

## Migration MPTF Final 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>	00132545
<b>Start and Planned End Dates</b>	<b>Start:</b> 9 August 2022 <b>End:</b> 8 February 2025
<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>	9 August 2022 – 8 February 2025
<b>Reporting Period:</b>	9 August 2022 – 8 February 2025
<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>	28 March 2025
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## Executive Summary

This final report focuses on results achieved under the ‘Labour Mobility for Sustainable Development and Climate Resilience in the Pacific’ project from 9 August 2022 to 8 February 2025. This project is jointly implemented by the International Organization for Migration (IOM) and International Labour Organization (ILO). The following key results were achieved, aligned with the rights-based framework of United Nations Sustainable Development Cooperation Framework (UNSDCF), outcomes of “Leaving No One Behind”, and Sustainable Development Goals (SDGs) particularly Target 1.5, 8.8 and 10.7; which will be further elaborated under the *Result* section.

The Joint Programme was launched, followed by an inception workshop, in November 2022 with participation from Fiji, Kiribati, Tuvalu, Solomon Islands, and Vanuatu. Two Project Steering Committee (PSC) meetings were held—one virtually in August 2023 and another in-person in May 2024 in Vanuatu—where key decisions, including the extension of the programme’s timeline, were approved. In early 2025, an impact and achievement video was produced, and a final external evaluation was conducted, incorporating feedback from 16 stakeholders. The programme actively aligned with other regional projects, fostering sustainability and the creation of new initiatives, such as [the Regional PALM programme supported by the Government of Australia](#).

The programme enhanced regional coordination and policy development. Notably, the programme co-organized the Regional Workshop on Sustainable Reintegration at the 2023 Pacific Labour Mobility Annual Meeting (PLMAM) and actively supported the Pacific Islands Forum Secretariat (PIFS) in developing the Pacific Regional Labour Mobility Principles. PLMAM 2024, held in Brisbane, saw strong project representation, policy endorsements, and unprecedented union participation due to leveraged funding. It also supported the high level representation of two project’s countries during [the 2025 Asia Pacific \(Regional\) Review of the Global Compact of Migration \(GCM\)](#) in Bangkok, between 4 and 6 February 2025. Further, the programme centered on strengthening national frameworks. It facilitated key legislative and policy development processes in Vanuatu and Fiji, including the review of the Vanuatu’s Seasonal Employment Act (SEA) and Fiji’s Employment Relations Act (ERA). The review of Fiji’s National Labour Mobility Policy (NLMP) was [endorsed by the Cabinet in May 2024](#), with stakeholder consultations held in early 2025. Partnerships with trade unions and civil society organizations led to awareness-raising efforts, technical updates, and strengthened support systems for migrant workers, particularly women and youth. Key partnerships were also established with the Migration Justice Institute, Global Migration Lab, and Australia Workers Union.

The programme also addressed capacity building and fair recruitment needs in the five countries. Over 40 government officials participated in ITCILO-led training courses and regional workshops on [Bilateral Labour Migration Agreements](#) and [Fair and Ethical Recruitment](#). A targeted business training programme ‘Worker Ready Investment Ready’ was launched in Vanuatu, co-funded by a complementary initiative. Additional activities included a seafarer refresher course in Tuvalu, a family-centred pre-departure assessment for Fiji, and a community-led family workshop in rural Vanuatu. Cross-regional learning was promoted through a financial literacy workshop co-delivered in Kenya with East African government officials. Lastly, the programme prioritized reintegration support, where a comprehensive reintegration training package, “Famili I Kam Bak,” was developed and piloted in Vanuatu. The programme also supported the creation of Vanuatu’s Labour Mobility Reintegration Strategy and Action Plan (2025-2028), based on the [National Consultation held on 3-4 September 2024](#). Other efforts included psychosocial training for Vanuatu’s Department of Labour officials, the development of an employment portal for returnees, and a women’s empowerment initiative focused on livelihood and financial skills. Additionally, [a report on returned migrant workers in Solomon Islands](#) was launched in January 2025, providing valuable insights into migration journeys and reintegration experiences.

