

## Migration MPTF ANNUAL PROGRESS REPORT

PROJECT INFORMATION	
<b>Joint Programme Title:</b>	Labour Mobility for Sustainable Development and Climate Resilience in the Pacific
<b>Country(ies)/Region (or indicate if a global initiative):</b>	Fiji, Kiribati, Tuvalu, Solomon Islands and Vanuatu
<b>Project Identification Number:</b>	
<b>Start and Planned End Dates</b>	<b>Start:</b> 1 <sup>st</sup> September 2022 <b>End:</b> 31 <sup>st</sup> August 2024
<b>Convening Agent (Lead PUNO):</b>	International Organization for Migration (IOM)
<b>PUNO(s) (PUNOs):</b>	International Labour Organization (ILO)
<b>Key Partners:</b> <i>(include Implementing Partner)</i>	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.
<b>Project Period (Start – End Dates):</b>	1 September 2022 – 31 August 2024
<b>Reporting Period:</b>	1 January 2023 – 31 December 2023
<b>Total Approved Migration MPTF Budget:</b> <i>(breakdown by PUNO)</i>	PUNO 1: IOM: 1,000,000 PUNO 2: ILO: 850,000 <b>Total: USD 1,850,000</b>
<b>Total Funds Received To Date:</b> <i>(breakdown by PUNO)</i>	PUNO 1: IOM: USD 1,000,000 PUNO 2: ILO: 850,000 <b>Total: USD 1,850,000</b>
<b>Report Submission Date:</b>	3 <sup>rd</sup> April 2024
<b>Report Prepared by:</b> <i>(Name, title, email)</i>	Nissara Spence, Project Manager <a href="mailto:nspence@iom.int">nspence@iom.int</a> Angelica Neville, Labour Mobility Technical Officer <a href="mailto:neville@ilo.org">neville@ilo.org</a>

## Executive Summary

This annual progress report focuses on results achieved under the ‘Labour Mobility for Sustainable Development and Climate Resilience in the Pacific’ project from 1 January 2023 to 31 December 2023. This project is jointly implemented by the International Labour Organization (ILO) and the International Organization for Migration (IOM). The following key results, which will be further elaborated under the *Result* section, were achieved during the reporting period:

- The first Project Steering Committee (PSC) meeting was held virtually on 9 August 2023. The updated PSC terms of reference was accepted and approved.
- The Regional Workshop on Sustainable Reintegration at the PACER Plus Pacific Labour Mobility Annual Meeting (PLMAM) 2023 was co-organized in Port Vila, Vanuatu between 20 and 24 November 2023.
- Continuous support provided to the Pacific Islands Forum Secretariat (PIFS) at the national consultations (10 completed) on the review of Comprehensive Assessment of Regional and Sub-Regional Labour Mobility Arrangements in the Pacific.
- The inaugural Pacific Workers’ Organizations and Employer and Business Membership Organizations Regional Coordination Meeting on Labour Mobility was held in Nadi, Fiji between 3 and 6 July 2023.
- The Pacific Islands Council of Trade Unions (PICTU) and the Pacific Islands Private Sector Organization (PIPSO) were also represented and agreed at the meeting to strengthen coordination toward improving labour migration outcomes at the regional level.
- Pacific Employers’ and Business Membership Organizations (EBMOs) and Pacific Unions continued with the quarterly webinars on labour mobility coordination.
- Experts recruited to review the Vanuatu Seasonal Employment Act (2007).
- Five senior Pacific Government representatives from labour and foreign affairs ministries in Fiji, Kiribati, Solomon Islands and Vanuatu were invited to participate in the blended International Training Centre of the ILO (ITCILO) Course on Developing, Negotiating and Implementing Bilateral Labour Migration Agreements from 22 May to 23 June 2023; all of whom passed with Certificates.
- Support provided for the Vanuatu Chamber of Commerce and Industry (VCCI) and Vanuatu Department of Labour (DOL) pre-employment training pilot “Work Ready Investment Ready”.
- Mapping and stakeholder consultations completed in Vanuatu to assess practices, needs and recommendations related to reintegration for migrant workers and their families.
- Reintegration training package to enhance migrant workers and their families’ well-being upon return “Famili I Kam Bak” is under way.
- Data collection started in the Solomon Islands to better understand labour migration experiences to support the government and partners to provide improved migration support and information in the future.

The twin tropical cyclones, Judy and Kevin, which struck Vanuatu between 1 and 3 March 2023, impacted more than 80 per cent of the country’s population. This led to shut down of functions and shift in priorities to respond to needs during emergency, including those of government counterparts and partners; and disrupted the project plans and implementation. The tropical cyclone Lola in late October 2023, despite no major impacts on the capital, caused severe damages in provinces of Melampa and Penama. To date, many communities are still recovering from the devastating impacts of the three cyclones.

Despite the above-mentioned challenges, the project has progressed well during the reporting period due to the support from key partners in the project countries. Further, in October 2023, the project has undergone revision to better respond to the needs and shift in priorities of government counterparts as the project progresses. Lastly, the IOM Programme Manager has been recruited and based in Port Vila during the reporting period, with the ILO project team that has been recruited in the previous reporting period.

