with GMS countries and development partners. This includes efforts to streamline migration processes, strengthen skills certification systems, expand access to skills development and decent work opportunities, and ensure the empowerment of migrant workers. Furthermore, H.E. Mr. Inthalath encouraged participants to use this dialogue as a platform for sharing knowledge, strengthening partnerships and shaping practical solutions that benefit migrant workers, individual countries and the region.

# 03

## SCENE SETTING

Country representatives shared national priorities and strategic interventions relevant to labour mobility, especially on regular labour migration pathways, fair and ethical recruitment, and equal access to information.



Mr. Chuop Narath, delegate from Cambodia, delivering a presentation during the scene-setting session. © IOM Lao People's Democratic Republic 2025

### **Mr. Chuop Narath**

*Deputy Director General, Ministry of Labour and Vocational Training, Cambodia*

Mr. Chuop Narath highlighted the key role of labour migration in Cambodia's economic development, noting Thailand as the primary destination due to cultural ties. To improve labour migration governance, Cambodia has signed bilateral agreements with key destination countries, including Thailand, the Republic of Korea and Japan. The Royal Government has also launched initiatives to provide accurate migration information, including a

mobile application and nationwide call centres. To promote fair and ethical recruitment, the Government organized a tripartite consultation on recruitment fees, aiming to regulate and reduce the charges imposed by private recruitment agencies. Looking forward, Cambodia plans to diversify labour markets, modernize its migration data system and revise policies for more effective and inclusive implementation.

### **Mr. Soulisack Souphanthong**

*Deputy Director General, Skills Development Institute, Ministry of Labour and Social Welfare, Lao People's Democratic Republic*

Mr. Soulisack Souphanthong outlined Lao People's Democratic Republic priorities and initiatives to strengthen labour migration governance. Key measures include legal reforms aligned with ASEAN standards to protect migrant workers, such as the Decree on Placement of Lao Workers and Ministerial Agreement No. 1050, which focuses on the management of employment service enterprises. Lao People's Democratic Republic regularly updates bilateral agreements with Thailand, the Republic of Korea and Japan to improve working conditions of migrant workers. Pre-departure and reintegration training programmes have been enhanced to include language, rights awareness and skills recognition. Migration Resource Centres have been set up in six provinces to provide information on safe migration and other support services to migrant workers. A toolkit of skill standards and skill testing has been developed and shared with Thailand. Furthermore, the Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers and its Checklist has been endorsed and promulgated, with its implementation scheduled for discussion in mid-June 2025. He also reaffirmed that Lao People's Democratic Republic remains active in regional and international forums advocating for migrant workers' rights.

**Ms. Hnin Nwe Win**

*Assistant Director, Department of Labour, Ministry of Labour, Myanmar*

Ms. Hnin Nwe Win shared Myanmar's long-term development objective of encouraging returning migrant workers to reinvest their skills domestically. The Government manages overseas deployment under the Law Relating to Overseas Employment and has signed Memoranda of Understanding (MoUs) with destination countries, including Thailand, Lao People's Democratic Republic and China (specifically between Shan state and Yunnan Prefecture), to ensure safe migration and protect migrant rights. These bilateral agreements have simplified overseas worker deployment and strengthened labour cooperation. To support migrant workers and their families, Myanmar has coordinated with Thailand to improve the Certificate of Identity process, which is used to verify nationality and facilitate work permit applications. Additional efforts include increasing the number of labour attachés abroad, supporting skilled labour mobility, enhancing pre-departure and skills training, improving access to migration information, and monitoring employment agencies.

**Ms. Huan Zhang**

*Deputy Director, Department of Policy Research, Ministry of Human Resources and Social Security, People's Republic of China*

Ms. Huan Zhang provided an overview of China's policies and practices to ensure fair and orderly labour mobility. For domestic labour mobility, she highlighted four key areas of focus. First, the Government has implemented its first employment strategy to promote full employment and create greater mobility opportunities. Second, China has established systems and services to facilitate orderly labour mobility and support smooth career transitions. Third, efforts have been made to expand mobility opportunities for grassroots populations by enhancing incentives and creating career pathways that bridge highly skilled and professional talents. Fourth, China has worked to ensure equal access by improving compulsory education, strengthening public and social service systems, and enhancing employment assistance mechanisms – particularly through the implementation of its rural revitalization strategy. Looking ahead, China aims to ensure equal opportunities for domestic workers to pursue careers abroad and to optimize procedures that provide more convenient and efficient services for foreigners working in China.



*Ms. Huan Zhang, delegate from People's Republic of China, delivering a presentation during the scene-setting session. © IOM Lao People's Democratic Republic 2025*

**Ms. Chitlada Krataichan**

*Foreign Relations Officer, Practitioner Level, Department of Skill Development, Ministry of Labour, Thailand*

Ms. Chitlada Krataichan outlined the Ministry of Labour's key initiatives focused on migrant workers, which aim to upskill workers, foster economic stability, and combat human trafficking to achieve Tier 1 status. To achieve these objectives, measures include improving screening and identification processes; conducting public awareness campaigns on migrant workers' rights and protections; undertaking targeted inspections of high-risk enterprises; strengthening the Labour Trafficking Prevention Operation Centre; and enhancing access to complaint mechanisms via a mobile application. The Government has also revised MoUs with Cambodia, Myanmar, Lao People's Democratic Republic and Viet Nam to extend migrant work permits; reduced visa and temporary stay fees (from 2,000 to 500 Thai baht) to encourage legal migration; and established Arrival and End-of-Employment Centres to assist migrant workers with training and information. Additionally, Thailand has achieved Mutual Recognition of Skills agreements with Cambodia, the Philippines and Myanmar. Currently, the Government is collaborating with Lao People's Democratic Republic to build capacity on national competency standards for construction sector skills, specifically in bricklaying and plastering.