Throughout the project duration, the project team faced several challenges that impacted implementation timelines and coordination efforts. The development and finalization of partnerships with unions were

delayed due to capacity and absorption issues among some initially identified partners, prompting the project team to explore alternative solutions. Similarly, the review and development of national laws, policies and strategies, or related research and studies, in the project countries experienced several setbacks due to the lengthy process to obtain formal approval from relevant government ministries, coupled with the limited availability of consultants to take on the work. Additionally, unforeseen natural disasters further disrupted project activities, particularly in Vanuatu, where tropical cyclones Judy, Kevin, and Lola severely impacted over 80 per cent of the population. Further, the recent earthquake on 17 December 2024, of a magnitude 7.3 struck West of Port Vila, Vanuatu, with several aftershocks. Lastly, at the regional level, the project successfully built strong partnerships with government counterparts in Fiji and Vanuatu; however, coordination challenges persisted among all project countries. Scheduling virtual PSC meetings and securing government participation proved difficult, highlighting the complexities of regional engagement. Despite these setbacks, the project team remains committed and were able to achieve all the planned activities, in line with the overall outcomes and objective which will be elaborated in the following sections.

## End-of-Project Progress

### 1. Summary and Context

The Joint Programme 'Labour Mobility for Sustainable Development and Climate Resilience in the Pacific' aimed 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 picked up pace to implement activities in 2023, and continuously through to 2024 and 2025. The easing of COVID-19 restrictions allowed for in-person collaboration and implementation, particularly at national level, which helped 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 in August 2023 and in-person in May 2024. 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. At regional level, the project team strengthened the engagement with PIFS and PACER Plus through provision of technical and facilitation support, including for the development of regional principles, guidelines and workshops/events. This expanded the project's contribution beyond the five project countries, to benefit the PIFS and PACER Plus member countries.

Lastly, based on the updates detailed in the Narrative Annual Progress Report submitted on April 3, 2024, a Joint Programme extension of six months (no-cost extension), determined by the project team and government counterparts during the second PSC meeting, proved significant for the programme, key government counterparts, and beneficiaries. The extension entailed a change of the project end date from August 8, 2024, to February 8, 2025, which led to effective implementation and completion of all programme activities.

### 2. Results

The Joint Programme has significantly advanced safe and fair migration as a solution for climate resilience and sustainable development in the Pacific, through strengthening labour migration governance, both at regional and national level, ensuring policies and frameworks were rights-based, gender-responsive, and aligned with international labour standards and good practices. The Joint Programme also promoted decent

work and social dialogue, fostering stronger tripartite collaboration between governments, trade unions, and employer organizations. A regional bipartite platform was also established, while national consultations informed policy, law, strategy and action plan development. The initiatives related to pre-employment and reintegration training and workshop, in Fiji, Tuvalu and Vanuatu, provided migrant workers and their families with critical knowledge on labour rights, financial literacy, healthy family relationship and community connection to ensure better migration outcomes.

The Joint Programme also fostered regional cooperation and knowledge sharing, enabling government officials to participate in international training on labour migration agreements and fair recruitment. Partnerships with regional stakeholders, particularly PIFS, PACER Plus and other development partners, ensured the sustainability of key initiatives, with co-funding leveraged to extend impact beyond the programme's duration.

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

The Joint Programme has strengthened labour migration governance in the Pacific by enhancing coordination, building capacity, and promoting inclusive stakeholder engagement. It supported regional platforms like PLMAM (2023 and 2024), enabling over 500 stakeholders to address key issues such as reintegration, social protection, skills mobility, and data systems. The programme team contributed technical expertise to PACER Plus advisory processes and guidelines, as well as the Pacific Regional Labour Mobility Principles, which laid the foundation for a cohesive governance framework in the Pacific. Collectively, these efforts have improved regional coordination, policy coherence, and national capacities for effective labour migration management.

