

Joint Programme Document Template

Migration MPTF

JOINT PROGRAMME DOCUMENT

PROJECT INFORMATION	
Joint Programme Title:	Labour Mobility for Sustainable Development and Climate Resilience in the Pacific
Country(ies)/ Region (or indicate if a global initiative):	Fiji, Kiribati, Tuvalu, Solomon Islands, and Vanuatu
Convening UN Organization:	International Organization for Migration (IOM)
PUNO(s):	International Labour Organization (ILO)
Implementing Partners	Ministries/Departments of Labour and Foreign Affairs in Vanuatu, Fiji, Kiribati, Solomon Islands and Tuvalu; Trade union federations in Vanuatu, Fiji, Kiribati and Solomon Islands; Tuvalu Overseas Seafarers Union; Employers organisations in all countries
Migration MPTF Thematic Area	<input type="checkbox"/> Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility
Primary GCM objectives	Objective 2, Objective 5, and Objective 6
Relevant SDG Target ¹	SDG Target 1.5; Target 8.8; Target 10.7
Expected Project Commencement Date ² Period of Implementation (in months):	24 months
Requested Budget	USD 1,850,000 IOM: 1,000,000 ILO: 850,000
Project Description	This joint programme aims to enhance the benefits of safe and fair migration as a sustainable development and climate resilience strategy via improved labour migration governance, decent work principles and standards in labour migration programmes, promotion of safe and regular labour mobility programmes, and improved reintegration support by national governments and key stakeholders.

¹ Please refer to Annex D5: List of Global Compact Objectives per Thematic area and Key SDG Targets.

² Note: actual commencement date will be the date of first funds transfer.

Marker Questions ³	
<p>Human Rights Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following human rights marker applies to your proposal?</p> <p>A: The Human Rights Marker has largely been achieved</p> <p><i>Please refer to the Migration MPTF Human Rights Marker Guidance Note, Annex: Self-Assessment Matrix. Please include the complete Matrix in Annex 5.</i></p>	
<p>Gender Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following gender marker applies to your proposal?</p> <p>B: Projects that significantly contribute to gender equality and women's empowerment (GEWE)</p> <p><i>Please refer to the Migration MPTF Gender Marker Guidance Note</i></p>	
<p>Child Sensitivity Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following child sensitivity marker applies to your proposal?</p> <p>C: Will contribute in some way to upholding the rights and addressing the needs of boys and girls under 18</p>	

³ Please refer to the Migration MPTF Guidance Notes on the Human Rights Marker and Gender Marker, available in Annexes H and I, Migration MPTF Operations Manual.

SIGNATURE PAGE

UN Resident Coordinator

Country

Name Sonaka Samarasinha

Date April 28, 2021

Signature

Representative of the National Authority

Name of institution

Ministry of Employment and Human Resources

Name of representative

Date 30/05/21

Signature and seal

Representative of the National Authority

Ministry of Public Works, Infrastructure,
Environment, Labour, Meteorology and Disaster

Mrs Palipa H Louti

Date: 29/04/21

Signature and seal

Representative of the National Authority

Name of institution

Name of representative

Date

Signature and seal

Representative of the National Authority

Name of institution Department of Labour
Vanuatu

Name of representative

Date 03/05/21 Marielle M. Meltenoven

Signature and seal Commissioner of Labour

Representative of the National Authority

Name of institution Ministry of Employment, ER &
Productivity

Name of representative

Date 08 June 2021 Mr DEA-N. OMARU

Signature and seal

PUNOs (PUNO)

International Organization for Migration (IOM)

Name of Representative PAZ LUCENT

Date 30 APRIL 2021

Signature

International Labour Organization (ILO)

Name of Representative : Matin Karimil

Date: 30.04.2021

Signature:

Chair of the Migration MPTF Steering Committee

Name

Date

Signature

Representative of Labour Mobility Unit

Name

Date

Signature



JOINT PROGRAMME PROPOSAL NARRATIVE

1. Migration Context and Rationale

1a) The Migration Context and Needs Analysis

The Pacific region is extremely vulnerable to the impacts of environmental pressures, including climate change and increased risk of natural hazards, recognized as an aggravating factor to displacement and migration. While early debates positioned climate-related mobility as a failure of in-situ adaptation and a threat to national and human security, more recently researchers, policy makers and affected communities have begun to identify mobility as a potential strategy to respond to climate risk.⁴ Over the past decade, seasonal labour mobility opportunities have gained momentum in the Pacific, with over 100,000 Pacific Islanders participating in New Zealand under the Recognized Seasonal Employers (RSE) scheme and in Australia through the Seasonal Workers Programme (SWP) and, more recently, the Pacific Labour Scheme (PLS). Among many individual reasons for migration, labour mobility is embraced by various Pacific Island countries (PICs) as a way to contribute to climate resilience by increasing earnings that can be saved, pooled and/or invested to improve the living conditions of migrant workers and their communities. This linkage has been recognized by governments and development partners across the Pacific, including at the July 2019 ILO High level tripartite forum on climate change and decent work in Papua New Guinea which engaged government, employers and workers organizations from nine PICs.⁵

Challenges faced by aspiring and participating labour migrants include decent work deficits during recruitment and employment, low levels of financial awareness and literacy,⁶ adverse social impacts on families and communities left behind, a lack of policy and programme frameworks for social and economic reintegration, and low participation levels of women in regional labour mobility schemes. In addition, COVID-19 has drawn attention to the importance of seasonal work and the specific vulnerabilities faced by seasonal workers.⁷ It has been recognized that, while regional labour mobility has significant positive impacts on PICs, communities and individuals, it can also result in 'losses' if not managed well. The proposed IOM and ILO joint programme builds on existing programming to address some of these challenges through targeted and responsive initiatives across five PICs.

Recommendations from IOM's assessments on barriers to participating in regional labour migration schemes have contributed to the programme design. These assessments were shaped by field research including interviews and focus groups with national, provincial and local government officials, as well as private recruitment agents, employer representatives, workers and their family members. Recommendations from Vanuatu and Solomon Islands identified removing barriers women and residents of remote islands face in accessing labour mobility schemes, strengthening regulation and oversight for labour recruiters, reducing programme costs for jobseekers, and improving contributions to community development by increasing financial literacy and planning. The major ILO research study, *Review of seasonal worker programmes with respect to international human rights and labour standards and participation of women and marginalised groups* also informed the design. While the findings are currently being validated, key recommendations include increasing the involvement of unions in sending

⁴ Thornton, F. et al (2021) Policy Developments and Options to Address Human Mobility in the Context of Climate Risk in the Pacific Islands Region. Research paper (unpublished).

⁵ Participants noted that well-governed labour mobility has the potential to deliver a triple win (for migrants and their families, and the origin and destination countries), as well promote resilience to climate change.

⁶ Resulting for example in an estimated AUD 11.4 million in superannuation contributions not repaid as of mid-2019.

⁷ Impacts on the joint programme are noted in more detail under 2a) Results Framework.

and receiving countries in the SWP and addressing specific participation barriers faced by women, aligned with the activities under this programme. IOM and ILO's engagement with regional coordination mechanisms, including the Labour Mobility Working Group convened by the Pacific Islands Forum Secretariat (**PIFS**), and the Pacific Labour Mobility Workers Support Working Group which brings together governments, non-government organizations, recruitment agents, training providers and development partners, have validated that these assessments and research findings are aligned with country needs.

Both IOM and ILO participate in the Pacific Labour Mobility Annual Meeting (**PLMAM**) which comprises representatives from sending and destination countries, a key forum for discussing regional labour mobility priorities. The proposed activities align with outcome statements of the 2018 and 2019 meetings and seek to address some of the challenges highlighted through that forum.

1b) Complementarity and Additionality

The joint programme complements and builds on several activities IOM and ILO are progressing via the ongoing joint-agency (with UN and non-UN partners) *Pacific Climate Change Migration and Human Security (PCCMHS) programme*⁸ across 13 PICs including the five countries under this programme. Relevant activities include training and skills development to increase access to labour mobility schemes, and pre-departure orientation to support migrants to safely migrate with an understanding of their rights. Under the PCCMHS programme, IOM, ILO, and partners have completed an assessment on labour mobility and COVID-19, conducted consultations on predeparture training and orientation needs and gaps, and undertaken scoping work on return and reintegration needs of labour migrants.

ILO under PCCMHS has undertaken a comprehensive review of the seasonal workers schemes and migrant worker legislation and policies of Australia and New Zealand against international labour and human rights standards and migrant worker conventions.⁹ The review also provides recommendations to improve participation of marginalized groups. The review involved interviews with key informants across Australia, New Zealand and sending countries, as well as seasonal workers from Vanuatu, Kiribati, Fiji and Samoa. Initial findings from this review inform the programme outputs, particularly under Outcomes 1 and 2. The review will be finalised following validation workshops which will provide an additional opportunity to engage with key stakeholders, including migrant workers, on the proposed programme.

The programme also builds off discussions and priorities identified in the ILO 2019 High Level Tripartite Forum on Climate Change and Decent Work in the Pacific Islands Countries. At the forum it was highlighted that to enhance the development benefits from labour mobility, decent work principles should be at the heart of its design and implementation.

Australia's Pacific Labour Facility (**PLF**) which administers the PLS and provides assistance to the SWP on behalf of the Australian Government is developing strategic documents which will shape regional labour mobility over the coming years, including as it impacts on the return and reintegration of labour migrants. The programme partners understand the New Zealand Government is undertaking similar reviews at this time, while PIC governments and communities are undertaking innovative initiatives to support returning migrants such as V-Lab in Vanuatu which is promoting entrepreneurship through facilities, services and mentoring. The programme will support efforts being undertaken by PLF, the New Zealand Government

⁸ The PCCMHS programme's second objective: 'Migrants and communities in the Pacific Island Countries benefit from safe labour migration as a sustainable development and climate change adaptation strategy. The PCCMHS programme, co-funded by the UN Trust Fund for Human Security and New Zealand Aid Programme, covers Cook Islands, Fiji, Kiribati, Republic of the Marshall Islands, Federated States of Micronesia, Nauru, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

⁹ ILO Conventions 97, 143, 181 and 188.

and PICs, including by coordinating outputs under Outcome 4 relating to return and reintegration to ensure the programme activities are well-aligned, relevant and complementary rather than duplicative to those initiatives already being planned and implemented. Activities planned under this programme build on initiatives already completed across the Pacific, including recent reviews of several labour market information systems (**LMIS**) in partnership with governments. Effective LMIS strengthen availability of labour mobility data such as socioeconomic and demographic data for labour market demand and supply, through centralizing a database of jobseekers and matching jobseekers with jobs (both domestically and abroad). IOM has supported the governments of Tuvalu and Kiribati by developing contextualized LMIS for each country, and this will be built upon through this programme by reviewing the LMIS arrangements in the five identified countries to support improved data collection and sharing.

Additionally, IOM is a partner in the Spotlight Initiative, a Pacific regional programme across 16 PICs aiming to address the prevalence of gender-based violence (**GBV**) in the region in coordination between the European Union and the UN. In addition to many other activities under the Spotlight programme, this initiative has strengthened pre-departure migrant training in Vanuatu to include gender and GBV-related concepts. Through the Pacific Labour Mobility Support Working Group IOM Vanuatu has formed a partnership with the Vanuatu Department of Labour and World Vision and is designing an integrated 5-day pre-departure training package called “Family Ready” comprised of modules including what to expect from seasonal work, healthy relationships with partners and children while away, gender-based violence prevention, family financial management, including budgeting, saving, remittances and entrepreneurship. A compressed version will also be included in Department of Labour’s mandatory pre-departure 2-day sessions for all departing migrants. The “Family Ready” “train the trainer” session will be piloted in mid-2021 and then provincial trainings will be rolled out later in the year. Strengthening and building on this is proposed through this programme’s efforts under Outcome 3, with the potential to adapting and scaling this initiative, in addition to other best practice examples of pre-employment orientations, in other countries in the future.

IOM has also contributed to improving relations between governments and diaspora, as well as improving remittance management and financial literacy through targeted projects in Fiji, Vanuatu, and regionally. These completed and ongoing initiatives indicate that there remain challenges around individual labour migrants fully benefiting from regional labour mobility schemes, including how to manage remittances, financial literacy or having access to consistent and harmonized pre-departure training or migrant orientation. IOM and ILO seek to utilize this unique funding from MPTF to further strengthen governance of and access to regional labour mobility schemes and improve the experience of labour migrants from across the Pacific.

1c) Linkages to relevant national (or regional) strategic priorities

The *Boe Declaration on Regional Security* articulates the PIC consensus that climate change is a critical issue, and regional and national policies and frameworks increasingly refer to the climate change-migration nexus with calls for action to leverage labour migration.¹⁰ The *Framework for Resilient Development in the Pacific 2017-2030 (FRDP)* takes an integrated approach to addressing climate change and disaster risk management and progresses the region to voluntary commitments relating to human mobility, migration, and climate change. The programme aligns with the *UN Development Assistance Framework Pacific Strategy (UNPS)* Outcome 3.¹¹ This programme also aligns with the key guiding

¹⁰ Along with reducing displacement and considering planned relocation as a last resort.

¹¹ Sustainable and Inclusive Economic Empowerment, which by 2022 aims to support people in the Pacific in particular youth, women, and vulnerable groups, benefit from inclusive and sustainable economic development that creates decent jobs, reduces multi-dimensional poverty and inequalities, and promotes economic empowerment.

principle outlined in the *United Nations Sustainable Development Cooperation Framework (UNSDCF)*: “Leaving no one behind.”