**Mr. Viet Ha Nguyen**

*Official, Department of Debt Management and Foreign Economic Relations, Ministry of Finance, Viet Nam*

Mr. Viet Ha Nguyen stated that Viet Nam recognizes the importance of labour mobility for economic development. The country has supported overseas employment since the early 1980s. To date, nearly 700,000 Vietnamese are working abroad, particularly in Japan and the Republic of Korea. The Government has signed MoUs with destination countries to protect the rights of migrant workers, ensure safe migration, and support their integration into host societies. As Viet Nam

anticipates future labour shortages due to demographic changes, the Government is preparing for important changes in its labour mobility landscape. This shift includes revising relevant policies and laws, strengthening the protection of migrant workers' rights, restructuring the pension system and enhancing cooperation on labour mobility with other GMS countries. Mr. Nguyen emphasized that labour division and production specialization are essential to boosting the overall competitiveness of the GMS region. He also noted that the reallocation of labour and other resources within the region will help attract greater investment from outside.



*Government officials from GMS countries and development partners at the Third Mekong Dialogue on Labour Mobility, held in Luang Prabang, Lao People's Democratic Republic, on 26 May 2025. © IOM Lao People's Democratic Republic, 2025*

# 04

## SESSION I: ENHANCING REGULAR PATHWAYS FOR LABOUR MIGRATION



Panelist of Session I – Enhancing Regular Pathways for Labour Migration © IOM Lao People's Democratic Republic 2025

Building on the insightful discussions from the Second Mekong Dialogue on Labour Mobility, this session delved deeper into practical ways to improve processes that make regular migration pathways more accessible, efficient and safer for migrant workers in the GMS. While significant progress has been made, costly and cumbersome procedures continue to limit the effectiveness of existing regular pathways. The panel convened to discuss best practices within the GMS region to reduce bureaucratic inefficiencies, improve coordination and enhance transparency in migration processes. It addressed GCM Objective 5, “Enhance availability and flexibility of pathways for regular migration.”

### The session focused on the following key areas:



Harnessing digital platforms and technology to streamline migration processes



Enhancing access to reliable information for migrant workers and their families



Exploring collaborative approaches with employers and other stakeholders to ensure regular pathways are the preferred option

## 4.1 KEY POINTS OF DISCUSSION

### Moderator

#### Ms. Geertrui Lanneau

Senior Regional Specialist on Labour Mobility and Social Inclusion,  
IOM Regional Office for Asia and the Pacific

Ms. Geertrui Lanneau highlighted various factors that prevent migrant workers in the GMS from accessing regular migration pathways, including high financial costs associated with migration, complex administrative procedures and a lack of access to information. She also shared challenges faced by migrant workers, based on a survey conducted by IOM Thailand, such as difficulties in renewing documentation necessary for legal employment and residence, insufficient income and limited access to reliable sources of information. Furthermore, Ms. Lanneau encouraged participants to consider ways to enhance the accessibility of regular migration pathways, streamline procedural requirements and promote equal access to information during the discussion.

### Speakers



Mr. Kijin Kim delivering a presentation during the Session I – Enhancing Regular Pathways for Labour Migration. © IOM Lao People's Democratic Republic 2025

#### Mr. Kijin Kim

Senior Economist, Regional Cooperation and Integration Division,  
Economic Research and Development Impact Department, ADB

Mr. Kijin Kim presented key findings from ADB's [Asian Economic Integration Report 2025](#), focusing on labour migration trends and cooperation mechanisms in Asia. Asia remains the leading destination for migrant workers within the region, with growing migration flows to the Middle East and North America. In the GMS, labour mobility is mainly intra-subregional, with Thailand as the primary destination. Remittance inflows to Asia increased by about 8 per cent, totalling 400 million United States dollars (USD). International cooperation on labour mobility in Asia is shaped

by four main mechanisms: (1) Bilateral Labour Agreements (BLAs) for low-skilled workers; (2) Regional Trade Agreements (RTAs) with labour provisions for high-skilled workers; (3) Mutual Recognition Agreements to recognize professional qualifications; and (4) emerging Labour Mobility Partnerships focused on skills development. Mr. Kim noted that BLAs are the dominant cooperation form in the GMS, while no GMS countries are currently signatories to RTAs containing labour provisions. He further explained that BLAs in Asia typically emphasize structured management and effective bilateral coordination. This includes governance mechanisms for the protection of migrant workers, clearly defined roles and responsibilities, information exchange, complaints and dispute resolution systems, and the requirement of formal employment contracts. However, many BLAs offer limited provisions on the transfer of savings and remittances or the recognition of skills. To conclude, Mr. Kim encouraged GMS countries to support capacity-building among various stakeholders to ensure effective implementation of BLAs; include participation of migrant workers and employers to BLA revision process; and engage more actively in other forms of international cooperation on labour migration, such as RTAs that facilitate high-skilled labour mobility, which align with the subregion's overall objectives.

#### Ms. Anna Engblom

Chief Technical Advisor, TRIANGLE in ASEAN, ILO

Ms. Anna Engblom highlighted the high prevalence of irregular migrant workers in the GMS noting that only 36 per cent of workers from Lao People's Democratic Republic, Cambodia and Myanmar enter Thailand through legal channels, and only 23 per cent are documented under bilateral MoUs. She pointed out several challenges in using regular migration pathways, including lengthy and expensive procedures, limited stay durations, restricted job options and mismatches between workers' skills and employers' demands. To address these issues, she proposed six key measures to improve regular labour migration in the GMS. First, reduce the recruitment cost and eliminate worker paid fees. She emphasized that high recruitment fees often incentivize the use of irregular channels. The evidence indicates that 70 per cent of the costs borne by migrant workers in Thailand fall under direct governmental control, which presents an opportunity for governments to review and streamline existing processes

to help advance efforts toward the elimination of recruitment fees and related costs. Second, streamline regular migration processes for greater efficiency. She underscored the importance of making recruitment processes faster and easier to navigate, thereby encouraging the use of regular migration channels. Third, expand labour and social protection for migrant workers. Migrant workers must be assured that regular migration will provide better wages, protection, and access to social security benefits. Fourth, strengthen enforcement and access to justice. Governments should penalize recruitment agencies that violate labour related laws and ensure that migrant workers have access to effective complaint and grievance mechanisms. Fifth, align admission policies with labour market demand. Echoing Mr. Kijin Kim's recommendation, she stressed the importance of involving both migrant workers and employers in the development of MoUs to ensure alignment between skills and market needs. Sixth, move from temporary labour migration to long-term programmes. She cited Singapore's model, which allows migrant workers to extend their stay if they regularly upgrade their skills, as a good practice of a long-term labour migration programme.