## Annual Progress

### 1. Summary and Context

The joint programme ‘Labour Mobility for Sustainable Development and Climate Resilience in the Pacific’ aims to enhance the benefits of safe and fair migration as a sustainable development and climate resilience strategy through 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.

Following the launch and project inception between September and December 2022, the project has picked up pace to implement activities in 2023, and continuously through to 2024. The easing of COVID-19 restrictions allows for in-person collaboration and implementation, particularly at national level, which help to drive the progress of the project. To ensure leadership, oversight and coordination between key government counterparts and partners across all five project countries, the PSC meeting, the project’s main governance mechanism, was held virtually on 9 August 2023. For Committee members who could not participate, the meeting minutes were circulated as updates. The project team continued to engage government counterparts bilaterally, particularly when carrying out national activities, to promote engagement, partnership, ownership, alignment with national priorities, contributing to project relevance and sustainability in respective countries.

### 2. Results

#### ***Outcome 1: Pacific governments demonstrate improved labour migration governance.***

The project partners fully completed *Output 1.1: A regional coordination mechanism on labour mobility is enhanced to facilitate decision-making on labour mobility.*

Activity 1.1.1 was completed in the previous reporting period with the project launch held on 29 November 2022 at the Grand Pacific Hotel in Suva, Fiji; as well as the project inception workshop held on 30 November 2022 at the UN Resident Coordinator’s Office meeting room in Suva, Fiji.



PLMAM 2023, source: PACER Plus Implementation Unit (PPIU)

Activity 1.1.2 *Support to existing regional labour mobility coordination mechanisms including regional workshops and the Pacific Annual Labour Mobility Meeting (PLMAM)* was completed when the project, along with PACER Plus Implementation Unit (PPIU), and the World Bank supported the Regional Workshop on Sustainable Reintegration on the first two days of the PLMAM. This complemented the broader PLMAM 2023 agenda “Harnessing the Development Benefits of Labour Mobility”

workshop held between 20 and 24 November 2023 at the Warwick Le Lagon hotel in Port Vila, Vanuatu. The event brought together more than 300 stakeholders, including trade unions, employers, origin and destination governments and international organizations, from across the Pacific, Australia, New Zealand,

and Timor Leste.. The workshop covered a wide range of issues including measures to enhance the impact of return and reintegration in the Pacific economies and societies; as well as improve worker welfare and wellbeing. Key highlights from the PLMAM 2023 Outcome Document can be found at [Outcomes Document on the 2023 PLMAM Reflects Significant Progress and Collaboration - PACER Plus Implementation Unit](#). Furthermore, by capitalizing on the presence of key labour mobility stakeholders within the region at PLMAM 2023, the Arrangement on Labour Mobility (ALM) advisory group was held on 25 November, with IOM and ILO presence. Both agencies provided technical inputs to the review of the ALM in late November 2023, which assesses whether its Objectives are being met.

Additionally, under Activity 1.1.3 *Design, print and dissipate technical documents to all national and regional labour mobility stakeholders*, ILO and IOM jointly hosted a booth during PLMAM 2023 to showcase the project, including its achievements, learnings and good practices. IOM and ILO also contributed presentations and background papers to the conference that were disseminated to all attendees. The project also contributed to raising awareness, through print out of informational materials, related to labour mobility and climate resilience in Fiji, during the International Migrants Day on 18 December 2023.

The project has made significant progress under *Output 1.2: Pacific governments and regional stakeholders have access to a Regional Labour Mobility Strategy to strengthen labour mobility governance, including as a climate resilience strategy*, particularly under Activity 1.2.1 *Organize a high-level event of the regional coordination mechanism to finalize and endorse the Regional Labour Mobility Strategy*.

In response to the 2023 direction from Forum leaders, as outlined in [the Fifty-second Pacific Islands Forum communiqué](#), IOM and ILO are supporting the PIFS in the development of the Pacific Regional Labour Mobility Principles.

*“41. Leaders noted the proposal to develop Pacific regional labour mobility principles, in collaboration with the PACER Plus Implementation Unit and other relevant agencies to ensure synergies and avoid unnecessary duplication in the proposed development of the principles. Leaders emphasised an inclusive approach that ensures Parties to the Pacific Agreement on Closer Economic Relations (PACER) Plus, as well as non-parties, have equal decision-making role on regional labour mobility issues.”*

This builds on the work undertaken in support of the Comprehensive Assessment on Labour Mobility Arrangements, including regional and sub-regional agreements in the Pacific, and the national consultations conducted with 10 forum members. The development of the principles will be led by members with inputs from key stakeholders including employers and worker representatives. The draft will be inputted and reviewed at the regional consultation planned to take place in June 2024, which the project will be supporting, as well as other PIFS processes such as the Forum Officials Committee (FOC), Forum Trade Officials Meeting (FTOM), among others. The processes will establish gaps and opportunities that the Regional Labour Mobility Principles should address. It is anticipated that the draft Principles will be presented to Forum leaders in 2025.

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

Activities are progressing as planned for *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*.

Under Activity 2.1.1 *Provide technical assistance to review the relevant national legislation that governs sending labour migrants abroad*, IOM and ILO are working closely with the Government of Fiji, through the Ministry of Employment, Productivity and Industrial Relations, to develop National Labour Migration Policy (NLMP) for the country. The policy is expected to be align with the Fiji National Development Plan and the National Climate Change Policy and Adaptation Framework, and will further streamline existing national plans and framework to create an environment of a well-managed labour migration governance that increases individual and community development benefits and mitigates negative impacts on individual

workers, their families, local communities, and the domestic labour markets. The concept note for the NLMP was approved by the Ministry in November 2023, and is currently being reviewed by the Cabinet.