This programme will support the review and implementation of the National Labour Migration Policies (**NLMs**) of several PICs, including Kiribati, Tuvalu and Vanuatu, as well as review of relevant legislation. The *Fiji National Development Plan* focuses on inclusive socio-economic development and recognizes the role of labour mobility and seasonal work as means to reduce unemployment while the *National Climate Change Policy and Adaptation Framework* views labour mobility as a means to adapt to climate change. The *Kiribati National Labour Migration Policy* promotes overseas employment and protection of workers while abroad including in response to climate change threats to livelihoods at home. For the Government of *Solomon Islands* to maximize positive sustainable development impacts of labour mobility, it is critical that aspiring labour migrants, particularly women and those from more remote areas can participate. The *Tuvalu National Strategic Action Plan for Climate Change and Disaster Risk Management* recommends activities relating to climate change and migration, and its *National Labour Migration Policy* identifies climate change as one reason to increase efforts to find labour mobility opportunities abroad. The *Vanuatu National Sustainable Development Plan* Objective 4.6 seeks to "Increase labour mobility nationally and internationally, including through the collection and analysis of comprehensive labour market data."

1d) Alignment to the GCM, SDGs and Relevant Frameworks

The programme seeks to improve the reintegration experience of returning migrants, in an effort to minimize the adverse drivers and structural factors that compel people to leave their country of origin (**GCM Objective 2**). The programme aims to reduce the motivation of people to migrate through irregular channels by enhancing availability and flexibility of pathways for regular migration, aligned with **GCM Objective 5** and **SDG Target 10.7**. The promotion of standard employment terms and facilitating fair and ethical recruitment practices aims to ensure the rights of labour migrants are upheld contributes to **GCM Objective 6** and **SDG Target 8.8** on protecting labour rights, particularly for women migrants. By supporting those who choose to migrate as a climate resilience strategy in a safe and orderly manner, the programme will contribute to **SDG Target 1.5** and reduce vulnerability to climate-related events.

IOM’s Migration Governance Framework (**MiGOF**)¹² proposes the necessary conditions for migration to be well-managed and maximize results for migration to be beneficial to all. The joint programme neatly supports the identified countries with achieving **all three MiGOF objectives** through its holistic approach.

¹² More information about MiGOF can be found here: https://www.iom.int/sites/default/files/about-iom/migof_brochure_a4_en.pdf

2. Results Framework and Theory of Change

2a) Results Framework

The overall objective of the joint programme is to enhance the benefits of safe and fair migration as a sustainable development and climate resilience strategy in the Pacific. The programme has been designed with reference to existing assessments and reviews, building on existing programming and consultations with the country governments and stakeholders, all of which highlighted the need for a multi-pronged approach to tackling the challenges associated with labour mobility in the Pacific. This evidence base for the programme design provides assurance that the results will bring about direct changes for the beneficiaries, with a particular focus on women migrants. The programme is structured under four outcomes. All activities will be contextualized to the local community, in recognition of the importance of addressing needs in a localized manner as well as the distinct characteristics and cultures of the countries in which the programme will be implemented.

Please note: References to “Pacific governments” in the context of the Results Framework and Theory of Change refers to the five implementing governments of Vanuatu, Fiji, Kiribati, Solomon Islands and Tuvalu.

Outcome 1: Pacific governments demonstrate improved labour migration governance

IOM and ILO understand that improving the governance of labour migration begins with improved access to information and coordination. To this end, the partners will deliver three outputs under this outcome aimed at:

- improving understanding among Pacific governments and their stakeholders on the nexus of labour mobility and climate change;
- improving understanding of barriers to entry in existing seasonal worker programmes, the reintegration needs of returning migrant workers, and information gaps in current labour market information systems – if they exist;
- as well as providing Pacific governments with the tools and knowledge to promote increased and more representative participation in the schemes.

Pacific governments are increasingly recognizing the importance of labour mobility, particularly seasonal labour mobility, as a climate resilience strategy. The activities proposed under this outcome seek to continue to highlight this link, and provide more structured opportunities for stakeholders to understand the current labour mobility dynamics in the Pacific. Building on the coordination mechanisms already in place in the region, including the Technical Working Group (**TWG**) on Human Mobility, Labour Mobility Working Group and Pacific Labour Mobility Workers Support Working Group, IOM and ILO propose to support the governments by conducting further assessments on the barriers to entry experienced by aspiring labour migrants, as well as the challenges faced by returning migrants. Additionally, IOM has already undertaken extensive work across the Pacific on assessing the quality of existing LMIS, including developing an LMIS for Kiribati and Tuvalu. ILO will provide targeted technical inputs on opportunities to design rapid LMI functions that could signal directions for policy and training decisions as well as recommendations on capacity building that could strengthen the utilization of LMI for skills development. This outcome aims to continue this by assessing the current LMIS in the five countries and providing recommendations to strengthen the information that they provide.

To bring this together, IOM and ILO seek to work with the five governments to develop a set of intra-PIC regional labour mobility recommendations, including to support regional collaboration on labour mobility as a climate resilience strategy and recommending means of addressing the financial and administrative barriers to the participation of women and men. Technical support will also be provided to the Departments of Labour to develop contextualized standard operating procedures or an operation manual to support regulation of pre-employment and pre-departure orientations, and guidelines for the return

and reintegration of migrants and their families, including relating to post-return financial literacy and planning. The partners will work with the governments of all five countries to ensure these products are specific to the needs and requests of each government. This outcome will consider the particular challenges faced by women and marginalized groups, and will support governments with understanding the current context in more detail, including how well-governed labour mobility can contribute to climate resilience. The tools and knowledge under Output 1.3 will support the implementing governments with improved regulation of labour mobility.

Outcome 2: Decent work principles and standards are at the core of Pacific labour migration programmes

ILO and IOM agree that access to safer and fairer migration for all requires a conducive policy and legislative environment which enshrines decent work principles and standards at the centre. ILO will coordinate the corresponding outputs to enable Pacific governments, destination country governments, trade unions, CSOs and migrant workers to better work together to protect the rights of workers. By establishing a regional platform for bipartite social dialogue, between trade unions and employer organizations from the five countries, the partners aim to provide a mechanism through which the promotion of rights-based and gender-responsive labour mobility programmes is possible. The establishment of a regional platform for bipartite social dialogue is an innovative aspect of the programme, bringing together trade unions and employers' organizations across the region for the first time, and acknowledging the critical role of employers' organisations in shaping the policy environment relevant to migrant workers. Through the provision of relevant technical information and country-level consultations, including on standard employment terms to reduce the risk of migrant worker exploitation in destination countries, and supporting the development of policies and regulations, ILO will support the review of national legislation relevant to migrant workers and provide the tools and mechanisms to implement rights based and gender responsive laws and policies.

Trade unions contribute a unique role in society, with the ability to have a positive impact on upholding the rights of migrant workers if supported appropriately. The partners propose to support regional trade union federations and counterparts in Australia and New Zealand on developing a memorandum of understanding and action plan to protect the rights of migrants, as well as providing technical support to trade unions in destination countries to address key gaps in the information and support services available to migrant workers. A specific focus will be on the experience of women migrants and migrants from marginalized groups, including to ensure accessibility of information and improved awareness of rights. Additionally, recognizing the importance of receiving feedback directly from migrant workers on their challenges, support will be provided to improve the complaints mechanisms available for resolving problems and addressing any impingements on human or labour rights.

Outcome 3: Pacific governments contribute to the delivery of safe and regular labour migration programmes

Pacific Island governments play a strong role in the delivery of safe and regular labour mobility programmes, and this programme aims to effectively support them in this role. With a focus on delivery of two outputs, ILO will also coordinate this outcome which aims to provide migrant workers and their families with increased skills and knowledge to safely access labour mobility opportunities, as well as increasing the understanding and skills among Pacific governments to support fair and ethical recruitment and safe labour mobility. Training is a particular focus of this outcome, with development and delivery of training across several areas of importance.

Stakeholders, including Pacific Island governments recognise that labour migrants, and particularly those participating in seasonal labour mobility schemes that are common in the Pacific, is one of the most effective ways of ensuring good outcomes for those migrants, their families and communities. As described under **Section 1** of this programme document, IOM, World Vision and the Vanuatu

Department of Labour have developed a five day predeparture training package in Vanuatu for departing migrant workers in collaboration with the Department of Labour and World Vision. This package covers what to expect from seasonal work, healthy relationships with partners and children while away, gender-based violence prevention, and family financial management including budgeting, saving, remittances and entrepreneurship. Other actors, such as Australia's PLF, are similarly developing pre--departure or pre--employment orientation programmes. Together these tools and training packages provide a good understanding of best practice for the region. The partners will seek to develop or revise these best practice pre-employment training packages for the work-ready pools in Fiji, Vanuatu and Tuvalu, with consideration of the gender--specific needs. To complement activities under Outcome 2, ILO will ensure the tools align with decent work principles and standards, include information on union membership and potential assistance, as well as details on complaints mechanism in countries of origin and destination. To support the rollout of these tools in practice, IOM and ILO will deliver training of trainers in Fiji and Tuvalu, noting that similar is already being conducted under the Spotlight Initiative in Vanuatu, and will then support the Governments of Vanuatu and Fiji to deliver this training to cohorts of aspiring migrant workers. IOM and ILO expect this will support the governments to deliver the training to up to 240 participants. This training will be innovative in that it will not only be delivered to the aspiring migrants, but with the opportunity to also deliver this to their families or partners – creating a more holistic understanding of the impact of being a labour migrant and the benefits it can bring to the whole family.

The second component under this outcome is more technical, with training to Departments of Labour on the ILO Fair Recruitment Principles and Guidelines and training to labour recruiters in alignment with IOM's International Recruitment Integrity Standards (IRIS) Labour Recruiter Capacity Building Programme. Support to develop standard operating procedures for the regulation of recruiters and training of inspectors, as well as to develop referral systems to support vulnerable migrants round out this outcome.

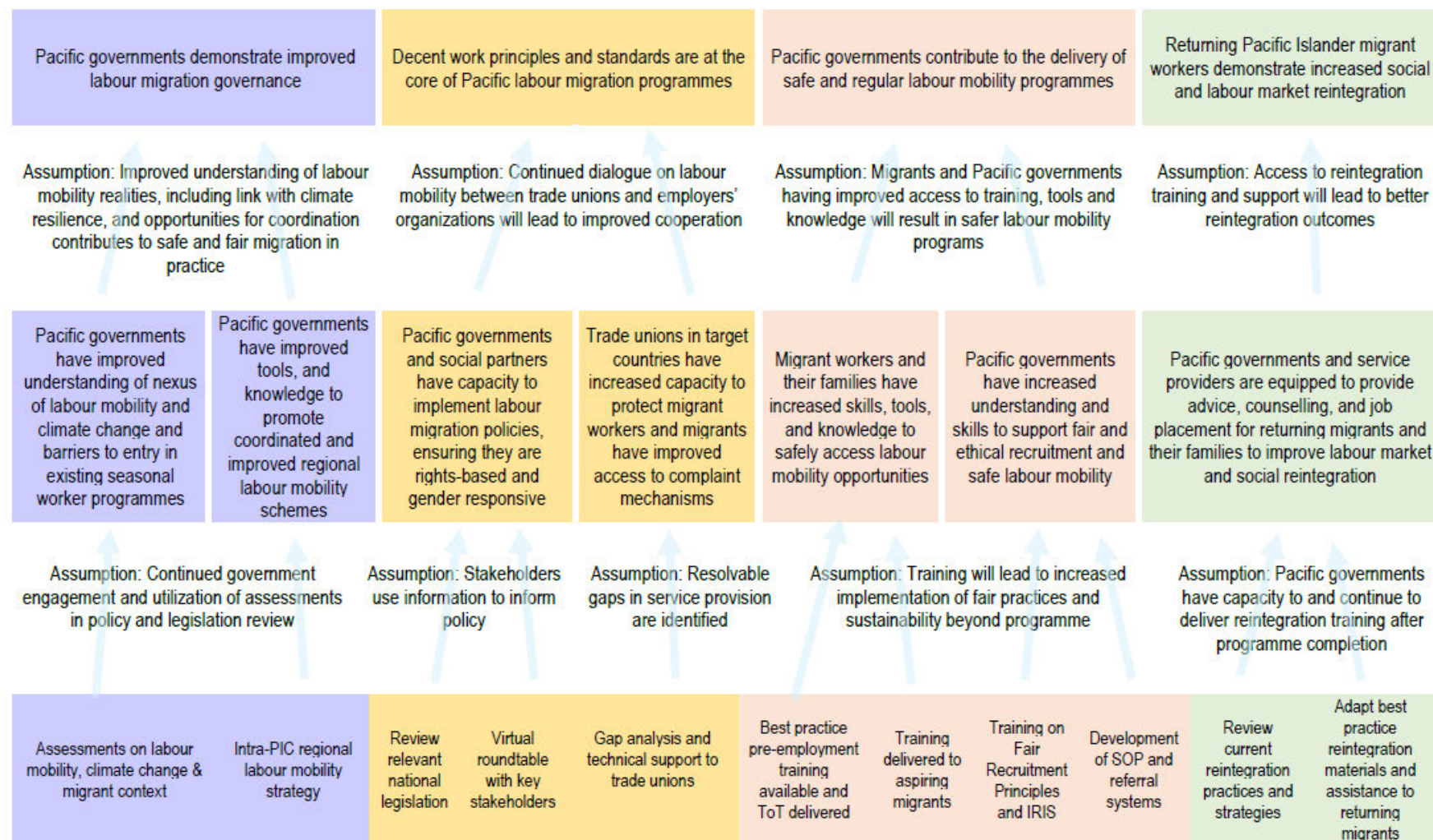
Outcome 4: Returning Pacific Islander migrant workers demonstrate increased social and labour market reintegration

IOM has focused energy under this outcome towards improving reintegration outcomes of returning migrant workers and their families through better access to advice, counselling and job placement, including through tailored post-return financial literacy and planning support. It is widely recognized that reintegration of returning labour migrants is a significant gap in the labour migration cycle for the Pacific, and supporting governments in responding to this need will not only be innovative but also create the foundations for longer term strategic investment in this area. The programme partners will review the current practices and strategies relating to return and reintegration for migrant workers and their families in Vanuatu and Solomon Islands, noting that similar reviews are already being undertaken in Tuvalu, Kiribati and Fiji by IOM and ILO under other funded projects.