Mr. Bounsouan Xaiyasinh delivering a presentation during the Session I – Enhancing Regular Pathways for Labour Migration. © IOM Lao People's Democratic Republic 2025

### **Mr. Bounsouan Xaiyasinh**

*Director of Overseas Employment Division, Department of Employment, Ministry of Labour and Social Welfare, Lao People's Democratic Republic*

Mr. Bounsouan Xaiyasinh shared experiences and lesson learned from facilitating and implementing of the MoU between Lao People's Democratic Republic and Thailand. He noted that the procedures for accessing regular migration pathways remain highly bureaucratic, time-consuming and financially burdensome. Currently, Lao migrant workers must complete a 12-step process to enter Thailand, which typically requires around two months to complete. The complexity of this process often acts as a disincentive, leading many workers to resort to irregular migration channels. To address this issue, Mr. Xaiyasinh outlined

the ongoing efforts of Lao People's Democratic Republic to enhance regular labour migration pathways. These include the digitalization of migration processes to allow for online job applications and selections, submission and approval of required documents and transfer of remittances; the dissemination of safe migration information through Migrant Resource Centres supported by the ILO and IOM; improved facilitation of passport issuance; a proposed revision of the MoU with Thailand aimed at streamlining migration procedures; and the finalization of a draft agreement with China to enable Lao workers to be employed in Mengla County, Kunming Municipality, Yunnan Province.

### **Ms. Pawadee Rukrung**

*Labour Specialist, Professional Level, Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand*

Ms. Pawadee Rukrung presented Thailand's updated policies and best practices concerning labour migration, noting that 4,122,603 migrant workers from Cambodia, Lao People's Democratic Republic, Myanmar and Viet Nam (CLMV) are currently employed in the country as of April 2025. She emphasized that Thailand's national policies and recent developments aim to promote legal employment and facilitate work permit extensions under special permissions, tailored to the respective MoUs with origin countries. Thailand's efforts to promote regular pathways for labour migration include enhancing cooperation with origin countries to streamline administrative procedures, establishing post-arrival and reintegration centres to support migrants, reducing visa and stay extension fees, revising the MoU with Cambodia to permit short-term employment, offering flexible entry during crises, emphasizing cooperation between countries of origin and destination, ensuring law enforcement and digitalizing labour migration procedures. Despite these efforts, Ms. Rukrung pointed out that Thailand still faces several challenges in ensuring regular migration, including limited cooperation and delays from countries of origin, the persistent use of irregular migration channels, language barriers, lack of awareness regarding legal processes and difficulties with accessing online systems. To address these issues, she proposed strengthening bilateral cooperation with countries of origin, expanding short-term and sector-specific employment options, promoting awareness of regular migration channels, continuing to streamline administrative procedures and enforcing laws to discourage irregular migration.

## 4.2 RECOMMENDATIONS

### 1. Reduce recruitment costs and eliminate worker-paid fees

- Eliminate recruitment fees and related costs imposed on migrant workers, in line with international standards. High recruitment costs deter both migrant workers and employers from using regular migration pathways.
- Reduce the costs of migration-related documentation to ease the financial burden on migrant workers and employers.

### 2. Streamline regular migration processes for efficiency

- Simplify recruitment processes to encourage regular migration, without compromising the protection of migrant workers.
- Leverage information and communication technologies to streamline administrative procedures, making recruitment processes faster and easier to navigate.
- Establish online one-stop service centres to consolidate migration-related services and reduce the need for multiple visits to different government agencies.

### 3. Expand labour and social protection

- Expand access to comprehensive and inclusive labour and social protection in destination countries to encourage the use of regular migration pathways and to help migrant workers maintain regular status.
- Ensure that full labour and social protection is extended to all sectors employing migrant workers.
- Provide labour and social protection to migrant workers in line with the ASEAN Declaration on Portability of Social Security and its accompanying guidelines.

### 4. Strengthen enforcement and access to justice

- Enforce sanctions against employers and recruitment agencies that violate labour laws or social protection standards to discourage irregular migration.
- Improve access to complaint mechanisms and support services, including labour attachés and consular services.

### 5. Transition from temporary labour migration to longer-term programmes

- Consider adopting long-term labour migration programmes to address ongoing labour shortages, especially those linked to declining fertility rates and population ageing.

### 6. Diversify and strengthen international cooperation on labour migration

- Explore new forms for international cooperation, such as incorporating labour provisions into Regional Trade Agreements to promote stronger collaboration aligned with subregional objectives.
- Include provisions on the transfer of savings and remittances, as well as the recognition of skills, in BLAs.
- Strengthen collaboration between sending and receiving countries to improve and ensure timely and efficient implementation of agreements.
- Work toward more comprehensive labour agreements with practical, enforceable mechanisms and effective monitoring.

### 7. Empower migrant workers and relevant stakeholders

- Involve migrant workers, employers, and other stakeholders in the development and revision of BLAs.
- Improve access to reliable information and raise awareness among migrant workers and employers about the benefits of regular migration.
- Provide capacity-building opportunities for policymakers and law enforcement officials to support the effective development and implementation of BLAs.

# 05

## SESSION II: ADVANCING SKILLS MOBILITY, RECOGNITION AND DEVELOPMENT



Panelist of Session II – Advancing Skills Mobility, Recognition and Development © IOM Lao People's Democratic Republic 2025

This panel discussion examined how the GMS countries can strengthen skills mobility, development, and recognition to better align with evolving labour market demands in the subregion. Building on the Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers, led by Lao People's Democratic Republic during its ASEAN Chairmanship in 2024, the discussion explored practical solutions for closing skills gaps, enhancing workforce adaptability, and strengthening cross-border recognition of qualifications. It addressed GCM Objective 18, “Invest in skills development and facilitate mutual recognition of skills, qualifications and competences.”

### The session focused on the following key areas:



Advancing mutual recognition of skills



Expanding upskilling and reskilling initiatives



Ensuring inclusive migration pathways for workers of all skill levels

## 5.1 KEY POINTS OF DISCUSSION

### Moderator

#### Ms. Shareen Tuladhar

*Chief of Mission, IOM Lao People's Democratic Republic*

Ms. Shareen Tuladhar highlighted that skills mobility, recognition and development are particularly relevant in the GMS context due to shifting demographics and evolving labour market demands. These emerging trends underscore the need for inclusive and regular labour migration pathways that accommodate all skill levels. She further explained that the session built on the momentum of the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, adopted in 2024. The declaration emphasizes the importance of skills mobility, recognition and development in fostering a more inclusive and equitable labour market for migrant workers, while also contributing to the economic development of both destination and origin countries.