Under the same activity, in Vanuatu, the project is undertaking the review the Seasonal Employment Act 2007 in response to the request from the Vanuatu DOL. The Act is the primary legislation that regulates labour mobility in Vanuatu, particularly the licensing of agents and permits for direct recruitment (Government of Vanuatu 2007, parts 2 and 3). At the time the Act was developed, its intention was to regulate the New Zealand's Recognised Seasonal Employer (RSE) scheme; however, fails to adequately accommodate considerations in relation to developments under the Pacific Australia Labour Mobility (PALM) schemes, or other destination countries. The review report is currently being drafted and will be available for external inputs during the workshop that will take place in April 2024.

**Output 2.2** *Pacific governments and social partners have improved information, tools and mechanisms to implement rights-based and gender responsive laws and policies in programme countries.*

*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*

During the reporting period, the project developed the paper “Good Labour Mobility Governance: Considerations for the Pacific Labour Mobility Annual Meeting.” The paper synthesizes information on the most relevant international standards for seasonal workers in the Pacific and related principles of good labour mobility governance. The paper was disseminated to all registered conference participants (over 300 people) and presented twice at the PLMAM. The paper's recommendations were formally captured in the meeting outcome report which noted that the Forum Island Countries Caucus “recognised the importance of guidelines on good labour mobility governance in assisting countries to ensure that their bilateral and internal labour mobility arrangements promote good governance [and]....Acknowledged existing ILO conventions relating to the rights of labour migrants, health and safety and bilateral labour arrangements. ILO conventions also cover existing issues relating to contracts, deductions, labour mobility costs and employment conditions.” (PLMAM 2023 Outcome report)

*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.*

From 3 to 6 July 2023, an inaugural Pacific Workers' Organizations (WOs) and Employer and Business Membership Organizations (EBMOs) Regional Coordination Meeting on Labour Mobility was organized in Nadi, Fiji, to coordinate on shared priorities relating to labour mobility. This was also supported through co-funding with the Pacific Climate Change Migration and Human Security (PCCMHS) – Phase II programme. The meeting gathered 20 union and employer participants from 11 Pacific Island Countries (10 men, 10 women), including representatives from PICTU and PIPSO. The meeting resulted in an agreement to strengthen employer coordination toward improving labour migration outcomes at the regional level. The press release, agendas, participant list and related photos are included in the Annex. In addition, Pacific EBMOs and Pacific Unions continued with the quarterly webinars on labour mobility coordination.

Activities 2.2.2 and 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* were combined to organize the inaugural Pacific Workers' Organizations and Employer and Business Membership Organizations Regional Coordination Meeting on Labour Mobility. During this meeting there were two dedicated days for unions from programme countries and Australia and New Zealand to coordinate. As a result, a coordinated position paper was developed that was also presented at the PLMAM 2023. Additionally, shared union priorities related to labour mobility were



identified, to inform further project activities.

*2.3.3 Coordinate with and provide technical support to Australia, New Zealand and Pacific unions to support the implementation of recommendations identified at the union coordination workshop – 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.*

During the reporting period, the project engaged with workshop participants to progress priorities that were identified during coordination workshop. The key areas that were identified include 1) developing a regional curriculum for Pacific Unions to deliver pre-departure sessions; 2) Undertake a scoping study on supporting Migrant Worker Resource Centres with unions; and 3) Engage with national unions on Migrant Worker Resource Centres and related services. For the first and second identified priorities, terms of reference (TORs) were under development during the reporting period, and discussions are underway with the Vanuatu National Workers Unions relating to the third priority.

*Output 2.4 Migrants have improved access to complaints mechanisms in destination countries (Australia and New Zealand) and countries of origin*

Under activity *2.4.1 Assessment of complaints mechanisms in countries of origin and capacity building support to governments to improve access to these mechanisms*, during the reporting period, a stakeholder mapping was undertaken in Vanuatu to identify unions and civil society organizations (CSOs) for potential partnership in the area of complaints mechanisms.

### ***Outcome 3: Pacific government implement initiatives that contribute to safe and fair labour migrations***

Activities under *Output 3.1: Governments of Fiji, and Vanuatu have increased capacity to deliver training programmes that benefit migrant workers* have kicked start in 2023; however, it will be roll out and complete in the next reporting period.

Under Activity *3.1.1 Develop and/or revise best practice pre-employment training package/s for the work ready pools in Fiji*, after the presentation made by the project during PLMAM 2023 on “Good Practices on Family-centred Pre-Employment Training”, many governments in the Pacific gained interest in developing similar orientation programmes to prepare migrant workers and their families for the migration journey, including the Government of Fiji. Following PLMAM, Fiji’s Ministry of Employment, Productivity and Workplace Relations has made a request to the project partners for the extension of the Family-focused Pre-departure programme, particularly good practices and learnings from the programme in Vanuatu, to be localised and delivered in Fiji. Plannings are currently in place and progress on the roll out will be reported in the next reporting period; however in parallel, the Ministry has firmed it commitment by recruiting two trainers who will be involved in localizing and delivering of the programme in Fiji in 2024.