Best practice return and reintegration materials exist globally, such as IOM's institutional Reintegration Handbook, though generally these are utilized to support the return and reintegration of asylum seekers, stranded migrants or vulnerable migrants. Adapting these materials to a labour mobility context will be another innovative aspect of this programme and will support governments and partners to improve returning migrant outcomes. IOM and ILO will work collaborate with the governments of Vanuatu and Fiji to adapt these best practice materials utilizing participatory methods and disseminate these at country-level workshops. Then support will be provided to a returning cohort of ni-Vanuatu migrant workers, with reintegration assistance targeted to their individual needs. This will provide an understanding of how this assistance can best be provided in the Pacific context with regard to seasonal labour mobility schemes and provides the opportunity for extrapolation to more migrants and country contexts in the future.

2b) Theory of Change

The benefits of safe and fair migration as a sustainable development and climate resilience strategy in the Pacific are enhanced.



3. Project Implementation Strategy

3a) Joint Programme Implementation Strategy

The programme partners have committed to delivering this programme in an effective and efficient manner. This commitment is captured in the design of the programme activities, as well as the plans for implementation. IOM and ILO plan to work with Fiji, Vanuatu, Kiribati, Solomon Islands and Tuvalu in line with known needs and government requests, previous research undertaken by both programme partners, existing relationships on labour mobility issues in these countries, as well as to complement and build on ongoing programming across the Pacific as described in **Section 1** of this programme document. It is recognized that many other PICs experience similar challenges relating to labour mobility and climate resilience, and that this programme could equally have been delivered across the Pacific; however, the partners have identified these five countries with consideration of the scope of the available funding and timeframes. IOM and ILO expect that the theories tested throughout implementation of this programme will enable future related programming to be implemented more efficiently and effectively across other PICs if requested in the future. Elaboration on the partner's presence across the Pacific is included under **Section 6** of this programme document.

in the Pacific, especially in Fiji and Vanuatu where key programme activities will be implemented. With recognition of the geographic, cultural and contextual realities of working in the Pacific, IOM and ILO have structured the activities so that core activities will be implemented “on the ground” in the countries (as identified in **Annex 1** Results Framework), while smaller supplementary activities and some regional activities will be coordinated at a high-level using desk research, virtual communications and existing governance and coordination mechanisms. Noting the rapidly changing Pacific context, as well as changing travel restrictions and quarantine requirements due to COVID-19, the partners plan to monitor implementation very closely in consultation with the UN Resident Coordinator's Office and focal points identified by the governments to ensure the activities are being implemented effectively and with most efficient use of funds.

ILO's unique structure which brings together governments, employers and workers will be critical to the programme implementation strategy. With the important role that each of these stakeholders play either directly or indirectly in ensuring safe and regular labour migration, bringing them together through consultations and direct involvement in activity implementation, including through the bipartite mechanism for regional dialogue to be established under the programme, attempts to bridge the missing link in Pacific regional labour mobility schemes.

Direct beneficiaries of various training and training of trainer programmes to be rolled out under the programme will be identified through close consultation with the respective governments and other stakeholders as identified under **Annex 4a** Stakeholder mapping. This ensures that the training will be delivered in the most effective and sustainable manner.

A detailed programme implementation plan will be developed during the inception workshop, in close consultation and collaboration with key partners and governments, using the work plan in this programme document as a guide. This detailed plan will be structured to ensure most efficient use of programme travel costs and government official time and engagement, alignment with other ongoing projects and initiatives to ensure complementarity instead of duplication, and adequately mapped out to achieve the results intended by the programme.

3b) Cross-Cutting Principles

Human rights are at the centre of the work of both IOM and ILO. ILO is mandated to set labour standards, develop policies and programs, promoting decent work for all women and men. ILO is committed to

promoting social justice and internationally recognised human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace. These rights are detailed in the eight Fundamental Conventions, as well as the ILO conventions relating specifically to migrant workers, these are: the Private Employment Agencies Convention, Convention 181; Migration for Employment Convention (Revised) 1949 (No.97); Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); and the Work in Fishing Convention, 2007 (No. 188) It is noted that Fiji, Kiribati, Vanuatu and Solomon Islands have ratified all eight Fundamental Conventions.

IOM's MiGOF explicitly acknowledges the importance of ensuring that migration law and policy fulfils migrants' rights. This proposed joint programme utilizes a rights-based approach to bring the rights of migrant workers and their families to the forefront of programming, in recognition of the rights of migrants irrespective of their nationality or migration status. Through improving labour mobility and its governance across the Pacific, this joint programme will promote that migrants' rights are respected, protected and fulfilled by States. Some specific ways the programme will achieve this is through supporting the review of national policies and legislation relevant to migrant workers to ensure they are rightsbased – avoiding inadvertent negative human rights implications through their implementation; promoting the use of standardized employment terms for seasonal workers; as well as through strengthening migrant orientation programmes to ensure migrant workers are aware of their rights ahead of embarking on new roles abroad. By improving complaints mechanisms available to migrant workers, the programme will empower migrant workers to directly address human rights issues that they face, enabling trade unions and support services to consider individual human rights impacts. Additionally, human rights and alignment with nine key international human rights treaties will be considered as part of monitoring and evaluation efforts.

Gender mainstreaming is a key component of the programme, with gender considered as part of the programme design and in many of the planned activities. IOM and ILO have committed to consider gender and the different impacts of labour migration on men, women and children, including as part of gender-responsive reviews of labour migration laws and policies and gender mainstreaming during the development of training curricula under the programme outcomes. The programme will support the governments to ensure women and men have equal access to labour mobility programmes as well as considering the different perspectives and understanding of women and men throughout each step of implementation. In particular, the programme will deliver assessments into the barriers faced in accessing seasonal workers programmes and reintegrating by female and male aspiring and returning migrants. These assessments will emphasize the experience of women and focus on the differing experiences of women and men in terms of health screening, immigration and passport services, lack of resourcing to cover upfront costs and returning labour market opportunities. The majority of participants in regional labour migration programmes to date have been male, with limited take up of women from the PICs, with most men being considered “youth” at under 35 years of age. This disparity can lead to further entrenched gender roles, female partners and their children left behind, as well as women not having equal access to the opportunities that labour migration can bring.

Another specific example of this programme's impact on gender equality is the consideration of the whole family as part of the planned pre-departure and returning migrant worker training packages under Outcomes 3 and 4, including healthy relationships with family while away, gender-based violence prevention and family financial management, as well as post-return financial literacy and planning. Improving labour migration in a holistic way which benefits all cannot be achieved with appropriate gender mainstreaming.

In addition, the programme is **child sensitive** as it aims to consider the impact of labour mobility, and particularly seasonal workers programmes, on the whole family unit, including partners and children who

are left behind if the primary financial provider migrates either permanently or temporarily for work. In particular, the pre-employment training to be designed and delivered under output 3.1 aims to incorporate families in the actual delivery of training to consider holistically the impacts of labour migration on family relationships as well as the benefits it can bring to the whole family. This innovative aspect of the programme ensures children's perspectives are not lost in the discussion about labour migration. This will provide the identified countries with a more complete understanding of how to effectively govern and manage labour mobility.

4. Partnerships

4a) Stakeholder Mapping

Stakeholder	Stakeholder type	Relevance to proposed project	Proposed means of coordination
Department of Labour and Employment Services Vanuatu Ministry of Employment, Productivity and Industrial Relations Fiji Ministry of Foreign Affairs, Trade, Tourism, Environment and Labour Tuvalu Ministry of Employment & Human Resource Kiribati Ministry of Foreign Affairs and External Trade Solomon Islands Ministry of Commerce Industry Labour and Immigration Solomon Islands	Government sending country	<p>Critical for the implementation of activities, and achievement of project outcomes and objectives</p> <p>Key stakeholder of IOM and ILO – ILO constituent and IOM Member State representative</p> <p>Beneficiary of targeted technical assistance</p>	<p>Inception workshop</p> <p>Regular coordination through focal points and existing mechanisms as outlined in Section 6</p> <p>Direct partnership at the country level for the implementation of specific activities</p>
Pacific Islands Forum Secretariat	Regional intergovernmental organization	<p>Key coordination mechanism representing implementing countries under the project</p> <p>Key stakeholder of IOM and ILO under this and other existing programmes</p>	Regular coordination through Labour Mobility Working Group
Aspiring and returned labour migrants in Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu and labour migrants in Australia and New Zealand	Migrant workers	Primary intended beneficiaries of project	<p>Regular engagement through project monitoring</p> <p>Engagement via union and CSO representation</p>

			Beneficiary of training and assistance under Outcome 3 and 4
Australian Council of Trade Unions	Workers organization	Critical for the implementation of activities, and achievement of project outcomes and objectives	Inception workshop
Fiji Trades Union Congress			
Kiribati Trade Union Congress			
New Zealand Council of Trade Unions			
Solomon Islands Council of Trade Unions (SICTU)			
Tuvalu Overseas Seafarers' Union (TOSU)			
Vanuatu Council of Trade Union			
Australian Chamber of Commerce and Industry (ACCI)	Employers' organizations	Critical for the implementation of activities, and achievement of project outcomes and objectives.	Inception workshop
BusinessNZ			
Horticulture New Zealand			
Fiji Commerce and Employers' Federation (FCEF)			
Kiribati Chamber of Commerce & Industry (KCCI)			
Tuvalu National Private Sector Organization (TNPSO)			
Vanuatu Chamber of Commerce and Industry (VCCI)			
Solomon Islands Chamber of Commerce			
Pacific Council of Trade Unions (PICTU)	Regional workers umbrella organization	Key coordination mechanism	Inception workshop

		representing implementing countries workers organisations under the project	Regular coordination through ILO focal points
Pacific Island Private Sector Organization (PIPSO)	Regional employers' organization	Key coordination mechanism representing implementing countries employer organizations under the project	Inception workshop Regular coordination through ILO focal points
Department of Foreign Affairs and Trade Australia	Government representative for destination country	Focal point for coordination with Government of Australia	Coordination by project team
Ministry of Foreign Affairs and Trade New Zealand	Government representative for destination country	Focal point for coordination with Government of New Zealand	Coordination by project team

4b) Partnerships

This proposed programme employs a people-centred and whole-of-society approach including migrant workers, recruiters, private sectors, workers and employers' organisations and responsible agencies in governments, and embassies. The programme design is informed and shaped by the inputs made to IOM and ILO as well as the process of incorporating the priorities and needs of PICs. For example, activities have been designed based on field research conducted with migrant workers in preparation of the report *Review of seasonal worker programmes with respect to international human rights and labour standards and participation of women and marginalised groups*. The latter is evident through the broad base engagement.

This joint programme builds directly upon IOM and ILO engagement in and with the PICs around assessments, policy revisions, and related activities including through PCCMHS as well as the EU-funded Spotlight Initiative through which IOM is reviewing GBV vis a vis labour migration from Vanuatu to destination countries Australia and New Zealand. ILO work in collaboration with workers and employers organizations in PICs as well as in Australia and New Zealand and this tripartite structure will be leveraged to ensure all programme activities are implemented with representation and input from workers and employers organizations throughout the project implementation.

Partnerships drawn on throughout this programme implementation are explained in more detail under Section 6 of this programme document.

5. Innovation and Sustainability

5a) Sustainability

Utilising existing coordination mechanisms:

To ensure sustainability, this programme utilises existing coordination mechanisms, such as the Labour Mobility Working Group and the Pacific Labour Mobility Workers Support Working Group. Convened by PIFS, the Labour Mobility Working Group meets to support improved governance of the labour mobility programmes and IOM is already a member alongside the Australia Pacific Training Coalition (**APTC**). The Pacific Labour Mobility Support Working Group also meets monthly in Vanuatu, a multi-stakeholder group that includes IOM, government, non-government organizations, recruitment agents, training providers and development partners. Similarly, the programme will utilize the TWG on Human Mobility which was established under the auspices of the Pacific Resilience Partnership (**PRP**) under the FRDP. This group meets several times a year and members include representatives from governments, regional organizations, private sector, civil society, academia, and development partners. This programme will make annual reports to the PLMAM coordination mechanism which both IOM and ILO participate in. By utilizing the capacity of existing structures within the Pacific context, this programme can promote sustainability of its actions beyond the programme's completion. Many members of different forums that will be utilized for coordination through this programme have identified the need for assistance with labour mobility programming. By addressing a direct need in an already established working and coordination context, this programme ensures its sustainability.

Information sharing and 'training of trainers':

This programme utilises a training of trainers approach to ensure sustainability is at the core of its design. A training of trainers approach to programming where possible intends to empower programme beneficiaries and relevant government ministries to "own" the outcomes of the programme and take them forward independently. As such, the programme is designed around a multiplier effect where its impacts and effects outlive the timeframe of the activities. The programme partners acknowledge that training can be expensive and difficult to replicate and in comparison, to delivering one-off trainings, this innovative approach strives to equip decision-makers with the tools and capacity to cascade trainings beyond the timeframe of this programme. This approach increases information sharing and coordination, and is intended to set the scene for ongoing, sustained efforts in improving labour migration by the programme partners, implementing governments and other targeted stakeholders.

5b) Innovation

Addressing the nexus of labour mobility and climate resilience:

There is a significant policy gap within the Pacific assessing the linkages between labour mobility, climate change and disaster risk reduction. While more governments and partners are recognising the importance of considering these issues holistically, and the benefits that labour mobility can bring in a climate resilience sense, data and policy guidance are limited. Specifically, Activity 1.1.3 within this programme will deliver the first ever assessments on labour mobility as a climate change adaptation strategy. This will include a review of current literature, evidence gaps and developing case studies. By providing the evidence base for strategic actions outlined by governments, this will help to ensure enhanced awareness of climate change among government ministries and departments that are not usually engaged in this area of work.