### Speakers



*Ms. Elisabetta Gentile delivering a presentation during the Session II – Advancing Skills Mobility, Recognition and Development. © IOM Lao People's Democratic Republic 2025*

#### Ms. Elisabetta Gentile

*Senior Economist, Regional Cooperation and Integration Unit, South Asia Department, ADB*

Ms. Elisabetta Gentile noted that skills mobility and a more inclusive approach to labour migration are fundamental to supporting the building of the ASEAN Economic Community

(AEC). The free flow of skilled labour is explicitly mentioned as a key pillar in the AEC 2015 Blueprint and is operationalized through Mutual Recognition Agreements (MRAs). She pointed out that the implementation of MRAs continues to face challenges, including differences in national regulations and the recognition of professional qualifications; practical barriers such as cultural and language differences; national regulatory obstacles and resistance from professional organizations; much of the work being done bilaterally in the absence of inter-ASEAN agreements; and difficulties in accurately assessing the true competence levels of incoming professionals. Hence, the mobility of highly educated migrants within the region has been increasing due to demand-related factors rather than the effective implementation of MRAs. Ms. Gentile proposed key recommendations, advocating for a more inclusive approach that allows labour migration at all skill levels (including those not currently covered by MRAs). She also called for policy tools that enhance skills mobility by providing positive incentives for both migrant workers and employers to transition from irregular to regular migration.

#### Ms. Pukchanok Pattanatabud

*National Project Officer, IOM Thailand*

Ms. Pukchanok Pattanatabud introduced the **Skills Mobility Partnership (SMP)**, a collaborative model designed to align labour mobility with market demands while fostering skills development for migrant workers. SMP aims to align labour mobility with labour market needs, enabling employers to address skills gaps by hiring from a broader talent pool and offering migrant workers improved access to skills development and training. SMPs can be established as either bilateral or multilateral arrangements involving both public and private sector actors. Ms. Pattanatabud highlighted a pilot employer-led SMP initiative between Thailand and Cambodia in the construction sector, developed through bilateral dialogue in response to Thailand's demands for semi-skilled and skilled workers. Key lessons learned from the pilot included the necessity of investment from both governments and the private sector, the role of donor funding in initiating projects, and the importance of impact assessments to demonstrate positive outcomes of SMPs. Additionally, Ms. Pattanatabud emphasized that skills certification must lead to tangible benefits such as better wages and career growth, and that assessments should be accessible and conducted in

migrants' native languages. Long-term planning is essential to fully integrate skills development into regular migration systems. Ms. Pattanabud also proposed ways forward to advance the SMP model. Key collaborative actions include conducting a feasibility study to enhance recruitment mechanisms for semi-skilled migrant workers, strengthening bilateral cooperation to mainstream skills development and recognition in regular migration channels; and identifying key sectors and stakeholders in recruitment of semi-skilled migrant workers to improve job matching and reduce excessive recruitment fees and related costs. Other priorities include designing career pathways for migrants, removing barriers to employment-skills alignment, promoting destination-country training, and creating systems for Recognition of Prior Learning (RPL) to support return or onward migration.



Government officials from GMS countries at the Third Mekong Dialogue on Labour Mobility engaging in conversations during the coffee break.  
© IOM Lao People's Democratic Republic 2025

### Mr. Khornsy Mahavong

*Deputy Director, Skills Development Institute, Ministry of Labour and Social Welfare, Lao People's Democratic Republic*

Mr. Khornsy Mahavong shared updates on the national implementation of the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers. He emphasized that skills recognition is vital for Lao People's Democratic Republic, as it enables workers to access better opportunities abroad, enhances national competitiveness, ensures compliance with regional standards, supports economic growth and helps reduce the skills gap. The implementation of the Vientiane Declaration aligns with the national objective of

Lao People's Democratic Republic to strengthen its workforce and integrate into the ASEAN Economic Community. To support this, the Government has organized awareness-raising workshops for policymakers, employers, training institutes and other relevant stakeholders across the country. It has also piloted a skills testing and certification programme aimed at developing an assessment checklist aligned with ASEAN standards. Mr. Mahavong noted that differences in laws, policies and levels of socioeconomic development among ASEAN countries continue to pose significant challenges to the effective implementation of the Vientiane Declaration and the achievement of a harmonized regional skills coordination system.

### Mr. Khem Pisoth

*Director, Department of Policy and Strategy for TVET, Ministry of Labour and Vocation Training, Cambodia*

Mr. Khem Pisoth presented on skills mobility partnerships involving IOM, the Republic of Korea and Thailand that are aimed at strengthening skills mobility, development and recognition to better align with evolving labour market demands in the subregion. First, he highlighted the **Poverty Reduction through Safe Migration, Skills Development, and Enhanced Job Placement in Cambodia, Lao People's Democratic Republic, Myanmar, and Thailand (PROMISE) Programme**, a regional initiative implemented by IOM and funded by the Swiss Agency for Development and Cooperation. The programme integrates safe migration into technical training programs; delivers Training of Trainers (ToT) on safe migration; provides pre-departure training for migrant workers; supports skills and safe migration training; and offers RPL for returning workers. Second, he discussed the ASEAN-ROK TVET Mobility Programme, implemented by the Korea Chamber of Commerce and Industry in close coordination with the ASEAN Secretariat. The programme aims to bridge the gap between demand and supply in priority vocational skills across ASEAN. It focuses on enhancing academic and professional skills, supporting personal growth, fostering understanding of cultural diversity, strengthening the capacity of Technical and Vocational Education and Training (TVET) institutions and trainers, and promoting public-private partnerships. Third, he provided updates on the ongoing Mutual Recognition of Skills (MRS) initiatives between Cambodia and Thailand, which currently focus on construction sector and building electrical wiring.

