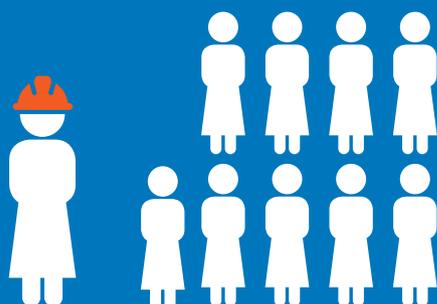


Will women workers fully benefit from increasing job opportunities and mobility in Southeast Asia?

The AEC will create almost 14 million new jobs as it eases cross-border movement of skilled workers



However:



Skilled workers comprise less than 1% of the total workforce



Income disparities, monetary gains, social networks, and easier transportation and communication encourage migration industry

ASEAN hosts 9.9 million international migrants; 6.9 million of them are from within the region

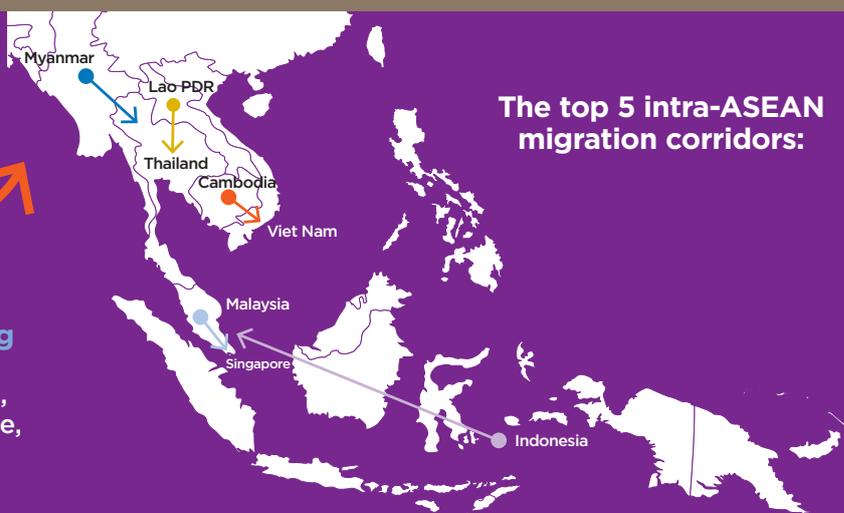


The net-sending countries:
Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, Viet Nam

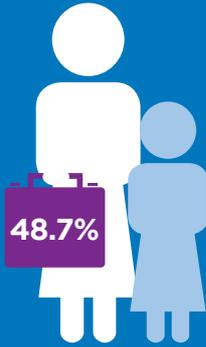


The net-receiving countries:
Brunei Darussalam, Malaysia, Singapore, Thailand

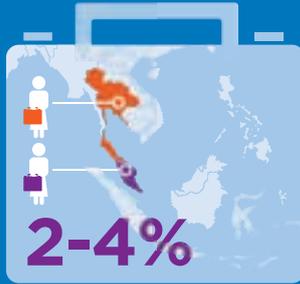
The top 5 intra-ASEAN migration corridors:



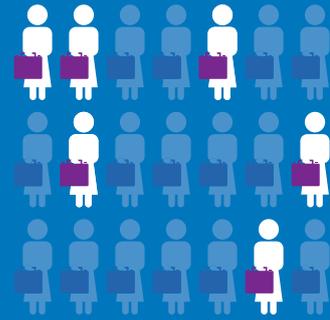
Women migrants comprise a significant share of the workforce in ASEAN destination countries



of all intra-ASEAN migrant workers



Registered female migrant workers accounted for 2-4% of all workers in Thailand and in Malaysia.



Official data underestimate the numbers of female migrant workers because many of them are undocumented

Women migrant workers are concentrated in particular employment sectors



They often do dirty, dangerous, difficult, and poorly paid jobs that locals reject

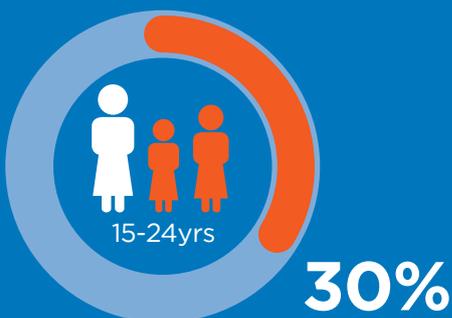


Concentration in jobs such as domestic labour, assembly lines, wholesale/retail trade, and tourism



Myanmar women are often in manufacturing, Cambodian women in agriculture and construction, and Lao women in household work

Most women migrant workers are young and little-educated



of women migrant workers in Thailand and Malaysia



Most have had only primary or intermediate schooling: 87% of those in Brunei Darussalam and 91% of those in Malaysia

Women migrant workers in ASEAN earn much less than male migrants and local female workers



Earning 30-50% less than male migrants due to low-paid jobs

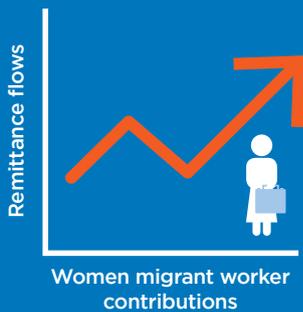


In Malaysia



In Brunei Darussalam

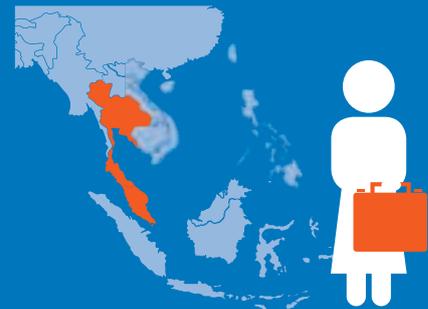
Women migrant workers contribute to the economies of their home and their destination countries



Their contribution to ASEAN's labour markets, economic production and cross-border remittance flows



Driving up domestic wages in destination countries by an average of 14%



Having the biggest impact on domestic wages in Singapore, followed by Malaysia and Thailand

Women migrant workers are at the bottom of the occupational hierarchy



They are concentrated in low- and medium-skilled manual jobs with little chance for skills development or job mobility



25% of documented construction workers in Thailand are female migrants mostly from Cambodia and Myanmar

Women migrant workers have limited social protections



Limited protections in housing, labour contracts, income security, and healthcare



More likely than men to miss opportunities for paid work due to the need to care for others in own household

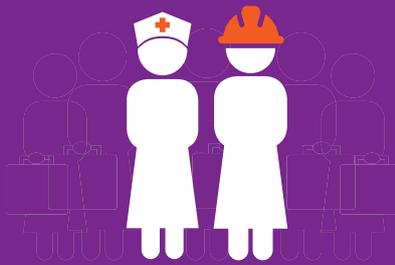


Free/subsidized childcare facilities, employment guarantees, and flexible working hours for household care work are needed at workplace

Women migrant workers have limited opportunities for skills development



Skills development leads to higher wages and job mobility, especially in electronics and manufacturing sectors where women have good chances for employment



The AEC integration plan gives priority to high-skilled workers



To benefit from AEC integration, female migrants need skills development, easier migration processes, and social protections

Many female migrants work in the informal sectors



This exposes them to high job insecurity, low pay and unsafe working conditions



Undocumented female workers face significant risks including precarious work, lower pay, and sexual harassment

Women migrant workers have limited access to legal aid and collective bargaining mechanisms



Facing barriers to getting legal aid, including lack of access to telephones and public spaces



Forbidden to form unions and to take initiatives to improve their conditions



Destination countries are reluctant to guarantee human rights and labour standards for migrant workers