Reducing gender-based violence through labour mobility programming and whole-of-family approach:

This programme seeks to develop holistic support to migrant workers utilizing a multi-pronged approach – looking at the issues through a governance, programming and direct assistance lens. One such area is the consideration of using a whole of- family approach to pre-departure and pre-employment trainings to reduce GBV. The “Family Ready” pre-departure training package being developed in Vanuatu by IOM, the Department of Labour and World Vision includes components on healthy relationships with partners and children while away and GBV prevention. This is one of the first known pre-departure orientations which takes this holistic approach, and this MPTF -funded programme will support its contextual adaptation and continued rollout in Tuvalu, Fiji and Vanuatu through targeted activities. This training will be innovative in that it will not only be delivered to the aspiring migrants, but with the opportunity to also deliver this to their families or partners – creating a more holistic understanding of the impact of being a labour migrant and the benefits it can bring to the whole family. IOM and ILO intend to deliver this training to up to 240 participants.

Adapting return and reintegration materials for returning labour migrants:

Best practice return and reintegration materials exist globally, such as IOM’s institutional Reintegration Handbook, though generally these are utilized to support the return and reintegration of asylum seekers, stranded migrants or vulnerable migrants. Adapting these materials to a labour mobility context will be another innovative aspect of this programme and will support governments and partners to improve returning migrant outcomes.

Developing new platforms for continued use, where necessary:

The proposed programme strives to innovate by creating new coordination mechanisms where identified as necessary. For example, Activity 2.2.2 endeavours to establish a regional platform for bipartite social dialogue between unions and employers’ organisations to facilitate increased coordination on promoting rights-based and gender responsive labour mobility programmes. This activity is to be implemented in all five countries and is both unique and innovative as it will be the first regional opportunity for ongoing dialogue on labour mobility involving trade unions. Creating a regional dialogue will allow for effective and targeted policy recommendations and programming, allowing for both unions and employers’ organisations to advocate for the needs of migrant workers. Given the small population context of the Pacific and as a result small size of respective governments, the joint applicants are attentive to where they choose to build new platforms, only creating where there is need.

6. Project Management and Coordination

6a) PUNOs and Implementing Partners

The programme will be implemented by IOM and ILO, between which there is substantial presence across the Pacific.

IOM will act as Convening UN Organisation. IOM offices¹³ are supported by IOM Australia and Coordinator for the Pacific, which provides support in financial and programmatic reporting, and IOM's Regional Office in Bangkok which provides additional technical support via regional thematic experts in the areas of migrant protection and labour migration. The IOM offices, including offices in Fiji, Vanuatu, Tuvalu and Solomon Islands, and existing multi-partner programmes across the Pacific creates a network that will allow IOM to effectively manage the programme activities. In addition, IOM has strong relationships with relevant regional groups such as Melanesian Spearhead Group, Pacific Immigration Development Community (PIDC), PIFS, Pacific Community and several working groups and coordination mechanisms detailed in the following sub-section, which will allow it to learn from and guide best practice labour mobility in the region and report the outcomes and results of this MPTF-funded programme.

The ILO brings together governments, employers and workers of 187 members. The ILO Country Office in Suva serves 22 PICs, including 11 which are ILO Member States, and administers programmes in the region. ILO has strong partnerships with Ministries of Labour as well as with employers and workers organizations in all Pacific Member States. Technical support to the proposed programme will be provided by the Regional Migration Specialist based in Bangkok as well as the Standards Specialist in Suva.

Both partners are currently implementing activities across the five identified countries resulting in strong ties with the respective governments and local stakeholders, which will also support extending the relevant programme activities in these remote countries with small populations.

Implementing partners involved in the joint programme include the relevant Ministries or Departments of Labour and Foreign Affairs in Vanuatu, Fiji, Kiribati, Solomon Islands and Tuvalu; trade union federations in Fiji, Vanuatu, Kiribati and Solomon Islands; Tuvalu Overseas Seafarers Union; and employers organizations in all implementing countries. The stakeholder mapping at **Section 4** of this programme document as well as the following sub-section provides more detail on the importance and coordination mechanisms with these partners.

6b) Joint Programme Management and Coordination

The Pacific has a unique and complex setting with UN representation through Multi-Country Offices (MCOs). Years of implementation of multi-country and multi-agency projects have shown the necessity to ensure government buy-in and that such buy-in is most successful through presence on the ground. To ensure full government buy-in IOM and ILO intend, to the extent possible, to base programme staff across the implementing countries, with IOM's Programme Manager located in Vanuatu and ILO's Technical Officer in Fiji. This will provide a stronger programme coordination presence across the Pacific instead of centralizing it in one location and demonstrate the programme's commitment to effective on-the-ground delivery. IOM's Programme Manager will have overall responsibility for programme coordination and the programme's IOM-led implementation. Activity implementation will be supported by a Programme Officer in Vanuatu and Programme Assistant in Fiji, the Country Offices in Solomon Islands and Tuvalu, and recruitment of local consultants where required, as well as an ILO Programme Assistant in Fiji.

¹³ Fiji, Solomon Islands, Vanuatu, Tonga, Papua New Guinea, Republic of the Marshall Islands, Palau, Tuvalu and the Federated States of Micronesia

IOM and ILO note that many PICs have small and sparse populations, which results in often small government ministries (sometimes the same individual focal points) working closely with multiple UN and other implementing partners on simultaneous projects and programmes. The partners heed government requests to collaborate effectively and utilize existing coordination mechanisms for programme implementation. To this end, a Programme Steering Committee (PSC) will be formed at programme inception, comprising the UN Resident Coordinator's Office in Fiji (which coordinates UN programming in the five implementing countries), IOM and ILO, to provide oversight of programme activities in consultation and liaison with other existing coordination mechanisms. The partners will utilize the PSC to meet quarterly for purposes of programme updates, planning, and progress review, including monitoring implementation (including relating to COVID-19 impacts), human rights and gender impacts, and risk management, in line with other programmes being implemented across the Pacific. The PSC will be convened and chaired by IOM.

IOM's Programme Manager will hold overall responsibility for programme coordination in consultation with ILO and the PSC, including reporting and evaluation.

To coordinate with governments, civil society organizations, trade unions and employers' organizations, the programme will utilize the following model:

- The PSC will use the existing **TWG on Human Mobility** which was established under the auspices of the Pacific Resilience Partnership within the FRDP, and which convenes at least three times per year. The TWG on Human Mobility serves as a regional expert platform for networking and representation with the capacity to support governments and partners on specific issues relating to human mobility, and aims to strengthen coordination across all levels of governance. Membership of the TWG is open to representatives from governments, regional organizations, private sector, civil society, academia and development partners, and provides a unique opportunity to coordinate directly with PICs. The PSC will **coordinate with and update the TWG on Human Mobility on plans and implementation under the programme, seek feedback and advice on best practice, and ensure complementarity with the initiatives under the TWG**. This will be the main mechanism for coordination with PIFS.
- IOM will use the existing **Labour Mobility Working Group** convened by PIFS which IOM sits on alongside the APTC to **coordinate assessments on labour mobility in the Pacific, provide updates, seek advice and ensure alignment of the programme activities, as well as to seek inputs from civil society organizations**. The Labour Mobility Working Group has been established to conduct a comprehensive assessment of different labour mobility arrangements, including under regional and sub-regional trade agreements. ILO will be included on TWG as an additional expert member for the purpose of project engagement to ensure smooth coordination.
- IOM and ILO will coordinate closely with the **Pacific Labour Mobility Workers Support Working Group** which brings together governments, nongovernment organizations, recruitment agents, training providers and development partners. This working group is already actively engaged in improving the delivery of labour mobility schemes and is concerned with the outcomes experienced by labour migrants, and will be a key forum for **validating the programme's activities as implementation progresses**.
- ILO and IOM, via the PSC, will make annual reports to the **PLMAM** coordination mechanism to ensure **ongoing sustainability of the programme and contribution to regional labour mobility priorities alongside key sending and destination country governments**.
- IOM and ILO will coordinate with **governments in destination countries** through **focal points in DFAT and MFAT** respectively that will be identified at the project start. These focal points will also be requested to assist in referring programme partners to additional relevant government departments throughout implementation as needed. IOM will further support coordination with the Government of Australia through their Canberra office. ILO will coordinate with representatives of workers' and employers' organizations in Australia and New Zealand through existing mechanisms that exist as part of ILOs tripartite structure.

Under the programme, IOM and ILO intend to establish the first regional platform for bipartite social dialogue between unions and employers' organizations on labour mobility which will hold annual meetings throughout the course of the programme. This platform will be utilized to facilitate increased coordination on promoting rights-based and gender-responsive labour mobility programmes in the region. Minutes from the platform's meetings will be reported to the PSC, with ILO liaising between the two, resulting in strengthened programme coordination and governance. This will strengthen the opportunity for close engagement with non-government stakeholders.

6c) Risk Management

The programme partners have undertaken a thorough risk assessment, as detailed in **Annex 2: Risk Management Plan**, including risk mitigation measures which will be implemented throughout the programme's duration. The PSC will take overall responsibility for risk monitoring, management, identification and mitigation. This will include updating the Risk Management Plan at least annually or as necessary as part of the PSC's work plan.

IOM and ILO have rated two of the identified risks as posing a high risk to the programme's implementation and effectiveness.

Over the course of 2020 and into the beginning of 2021, there have been significant changes in the political, policy and public health operating context in the Pacific, resulting in a complex and shifting environment in which this programme has been developed. In addition to the COVID-19 pandemic which has swept the globe since the beginning of 2020, caused significant health concerns and disrupted travel everywhere, including effectively halting Pacific regional labour mobility schemes, there have been some political and policy shifts specific to the Pacific which are of importance to this programme. The Pacific Islands Forum has recently undergone changes, with a new leader elected and subsequently some PICs electing to officially leave the forum, including Kiribati, one of the programme's implementing countries. Stakeholders are still monitoring this change to determine the impact of PIF's changing membership, though it is expected that the departing countries will remain members of the regional organizations such as PIDC which is relevant to this programme, and Council of Regional Organizations of the Pacific (**CROP**) agencies such as the Pacific Islands Forum Fisheries Agency (**FFA**).

The introduction of the Pacific Agreement on Closer Economic Relations (**PACER**) Plus development centred trade agreement may have some implications for regional labour mobility which are currently unknown. In addition to seeking trade-related outcomes, the PACER Plus agreement aims to improve facilitation of temporary skilled and semiskilled labour mobility throughout the region as well as providing a number of benefits to signatory countries including enhanced labour mobility schemes for lower-skilled workers; however labour mobility is a non-binding component of this agreement. The Australian and New Zealand governments are reforming various aspects of the regional labour mobility schemes and reviewing how workers are protected under national legislation, while at the same time PICs are similarly assessing and revising labour laws and means of supporting labour mobility. It is expected that 2021 will be another year of rapid change in the policy and governance context relevant to this programme.

To this end, one of the highest risks the programme partners have identified is that the political or policy context relating to labour mobility in the Pacific shifts extensively between proposal stage and implementation, resulting in activities which are not well aligned to government needs. To mitigate this risk, continuous monitoring of activity implementation, including effectiveness and relevance, by the PSC will be undertaken. If the need arises, IOM and ILO will undertake a programme revision in close consultation with MPTF if necessary.

The second high risk identified is equally outside of the control of the programme partners: the risk of natural disasters causing critical delays to the programme. Many PICs are highly disaster prone, with Vanuatu ranked 1st in the World Risk Report 2019, Solomon Islands 4th, Fiji 12th and Kiribati 19th,¹⁴ so there is a very high likelihood of a natural disaster occurring during the programme period affecting at least one of the implementing countries. IOM contributes to disaster response efforts through chairing the regional Evacuation Centre Management and Displacement cluster, as well as through specific humanitarian response projects in the aftermath of disasters as they occur. Recognizing the often sudden-onset nature of the disasters that occur in the Pacific, the programme partners will ensure strong business continuity plans are in place for all relevant IOM and ILO offices, as well as maintaining good programme records to ensure continuity as soon as possible after the disaster impacts are resolved.

6d) Joint Programme Monitoring

Monitoring will be undertaken regularly through the PSC established under the programme. This will aim to ensure the programme activities, expenditures and results are on track in accordance with the proposed workplan and results matrix. During the first quarter of programme implementation, IOM and ILO will develop a detailed programme implementation work plan and results matrix in coordination with programme stakeholders at the planned inception workshop, as well as developing a detailed monitoring plan which will guide monitoring efforts, for approval by the PSC. The results matrix will be the overarching document to guide this, as it outlines the outputs, activities and indicators, including data collection methods and sources. Staffing costs have been included in the monitoring and evaluation budget to support the associated data collection and monitoring efforts.

Monitoring will also capture risk management as described above to ensure that they are addressed without affecting implementation, as well as monitoring financial expenditure, including burn rates and identifying the need for any budget revisions. The PSC will develop a specific COVID-19 risk monitoring and mitigation strategy at programme inception to capture and respond to the unique challenges being faced at this time. Human and labour rights considerations will be monitored, including the specific labour rights -related activity implementation such as reviews of country-level migrant worker legislation and policies to ensure they are rights based and gender- responsive-. As a whole, the programme will be monitored to ensure human and labour rights are being upheld throughout implementation, and that any unintended negative impacts on human and labour rights are identified and mitigated. This will occur through the lens of the principles outlined in the nine core international human rights treaties and key ILO Conventions, including the [Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#), the [Convention on the Elimination of All Forms of Racial Discrimination \(CERD\)](#), as well as the [International Convention on the Protection of the Rights of Migrant Workers and the members of their families \(ICMW\)](#).¹⁵

The key ILO Conventions will be critical to informing the programme implementation and monitoring approach. This will include the eight [Fundamental Conventions](#), as well as the ILO conventions relating specifically to migrant workers, these are: the Private Employment Agencies Convention, Convention 181; Migration for Employment Convention (Revised) 1949 (No.97); Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); and the Work in Fishing Convention, 2007 (No. 188). It is noted that Fiji, Kiribati, Vanuatu and Solomon Islands have ratified all eight Fundamental Conventions.