## 5.2 RECOMMENDATIONS

### 1. Promote skills mobility, recognition and development across all skills levels

- Expand skills recognition frameworks to encompass occupations and skill levels that are not currently covered by the MRAs. While MRAs predominantly focus on professional occupations, labour migration in the GMS largely involves low- to semi-skilled workers, who are presently excluded. Bridging this gap would facilitate labour mobility across all skill levels and contribute to a more inclusive process of regional integration.
- Build on existing MRS initiatives and MRAs by aligning occupational standards, developing common competency-based assessments and ensuring mutual cross-border recognition of skills certifications in priority sectors such as construction, agriculture and hospitality. Scaling up these initiatives will help regularize low- and semi-skilled migration and increase employment opportunities for migrant workers.
- Leverage frameworks and tools like the ASEAN Qualifications Reference Framework (AQR) and the Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers and its Checklist to support this harmonization.

### 2. Strengthen the role of TVET systems in migration frameworks

- Enhance the role of TVET institutions in equipping migrant workers with relevant skills, including access to RPL and on-the-job training.
- Institutionalize collaboration between migration authorities, TVET bodies and employers to integrate skills development into labour mobility systems.

### 3. Align admission policies with skills and labour market demand

- Conduct labour market assessments in countries of origin and destination to inform admission policies and guide skills development strategies.

- Facilitate migration across all skill levels and adjust admission policies to reduce reliance on irregular channels while supporting fair and transparent recruitment processes. While demand exists for migrant workers at all skill levels, current BLAs in the GMS countries mainly facilitate the recruitment for elementary occupations.

### 4. Advance SMPs as sustainable models

- Build on promising SMP pilots, such as the Cambodia–Thailand partnership in the construction sector and adapt the model for other key sectors and migration corridors within the GMS.
- Foster shared investment from governments and the private sector to ensure the sustainability of SMPs and institutionalize them within national migration and employment strategies.
- Incentivize SMPs by promoting international cooperation on skills-based mobility, streamlining processes beyond MoU frameworks to reduce administrative burdens and enhance accessibility.

### 5. Operationalize the Vientiane Declaration through national and bilateral action

- Implement the Vientiane Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, using its Checklist to identify specific policy and system gaps at the national level and prioritize actionable steps.
- Conduct targeted awareness-raising for government agencies, employers, TVET institutions and recruitment actors to build buy-in and ensure coordinated implementation across sectors.
- Align national strategies and BLAs with the Vientiane Declaration's objectives to support its implementation and long-term integration into cross-border labour mobility governance
- Pilot bilateral initiatives between origin and destination countries to demonstrate practical application of the Declaration's principles.

## WRAP UP

**Ms. Geertrui Lanneau**

*Senior Regional Specialist on Labour Mobility and Social Inclusion, IOM Regional Office for Asia and the Pacific*

Ms. Geertrui Lanneau summarized the key takeaways from the two thematic sessions. The first session, focused on enhancing regular pathways for labour migration, examined the challenges migrants face in accessing regular labour pathways such as lengthy, costly and complex procedures, along with limited access to reliable information. Recommendations included streamlining and digitalizing migration systems, reducing or eliminating migration-related fees, aligning pathways with labour market needs, and ensuring equal access to accurate information. The second session, centered on advancing skills mobility, recognition and development, emphasized the need for a more inclusive approach to labour migration across all skill levels. Discussions covered SMPs, the importance of public

and private investment to support SMPs and reflections on the Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers. Ms. Lanneau emphasized that recognizing and investing in migrant workers' skills is essential not only for expanding regular migration opportunities but also for fostering development in both countries of origin and destination. She acknowledged the valuable insights and ideas shared by participants during the dialogue, as well as the important questions raised that warrant further exploration. Ms. Lanneau concluded by expressing appreciation for the rich discussions and looked forward to continuing the dialogue in future engagements.

**Mr. Asadullah Sumbal**

*Principal Regional Cooperation Specialist, Regional Cooperation and Integration Unit, Southeast Asia Department (SERD, ADB / GMS Secretariat*

Mr. Asadullah Sumbal reflected on the key recommendations relevant to the work of the GMS. He noted that the dialogue served as a platform to refine national policies and subregional frameworks that support safe and regular migration, mitigate irregular migration, leverage digital innovation and strengthen the protection of migrant workers. The discussions aligned with key GMS priorities, including skills development, labour market integration and cross-border cooperation – all essential for building a resilient and competitive workforce. He also recalled that GMS countries had previously explored the establishment of a GMS Labour Migration Task Force to enable a more structured and regular dialogue on labour mobility. He suggested that future dialogues could revisit this proposal and assess the potential value of such an institutional mechanism. Lastly, Mr. Sumbal urged participants to build on the momentum of this dialogue and collaborate to translate its outcomes into actionable commitments toward a more harmonized, resilient, and inclusive migration governance framework in the GMS.



*Mr. Asadullah Sumbal wrapping up the Third Mekong Dialogue on Labour Mobility. © IOM Lao People's Democratic Republic 2025*

# 07

## CLOSING REMARKS

### **Mr. Alfredo Perdiguero**

*Regional Head, Regional Cooperation and Integration Unit, Southeast Asia Department, ADB*

Mr. Alfredo Perdiguero acknowledged that the Mekong Dialogue on Labour Mobility has become a cornerstone for advancing ideas and knowledge on labour migration, fostering economic resilience, and strengthening integration across the GMS since its inception. He emphasized that the ADB recognizes migration as a key driver of economic development and regional integration in the GMS. Mr. Perdiguero reaffirmed ADB's commitment to supporting initiatives that enhance labour mobility, including capacity-building, the development of mutual recognition frameworks and the adoption of digital innovations to improve migration governance. Looking ahead, ADB will continue to provide technical assistance and policy advisory support to help countries align their migration policies with evolving labour market demands. Finally, he encouraged all stakeholders to sustain collaboration and to translate the dialogue's discussions into concrete actions that promote safe, regular and accessible migration pathways.

### **Mr. Stuart Simpson**

*Deputy Regional Director, IOM Regional Office for Asia and the Pacific*

Mr. Stuart Simpson reflected on the key discussions and recommendations shared during the dialogue. He emphasized that a key outcome of the dialogue was the participants' shared recognition of the challenges and the necessary actions to ensure safe, orderly and regular labour migration. In closing, Mr. Simpson expressed his sincere gratitude to the Government of Lao People's Democratic Republic, ADB, the ILO, IOM and all participating delegates for their contributions and collaboration.