***Output 1.1: A regional coordination mechanism on labour mobility is enhanced to facilitate decision-making on labour mobility.***

Activity 1.1.1, *organize an inception workshop with key national and regional stakeholders to develop a detailed programme implementation plan*, was completed with the project launch held on 29<sup>th</sup> November 2022 at the Grand Pacific Hotel in Suva, Fiji. A total of 43 participants attended (26 females, 17 males) including Government representatives from the project countries (Fiji, Tuvalu, Kiribati, Vanuatu and Solomon Islands), regional organisations, diplomatic representatives, civil society organisation representatives, development partners, UN partners, a Pacific Islands Council of Trade Unions (PICTU) representative and a Fiji Employer and Business Membership Organizations (EBMO) representative. The full day event introduced the project to attendees and included relevant technical sessions from other key stakeholders. Key labour mobility stakeholders in the region including Pacer Plus, World Bank, World Vision and Pacific Labour Facility also presented in the launch elaborating on their interventions, best practices and lessons learned (refer to annex 1 for the agenda, participant list and photos for project launch).

On 30<sup>th</sup> November 2022, the project inception workshop was held at the Resident Coordinator's Office meeting room in Suva, Fiji. A total of 14 participants (8 females and 6 males), including project country representatives with IOM and ILO representatives, attended a full day session to validate each project activity in detail and to share related experiences within the project scope areas. Suggestions from each project country were collated to ensure each project activity was still relevant during the implementation period. Refer to annex 2 for the agenda, participant list and photos for the project inception workshop.<sup>1</sup>

Two PSC meetings were held during the programme implementation to enhance and maintain partnerships. The first PSC meeting was held virtually on 9 August 2023, attended by representatives from the Government of Tuvalu and Fiji, as well as the Pacific Island Private Sector Organization. An updated PSC terms of reference was accepted and approved during this meeting. The Second PSC Meeting was held on 31<sup>st</sup> May 2024, in Port Vila, Vanuatu, attended by representatives from the Government of Vanuatu, Kiribati, Solomon Islands and Fiji. An extension of the Joint Project timeline was discussed and approved during the second PSC meeting.

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<sup>1</sup> More details of the two-day event including the media release can be accessed here: <https://tinyurl.com/49jzp4bh>.

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 jointly with PACER Plus Implementation Unit (PPIU) and the World Bank, where the joint programme 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.



*Participants at the Pacific Annual Labour Mobility Meeting. © PACER Plus Implementation Unit (PPIU) 2023*

Resulting from the PLMAM 2023, stakeholders are determined to take the following actions to enhance labour migration governance: (1) Develop Pacific Guidelines for Sustainable Reintegration; (2) Develop recommendations to establish minimum standards to protect and improve worker earnings; (3) Develop recommendations to improve worker access to social protections; (4) Review options for improving accommodation with consideration of privacy; (5) Develop options for a rating system for employers in New Zealand and Australia, and (6)

Support inclusion of Unions in labour mobility forums and programmes.<sup>2</sup> 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 met on 25 November 2023, with IOM and ILO presence. Both agencies provided technical inputs to review the ALM in late November 2023, which assessed whether its objectives were being met.

Further, the [PLMAM 2024](#) under the theme of “Collectively Building Resilience” was held in Brisbane, Australia, between 11 and 14 November 2024, where the project team presented on the importance of social protection, labour migration statistics data management, development impacts of labour mobility, as well as moderating and chairing various session. It was attended by government officials from Australia, Cook Islands, Fiji, Kiribati, Nauru, New Zealand, Niue, Papua New Guinea, Samoa, Solomon Islands, Tonga, Timor Leste, Tuvalu, and Vanuatu. Participants also included labour mobility workers; RSE and PALM scheme employers; industry, trade union, private sector, academic, and civil society representatives; as well as representatives from regional and international organisations including the Pacific Islands Forum Secretariat (PIFS). During the PLMAM 2024, member countries discussed and noted on the following actions to enhance

<sup>2</sup> Further highlights from the PLMAM can be found at [Outcomes Document on the 2023 PLMAM Reflects Significant Progress and Collaboration](#).



labour migration governance: (1) Improve Pacific labour mobility data management; (2) Enhance intra-Pacific labour mobility opportunities; (3) Collective voice for the Pacific to ensure collective bargaining power; and (4) Skills partnerships and recognition, and development of micro credentials.