¹⁴ Tuvalu is not included in the World Risk Report due to incomplete data.

¹⁵ Fiji has acceded to all three of these conventions; Solomon Islands has acceded to CEDAW and CERD; while Vanuatu, Tuvalu and Kiribati have acceded to CEDAW. More information can be viewed at: <https://indicators.ohchr.org/>

Ongoing and deliberate monitoring will enable the partners to adjust the implementation strategy or approach as needed, including coordinating with the donor.

Specifically, monitoring will be captured in line with the indicators described in the results matrix. These indicators have been designed with efficiency in mind, so the programme manager and stakeholders can capture data as part of programme implementation without unnecessary additional expenditure where possible.

6e) Evaluation

In accordance with IOM internal guidance, 5% of the programme budget has been allocated to monitoring and evaluation of the programme. A formal evaluation plan and terms of reference will be developed by the PSC at the beginning of the programme's implementation, with reference to the UN Evaluation Group's *Norms and Standards for Evaluation 2017 Guidance*. A baseline assessment will be conducted within the first quarter of the programme delivery, with a joint final independent evaluation undertaken within six months after the completion of the programme. The purpose of the final evaluation will be to extract lessons learned from programme implementation as well as to enhance accountability of the programme towards the donor and beneficiaries, as well as the implementing governments. The evaluation will be participatory, and the evaluator/s will consult with programme stakeholders including migrant worker beneficiaries to capture their views and feedback. The results of this evaluation will be validated at a workshop with implementing partners and other key stakeholders identified throughout the programme implementation, with learning products shared with those who are potentially engaged in follow-up or related activities. The evaluation will look to assess the programme's impact, effectiveness, sustainability, efficiency and relevance, as well as impact on the human rights of migrant workers and their families among other identified aspects.

7. Project Budget and Workplan

7a) Budget

Personnel

The programme budget includes staff/personnel costs of IOM and ILO staff who will provide project management services and direct labour mobility and climate change and migration technical assistance to PIC governments. The Programme Manager (IOM) will be a full-time Labour Migration Officer based in Vanuatu, supported by a Programme Officer in Vanuatu and Programme Assistant in Fiji. The Programme Manager will have overall responsibility for programme coordination and the programme's IOM-led implementation, including chairing the PSC. The IOM activities in Tuvalu and Solomon Islands will be coordinated through the IOM offices, and in Kiribati will be coordinated through presence of a locally recruited consultant as there is no IOM office presence. Funds have also been allocated to the IOM Vanuatu Chief of Mission to provide oversight and guidance to the overall programme, as well as partial funding for a finance and administrative officer to provide financial, administrative and logistical support to the programme. IOM staffing costs have been partially distributed across the activity budget lines to reflect the programme implementation plan.

The ILO activities will be implemented by a Technical Officer and a Programme Assistant based in Fiji. The Technical Officer will be responsible for the overall implementation of ILO activities, including monitoring and evaluation, budget oversight, technical oversight, liaison with constituents and all internal and external stakeholders, and working closely with the IOM Programme Manager. The ILO Programme Assistant will undertake all administrative aspects of ILO's project implementation, ensure communications and visibility aspects of the programme are well-managed, support financial record keeping and general coordination with the programme implementation team.

Operational

IOM and ILO have set out operational and office costs in the programme budget. The unit costs provided are based on current costs and historical trends of costs incurred on similar projects in the Pacific. Based on lessons learnt from the travel restrictions the COVID-19 pandemic and high cost of flight tickets in the Pacific, the programme will rely heavily on IOM and ILO programme staff providing technical support directly to governments in Vanuatu, Fiji (including PIFS) and Tuvalu, remote support to the other countries, and recruitment of local consultants where possible. This will also help to mitigate against the risk of low prioritization of the programme activities by Pacific governments whose human resource capacity is stretched by competing demands from multilateral and bilateral aid programmes, as well as resulting in contextualized and localized activity delivery.

Office costs incurred by the PUNOs will be shared proportionately across other projects managed by IOM and ILO from the Pacific offices, including office rent, utilities, communication, office equipment, office stationery, miscellaneous and security.

Monitoring and evaluation

Project monitoring and evaluation costs have also been allocated for ongoing project monitoring by the PSC and project staff, with technical support from IOM's monitoring and evaluation team based in Canberra and Bangkok and an end of programme evaluation by an external evaluator. The total monitoring and evaluation budget is equivalent to 5% of the total budget and includes some staff costs.

7b) Workplan

See the workplan in Annex 4.

Annex 1: Results Framework

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Overall Objective Statement: Enhance the benefits of safe and fair migration as a sustainable development and climate resilience strategy in the Pacific.					
Outcome 1 (IOM)	Outcome Indicator 1a Number of formulated interventions (including updated or new policies, action plans, MOUs, assessments, etc) resulting from this joint programme by implementing partners which support improved labour migration governance with consideration of the link to climate resilience in the respective countries	Existence of relevant documents (policies, action plans, MOUs, assessments, etc.)	0	5	Implementing improved legislation and policies contributes to safe and fair migration in practice
Pacific governments ¹⁶ demonstrate improved labour migration governance	Outcome Indicator 1b % of government officials interviewed who indicate increased confidence in their role in managing labour mobility programmes with the developed standard operating procedures or operation manual	Key informant interviews Final programme evaluation	0	70%	More accessible standard operating procedures or operation manual leads to improved governance of labour mobility programmes
	Outcome Indicator 1c Action plan for implementing the intra-PIC labour mobility	Action plan Project reports	No	Yes	Recommendations are agreed for

¹⁶ **Please note:** References to “Pacific governments” in the context of the Results Framework and Theory of Change refers to the five implementing governments of Vanuatu, Fiji, Kiribati, Solomon Islands and Tuvalu.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	recommendations has been developed by the implementing governments				implementation by the governments
Output 1.1	Output Indicator 1.1a Number of assessments on climate change action and labour mobility which have been distributed to relevant government ministries	Mailing records Project reports	0	5	Access to information about the link between climate change and labour mobility increases political will to address the related challenges
Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu and non-government stakeholders have improved access to information on the nexus of labour mobility and climate change	Output Indicator 1.1b Number of relevant stakeholder participants at high level launch event (virtual or face-to-face) (disaggregated by gender and organization represented)	Project reports	0	30	Increased coordination and information exchange leads to improved legislation or policy development
<p><i>List activities under Output 1.1</i></p> <p>1.1.1 Organize an inception workshop and COVID-19 reflection exercise in Fiji with key stakeholders, including technical government officials, employers' federations, trade unions, and other stakeholders identified by the implementing partners, to develop a detailed programme implementation plan <i>[with ILO]</i></p> <p>1.1.2 Organize high level launch event and dialogue in Fiji with government, the Pacific Islands Forum Secretariat, private sector (employer organizations) and trade unions on labour mobility and adaptation to climate change and disasters <i>[with ILO]</i></p> <p>1.1.3 Conduct assessments on labour mobility and its relation to adaptation to climate change and disasters across the five countries, including a review of current literature, evidence gaps, developing case studies and identifying next steps</p>					
Output 1.2	Output Indicator 1.2a Number of assessments on aspiring, current and returning migrant workers which have been distributed to relevant government ministries	Assessment reports Mailing records	1 (Solomon Islands)	5	Governments choose to consider the assessments as part of legislation and policy review

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu have improved access to information about barriers to entry in existing seasonal worker programmes, especially for women and marginalized groups, reintegration needs of returning migrant workers, and information gaps in current labour market information systems	Output Indicator 1.2b Number of assessments on current labour market information systems which have been distributed to relevant government ministries	Assessment reports Mailing records	2 (Tuvalu and Kiribati)	5	Governments utilize the LMIS assessments as part of legislation and policy review
<p><i>List activities under Output 1.2</i></p> <p>1.2.1 Conduct assessments (including focus groups and key informant interviews in Fiji, Vanuatu, Tuvalu and Kiribati) on barriers, needs, and expectations of aspiring, current and returning migrant workers, with emphasis on that experienced by women and marginalized groups (with a focus on differing experiences of: health screening, immigration and passport services, lack of resourcing to cover upfront costs and returning labour market opportunities), and report on the findings to the five governments</p> <p>1.2.2 Conduct desk review assessments on current labour market information systems (LMIS), including understanding the level of information currently available to governments and make recommendations for how this could be strengthened, and report on the findings to the five governments</p>					
Output 1.3	Output Indicator 1.3a Implementing governments receive contextualized standard operating procedures or an operation manual	SOP or operation manual Project reports	No	Yes	Governments implement and operationalize the standard operating procedures or operation manual
Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu have the tools and knowledge to promote increased and more representative participation					

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
in regional labour migration schemes, including as a climate resilience strategy [with ILO]					
<p><i>List activities under Output 1.3</i></p> <p>1.3.1 Develop a set of intra-PIC regional labour mobility recommendations for the five countries, including to:</p> <p>a) support regional collaboration on labour mobility, including as a climate resilience strategy</p> <p>b) identify and recommend means of assessing financial and administrative barriers to the participation of women and men in labour migration schemes (based on the findings from the assessments at Output 1.2), and</p> <p>c) identify opportunities for decent foreign employment for Pacific Islanders.¹⁷</p> <p>1.3.2 Validate the labour mobility recommendations at a workshop in Vanuatu in consultation with the governments (via teleconference)</p> <p>1.3.3 Provide technical assistance to Departments of Labour of each of the five countries to develop contextualized standard operating procedures or an operation manual for the regulation of labour mobility cycle (depending on the country needs)</p>					
Outcome 2 (ILO)	Outcome Indicator 2a Number of governments that have reviewed, revised or developed labour migration laws, policies and tools to strengthen incorporation of internationally recognized decent work principles and standards	Project evaluation report	0	5	Alignment with decent work principles and standards at the law and policy level leads to safer and fairer migration
Decent work principles and standards are at the core of Pacific labour migration programmes	Outcome Indicator 2b Funding strategy and plan exists for continuation of the regional platform for bipartite social dialogue between unions and employers' organizations on labour mobility beyond the end of	Project evaluation report	No	Yes	Continued dialogue on labour mobility between trade unions and employers' organizations will lead to improved cooperation

¹⁷ Papua New Guinea is potentially a focus as a destination country given the labour market requirements.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	the programme				
Output 2.1	Output Indicator 2.1a Number of national consultations on findings of legislative review	Attendance records and minutes	0	5	Information on key provisions of the law will inform legislative priorities
Pacific governments have reviewed or developed labour migration laws and policies, ensuring they are rights-based and gender responsive and improve support services, protection of the rights of workers, and recruitment	Output Indicator 2.1b Number of countries that have reviewed their national legislation governing sending labour migrants abroad	Mailing records Project reports / review documents	0	5	Information on key provisions of the law will inform legislative priorities
<p><i>List activities under Output 2.1</i></p> <p>2.1.1 Provide technical assistance to review the relevant national legislation that governs sending labour migrants abroad in all countries</p> <p>2.1.2 Organize national consultations in each country to disseminate and review findings, and agree on tangible follow-up actions if required, for example in relation to priority legislative drafting if any critical gaps are identified.</p>					
Output 2.2	Output Indicator 2.2a Number of meetings (virtual or face-to-face) held under the established regional platform for bipartite social dialogue on labour mobility.	Meeting minutes Project reports	0	3	Stakeholders agree to continue meeting under the regional platform after the project completion
	Output Indicator 2.2b Number of participants that attend each bipartite meeting (disaggregated by gender)	Meeting minutes Project reports	0	20	Stakeholders agree to continue meeting under the regional platform after the programme completion

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Pacific governments and social partners have improved information, tools and mechanisms to implement rights-based and gender responsive laws and policies in programme countries	Output Indicator 2.2c Number of Departments of Labour which have received comprehensive information on standard employment terms for seasonal workers	Project reports Mailing records	2 (Tuvalu and Kiribati)	5	Stakeholders use information to inform policy
<p><i>List activities under Output 2.2</i></p> <p>2.2.1 Develop and promote information on standard employment terms relevant to Australia, New Zealand and international standards for seasonal workers from Vanuatu, Fiji and Solomon Islands</p> <p>2.2.2 Establish a virtual regional platform for bipartite social dialogue between unions and employers' organizations in all five countries on labour mobility to facilitate increased coordination on promoting rights-based and gender responsive labour mobility programmes</p> <p>2.2.3 Organize a virtual roundtable with all partner governments, trade unions and employers' organizations to assess how risks to health and rights of migrant workers in times of crisis such as COVID-19 and impacts of the climate crisis can be addressed through policy and discuss best practice and lessons learned from responses to COVID-19</p> <p>2.2.4 Support the development of targeted policy recommendations localized to all countries based on outcomes of the roundtable</p>					
Output 2.3	Trade union staff report that gaps in migrant protection capacity have been reduced.	Analysis from key informant interviews undertaken immediately post gap analysis, and in final evaluation.	NA	Significant qualitative evidence of improvement in capacity to protect migrants, particularly in areas highlighted by gap analysis.	Identified trade unions federations and destination country counterparts have understanding of migrant needs and organisational capacity
Trade unions in programme countries have increased capacity (information, tools and mechanisms) to protect migrant workers and network with counterparts and CSOs in destination	Output Indicator 2.3b % workshop participants who report improved clarity on steps toward developing a memorandum of	Survey conducted at end of workshop	NA	75%	Target organisations have human resources to engage in conversation and follow-up