In Vanuatu, the project also supports the VCCI, upon the request of the DOL, on the “Work Ready Investment Ready” programme, targeting four locations in Vanuatu (Tanna, Malekula, Santo and Port Vila). The programme aims to provide targeted training and coaching support to seasonal workers at pre-employment stage, when potential migrant workers and their families are considering seasonal work and the resulting investments. It will be achieved through a partnership DOL and the Department of Rural Development and Agriculture (DARD). The primary purpose of this pilot is to support aspirant migrant workers and their families to plan and budget for their social or economic investments from seasonal work, while also providing support on a needs-basis for other topic areas such as family, farming, business etc (full range of topics shown below).



**FAMILY**



**FARMING**



**BUSINESS**



**SEASONAL WORK**



**COMMUNITY**



**DISASTER RISKS**



**CLIMATE CHANGE**

The engagement and planning for the programme started in November 2023, while the implementation will kick off in Q1 of 2024. The TOR is included in the Annex.

For 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*, the seafarers refresher training activity is postponed to 2024 at the request of the Tuvalu Department of Labour. The activity is currently underway and will be detailed in the next reporting period.

Some activities under *Output 3.2: Pacific governments and relevant stakeholders have increased understanding and skills to support fair and ethical recruitment and safe labour mobility* were completed in 2023, while the majority of kicked off in 2023 but will be completed in the next reporting period.

Under *Activity 3.2.4: Engage consular and other relevant officials from programme countries based in destination countries and other relevant foreign affairs officials on relevant aspects of labour rights, including negotiating bilateral labour mobility agreements and establishing appropriate referral systems to support vulnerable migrants*, the project supported five (1 men, 4 women) senior Pacific Government representatives from labour and foreign affairs ministries in Fiji, Kiribati, Solomon Islands and Vanuatu participated in the blended ITCILO Course on Developing, Negotiating and Implementing Bilateral Labour Migration Agreements from 22 May to 23 June 2023 – of which all participants passed with Certificates. The course brochure, participant list and related photos are included in the Annex. Following the course, ILO and IOM jointly hosted an Introductory Workshop to Bilateral Labour Migration Agreements (BLMAs) in Fiji on 8 November 2023, with twelve (3 men, 9 women) Ministry of Employment, Productivity and Industrial Relations officials. The workshop agenda, participant list and related photos are included in the Annex. The workshop was very timely as in parallel the Memorandum of Understanding (MOU) between the Government of Australia and the Government of Fiji in “Support of Citizens of Fiji Participating in the PALM Scheme” was being review; of which both ILO and IOM has provided technical recommendations to. Furthermore, building on the interest and success of trainings with representatives from labour and foreign affairs ministries mentioned above, ILO and IOM jointly with PPIU will host a Regional Training on BLMAs for all Pacific governments, including the five project countries, in Fiji between 20 and 24 May 2024.

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

Activities under *Output 4.1 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* have kicked start in 2023 and will continue to completion in 2024.

Under *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*, assessments have been conducted in Solomon Islands and Vanuatu to promote evidence-based policy development and revision related to return and reintegration of migrant workers and their families.

In Solomon Islands, the primary data collection exercise aims to better understand the labour migration experiences of Solomon Islanders in order to support the government and development partners to provide improved migration support and information in the future. The survey has four main sections combining closed and open-ended questions. It covers the socio-economic profile of workers, their pre-migration and migration experiences as well as their return to Solomon Islands. Snowballing is the method used to select workers to be interviewed, with 800 workers as the minimum target for the survey. Target locations include all provinces of the Solomon Islands; however, this will depend very much on the availability of workers residing in the provinces. The data collection tool and methodology were developed and finalized between June and October 2023, during which an overview of the questionnaire was discussed with representatives from PPIU, Pacific Labour Facility and the United Nations Capital Development Fund. The Labour Mobility Unit within the Ministry of Foreign Affairs and External Trade, and the Department of Labour under the

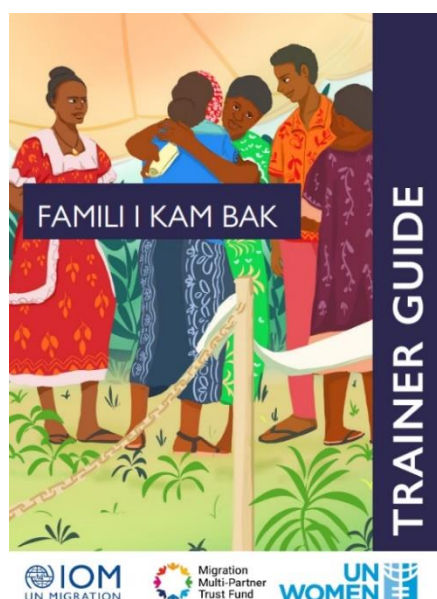
Ministry of Commerce, Industry, Labour and Immigration did not provide inputs to the data collection tools due to limited availability. Data collection commenced in December 2023 and will be completed by Q2 of 2024. The above-mentioned stakeholders will again be engaged during the launch and presentation of the findings in Q3 of 2024.