Specifically related to the Joint Programme, member countries acknowledged that *“capacity building continues to be of critical importance particularly to build negotiation skills and the review and evaluation of MOUs. A workshop similar to the BLMA workshop hosted by the PPIU, ILO,*

*ITC-ILO and IOM in May 2024 would be welcomed but to adopt a more localised approach to consider application of regional best practices to the regional context”* (refer to annex 3 for the 2024 PLMAM Outcomes document).



Participants at the Pacific Annual Labour Mobility Meeting. © PACER Plus Implementation Unit (PPIU) 2024

The concept notes on Pacific Skills Mobility Partnership, with inputs from the programme team, was also endorsed by the member countries during PLMAM 2024. In addition, by leveraging funding from a complementary project, the largest Pacific union delegation to ever attend PLMAM was present and able to share a coordinated position paper on the PACER Plus labour mobility well-being guidelines.



GCM Regional Review in Bangkok. © ESCAP 2025

Lastly, the Joint Programme supported the high-level representation of two project countries during [the 2025 Asia Pacific \(Regional\) Review of the Global Compact of Migration \(GCM\)](#) in Bangkok, between 4 and 6 February 2025. H.E. Mr. Viliame Naupoto, Minister for Immigration of Fiji, played a key role in raising the profile of the Pacific as Chair of the Review; and H.E. Mr. Monise Laafai, Special Envoy, Member of Parliament, Tuvalu delivered the country statement at the plenary in which he discussed climate

impacts and labor mobility, and expressed appreciation to MMPTF Joint Programme that also supports Tuvalu. H.E. Mr. Monise Laafai, in the bilateral meeting with IOM Regional Director for Asia-Pacific, also expressed interest in Tuvalu becoming a GCM Champion country.<sup>3</sup>

<sup>3</sup> The draft reports, video recordings, country statements and other materials can be found on the Review website, which are gradually being uploaded by UNESCAP: [Second Asia-Pacific Regional Review of Implementation of the Global Compact for Safe,](#)

Under Activity 1.1.3, to *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. The programme team also developed presentations and background papers to the 2023 and 2024 PLMAM that were disseminated to all attendees. Further, it also contributed to raising awareness, through sharing of informational materials related to labour mobility and climate resilience in Fiji, during the International Migrants Day on 18 December 2023.

Lastly, the programme team engaged a firm to develop impact and achievement videos on the joint programme to promote and inspire the partnerships, impacts and achievements of the programme to other Pacific Island Countries; as well as for further advocacy and resource mobilization purposes. Several statements and visuals were collected from key stakeholders, including the UN Resident Coordinator for the Pacific; Pacific Island Private Sector Organization (PIPSO), Vanuatu Commissioner of Labour; SSWFP members; ILO Country Director for the Pacific and IOM Regional Programme Manager.

***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.***

In response to the 2023 direction from Pacific Islands Forum leaders (see below quote), as outlined in [the Fifty-second Pacific Islands Forum communiqué](#), the programme team supported 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. To progress with the Principles development, a regional consultation on the Pacific Regional Labour Mobility Principles was held in the Coral Coast, Fiji, between 25-27 September 2024. This consultation follows a series of virtual preparatory meetings with key stakeholders, including trade unions in the Pacific, and interested Forum members. Participants included 34 (15 men, 19 women) senior officials from relevant ministries from 16 Pacific Island Forum Member States as well as the PIPSO, Pacific Islands Association of Non-Governmental Organizations (PIANGO), PICTU, UNICEF and PPIU; supported by the programme team and led by PIFS. The consultation supported the continued development of the Principles, with important guidance on the scope and process going forward (refer to annex 4 for the Summary report). The key proposed next steps were for PIFS to convene a technical working group to guide the development of the Principles. At the project closure, Member States have provided inputs to the TWG TOR and the draft outline of the Principles; while the draft has been shared through other PIFS processes, particularly the Forum Trade Officials Meeting (FTOM) in late February 2025 for further review and approval. Further discussions leading to the finalization and endorsement of the Principles will be supported by IOM and ILO complementary projects in the Pacific. It promotes cohesion and sustainability with a number of activities being co-funded to maximise project resources and impacts.

Activity 1.2.2, *support the development of national strategies to strengthen labour mobility governance* has been combined with Activity 2.1.1; and Activity 1.2.3, *design, print and disseminate policy briefs and resource materials related to the Regional Labour Mobility Principles to all national and regional labour mobility stakeholders* has been used to produce the Impact and Achievement videos.