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
countries (Australia and New Zealand)	understanding and action plan on protection of migrants.				
<p><i>List activities under Output 2.3</i></p> <p>2.3.1 Conduct a virtual workshop of trade union federations in programme countries and counterparts in Australia and New Zealand on developing a memorandum of understanding and action plan on the protection of migrant workers</p> <p>2.3.2 Undertake gap analysis on information and support services to migrant workers in Australia and New Zealand, including specific focus on women migrant and migrants from marginalised groups</p> <p>2.3.3 Coordinate with and provide technical support to Australian and New Zealand trade unions to address key gaps identified in activity 2.3.2. This may include strengthening information resources available, developing advice and legal supports services, ensuring information on membership is provided to migrant workers, strengthening support services for migrants at risk of sexual exploitation</p>					
Output 2.4	Output Indicator 2.4a Number of unions or CSOs that partnered to strengthen support migrant workers to access complaints mechanisms in countries of destination	Project reports	0	2	Political will in the countries of destination and origin enable ongoing improvements to migrant worker complaints mechanisms
Migrants have improved access to complaints mechanisms in destination countries (Australia and New Zealand) and countries of origin	Output Indicator 2.4b Number of governments administered complaints systems in countries of origin introduced or strengthened	Project reports	0	2	
<p><i>List activities under Output 2.4</i></p> <p>2.4.1 Assessment of complaints mechanisms in countries of origin and capacity building support to governments to improve access to these mechanisms</p> <p>2.4.2 Provide capacity building support and technical assistance to unions and CSOs in Australia and New Zealand to support migrant workers to access complaints mechanisms, through the provision of information and training</p> <p>2.4.3 Embed referral to complaints mechanisms into reintegration programmes supported under Output 4.1</p>					

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Outcome 3 (ILO)	Outcome Indicator 3a Number of programme countries delivering labour migration programmes (training initiative underpinned by safe and fair work principles and standards)	Project evaluation report	0	5	Migrants and Pacific governments having improved access to training, tools and knowledge will result in safer labour mobility programs
Pacific government implement initiatives that contribute to safe and fair labour migrations					
Output 3.1	Output Indicator 3.1a Pre-employment training package is developed and available to the Department of Labour of Fiji, Vanuatu and Tuvalu	Pre-employment training curricula	No	Yes	The pre-employment curricula is consistently delivered by implementing governments and their contracted service providers to the work ready pools of each country
Governments of Fiji, Vanuatu and Tuvalu have increased capacity to deliver training programmes that benefit migrant workers [with IOM]	0	Training registration lists Project reports	0	30	Delivering a training of trainers curricula will lead to sustainability beyond the project completion
	Output Indicator 3.1c Number of participants in the training of trainers who scored at least 75% on an end-of-training comprehension test (disaggregated by gender)	End of training comprehension test	0	20	

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	Output indicator 3.1d - Number of participants in the preemployment training who scored at least 75% on an end-of-training comprehension test (disaggregated by gender)	Training registration lists Project reports	0	6	Delivering effective pre-employment training based on best practice will lead to better migration outcomes
	Output Indicator 3.1e Number of participants in each cohort of pre-employment training session delivered (disaggregated by gender)	Training registration lists Project reports	0	40	Delivering effective pre-employment training based on best practice will lead to better migration outcomes
<p><i>List activities under Output 3.1</i></p> <p>3.1.1 Develop and/or revise best practice pre-employment training package/s for the work ready pools in Fiji, Vanuatu and Tuvalu, with consideration of gender-specific needs</p> <p>3.1.2 Deliver training of trainers to support the rollout of the pre-employment training in Fiji and Tuvalu with participants identified by the relevant Departments of Labour</p> <p>3.1.3 Support the Governments of Vanuatu and Fiji to deliver pre-employment training to aspiring migrants from work ready pools</p> <p>3.1.4 Expand the work-ready pool of seafarers in Tuvalu including through building capacity of the Government of Tuvalu or delivering refresher training for seafarers</p>					
Output 3.2	Output Indicator 3.2a Number of government officials who scored at least 75% on an end-of-training comprehension test	Training registration records Project reports	0	10	Training government officials on Fair Recruitment Principles and Guidelines will lead to increased

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	(disaggregated by gender and country)				implementation of fair recruitment practices
Pacific governments and relevant stakeholders have increased understanding and skills to support fair and ethical recruitment and safe labour mobility	Output Indicator 3.2b Number of labour recruiters who scored at least 75% on an end-of-training comprehension test in the IRIS Labour Recruiter Capacity Building Programme	Training registration records Project reports	0	15	Training labour recruiters on IRIS will lead to increased implementation of fair recruitment practices.
	Output Indicator 3.2c Number of SOPs developed or revised	SOPs Project reports	0	5	SOPs are applied to guide the regulation of recruitment and training of inspectors
<p><i>List activities under Output 3.2</i></p> <p>3.2.1 Deliver virtual training to Departments of Labour in all five countries on the ILO Fair Recruitment Principles and Guidelines, effective regulation and recruitment practices</p> <p>3.2.2 Support Departments of Labour in all five countries to develop standard operating procedures for the regulation of recruitment and training of inspectors in countries of origin</p> <p>3.2.3 Deliver virtual training for labour recruiters in all five countries in alignment with the IOM International Recruitment Integrity Standards (IRIS) Labour Recruiter Capacity Building Programme as it sets a benchmark for ethical recruitment through voluntary certification scheme [IOM]</p> <p>3.2.4 Engage consular officials from programme countries based in destination countries on establishing appropriate referral systems to support vulnerable migrants and utilize information and resources prepared under activity 2.3.3</p>					
Outcome 4 (IOM)	Outcome Indicator 4a Percentage of returning migrant workers in Vanuatu who access reintegration assistance under this programme who indicate that the assistance supported their reintegration into their community or labour market	Baseline and end of project surveys (3 months prior to project end date) of returning migrant workers	TBD at project inception	TBD at project inception	Access to reintegration training and support will lead to better reintegration outcomes

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Pacific Island migrant workers returning to Fiji, Vanuatu and Solomon Islands demonstrate increased social and labour market reintegration					
Output 4.1	Output Indicator 4.1a Number of returning migrant workers in Vanuatu who receive reintegration assistance in line with updated and contextualised reintegration materials (disaggregated by gender)	Project reports	0	30	Pacific governments and service providers have the capacity to continue delivering reintegration programmes after project completion
	Percentage of migrants reporting satisfaction with reintegration assistance	Beneficiary survey	TBD	80%	
The Governments of Fiji, Vanuatu and Solomon Islands and service providers are supported to provide reintegration assistance for returning migrants and their families to improve labour market and social reintegration <i>[with ILO]</i>					
<p><i>List activities under Output 4.1</i></p> <p>4.1.1 Review current practices and strategies related to return and reintegration for migrant workers and their families in Vanuatu and Solomon Islands</p> <p>4.1.2 Adapt existing best practice return and reintegration materials (including IOM's Reintegration Handbook) to the Vanuatu and Fiji contexts (<i>potentially to feed into the product/s delivered under Output 1.3</i>) and disseminate these at country-level workshops</p> <p>4.1.3 Provide reintegration assistance to a returning cohort of ni-Vanuatu migrant workers</p>					

REFERENCE: Definition of Key Terms (Reference: UNDG Results Based Management Handbook 2012 ¹⁸)

Results based management (RBM): A management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the desired results (outputs, outcomes, overall objective) and use information and evidence on actual results to inform decision making on the design, resourcing and delivery of programmes and activities as well as for accountability and reporting.

Results: Changes in a state or condition that derive from a cause-and-effect relationship. There are three types of such changes - outputs, outcomes and impact - that can be set in motion by a development intervention. The changes can be intended or unintended, positive and/ or negative.

Results chain

The causal sequence for a development intervention that stipulates the necessary sequence to achieve desired results – beginning with inputs, moving through activities and outputs, and culminating in individual outcomes and those that influence outcomes for the community, goal/impacts and feedback. It is based on a theory of change, including underlying assumptions.

Impact

Impact implies changes in people's lives. This might include changes in knowledge, skill, behaviour, health or living conditions for children, adults, families or communities. Such changes are positive or negative long-term effects on identifiable population groups produced by a development intervention, directly or indirectly, intended or unintended. These effects can be economic, socio-cultural, institutional, environmental, technological or of other types. Positive impacts should have some relationship to the Millennium Development Goals (MDGs)¹⁹, internationally-agreed development goals, national development goals (as well as human rights as enshrined in constitutions), and national commitments to international conventions and treaties.

Goal (same as Overall Objective)

A specific end result desired or expected to occur as a consequence, at least in part, of an intervention or activity. It is the higher order objective that will assure national capacity building to which a development intervention is intended to contribute.

Outcome

Outcomes represent changes in the institutional and behavioral capacities for development conditions that occur between the completion of outputs and the achievement of goals.

Outputs

¹⁸ See: <https://undg.org/wp-content/uploads/2016/10/UNDG-RBM-Handbook-2012.pdf>

¹⁹ Please note that the MDGs should be replaced with the Sustainable Development Goals (SDGs).



Outputs are changes in skills or abilities and capacities of individuals or institutions, or the availability of new products and services that result from the completion of activities within a development intervention within the control of the organization. They are achieved with the resources provided and within the time period specified.

Annex 2: Risk Management Plan

Risks	Risk Level (Number: Likelihood times Impact)	Likelihood Certain: 5 Likely: 4 Possible: 3 Unlikely: 2 Rare: 1	Impact Essential: 5 Major: 4 Moderate: 3 Minor: 2 Insignificant: 1	Mitigation measures	Responsible PUNO
Pacific Island governments de-prioritize the labour mobility agenda either before or during programme implementation leading to poor alignment between the programme and government initiatives.	6: Medium	2	3	A high-level launch event and dialogue with government will be held to advocate and ensure commitment to programming, as well as continuous engagement through the coordination mechanisms over the course of implementation to ensure continued recognition of the benefits of labour mobility, including as a climate resilience strategy.	IOM/ILO
Political or policy context relating to labour mobility in the Pacific shifts extensively between proposal stage and implementation, resulting in activities which are not well-aligned to government needs.	12: High	3	4	Continuous monitoring of activity implementation, including effectiveness and relevance, by the Project Steering Committee. Programme revision in close consultation with MPTF if necessary.	IOM/ILO
COVID-19 impacts on the delivery of programming or halts regional labour mobility programmes for longer than expected.	6: Medium	3	2	Continuous monitoring of activity implementation, including effectiveness and relevance, by the Project Steering Committee. The PSC will also develop a specific COVID-19 risk monitoring and mitigation strategy at programme inception. Programme revision in close consultation with MPTF if necessary. Many policy or legal elements of the programme will remain relevant for implementation.	IOM/ILO
Lack of government staff availability due to small nature of Pacific	8: Medium	2	4	Programme will run a high-level launch event and ongoing dialogues with governments to	IOM/ILO

Islands countries leads to poor government participation, understanding, and uptake of project outputs.				find suitable times for crucial work to be conducted with Pacific Islands staff. The detailed programme workplan will be developed in coordination with programme governments at the programme inception workshop to ensure the burden on governments is minimized, as well as ensuring synergies with existing programming at the country-level (in addition to those highlighted in this programme document) are identified and utilized.	
Frequent changes of personnel/focal points in key counterpart institutions delays programme implementation progress.	8: Medium	4	2	The programme implementation will be extensively recorded with detailed monitoring and communications, including through communication products such as programme updates and flyers to facilitate easy information sharing and allow for smooth transition of any staffing. Focal points will be identified at programme inception, including mechanisms for collaboration and coordination if they are not available.	IOM/ILO
Natural disasters cause critical delays: Many Pacific Island countries are disaster-prone.	9: High	3	3	Ensure strong business continuity plans are in place for all relevant IOM and ILO offices. Maintain good programme records to ensure continuity as soon as possible after the disaster impacts are resolved.	IOM/ILO
Women migrants do not have equal access to the benefits of the programme activities	3: Medium	2	3	In addition to the assessments factored into the programme design, which consider the different needs, goals and aspirations of both women and male migrants and their families, the PUNOs will ensure strong gender representation as part of all programme consultation and programme implementation planning.	IOM/ILO

				Monitoring efforts will consider the impact of activities on women and men and will guide adjustments as necessary.	
Political instability during the implementation of the project leads to poor government uptake and understanding	3: Low	1	3	Ongoing relationship building across governments and government ministries to ensure continuity of the programme if instability occurs.	IOM/ILO

LIKELIHOOD	Occurrence	Frequency
5: Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently
4: Likely	The event will probably occur in most circumstances	Once every two months or more frequently
3: Possibly	The event might occur at some time	Once a year or more frequently
2: Unlikely	The event could occur at some time	Once every three years or more frequently
1: Rare	The event may occur in exceptional circumstances	Over every seven years or more frequently

IMPACT	Result
5: Essential	An event leading to massive or irreparable damage or disruption
4: Major	An event leading to critical damage or disruption
3: Moderate	An event leading to serious damage or disruption
2: Minor	An event leading to some degree of damage or disruption
1: Insignificant	An event leading to limited damage or disruption

	IMPACT				
LIKELIHOOD	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Very Likely ((5)	Medium (5)	High (19)	High (15)	Very High (20)	Very High (25)
Likely (4)	Medium (4)	Medium (8)	High (12)	High (16)	Very High (20)
Possible (3)	Low (3)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (2)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of Risk	Results
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Risk cannot be accepted unless this occurs.

High	Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Medium	Senior Management attention required. Mitigation activities/treatment options are undertaken to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Mitigation activities/treatment options are recommended to reduce likelihood and/or impact. Implementation of monitoring strategy by risk owner is recommended.