*H.E. Mr. Phongsaysack Inthalath delivering the closing remarks. © IOM Lao People's Democratic Republic 2025*

### **H.E. Mr. Phongsaysack Inthalath**

*Deputy Minister, Ministry of Labour and Social Welfare, Lao People's Democratic Republic*

H.E. Mr. Inthalath emphasized that addressing the difficulties and challenges identified during the dialogue requires stronger regional cooperation, harmonization of labour policies and enhanced efforts to promote the social and economic integration of migrant workers. He noted that labour mobility remains an ongoing issue and called for continued consultation on two key areas: (1) the enforcement of measures and agreements between labour-sending and receiving countries, and (2) the recognition of skills and qualifications to ensure decent employment, particularly in terms of fair remuneration and the issuance of skills certification by labour-receiving countries after employment. To conclude, H.E. Mr. Inthalath thanked all relevant stakeholders for their commitment and expressed his hope for the convening of the Fourth Mekong Dialogue on Labour Mobility in the future.

# 08

## ANNEXES

### 8.1 CONCEPT NOTE



THIRD MEKONG DIALOGUE ON LABOUR MOBILITY  
EVENT LANGUAGE: ENGLISH



29 MAY 2025, 9:00 AM – 4:00 PM (GMT +7)



SOUPHATTRA HOTEL, LUANG PRABANG, LAO PEOPLE'S DEMOCRATIC REPUBLIC  
(IN-PERSON AND ONLINE)

Labour mobility has long been a defining feature of the Greater Mekong Subregion (GMS), serving as a key driver of economic development and regional integration. Migrant workers play a vital role in the GMS economy, as the remittances they send home support their families, strengthen communities, and fuel socioeconomic development. Beyond economic contributions, migration serves as a catalyst for skills acquisition and transfer, enabling workers to gain valuable experience and competencies that enhance their employability. These acquired skills, when recognized and continuously developed, contribute not only to migrants' career progression but also to the economic resilience of both sending and receiving countries.

Despite these benefits, migration within the GMS is accompanied by challenges that necessitate more comprehensive governance and inclusive policies. Economic shifts are making migration increasingly necessary across all income levels, with countries experiencing labour shortages in various sectors and skill levels. Significant skills mismatches persist due to limited access to demand-driven skills training and upskilling opportunities. This results in many migrant workers occupying positions that do not align with their competencies. Limited access to safe and regular migration pathways, coupled with insufficient mechanisms for skills recognition, certification and portability, heightens workers' vulnerability to precarious employment and exploitation. Addressing these issues requires robust labour migration governance that integrates skills development into migration policies, expands pathways for skills certification and strengthens collaboration between governments, employers and TVET and skills development providers.

A well-managed labour migration system supports safe, orderly and regular migration, ensuring that migration is a choice rather than a necessity and that it contributes to sustainable development for migrants, employers, and both origin and destination countries. The **Global Compact for Safe, Orderly and Regular Migration (GCM)** emphasizes that effective labour migration governance facilitates regular pathways that are flexible and accessible, responding to evolving labour market needs while ensuring demand-driven skills development, fair recruitment, decent work and skills recognition mechanisms.

To maximize the benefits of migration in the GMS, strengthening access to safe and regular migration pathways is essential. A key aspect of this is recognizing migrant workers' skills and ensuring their access to skills development and certification, which enhances employability, supports career progression and strengthens labour market integration. This not only benefits migrant workers but also contributes to stronger industries, more resilient labour markets and sustainable economic growth.

The **Mekong Dialogue on Labour Mobility** serves as a critical platform for fostering regional cooperation, enabling governments, social partners and development actors to exchange knowledge, enhance policy coherence and explore collaborative solutions. By promoting rights-based, gender-responsive and inclusive migration policies, the dialogue contributes to safe and regular migration, reinforcing the socioeconomic resilience of the GMS.

The **Third Mekong Dialogue on Labour Mobility** will be hosted by Lao People's Democratic Republic under the framework of the **Greater Mekong Subregion Economic Cooperation Program**, with the support of the International Organization for Migration (IOM) and the Asian Development Bank (ADB).

Building on the successes of the 2022 and 2024 editions, this year's dialogue seeks to strengthen labour migration governance through accessible, efficient, and worker-centred regular pathways that respond to evolving labour market needs. Recognizing the crucial link between regular labour pathways, skills mobility, lifelong learning and recognition frameworks, it will focus on ensuring that migrant workers have access to skills development, certification and recognition systems. These systems aim to support their transition into higher-skilled roles and consequently improve their career path.

Taking a whole-of-government and whole-of-society approach, the Third Mekong Dialogue on Labour Mobility will convene officials from key line ministries across Mekong countries (e.g. Ministry of Labour, Ministry of Planning and other relevant agencies) alongside development partners and civil society organizations to foster collaborative and cross-sectoral solutions.

## 8.2 AGENDA

MC: Ms. Annarita Imbucci, Migration and Social Development Specialist GMS Secretariat

Time (GMT+7)	Provisional Program
08.30 – 09.00	<b>Registration</b>
09.00 – 09.45	<ul style="list-style-type: none"> <li><b>Welcome Remarks</b> <p><b>Ms. Shareen Tuladhar</b> Chief of Mission IOM Lao People's Democratic Republic</p> <p><b>Ms. Shanny Campbell</b> Country Director ADB Lao People's Democratic Republic</p> </li> <li><b>Keynote Address</b> <p><b>H.E. Mr. Phongsaysack Inthalath</b> Deputy Minister; Ministry of Labour and Social Welfare Government of Lao People's Democratic Republic</p> </li> <li><b>Group photo</b></li> </ul>
09.45 – 10.45	<b>Scene Setting</b> Country representatives will share national priorities and strategic interventions relevant to labour mobility.
10.45 – 11.00	<b>Coffee/tea break</b>
11.00 – 12.30	<p><b>Session 1: Enhancing regular pathways for labour migration</b></p> <p><i>GCM Objective 5: Enhance availability and flexibility of pathways for regular migration</i></p> <p>Building on the insightful discussions from last year's dialogue, this session will delve deeper into practical ways to improve processes that make regular migration pathways more accessible, efficient and safer for migrant workers in the GMS. While significant progress has been made, costly and cumbersome procedures continue to limit the effectiveness of existing regular pathways. This panel will discuss best practices within the GMS region to reduce bureaucratic inefficiencies, improve coordination and enhance transparency in migration processes. Key areas of focus may include harnessing digital platforms and technology to streamline migration processes, enhancing access to reliable information for migrant workers and their families, and exploring collaborative approaches with employers and other stakeholders to ensure that safe and regular pathways are the preferred option for migrant workers.</p> <p><b>Moderator:</b></p> <p>Ms. Geertrui Lanneau, Senior Regional Specialist on Labour Mobility and Social Inclusion, IOM Regional Office for Asia and the Pacific</p> <p><b>Panelists:</b></p> <ol style="list-style-type: none"> <li>Mr. Kijin Kim, Senior Economist in the Economic Research and Development Impact, GMS Secretariat</li> <li>Ms. Anna Engblom, Chief Technical Advisor, TRIANGLE in ASEAN, ILO</li> <li>Mr. Bounsuan Xayyasinh, Director of Overseas Employment Division, Department of Employment, Ministry of Labour and Social Welfare, Lao People's Democratic Republic</li> <li>Ms. Pawadee Rukrung, Labour Specialist, Professional level, Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand</li> </ol> <p>Open discussion and Q&amp;A</p>