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

The Joint Programme enhanced the integration of decent work principles into Pacific labour migration programmes by supporting national legislation, inclusive consultations, and social dialogue. In Fiji, it facilitated the development of the National Labour Mobility Policy, aligned with national development and climate strategies. It also supported legislative reviews, including Fiji's Employment Relations Act and Vanuatu's Seasonal Employment Act, to enhance protections for migrant workers. Consultations engaged broad stakeholder groups, ensuring policies reflect international labour standards and good practices. Regionally, the programme promoted bipartite dialogue through regular employer-union forums, including the inaugural Pacific Workers' and Employers' Coordination meeting. Awareness materials and technical papers on good labour mobility governance were disseminated at PLMAMs, and unions developed a shared position paper on migrant worker protection. The Joint Programme also contributed to the establishment of Migrant Worker Help Desks in four countries and partnerships with unions and CSOs in Australia and New Zealand to improve access to complaints mechanisms and worker support services.

***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*, the Joint Programme supported the Government of Fiji, specifically the Ministry of Employment, Productivity and Industrial Relations (MEPIR), to develop the National Labour Mobility Policy (NLMP) for Sustainable Development and Climate Resilience, which was formally approved [by the Cabinet on 7<sup>th</sup> May 2024](#). The policy is well aligned with the Fiji National Development Plan and the National Climate Change Policy and Adaptation Framework, to create 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.

In September 2024, two technical experts were recruited to develop the NLMP (refer to annex 5 for the TOR). Two rounds of consultation were held on the NLMP, first in November 2024 and later in January and February 2025. The first consultations sought to identify key issues to inform the policy development, while the 2025 consultations sought to facilitate review of the draft policy document. To conclude the second round of consultation, a National Consultation was held between 4 and 6 February 2025 by the MEPIR to receive feedback on the draft NLMP and was attended by 74 representatives from key government departments and labour mobility stakeholders (refer to annex 6 for the Concept notes and agenda of the National Consultation). During closure of the programme, the Government of Fiji planned the final steps required for the policy endorsement and finalization process.

Furthermore, in Fiji, towards the end of June 2024, additional support was provided to MEPIR for Fiji's Employment Relations Act 2027 (ERA) review which includes elements related to the protection of migration workers, according to international standards. Tri-partite consultations were held in November 2024, and a draft Employment Relations (Amendment) Bill 2024 was finalized and submitted to MEPIR in November 2024 for further public consultation.

Under the same activity, in Vanuatu, the programme supported the Government of Vanuatu, specifically the Department of Labour and Employment Services (DOL), to review the Seasonal Employment Act (2007). 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 enacted, its intention was to regulate the New Zealand's Recognised Seasonal Employer (RSE) scheme; however, it fell short of adequately accommodating considerations in relation to developments under the Pacific Australia Labour Mobility (PALM) schemes, or other destination countries. As part of the process, the Joint Programme provided technical inputs and co-organized several multi-stakeholder consultations, including the consultation workshop held on 16-17 April 2024 in Port Vila, attended by 60 representatives from key government ministries, workers union, NGOs, employers organizations; followed by the validation workshop on 8 July 2024 in Port Vila, Vanuatu, attended by 44 representatives from the same stakeholder groups. The draft consultation report was submitted to DOL in July 2024 and the final report and



recommendations were submitted to the Commissioner of Labour in November 2024, for further coordination with the Attorney General's Office to submit revised legislation.



*Vanuatu Seasonal Employment Act Consultation and Validation workshops. © ILO 2024*

For 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*, all related consultations for both Fiji NLMP and Vanuatu SEA reviews and development are mentioned above under Activity 2.1.1.

***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.***

For Activity 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*, the Joint Programme developed the paper “Good Labour Mobility Governance: Considerations for the Pacific Labour Mobility Annual Meeting” for 2023 PLMAM. 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 2023 PLMAM participants (over 300 people) and presented twice during the conference. The paper’s recommendations were formally captured in the 2023 PLMAM 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).