In Vanuatu, an assessment on Labour Migrant Reintegration in Vanuatu, focusing on the reintegration context, services and worker experience, was conducted between August to December 2023. The assessment aims to enhance the support systems available to returning labour migrants in Vanuatu by contributing to the knowledge base around the experiences and services available to workers, their families, and their communities during the return and reintegration period. To do so, the project conducted interviews and surveys with 171 returned migrant workers (109 men and 62 women)<sup>1</sup> and convening focus group discussions and interviews with 36 key stakeholder organizations. The report is



Stakeholder consultation on 8th December 2023 with labour mobility stakeholders in Port Vila, source: HSEQ

currently being drafted and will be available for external validation in Q2 of 2024, followed by a launch – aligning the timeline with the Government of Vanuatu plans for consultations to develop the National Reintegration Strategy; to which the project will be providing technical and financial support.



Under Activity 4.1.2 *Adapt existing best practice return and reintegration materials (including IOM's Reintegration Handbook) to the PIC and disseminate these at country-level workshops*, the development of Famili i Kam Bak (translated to English as *Family Come Back*) training package, with partial financial contribution of IOM's Reintegration project "Supporting Families to Maintain Healthy Relations After Labour Mobility" funded by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), is currently underway, and will be available for external validation and pilot roll outs in Q2 of 2024. The Famili i Kam Bak workshops aim to support the smooth reintegration of returned migrant workers by unpacking and addressing wide range of issues including financial readjustment, family dynamics, community perception, access to support services, substance abuse, psychosocial well-being, cultural readjustment, and reserve culture shock. The training content responded to the needs and challenges identified from the assessment conducted in Activity 4.1.1, with close coordination and technical inputs from the Vanuatu Department of Labour and Employment

Services. By providing returned migrant workers and their families with the necessary support, information and resources to navigate these challenges effectively, it will improve their well-being, as well as help prevent issues such as family conflict, gender-based violence, and other social and psychosocial issues in Vanuatu.

<sup>1</sup> Higher number of men participated in the interviews and surveys reflect the reality of labour mobility trends in Vanuatu, which is dominated by men (accounting for 88 per cent of labour migrant workforce).



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>OUTCOME 1</b> Pacific governments demonstrate improved labour migration governance.						
<b>Indicator 1a</b> Number of formulated interventions (including updated or new policies, action plans, MOUs, assessments, workshops, 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.	0		Co-organized the Regional workshop on sustainable Reintegration, and the PLMAM 2023 jointly with PPIU and World Bank.		As reported in Y2 progress.	
<b>Indicator 1b</b> % of government officials interviewed who indicate increased confidence in their role in managing labour mobility programmes with the regional labour mobility strategy.	0					

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>Indicator 1c</b> A Pacific Regional Labour Mobility Strategy to support labour mobility governance is finalized and disseminated to key stakeholders.	No		In progress, the draft will be inputted and reviewed at the regional consultation planned to take place in June 2024.		As reported in Y2 progress.	
<b>OUTPUT 1.1</b> A regional coordination mechanism on labour mobility is developed to facilitate decision-making on labour mobility.						
<b>Indicator 1.1a</b> Number of regional coordination meetings conducted to support labour mobility governance.	0		Technical inputs to the <b>two ALM advisory group meetings</b> , and recommendations to the ALM review.  One <b>Project Steering Committee</b> meeting held.		As reported in Y2 progress.	
<b>Indicator 1.1b</b> Number of relevant stakeholder participants at high level launch event (disaggregated by gender and organization)	0	<b>Project launch</b> A total of 43 participants from the Pacific government representatives	<b>The Regional Workshop on Sustainable Reintegration and PLMAM 2023</b>		<b>A total of 357 participants</b> , including trade unions, employers, origin and destination governments and international organizations, from across the Pacific,	

Results Reporting Framework						
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		Y1	Y2	Y3		
represented).		(26 women, 17 men), regional organisations, diplomatic representatives, CSOs, UN agencies, PICTU representative, and Fiji EBMO representative.  <b>Inception workshop</b> 14 participants (8 women, 6 men) from the 5 project countries (PICTU representative, Fiji EBMO representative, Government representatives), IOM and ILO representatives.	A total of 300 stakeholders (gender disaggregated data not available), including trade unions, employers, origin and destination governments and international organizations, from across the Pacific, Australia, New Zealand, and Timor Leste.		Australia, New Zealand, and Timor Leste.	
<b>OUTPUT 1.2</b> Pacific governments and regional stakeholders have access to a Regional						

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
Labour Mobility Strategy to strengthen labour mobility governance, including as a climate resilience strategy.						
<b>Indicator 1.2a</b> A Regional Labour Mobility Strategy is validated through the coordination mechanism.	No		In progress. Support PIFs at the national consultations with Member States (10 completed) on the review of Comprehensive Assessment of Regional and Sub-Regional Labour Mobility Arrange in the Pacific.		As reported in Y2 progress.	
<b>Indicator 1.2b</b> Number of relevant stakeholder participants at high level launch event (disaggregated by gender and organization represented.	0					
<b>OUTCOME 2</b> Decent work principles and standards are at the core of Pacific labour migration programmes.						