12:30 – 13:30	<b>Lunch</b>
13.30 – 15.00	<p><b>Session 2: Advancing skills mobility, recognition and development</b></p> <p><i>GCM Objective 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences</i></p> <p>This panel discussion will examine how the GMS countries can strengthen skills mobility, development and recognition to better align with evolving labour market demands in the subregion. Building on the <b>Vientiane Declaration on Skills Mobility, Recognition and Development for Migrant Workers</b>, led by Lao People’s Democratic Republic during its ASEAN Chairmanship in 2024, the discussion will explore practical solutions for closing skills gaps, enhancing workforce adaptability and strengthening cross-border recognition of qualifications. Key areas of focus may include advancing mutual recognition of skills, expanding upskilling and reskilling initiatives, and ensuring inclusive migration pathways for workers of all skill levels.</p> <p><b>Moderator:</b></p> <p>Ms. Shareen Tuladhar, Chief of Mission, IOM Lao People’s Democratic Republic</p> <p><b>Panelists:</b></p> <ol style="list-style-type: none"> <li>Ms. Elisabetta Gentile, Senior Economist, GMS Secretariat</li> <li>Ms. Pukchanok Pattanatabud, National Project Officer, IOM Thailand</li> <li>Mr. Kornsy Mahavong, Deputy Director of Skills Development Institute, Ministry of Labour and Social Welfare, Lao People’s Democratic Republic</li> <li>Mr. Khem Pisoth, Director, Department of Policy and Strategy for TVET, Ministry of Labour and Vocation Training, Cambodia</li> </ol> <p>Open discussion and Q&amp;A</p>
15.00 – 15.15	<b>Coffee/tea break</b>
15.15 – 15.35	<p><b>Wrap Up</b></p> <ul style="list-style-type: none"> <li>IOM and ADB will summarize the key takeaways and recommendations of the thematic sessions, drawing linkages to regional priorities and relevant Global Compact for Migration objectives.</li> <li>Ms. Geertrui Lanneau, Senior Regional Specialist on Labour Mobility and Social Inclusion, IOM Regional Office for Asia and the Pacific</li> <li>Mr. Asadullah Sumbal, Principal Regional Cooperation Specialist, GMS Secretariat</li> </ul>
15.35 – 16.00	<p><b>Closing Remarks</b></p> <ul style="list-style-type: none"> <li><b>Mr. Alfredo Perdiguero</b> Regional Head, Regional Cooperation and Integration Unit, Southeast Asia Department ADB</li> <li><b>Mr. Stuart Simpson</b> Deputy Regional Director IOM Regional Office for Asia and the Pacific</li> <li><b>H.E. Mr. Phongsaysack Inthalath</b> Deputy Minister, Ministry of Labour and Social Welfare Government of Lao People’s Democratic Republic</li> </ul>
18.00 – 20.00	<p><b>Dinner Reception</b> Souphattra Hotel, Luang Prabang</p>

## 8.3 LIST OF PARTICIPANTS

### In-person Participants

#### Cambodia

	Ministry/Organization	Name	Position
1	Ministry of Labour and Vocational Training (MLVT)	Mr. Choup Narath	Deputy Director General of Labour
2	MLVT	Mr. Khem Pisoth	Director, Department of Policy and Strategy for TVET
3	Council for the Development of Cambodia (CDC)/GMS National Secretariat of Cambodia	Ms. Thida Ok	Official/Member
4	CDC/GMS National Secretariat of Cambodia	Mr. Socheat Bork	Official/Member

#### People's Republic of China

	Ministry/Organization	Name	Position
1	Ministry of Human Resources and Social Security (MOHRSS)	Ms. Huan Zhang	Deputy Director, Department of Policy Research
2	MOHRSS	Ms. Xi Qian	Officer, Department of International Cooperation

#### Lao People's Democratic Republic

	Ministry/Organization	Name	Position
1	Ministry of Labour and Social Welfare (MOLSW)	Mr. Phongsaysack Inthalath	Deputy Minister
2	MOLSW	Mr. Vongtavanh Muengchan	Secretary of Deputy Minister
3	MOLSW	Mr. Bounsuan Xaiyasinh	Director of Overseas Employment Division, Department of Employment
4	MOLSW	Ms. Soysavanh Outhaphone	Deputy Director of Overseas Employment Division, Department of Employment
5	MOLSW	Ms. Chanlita Phinsavanh	Technical, Department of Employment
6	MOLSW	Ms. Anong Bounmala	Technical, Department of Employment
7	MOLSW	Mr. Phonpaseuth Sengthong	Technical, Department of Planning and International Cooperation
8	MOLSW	Mr. Khomsy Mahavong	Deputy Director, Skills Development Institute
9	MOLSW	Mr. Soulisack Souphanthong	Deputy Director General, Skills Development Institute
10	MOLSW	Mr. Khongsay Homsombath	Technical, Skills Development Institute