Furthermore, in June 2024, an implementation partnership agreement was formed with the Global Migration Lab to update the ‘[SWS in the Pacific through the lens of international human rights and labour standards: Technical report](#)’ (refer to annex 7 for the TOR). A key deliverable was an updated technical report to account for policy and legislation developments since the report was drafted in 2022 and summarize these changes in a succinct addendum. The updated report has been prepared and will be published in Q2 2025.

Further, under 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*, the Joint Programme partnered with the ILO Bureau for Workers’ Activities (ACTRAV) and the Pacific Islands Council of Trade Unions (PICTU) to leverage the MMPTF programme’s visibility among the Pacific trade union representatives and to initiate sensitization on union specific project activities. Through the Joint Programme, a labour mobility specific session was developed and presented at the 3-day ‘PICTU-ILO Strategic Planning Meeting’ from 18<sup>th</sup> to 20<sup>th</sup> October 2022 at the Novotel Hotel in Nadi, Fiji. The event was attended by trade union representatives from the programme countries (Fiji, Tuvalu, Kiribati, Vanuatu, Solomon Islands), non-programme countries (Papua

New Guinea, Tonga, Samoa, Cook Islands), Australia and New Zealand. The event allowed participants to learn more about the Joint Programme and to be informed of the upcoming project activities to be implemented. It has strengthened regional coordination between unions on the topic of labour mobility, and the eventual establishment of a bipartite mechanism (unions and employers) on labour mobility.

The programme team maintained the partnerships by coordinating with the ACTEMP to hold a ‘Quarterly Conference on Labour Mobility and Pacific Employers.’ This platform provided critical preparatory and sensitization work needed to establish a bipartite process. Through the project, the programme team also presented on the first day of the two-day ‘Preparatory Meeting for Asia and the Pacific Regional Meeting (APRM) and Strategic Review of Employer and Business Membership Organizations (EBMO) Collaboration in the Pacific’ on 22<sup>nd</sup> November 2022 at the Tanoa International Hotel in Nadi, Fiji. The two-day event was attended by EBMO representatives from the programme countries (Fiji, Tuvalu, Kiribati, Vanuatu, Solomon Islands) and non-programme countries (Samoa, Cook Islands, Palau, Marshall Islands). The programme team gave an overview of the MMPTF project and sought initial feedback on how to best strengthen EBMO coordination on labour mobility. The Quarterly Conference mentioned above continued throughout the Joint Programme duration, providing a consistent platform for EBMO coordination on labour mobility. Its continuity will be supported by other supplementary projects in the Pacific.

Lastly, 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. The event was co-funded by a complementary programme, the Pacific Climate Change Migration and Human Security (PCCMHS) – Phase II. 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 (refer to annex 8 for the press release, agendas, participant list and related photos).

***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.***

*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,* was combined with Activity 2.2.2 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.

*For Activity 2.3.3, the Joint Programme engaged with the Quarterly Conference on Labour Mobility and Pacific Employers (Activity 2.2.2) workshop participants to progress on priorities that were identified during the workshop. The key areas identified by union participants 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.*

In response to the identified priorities, in August 2024, an implementation partnership agreement was formed with the Fiji Trades Union Congress (FTUC) to empower them to protect migrant workers, women and youth through capacity building, migration awareness, and support initiatives (refer to annex 9 for the TOR). The implementation agreement supported FTUC to better engage migrant workers at pre-departure sessions in Fiji, develop awareness materials, and to establish a migrant worker helpdesk. The programme team has leveraged an existing complementary project in the Pacific to sustain the partnership, and

implement relevant initiatives, after the Joint Programme closure. Further, the continuous dialogues have led to four unions strengthening their support for migrant workers, specifically the establishment of four Migrant Workers Help Desk in Fiji, Vanuatu, Tonga and Samoa funded by a complementary project in the Pacific.

***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*, the Joint Programme undertook a consultation with stakeholders in Vanuatu to identify unions and civil society organizations (CSOs) for potential partnership in the area of complaints mechanisms. This led to the establishment of Migrant Workers Help Desk in Vanuatu as mentioned in Activity 2.3.3.