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>Indicator 2a</b> 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.	0		Fiji National Labour Migration Policy and the Review of Vanuatu Seasonal Employment Act are in progress.		As reported in Y2 progress.	
<b>Indicator 2b</b> 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 the programme.	No					Follow-up consultations planned in April 2024
<b>OUTPUT 2.1</b> 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			The concept note for the NLMP in Fiji was approved by the Ministry in November 2023, and is currently being reviewed by the Cabinet.		As reported in Y2 progress.	

Results Reporting Framework						
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		Y1	Y2	Y3		
workers, and recruitment.			TOR for the review of the Seasonal Employment Act 2007 was endorsed by the Vanuatu DOL.			
<b>Indicator 2.1a</b> Number of national consultations on findings of legislative review.	0					1 confirmed for April 2024
<b>Indicator 2.1b</b> Number of countries that have reviewed their national legislation governing sending labour migrants abroad.	0		Two (Fiji [policy] and Vanuatu), in process.		As reported in Y2 progress.	
<b>OUTPUT 2.2</b> Pacific governments and social partners have improved information, tools and mechanisms to implement rights-based and gender responsive laws and policies in programme countries.						Inception, sensitization activities conducted at two regional meetings for unions and employers respectively. These regional meetings also contributed to strengthened regional coordination on the topic of labour mobility between unions and employers.
<b>Indicator 2.2a</b> Number of meetings (virtual or face-to-face) held under the	0		1 bipartite face to face			

Results Reporting Framework						
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		Y1	Y2	Y3		
established regional platform for bipartite social dialogue on labour mobility.						
<b>Indicator 2.2b</b> Number of participants that attend each bipartite meeting (disaggregated by gender).	0		20 (10 men, 10 women)			
<b>Indicator 2.2c</b> Number of Departments of Labour which have received comprehensive information on standard employment terms for seasonal workers.	2 (Tuvalu and Kiribati)		3			All governments represented at PLMAM 2023, however 3 is listed during the reporting period.
<b>OUTPUT 2.3</b> 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).						
<b>Indicator 2.3a</b>	NA					

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
Trade union staff report that gaps in migrant protection capacity have been reduced.						
<b>Indicator 2.3b</b> % workshop participants who report improved clarity on steps toward developing a memorandum of understanding and action plan on protection of migrants.	NA		Yes			Pacific trade unions have developed a position paper that identifies regional level priorities on labour mobility.
<b>OUTPUT 2.4</b> Migrants have improved access to complaints mechanisms in destination countries (Australia and New Zealand) and countries of origin.						
<b>Indicator 2.4a</b> Number of unions or CSOs that partnered to strengthen support migrant workers to access complaints mechanisms in countries of destination.	0		Stakeholder mapping completed of unions and CSOs			



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>Indicator 2.4b</b> Number of governments administered complaints systems in countries of origin introduced or strengthened.	0					
<b>OUTCOME 3</b> Pacific governments implement initiatives that contribute to safe and fair labour migration.						
<b>Indicator 3a</b> Number of programme countries delivering labour migration programmes (training initiative underpinned by safe and fair work principles and standards.	0		Two, Vanuatu and Fiji (in progress).		As reported in Y2 progress.	
<b>OUTPUT 3.1</b> Governments of Fiji, Vanuatu and Tuvalu have increased capacity to deliver training programmes that benefit migrant workers.			In progress in Fiji.		As reported in Y2 progress.	

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
<b>Indicator 3.1a</b> Pre-employment training package is developed and available to the Department of Labour of Fiji, Vanuatu and Tuvalu.	No		A request was made for the extension of the Family-focused Pre-departure programme, particularly good practices and learnings from the programme in Vanuatu, to be localized and delivered in Fiji.  Support VCCI on the "Work Ready Investment Ready" programme in Vanuatu.		As reported in Y2 progress.	
<b>Indicator 3.1b</b> Number of participants in the pre-employment training who scored at least 75% on an end-of-training comprehension test (disaggregated by gender).	0					
<b>Indicator 3.1c</b> Number of participants in each cohort of pre-employment training	0					

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
session delivered (disaggregated by gender).						
<b>OUTPUT 3.2</b> Pacific governments and relevant stakeholders have increased understanding and skills to support fair and ethical recruitment and safe labour mobility.			Five (1 men, 4 women) senior Pacific Government representatives participated in the blended ITCILO Course on Developing, Negotiating and Implementing Bilateral Labour Migration Agreements – all participants passed with Certificates.		As reported in Y2 progress.	An Introductory Workshop to BLMA in Fiji, with 12 (3 men, 9 women) Ministry of Employment, Productivity and Industrial Relations officials.
<b>Indicator 3.2a</b> Number of government officials who scored at least 75% on an end-of-training comprehension test (disaggregated by gender and country).	0		Five senior Pacific Government representatives from labour and foreign affairs ministries in Fiji, Kiribati, Solomon Islands and Vanuatu.		As reported in Y2 progress.	
<b>Indicator 3.2b</b> Number of labour	0					

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
recruiters who scored at least 75% on an end-of-training comprehension test in the IRIS Labour Recruiter Capacity Building Programme.						
<b>Indicator 3.2c</b> Number of SOPs developed or revised.	0					
<b>OUTCOME 4</b> Returning Pacific Islander migrant workers demonstrate increased social and labour market reintegration.			In progress, Famili I Kam Bak training package in Vanuatu is under way.		As reported in Y2 progress.	
<b>Indicator 4a</b> 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						



Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
labour market.						
<b>OUTPUT 4.1</b> 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.			<b>Two assessments</b> to inform evidence-based policy and practice development/ revision and project implementation in Vanuatu (completed) and Solomon Islands (in process).		As reported in Y2 progress.	
<b>Indicator 4.1a</b> Number of returning migrant workers in Vanuatu who receive reintegration assistance in line with updated and contextualized reintegration materials (disaggregated by gender)  <b>Indicator 4.1b</b> Percentage of migrants reporting satisfaction with reintegration assistance	0		An assessment on Labour Migrant Reintegration in Vanuatu included conducting interviews and surveys with <b>171 returned migrant workers (109 men and 62 women)</b> and convening focus group discussions and interviews with <b>36 key stakeholders</b> . The development of Famili I Kam Bak		As reported in Y2 progress.	