Annex 3a: Budget Template – Results Based Budget

Migration MPTF: Joint Programme Budget (Results-Based Budget)

	Outcome/ output/ activity formulation:	IOM	ILO	TOTAL (all PUNOs)	Budget amount reserved for gender equality and women's empowerment (GEWE) (indicative)
PROGRAMMATIC BUDGET					
OUTCOME 1: Pacific governments demonstrate improved labour migration governance (IOM)					
Output 1.1:	Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu and non-government stakeholders have improved access to information on the nexus of labour mobility and climate change	\$ 21,509.84	-	\$ 21,509.85	\$2,700.00
Activity 1.1.1:	Organize an inception workshop and COVID-19 reflection exercise in Fiji with key stakeholders, including technical government officials, employers' federations, trade unions, and other stakeholders identified by the implementing partners, to develop a detailed programme implementation plan <i>[with ILO]</i>	\$12,059.84	-	\$12,059.85	\$2,000.00
Activity 1.1.2:	Organize high level launch event and dialogue in Fiji with government, the Pacific Islands Forum Secretariat, private sector (employer organizations) and trade unions on labour mobility and adaptation to climate change and disasters <i>[with ILO]</i>	\$1,500.00	-	\$1,500.00	\$700.00
Activity 1.1.3:	Conduct assessments on labour mobility and its relation to adaptation to climate change and disasters across the five countries, including a review of current	\$7,950.00	-	\$7,950.00	

	literature, evidence gaps, developing case studies and identifying next steps				
Output 1.2:	Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu have improved access to information about barriers to entry in existing seasonal worker programmes, especially for women and marginalized groups, reintegration needs of returning migrant workers, and information gaps in current labour market information systems	\$69,690.00	-	\$69,690.00	-
Activity 1.2.1:	Conduct assessments (including focus groups and key informant interviews in Fiji, Vanuatu, Tuvalu and Kiribati) on barriers, needs, and expectations of aspiring, current and returning migrant workers, with emphasis on that experienced by women and marginalized groups (with a focus on differing experiences of: health screening, immigration and passport services, lack of resourcing to cover upfront costs and returning labour market opportunities), and report on the findings to the five governments	\$58,240.00	-	\$58,240.00	
Activity 1.2.2:	Conduct desk review assessments on current labour market information systems (LMIS), including understanding the level of information currently available to governments and make recommendations for how this could be strengthened, and report on the findings to the five governments	\$11,450.00	-	\$11,450.00	
Output 1.3:	Governments of Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu have the tools and knowledge to promote increased and more representative participation in regional labour migration schemes, including as a climate resilience strategy [with ILO]	\$146,140.00	\$10,000.00	\$156,140.00	\$13,000.00
Activity 1.3.1:	Develop an intra-PIC labour mobility strategy for the five countries, including to: a) support regional collaboration on labour mobility, including as a climate resilience strategy b) identify and recommend means of assessing financial and administrative barriers to the participation of women and men in labour migration	\$94,640.00	-	3,000.00	\$3,000.00

	schemes (based on the findings from the assessments at Output 1.2), and c) identify opportunities for decent foreign employment for Pacific Islanders				
Activity 1.3.2:	Validate the labour mobility recommendations at a workshop in Vanuatu in consultation with the governments (via teleconference)	\$3,000.00	-	-	-
Activity 1.3.3:	Provide technical assistance to Departments of Labour of each of the five countries to develop contextualized standard operating procedures or an operation manual for the regulation of labour mobility cycle (depending on the country needs)	\$48,500.00	\$10,000.00	10,000.00	\$10,000.00
Total for Outcome 1 (Outputs 1.1 + 1.2 + 1.3)		\$237,339.84	\$10,000.00	\$247,339.85	\$15,700.00
OUTCOME 2: Decent work principles and standards are at the core of Pacific labour migration programmes (ILO)					
Output 2.1:	Pacific governments have reviewed or developed labour migration laws and policies, ensuring they are rights-based and gender responsive and improve support services, protection of the rights of workers, and recruitment	-	\$70,000.00	\$70,000.00	\$20,000.00
Activity 2.1.1:	Provide technical assistance to review the relevant national legislation that governs sending labour migrants abroad in all countries	-	\$45,000.00	\$45,000.00	
Activity 2.1.2:	Organize national consultations in each country to disseminate and review findings, and agree on tangible follow-up actions if required, for example in relation to priority legislative drafting if any critical gaps are identified	-	\$25,000.00	\$25,000.00	\$20,000.00
Output 2.2:	Pacific governments and social partners have improved tools and mechanisms to implement rights-based and gender responsive laws and policies in programme countries	-	\$60,000.00	\$60,000.00	\$10,000.00
Activity 2.2.1:	Develop and promote information on standard employment terms relevant to Australia, New Zealand	-	\$20,000.00	\$20,000.00	

	and international standards for seasonal workers from Vanuatu, Fiji and Solomon Islands				
Activity 2.2.2:	Establish a virtual regional platform for bipartite social dialogue between unions and employers' organizations in all five countries on labour mobility to facilitate increased coordination on promoting rights-based and gender responsive labour mobility programmes	-	\$20,000.00	\$20,000.00	
Activity 2.2.3:	Organize a virtual roundtable with governments, trade unions and employers' organizations to assess how risks to health and rights of migrant workers in times of crisis such as COVID-19 and impacts of the climate crisis can be addressed through policy and discuss best practice and lessons learned from responses to COVID-19	-	\$10,000.00	\$10,000.00	\$10,000.00
Activity 2.2.4:	Support the development of targeted policy recommendations localized to all countries based on outcomes of the roundtable	-	\$10,000.00	\$10,000.00	
Output 2.3:	Trade unions in programme countries have increased capacity (information, tools and mechanisms) to protect migrant workers and network with counterparts and CSOs in destination countries (Australia and New Zealand)	-	\$57,000.00	\$57,000.00	\$7,000.00
Activity 2.3.1:	Conduct a virtual workshop of trade union federations in programme countries and counterparts in Australia and New Zealand on developing a memorandum of understanding and action plan on the protection of migrant workers	-	\$25,000.00	\$25,000.00	
Activity 2.3.2:	Undertake gap analysis on information and support services to migrant workers in Australia and New Zealand, including specific focus on women migrant and migrants from marginalised groups	-	\$7,000.00	\$7,000.00	\$7,000.00
Activity 2.3.3:	Coordinate with and provide technical support to Australian and New Zealand trade unions to address key gaps identified in activity 2.3.2. This may include strengthening information resources available,	-	\$25,000.00	\$25,000.00	

	developing advice and legal supports services, ensuring information on membership is provided to migrant workers, strengthening support services for migrants at risk of sexual exploitation				
Output 2.4:	Migrants have improved access to complaints mechanisms in destination countries (Australia and New Zealand) and countries of origin	-	\$60,000.00	\$60,000.00	\$2,000.00
Activity 2.4.1:	Assessment of complaints mechanisms in countries of origin and capacity building support to governments to improve access to these mechanisms	-	\$10,000.00	\$10,000.00	
Activity 2.4.2:	Provide capacity building support and technical assistance to unions and CSOs in Australia and New Zealand to support migrant workers to access complaints mechanisms, through the provision of information and training	-	\$50,000.00	\$50,000.00	\$2,000.00
Activity 2.4.3:	Embed referral to complaints mechanisms into reintegration programmes supported under Output 4.1	-	-	-	
Total for Outcome 2 (Outputs 2.1 + 2.2 + 2.3 + 2.4)		-	\$247,000.00	\$247,000.00	\$39,000
OUTCOME 3: Pacific government Implement initiatives that contribute to safe and fair labour migration (ILO)					
Output 3.1:	Governments of Fiji, Vanuatu and Tuvalu have increased capacity to deliver training programmes that benefitting migrant workers [with IOM]	\$69,100.00	\$90,000.00	\$159,100.00	\$10,000.00
Activity 3.1.1:	Develop and/or revise best practice pre-employment training package/s for the work ready pools in Fiji, Vanuatu and Tuvalu, with consideration of gender-specific needs	\$9,100.00	\$15,000.00	\$24,100.00	\$10,000.00
Activity 3.1.2:	Deliver training of trainers to support the rollout of the pre-employment training in Fiji and Tuvalu with participants identified by the relevant Departments of Labour	-	\$40,000.00	\$40,000.00	

Activity 3.1.3:	Support the Governments of Vanuatu and Fiji to deliver pre-employment training to aspiring migrants from work ready pools	\$60,000.00	-	-	
Activity 3.1.4:	Expand the work-ready pool of seafarers in Tuvalu including through building capacity of the Government of Tuvalu or delivering refresher training for seafarers	-	\$35,000.00	\$35,000.00	
Output 3.2:	Pacific governments have increased understanding and skills to support fair and ethical recruitment and safe labour mobility	\$33,240.00	\$25,000.00	\$58,240.00	\$15,000.00
Activity 3.2.1:	Deliver virtual training to Departments of Labour in all five countries on the ILO Fair Recruitment Principles and Guidelines, effective regulation and recruitment practices	-	\$15,000.00	\$15,000.00	\$ 15,000.00
Activity 3.2.2:	Support Departments of Labour in all five countries to develop standard operating procedures for the regulation of recruitment and training of inspectors in countries of origin	-	\$10,000.00	\$10,000.00	
Activity 3.2.3:	Deliver virtual training for labour recruiters in all five countries in alignment with the IOM International Recruitment Integrity Standards (IRIS) Labour Recruiter Capacity Building Programme as it sets a benchmark for ethical recruitment through voluntary certification scheme [IOM]	\$33,240.00	-	\$33,240.00	
Activity 3.2.4:	Engage consular officials from programme countries based in destination countries on establishing appropriate referral systems to support vulnerable migrants and utilize information and resources prepared under activity 2.3.3	-	-	-	
Total for Outcome 3 (Outputs 3.1 + 3.2)		\$102,340.00	\$115,000.00	\$217,340.00	\$25,000.00
OUTCOME 4: Pacific Island migrant workers returning to Fiji, Vanuatu and Solomon Islands demonstrate increased social and labour market reintegration (IOM)					
Output 4.1:	The Governments of Fiji, Vanuatu and Solomon Islands and service providers are supported to provide reintegration assistance for returning	\$148,930.00	-	\$148,930.00	\$148,930.00

	migrants and their families to improve labour market and social reintegration [with ILO]				
Activity 4.1.1:	Review current practices and strategies related to return and reintegration for migrant workers and their families in Vanuatu and Solomon Islands	\$48,740.00	-	\$48,740.00	\$49,740.00
Activity 4.1.2:	Adapt existing best practice return and reintegration materials (including IOM's Reintegration Handbook) to the Vanuatu and Fiji contexts (<i>potentially to feed into the product/s delivered under Output 1.3</i>) and disseminate these at country-level workshops	\$23,000.00	-	\$23,000.00	\$23,000.00
Activity 4.1.3:	Provide reintegration assistance to a returning cohort of ni-Vanuatu migrant workers	\$76,190.00	-	\$76,190.00	\$76,190.00
Total for Outcome 4 (Output 4.1)		\$148,930.00	-	\$148,930.00	\$148,930.00
TOTAL PROGRAMMATIC BUDGET: (Outcomes 1 + 2 + 3 + 4)		\$488,609.84	\$372,000.00	\$860,609.85	\$ 228,630.00
PERSONNEL, OPERATIONAL, M&E BUDGET					
Personnel costs if not included in activities above <i>Note: The FMU may require further information on the breakdown of this budget line</i>		\$225,469.60	\$364,968.00	\$590,437.60	-
Operational costs if not included in activities above		\$144,000.00	\$41,424.52	\$185,424.52	-
Monitoring and evaluation (must include provision for final independent evaluation) - minimum 3% of total budget		\$76,500.00	\$16,000.00	\$92,500.00	-
TOTAL PERSONNEL, OPERATIONAL, M&E BUDGET:		\$445,969.60	\$422,392.52	\$868,362.12	-

SUB-TOTAL PROJECT BUDGET: (Programmatic + Personnel, Operational and M&E)	\$934,579.44	\$794,392.52	\$1,728,971.96	\$228,630.00
Indirect support costs (7%):	\$65,420.56	\$55,607.48	\$121,028.04	\$16,004.10
TOTAL PROJECT BUDGET:	\$1,000,000.00	\$850,000.00	\$1,850,000.00	\$244,634.10

GENDER BUDGET: % of total budget reserved for GEWE (indicative)

Please calculate Total budget reserved for GEWE divided by Total Project Budget (%)

26%

Annex 3b: Budget Template – UNDG Budget Categories

Migration MPTF: Joint Programme Budget (by UNDG budget categories)

CATEGORIES	IOM	ILO	JOINT PROGRAMME TOTAL
1. Staff and other personnel	\$472,149.60	\$364,968	\$837,117.60
2. Supplies, Commodities, Materials	\$5,650	-	\$5,650.00
3. Equipment, Vehicles, and Furniture (including Depreciation)	-	\$5,000	\$5,000.00
4. Contractual services	\$250,799.84	\$208,000	\$458,799.85
5. Travel	\$15,720	\$10,000	\$25,720.00
6. Transfers and Grants to Counterparts	-	-	-
7. General Operating and other Direct Costs	\$190,260	\$206,424.52	\$396,684.52
Sub-Total Project Costs	\$934,579.44	\$794,392.52	\$1,728,971.96
8. Indirect Support Costs (must be 7%)	\$65,420.56	\$55,607.48	\$121,028.04
TOTAL	\$1,000,000.00	\$850,000.00	\$1,850,000.00
First Tranche (70%)	\$700,000	\$595,000	\$1,295,000
Second Tranche (30%)	\$300,000	\$255,000	\$555,000