11	MOLSW	Ms. Linlee Manivong	Department of Planning and International Cooperation
12	Ministry of Education and Sports	Mr. Saythong Insarn	Department of TVET
13	Ministry of Foreign Affairs	Mr. Phetthanosone Phommalth	Director Division, ASEAN Department
14	Ministry of Planning and Investment (MPI)	Ms. Lattanakhone Outhaiyavong	Deputy Director, Division of Regional and International Integration, Department of International Cooperation
15	MPI	Ms. Thongsai Phommachanh	Deputy Director, Division of Regional and International Integration, Department of International Cooperation
16	Ministry of Public Security	Ms. Outhit Souvinkham	Director of Division
17	Ministry of Public Security	Mr. Inpong Louangpanya	Director of Division
18	Lao Employment Service Association	Mr. Phouxay Duangphilavan	Vice President
19	Lao Federation of Trade Unions	Mr. Athilath Oudomdeth	Deputy Director General
20	Lao National Chamber of Commerce and Industry	Mr. Korlakod Vannaly	Technical

### Thailand

	Ministry/Organization	Name	Position
1	Ministry of Labour (MOL)	Ms. Pawadee Rukrung	Labour Specialist, Professional Level, Office of Foreign Workers Administration, Department of Employment
2	MOL	Mr. Chanboddee Ditcharoen	Labour Specialist, Professional Level, Department of Employment
3	MOL	Ms. Chitlada Krataichan	Foreign Relations Officer, Practitioner Level, Department of Skill Development
4	Office of the National Economic and Social Development Council (NESDC)	Ms. Kanteera Purivikrai	Plan and Policy Analyst, Practitioner Level
5	NESDC	Mr. Krit Charujantanakul	Plan and Policy Analyst, Practitioner Level

### Viet Nam

	Ministry/Organization	Name	Position
1	Ministry of Education and Training	Ms. Hoai Anh Luu	Official, VET Department
2	Ministry of Finance	Mr. Viet Ha Nguyen	Official, Department of Debt Management and Foreign Economic Relations

## Development Partners

	Ministry/Organization	Name	Position
1	ADB	Ms. Shanny Campbell	Country Director, Lao People's Democratic Republic Resident Mission
2	ADB / GMS Secretariat	Mr. Asadullah Sumbal	Principal Regional Cooperation Specialist, Regional Cooperation and Integration Unit, Southeast Asia Department (SERD)
3	ADB	Ms. Elisabetta Gentile	Senior Economist, Regional Cooperation and Integration Unit, South Asia Department
4	ADB	Mr. Kijin Kin	Senior Economist, Regional Cooperation and Integration Unit, Economic Research and Development Impact Department
5	ADB	Ms. Khamtanh Chanthay	Lead Project Officer, Human and Social Development Sector Office (SG-HSD)
6	ADB / GMS Secretariat	Ms. Annarita Imbucci	Regional Cooperation Specialist (Consultant), Regional Cooperation and Integration Unit, SERD
7	ADB / GMS Secretariat	Ms. Rowena Sancio	Regional Cooperation Officer and Project Coordinator (Consultant), Regional Cooperation and Integration Unit, SERD
8	ILO	Ms. Anna Engblom	Chief Technical Advisor, TRIANGLE in ASEAN
9	IOM ROAP	Mr. Stuart Charles Simpson	Deputy Regional Director
10	IOM ROAP	Ms. Geertrui Lanneau	Senior Regional Specialist on Labour Mobility and Social Inclusion
11	IOM ROAP	Ms. Arnie Morada	Regional Labour Mobility and Social Inclusion Officer
12	IOM Lao People's Democratic Republic	Ms. Shareen Tuladhar	Chief of Mission
13	IOM Lao People's Democratic Republic	Ms. Sooksaphorn Lian	National Project Officer
14	IOM Lao People's Democratic Republic	Ms. Moukda Sonephet	Project Assistant
15	IOM Lao People's Democratic Republic	Ms. Vanida Keoboua	Communication Consultant
16	IOM Lao People's Democratic Republic	Ms. Phetmany Saysena	Project Consultant
17	IOM Thailand	Ms. Pukchanok Pattanatabud	National Project Officer

## Virtual Participants

### Cambodia

	Ministry/Organization	Name	Position
1	Council for the Development of Cambodia (CDC)	Mrs. Veunida Phana	Deputy Secretary General

## Myanmar

	Ministry/Organization	Name	Position
1	Ministry of Labour	Ms. Hnin Nwe Win	Deputy Director, Department of Policy Research
2	Ministry of Investment and Foreign Relations	Mrs. Mya Thuzar Swe	Assistant Director, Foreign Economic Relations Department

## Viet Nam

	Ministry/Organization	Name	Position
1	Ministry of Home Affairs of Vietnam	Mr. Hai Vu	Professional (Chuyên viên)

## Development Partners

	Ministry/Organization	Name	Position
1	ADB	Mr. Alfredo Perdiguero	Regional Head, Regional Cooperation and Integration Unit, Southeast Asia Department
2	ADB	Sonelany Sidavong	Senior Operations Assistant
3	ADB/ GMS Secretariat	Ms. Yajunzhi Zhong	GMS Coordinator
4	ADB/ GMS Secretariat	Ms. Maniel Oyek	Web Content Manager
5	ADB/ GMS Secretariat	Ms. Kheuavanh Phanthaboun	Consultant
6	ILO	Mr. Andreas Schmidt	Technical Officer
7	IOM ROAP	Ms. Ciara Cazuc	Regional Coordination Officer (Regular Pathways)
8	IOM ROAP	Ms. Chuthamat Saelo	Regional Project Support Assistant
9	IOM Cambodia	Ms. Sokunpharady Kao	National Project Officer
10	IOM Cambodia	Mr. Langda Srom	Senior Project Assistant
11	IOM Cambodia	Mr. Thoang Vuthtep	Migrant Recourse Centre Assistant
12	IOM Viet Nam	Mr. Anh Nguyen	Project Officer
13	IOM Viet Nam	Ms. Chau Nguyen	Programme Support Assistant
14	OHCHR	Ms. Izza Leghtas	Human rights Officer
15	OHCHR	Mr. Arkar Maung	Consultant
16	UNICEF	Hyukjun Oh	Child Protection Specialist
17	World Bank	Ms. Maniphet Phengsavatdy	Economist (Consultant)

THIRD MEKONG DIALOGUE ON LABOUR MOBILITY

# MEETING REPORT

Hosted by the Ministry of  
Labour and Social Welfare,  
Lao People's Democratic Republic

LUANG PRABANG, 29 MAY 2025