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
			<p>training package is underway.</p> <p>As assessment in Solomon Islands, <b>targeting 800 returned migrant workers,</b> is underway.</p>			

## **2 Partnerships**

Key partnerships maintained during the reporting period was the attendance of project country representatives and key stakeholders at the Project Steering Committee meeting on 9 August 2023; as well as the continuous support and collaboration at national level, particularly with the Fiji Ministry of Employment, Productivity and Industrial Relations and Vanuatu Department of Labour and Employment Services, as indicated above in the Result section. Further, partnership with the PIFS has been strengthened, particularly through the support provided to PIFS at the national consultations with Member States (10 completed) on the review of Comprehensive Assessment of Regional and Sub-Regional Labour Mobility Arrange in the Pacific; as well as the planning for the Regional Labour Mobility Principles.

A new, and strategic, partnership that has been forged was with the PACER Plus Implementation Unit, particularly for the co-hosting the Regional Workshop on Sustainable Reintegration and the 2023 PLMAM – a platform for enhancing collaboration on labour mobility priorities in the Pacific and is a key initiative under the PACER Plus Arrange on Labour Mobility. The project partners also hold memberships in the ALM Advisory group.

Additionally, the project has partnered with the Pacific Islands Council of Trade Unions and the Pacific Island Private Sector Organization. The partnership has been strengthened through the delivery of activities such as the bipartite meeting and the quarterly virtual webinars on labour mobility.

During the reporting period, implementation agreements were established as follows:

- The updated Project Steering Committee terms of reference was accepted and approved by project government partners.
- With VCCI, for the Work Ready Investment Ready programme in Vanuatu.

## **3 Cross-Cutting Issues**

During the reporting period, for the progress and achievements reported, the project partners ensured that the human rights, gender and child sensitivity markers are considered. Assessments, including interviews, surveys, and consultations, as well as policy reviews and training design promote gender inclusivity and participation by:

- Encouraging women, either as migrant workers or family members, to voice their experience, concerns, needs and recommendations.
- Data collection target women to the extent possible; however, there is a smaller ratio of women participation in the labour mobility schemes. Gender disaggregated data is being captured and analysed.
- The scope of activities are inclusive of gender considerations and mainstreaming.

The activities also promote linkages with climate resilience; for example, climate change and natural disasters are being considered when designing and rolling out Pre-Employment and Reintegration workshops and assistance, particularly on ensuring the safety and preparedness of their families and communities to face the increasing climate and disaster-related challenges. Further, the Pacific Regional Labour Mobility Principles aims to ensure synergies and alignment with existing mobility frameworks in the region (such as the Pacific Regional Framework on Climate Mobility).

Labour rights and standards, which are a critical component of human rights, are comprehensively mainstreamed throughout the project and a core focus of numerous activities. For examples, as a result of activity 2.2.1 FIC Caucus representatives (which include four out of five project target countries)

acknowledged existing ILO conventions relating to the rights of labour migrants, health and safety and bilateral labour arrangements as important to strengthening labour mobility schemes.

During the remaining of the project implementation in the next reporting period, it is expected that these cross-cutting principles are further monitored and adhered to.

#### **4 Constraints, Adjustments, Lessons and Good Practices**

During the reporting period, there were no significant constraints encountered. Partnerships and ongoing collaboration with the key project stakeholders are successfully maintained to keep the momentum for project implementation on-going. At the national level, the project team built a strong partnership with key government counterparts, particularly in Fiji and Vanuatu; however, faced some challenges when it comes to project coordination at regional level. For example, the project faced some challenges to find an agreeable date and time for the virtual PSC meeting, as well as to secure participation from government counterparts. The project team will therefore look for alternative venues to piggy-back the PSC meeting with in-person regional events, workshops and meetings. The next PSC meeting is planned to take place in-person during the Regional BLMA workshop in late May 2024. The government counterparts also appreciated regular bilateral updates and meetings; thus, the project team aims to continue this approach to keep key counterparts engaged in the project and to ensure project implementation is efficient.

The project support to the PLMAM also appreciated by the government counterparts, as well as PPIU. PLMAM provides an opportunity for the project to showcase its ongoing initiatives and good practices, which can be applied regionally. It also promotes dialogues and exchanges between key labour mobility actors, particularly in the ALM Advisory Group, to ensure complementarity rather than duplication. The project aims to continue its engagement, and contribution either technically or financially, for the future PLMAM, as well as PIFS related efforts.

