UNCTAD workshop on

Recognition of qualifications to facilitate movement of natural persons

Co-organized by UNCTAD-ACP Secretariat

Geneva, 3 May 2019

Mutual recognition on qualifications: facilitating skilled labor mobility

by

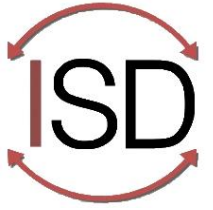Ms. Devi Ariyani
Executive Director
Indonesia Services Dialogue

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U N C T A D

Mutual Recognition on Qualifications : Facilitating Skilled Labor Mobility

Geneva, 3 May 2019

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Executive Director
Indonesia Services Dialogue Council

The Importance of Skilled Labor Mobility

- The free flow of skilled labor becomes necessary to allow countries get an easy access to needed skills and talents within the region.

- Intended to help filling the shortage of skilled labor of certain occupations and at same time, helps countries with excess supply of certain professions to export services under Mode 4

- Allows transfer of skills, knowledge and experience

The MRA Commitments

- To facilitate the skilled labor mobility, the ASEAN, established "mutual recognition agreements" (MRAs) that acknowledges a system of equivalency and recognition related to qualifications and competence of various professions.

- This includes recognition on Education, Skills and Training, Years of Experience and Professional Certification and Licenses across the region.

- The Qualifications Reference Framework (AQRF) is Critical in order to facilitate the implementation of MRA to create universal measures of qualifications

Limitations of current (ASEAN) MRA
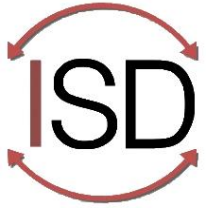
- Framework Agreements of Professions are currently limited to only 8 type of occupations (Engineering, Architecture, Medical Professionals, Nurse, Dentistry, Tourism workers, Surveyor and Accountants) – which represents approx. only 1.5% of ASEAN's workforce.

- The 'ASEAN single certification' currently only applies to selected occupations ie: certified engineers and architects will be registered under ASEAN Chartered Professional Engineers and ASEAN Architects – as per Feb 2019, there are 3547 engineers, 534 architects and 2548 accountants from different ASEAN countries are currently registered)

The Challenges

- Education Accreditation differences

- Standardization vary by professions

- Restrictive Labor Policies, Protectionism & Preferential regulation towards local labor

- Working permit requirements are not uniform across region – further limits employer's ability to hire

- Lack of database

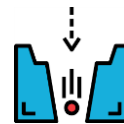- Lack of Information re: available job and project opportunities in the region

Concerns from Private sectors

Relocation Cost & Different sets of renumeration system
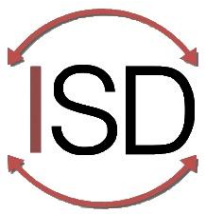
Return on Investment

Skills Gap remaining

Cultural differences, Language barriers

Addressing the Challenge :
Key Points in MRA implementation

ISD

- Implement MRA and facilitate the skilled labor mobility require strong commitments and political will.

- Need to reform domestic regulations that may become barrier in skilled labor movement.

- Set-up complementary measures to reach a universal qualification standard beyond education level or education accreditation. The measures may come in different forms : mentoring, apprenticeship, training, capacity building, working experience.

- Synchronize qualification standards, certification and training requirements.

- Link-up MRA with existing professional mobility in the region to create synergy between MRA and actual labor market movement.

- Databank set-up of skilled labors across regions.

- Information Portal on jobs and projects opportunities.

Promoting Growth and Greater Efficiency of Indonesia Services Sector

Thank You