Annex 4: Workplan

Activities	Responsible Party	Timeframe							
		Year 1				Year 2			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.1.1 Organize an inception workshop and COVID-19 reflection exercise in Fiji with key stakeholders, including technical government officials, employers' federations, trade unions, and other stakeholders identified by the implementing partners, to develop a detailed programme implementation plan <i>[with ILO]</i>	IOM/ILO	X	X						
1.1.2 Organize high level launch event and dialogue in Fiji with government, the Pacific Islands Forum Secretariat, private sector (employer organizations) and trade unions on labour mobility and adaptation to climate change and disasters <i>[with ILO]</i>	IOM/ILO	X	X						
1.1.3 Conduct assessments on labour mobility and its relation to adaptation to climate change and disasters across the five target countries, including a review of current literature, evidence gaps, developing case studies and identifying next steps	IOM	X	X						
1.2.1 Conduct assessments (including focus groups and key informant interviews in Fiji, Vanuatu, Tuvalu and Kiribati) on barriers, needs, and expectations of aspiring, current and returning migrant workers, with emphasis on that experienced by women and marginalized groups (with a focus on differing experiences of: health screening, immigration and passport services, lack of resourcing to cover upfront costs and returning labour market opportunities), and report on the findings to the five governments	IOM		X	X					
1.2.2 Conduct desk review assessments on current labour market information systems (LMIS), including understanding the level of information currently available to governments and make recommendations for how this could be strengthened, and report on the findings to the five governments	IOM		X	X					
1.3.1: Develop a set of intra-PIC labour mobility recommendations for the five countries, including to: a) support regional collaboration on labour mobility, including as a climate resilience strategy b) identify and recommend means of assessing financial and administrative barriers to the participation of women and men in labour migration schemes (based on the findings from the assessments at Output 1.2), and c) identify opportunities for decent foreign employment for Pacific Islanders.	IOM				X	X	X		
1.3.2 Validate the labour mobility recommendations at a workshop in Vanuatu in consultation with the governments (via teleconference)	IOM					X	X	X	

1.3.3: Provide technical assistance to Departments of Labour of each of the five countries to develop contextualized standard operating procedures or an operation manual for the regulation of labour mobility cycle (depending on the country needs)	IOM/ILO					X	X	X	X
2.1.1: Provide technical assistance to review the relevant national legislation that governs sending labour migrants abroad in all countries	ILO		X	X	X	X	X	X	X
2.1.2: Organize national consultations in each country to disseminate and review findings, and agree on tangible follow-up actions if required, for example in relation to priority legislative drafting if any critical gaps are identified	ILO		X	X	X				
2.2.1: Develop and promote information on standard employment terms relevant to Australia, New Zealand and international standards for seasonal workers from Vanuatu, Fiji and Solomon Islands	ILO			X	X				
2.2.2: Establish a virtual regional platform for bipartite social dialogue between unions and employers' organizations in all five countries on labour mobility to facilitate increased coordination on promoting rights based and gender responsive labour mobility programmes	ILO				X	X	X	X	X
2.2.3: Organise a virtual roundtable with governments, trade unions and employers' organizations to assess how risks to health and rights of migrant workers in times of crisis such as COVID 19 and impacts of the climate crisis can be addressed through policy and discuss best practice and lessons learned from responses to COVID-19	ILO				X	X	X		
2.2.4: Support the development of targeted policy recommendations localized to all countries based on outcomes of the roundtable	ILO						X	X	X
2.3.1: Conduct a virtual workshop of trade union federations in programme countries and counterparts in Australia and New Zealand on developing a memorandum of understanding and action plan on the protection of migrant workers	ILO			X	X				
2.3.2: Undertake gap analysis on information and support services to migrant workers in Australia and New Zealand, including specific focus on women migrant and migrants from marginalised groups	ILO			X	X	X			
2.3.3: Coordinate with and provide technical support to Australian and New Zealand trade unions to address key gaps identified in activity - This may include strengthening information resources available, developing advice and legal supports services, ensuring information on membership is provided to migrant workers, strengthening support services for migrants at risk of sexual exploitation	ILO				X	X	X		
2.4.1: Assessment of complaints mechanisms in countries of origin and capacity building support to governments to improve access to these mechanisms	ILO			X	X				
2.4.2: Provide capacity building support and technical assistance to unions and CSOs in Australia and New Zealand to support migrant workers to access complaints mechanisms, through the provision of information and training	ILO			X	X				
2.4.3: Embed referral to complaints mechanisms into reintegration programmes supported under Output 4.1	ILO					X	X		

3.1.1: Develop and/or revise best practice pre-employment training package/s for the work ready pools in Fiji, Vanuatu and Tuvalu, with consideration of gender specific needs	ILO		X	X					
3.1.2: Deliver training of trainers to support the rollout of the pre-employment training in Fiji and Tuvalu with participants identified by the relevant Departments of Labour	ILO			X	X	X			
3.1.3: Support the Governments of Vanuatu and Fiji to deliver pre-employment training to aspiring migrants from work ready pools	ILO				X	X	X	X	X
3.1.4: Expand the work-ready pool of seafarers in Tuvalu including through building capacity of the Government of Tuvalu or delivering refresher training for seafarers	ILO		X	X	X	X	X	X	X
3.2.1: Deliver virtual training to Departments of Labour in all five countries on the ILO Fair Recruitment Principles and Guidelines, effective regulation and recruitment practices	ILO			X	X				
3.2.2: Support Departments of Labour in all five countries to develop standard operating procedures for the regulation of recruitment and training of inspectors in countries of origin	ILO			X	X				
3.2.3: Deliver virtual training for labour recruiters in all five countries in alignment with the IOM International Recruitment Integrity Standards (IRIS) Labour Recruiter Capacity Building Programme as it sets a benchmark for ethical recruitment through voluntary certification scheme [IOM]	IOM					X	X		
3.2.4: Engage consular officials from programme countries based in destination countries on establishing appropriate referral systems to support vulnerable migrants and utilize information and resources prepared under activity 2.3.3	ILO							X	X
4.1.1: Review current practices and strategies related to return and reintegration for migrant workers and their families in Vanuatu and Solomon Islands	IOM/ILO		X	X					
4.1.2: Adapt existing best practice return and reintegration materials (including IOM's Reintegration Handbook) to the Vanuatu and Fiji contexts (<i>potentially to feed into the product/s delivered under Output 1.3</i>) and disseminate these at country-level workshops	IOM/ILO			X	X	X			
4.1.3: Provide reintegration assistance to a returning cohort of ni-Vanuatu migrant workers	IOM/ILO					X	X	X	X

Annex 5: Human Rights Marker Self-Assessment Matrix

To support participating UN organizations (PUNOs) in assessing their compliance with the Human Rights marker, the following Self-Assessment Matrix has been designed to be completed **at the joint programme submission phase**. This self-assessment should be completed by PUNOs together with implementing partners. The reason for the choice of yes, no, or not applicable should be briefly explained in the final column of the matrix.

Element of an HRBA	Yes/ No/ Not Applicable	Justification
1. A human rights-based situational analysis has been conducted to identify: a) the key human rights obligations of the State(s) in which you work/whose government's) you are supporting; and b) the key human rights issues of relevance to your intended target group, including a particular attention to migrants most vulnerable to human rights violations and abuses and/or most at risk of being left behind.	Yes	IOM and ILO have conducted numerous assessments and activities relating to the human rights of migrant workers, and their protection under State laws.
2. Staff are aware of the human rights obligations of the government they are supporting.	Yes	IOM and ILO work closely with the programme governments and are aware of the human rights obligations of these governments.
3. Measures have been identified to mitigate any unintended negative human rights impacts identified in the situational analysis and their monitoring has been integrated in the project's Monitoring and Evaluation processes.	No	While IOM and ILO will monitor the human rights situation in the targeted communities, under this programme, there is no capacity to mitigate unintended negative human rights impacts especially by host governments or other third parties.
4. Monitoring processes are in place and evaluation processes are contemplated that make specific reference to relevant human rights and other relevant standards.	Yes	This is incorporated into the monitoring and evaluation section of the programme document.
5. Migrants, civil society, national human rights institutions and other stakeholders have been meaningfully engaged in the design and development of the Joint Programme.	Yes	The voices of migrant workers, civil society and other stakeholders have been captured in the design of the programme through the consideration of assessments, reviews and research previously

		conducted by IOM and ILO. Stakeholders are also going to be fully consulted and heard through the inception phase of the project, at which time the activities and outputs will be reviewed for relevance.
6. A plan to ensure a meaningful consultation processes with all relevant stakeholders is in place and will be maintained throughout the duration of the Joint Programme and in the evaluation phase.	Yes	Consultation with implementing partners and identified stakeholders will take place throughout programme implementation, including during the inception phase, meetings and workshops, and during the evaluation. IOM and ILO will ensure this dialogue is meaningful by developing or strengthening relationships and engaging in two-way dialogue.
7. Appropriate due diligence will be exercised throughout the duration of the joint programme, regarding partnerships with or support to State, non-State, civil society, employers' and workers' organizations and corporate actors.	Yes	IOM and ILO have strong relationships with the programme governments and other identified stakeholders, and ensures that partners and beneficiaries are reputable, including through upholding human rights. The PSC will be tasked with undertaking due diligence activities, including risk assessments relating to potential human rights violations by project beneficiaries, and will bring any notified allegations of human rights violations to the attention of national authorities. IOM and ILO will reserve the right to withdraw programme support to governments, CSOs, trade unions or other stakeholders if these








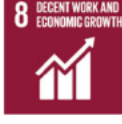
		allegations are found to hold weight.
8. A plan is in place to ensure that Joint Programme staffing is gender-balanced and staff are equipped to respond effectively to stakeholder and target group needs.	Yes	IOM and ILO both have in place equitable recruitment practices, with emphasis on recruiting women or those living with a disability. In addition, both agencies draw on vast teams of experts from across the relevant regional offices in Bangkok and head offices in Geneva, as well as recruiting consultants who are effective at engaging with diverse community groups, which will result in responsive programming.
9. Transparency and access to information by the intended target group and relevant stakeholders, including cultural, linguistic, and age-appropriate access, will be maintained throughout the duration of the joint programme.	Yes	IOM and ILO will detail a communications and visibility plan in accordance with the MPTF guidance which will outline particular efforts to ensure transparency and access to information throughout the implementation period.
10. Measures, including an effective complaint and remedy mechanism, will be put in place in order to provide redress for negative human rights impacts.	Yes	The joint programme includes the strengthening, development and increased awareness of complaints mechanisms for migrant workers in destination countries, which will provide redress for negative human rights impacts felt by migrant workers. IOM and ILO will also incorporate complaints mechanisms as part of the implementation of the programme, allowing migrants and other stakeholders to provide feedback on any issues raised or identified

		throughout delivery of the activities.
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Note: Migration MPTF Scoring: A “yes” response should be given a score of 1. A “no” response or a “not applicable” responses should be given a score of 0.

A	8-10	The Human Rights Marker has largely been achieved.
B	4-7	The Human Rights Marker shows significant integration of human rights in the joint programme but some challenges remain.
C	1-3	The Human Rights Marker shows a very partial integration of human rights in the joint programme.

Annex 6: List of Global Compact Objectives per Thematic area and Key SDG Targets

Global Compact Objective	Linkages to Key Sustainable Development Goals and Targets	
Cross-Cutting – Applicable to all Thematic Areas:		
<p>Obj 23: Strengthen international cooperation and global partnerships for safe, orderly and regular migration</p> <p><i>Note: Objective 23 on international cooperation is incorporated in each thematic area to signify that all thematic areas can also support regional and global projects.</i></p>	<div></div> <div></div>	<p>10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies</p> <p>17.16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p>
Thematic Area 1: Promoting fact-based and data-driven migration discourse, policy and planning		
<p>Obj 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies</p> <p>Obj 3: Provide adequate and timely information at all stages of migration</p> <p>Obj 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration</p>	<div></div> <div></div>	<p>16.B: Promote and enforce non-discriminatory laws and policies for sustainable development</p> <p>17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts</p>
Thematic Area 2: Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration		
<p>Obj 2: Minimize the adverse drivers and structural factors that compel people to leave their country of origin</p> <p>Obj 7: Address and reduce vulnerabilities in migration</p> <p>Obj 8: Save lives and establish coordinated international efforts on missing migrants</p> <p>Obj 12: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral</p>	<div></div> <div></div> <div></div> <div></div>	<p>1.5: By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters</p> <p>3.D: Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks</p> <p>5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p> <p>8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>

Obj 13: Use migration detention only as a measure of last resort and work towards alternatives



8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

16.1: Significantly reduce all forms of violence and related death rates everywhere

16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children

16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all.

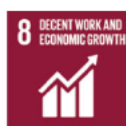
Thematic Area 3: Addressing irregular migration including through managing borders and combatting transnational crime

Obj 9: Strengthen the transnational response to smuggling of migrants



5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Obj 10: Prevent, combat and eradicate trafficking in persons in the context of international migration



8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Obj 11: Manage borders in an integrated, secure and coordinated manner



16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children

16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all

Obj 14: Enhance consular protection, assistance and cooperation throughout the migration cycle

16.4: By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime

Obj 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration

16.6: Develop effective, accountable and transparent institutions at all levels

Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility

Obj 5: Enhance availability and flexibility of pathways for regular migration

Obj 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

Obj 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences

Obj 19: Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries

Obj 20: Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants



1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance

3.C: Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

10.C: By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent

17.3: Mobilize additional financial resources for developing countries from multiple sources

Thematic Area 5: Improving the social inclusion and integration of migrants

Obj 4: Ensure that all migrants have proof of legal identity and adequate documentation

Obj 15: Provide access to basic services for migrants

Obj 16: Empower migrants and societies to realize full inclusion and social cohesion

Obj 22: Establish mechanisms for the portability of social security entitlements and earned benefits



1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance

3.7: By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes

3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

4.1: By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training

10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

11.1: By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums

16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels

16.9: By 2030, provide legal identity for all, including birth registration

16.B: Promote and enforce non-discriminatory laws and policies for sustainable development