With regards to the project scope, the concept and approach to Reintegration, particularly for returned seasonal migrant workers and families, is quite new in the project countries; therefore, it takes the project team slightly longer to plan for implementation in the country that ensure alignment with the government's priorities. The government counterparts however welcomed and appreciated the expertise, guidance and support provided through the project on integrated approach to reintegration.

With regards to project coordination, for the ILO, the MPTF ILO project team ensures ongoing coordination and collaboration with the ILO technical specialists and other relevant ILO projects. That way, the in-country project activities are followed through in an organised manner, especially, when the same Pacific stakeholders and focal points are involved. Additionally, the MPTF project activities are complemented with other sub-regional project activities to benefit more project beneficiaries. Specifically, synergies have been identified between this project and the PCCMHS, which also includes labour migration related activities. Where relevant, PCCMHS has co-funded initiatives implemented under this programme to reach a wider range of beneficiaries.

IOM has continued its coordination on activities with other IOM migration initiatives in the region; including the reintegration component of the project in Vanuatu with IOM's Reintegration pilot project in partnership with UN Women. IOM draws expertise from the region and globally through bringing in technical inputs and advice from the Regional Office for Asia and the Pacific, as well as Headquarters in Geneva, when necessary. In addition, the MPTF implementation team has taken a regional approach by aiming to share and replicate good practices and lesson learnt from one project country to another (i.e. the Family-centred pre-employment orientation).

As a result of ILO and IOM coordination with other actors and initiatives in the region minor revisions were made in 2023 to promote project complementarity.

Lastly, the twin tropical cyclones, Judy and Kevin, and Lola in 2023 has led to temporarily shut down of functions and shift in government priorities; thus impacted the project 2023 plans and implementation. Based on this, topped with a few challenges indicated above, the project partners evaluated that the project, as well as key government counterparts and beneficiaries, will benefit from meaningful and effective interventions if the project is extended for five months (no-cost extension), from the original end date of 31 August 2024 to 31 January 2025.

### **Conclusion and Next Steps**

During the reporting period, key partnerships have been forged and maintained, both at national and regional levels. Implementation of activities have progressed well in 2023, and while the majority are still in process, the planning and rolling out has kicked off in 2023 and will continue to progress in 2024. Below are the key priorities for the next reporting period:

- Regional Consultation on the draft Pacific Regional Labour Mobility Principles.
- National consultation on Labour Migration Policy in Fiji.
- Pilot pre-departure trainings to aspiring migrants and families in Fiji.
- Deliver trainings for government officials of all five countries on Fair Recruitment and Bilateral Labour Migration Agreements.
- Pilot reintegration assistance to a returning cohort of ni-Vanuatu migrant workers.
- Support the review of the Vanuatu Seasonal Employment Act

Lastly, as explained above, a five month project no-cost extension until 31 January 2025 will allows for effective implementation and completion of all project activities.

### **ANNEX**

Please see attached in a separate file.

### Annex: Child Sensitivity Marker Self-Assessment Matrix

Self-Assessment Questions	Answer	Justification / Additional Info
11. Has a <b>child rights impact assessment</b> been conducted to identify potential positive and negative impacts of the project on children, whether intended or unintended?	Yes	
12. Do PUNOs and implementing partners have <b>safeguarding</b> policies and practices in place, and will all staff and non-staff personnel working with children receive training on safeguarding prior to commencement of joint programme implementation?	Yes	
13. Please provide an estimated percentage of the <b>programme budget</b> allocated towards advancing children's rights and meeting children's needs. If not 100%, explain your rationale/the formula you used for reaching this percentage.	20%	Based on budget allocated for Activity 1.1.2, 1.2.1, 2.1.1, 3.1.1, 3.1.3, 4.1.1 and 4.1.2, where the implementation scopes are inclusive of child's rights and needs. The % does not yet include other activities where children may be mainstreamed.
14. Do you have a plan to establish and maintain a <b>meaningful consultation process</b> with children throughout the duration of the Joint Programme, including the evaluation phase?	No	Not at the moment, child's rights, protection and needs are being captured through parental approach, as well as key stakeholders working on the topic of children and girls.
15. Does the joint programme include <b>capacity-building</b> for children on their rights?	No	Only through family-approach, where children will be the indirect beneficiary of the trainings/ workshops.
16. Will all staff and non-staff personnel of PUNOs and implementing partners working with children in the joint programme be trained <b>on engaging with children and on children's rights and needs</b> , including on children's participation, prior to commencement of joint programme implementation?	N/A	

17. For any joint programme expected results (outcomes, outputs) that involve children, will all data collected be disaggregated by age, sex, and where possible by other identities, e.g. migration status, disability, LGBTQ+, taking into account data protection principles?	Yes	
<p>18. Please choose one of the following below or choose N/A if not applicable.</p> <p>A: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is the <b>overall/primary objective</b> of the joint programme. All outcomes and outputs contribute towards, and all indicators measure change in terms of children's rights and needs.</p> <p>B: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is a <b>significant component</b> of the joint programme. At least one outcome contributes towards, and related output-level indicator(s) measure change in terms of children's rights and needs.</p> <p>C: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is a <b>minor component</b> of the joint programme. At least one output contributes towards, and related indicator(s) measure change in terms of children's rights and needs.</p>	C	The project will contribute in some way to upholding the rights and addressing the needs of boys and girls under 18.