Under 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*, in June 2024, an implementation partnership agreement was formed with the Migration Justice Institute for the assessment and awareness raising relating to complaints mechanisms for PALM workers. The objective of the assessment was to identify gaps, strengths, and opportunities for improving the complaints mechanisms to ensure better protection and empowerment of PALM workers and to raise awareness on complaints mechanisms among migrant workers in Australia. The report will be made publicly available in late 2025.

Lastly, in September 2024, an implementation partnership agreement was formed with the Australia Workers Union (AWU) to develop awareness materials on safe migration and union membership for Fijian migrant workers (refer to annex 10 for the TOR). In addition, AWU partnered with FTUC through an MOU to collaborate on strengthening protection for migrant workers with a focus on ensuring workers were aware of complaints mechanisms in Australia and able to access support provided by union.

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

The programme significantly advanced Pacific governments' efforts to implement safe and fair labour migration initiatives. In Fiji and Vanuatu, it supported the development of family-focused pre-departure and reintegration programmes, with needs assessments and feasibility studies informing tailored training for migrant workers and their families. The "Worker Ready Investment Ready" programme in Vanuatu provided financial literacy and migration planning support to 75 participants, enhancing their preparedness and resilience; while Tuvalu's seafarers benefited from refresher training aligned with ILO standards. Further, officials from all five programme countries received in-depth training on Bilateral Labour Migration Agreements (BLMAs) and Fair and Ethical Recruitment practices through ITCILO-led workshops. These sessions improved understanding of international standards, fair and ethical recruitment, and protection of migrant workers. Together, these initiatives strengthened institutional capacities and laid the foundation for rights-based and gender-responsive labour migration processes across the Pacific.

***Output 3.1: Governments of Fiji, and Vanuatu have increased capacity to deliver training programmes that benefit migrant workers.***

Under Activity 3.1.1, *develop and/or revise best practice pre-employment training package/s for the work ready pools in Fiji*, and Activity 3.1.2, *support the Governments of Vanuatu and Fiji to deliver pre-employment training to aspiring migrants and their families*, the programme team partnered with the University of Sydney in November 2024 to support Fiji's MEPIR on the Family-focused Pre-departure programme, drawing on learnings and good practices from a similar programme in Vanuatu, presented during 2023 PLMAM. To ensure that the materials are developed based on the needs of migrant workers and families, the programme team engaged the University of Sydney to (1) Map existing support and services, particularly trainings and

resources, provided to migrants and their family members in Fiji and overseas, (2) Conduct a needs-assessment among migrant workers and their family members, and relevant stakeholders (i.e. government counterparts, private sector actors, civil society, training institutes, trade union, etc.), (3) Identify learning, knowledge and capacity building needs of migrant workers and their families, and (4) Provide recommendations for Family-Focused Pre-departure orientation modules (refer to annex 11 for the TOR). Despite not being completed during the programme period, the finalization and roll out of the family-centred assistance will be done under [the Regional PALM programme funded by the Government of Australia](#) in Fiji. The regional PALM programme was a result of good practices leveraged from the Joint Programme to promote cohesion and sustainability, while maximising project resources and impacts.

Similarly, in Vanuatu, the Joint Programme co-funded a feasibility study for a Model Community-led Family-Centred Workshops for Migrant Workers and Families in Rural Vanuatu, specifically Malampa, Penama and Torba Provinces (refer to Annex 12 for the TOR). The feasibility study took place between October to December 2024 and included mapping of available pre-departure and reintegration support and services in the selected provinces, identifying potential partners, the roles and responsibilities, strengthens, capacity needs and skills baseline of local stakeholders, exploring potential risks and benefits, and identifying the appropriate approach, content and scope of delivery in each area for contextualization. In total, 88 stakeholders participated in the data collection, including 45 provincial and national-level stakeholders, 11 community leaders, and 32 migrant workers and their families. In addition, a remote stakeholder validation meeting was held on February 13 2025, with 16 labour mobility stakeholders (4 men, 12 women) to solicit feedback on this study's findings. The study's findings informed the selection of local stakeholders/community leaders to be engaged as trainers in Malampa, Penama and Torba provinces, the training delivery approach and contextualization required, as well as capacity building needs to assist the programme team and Vanuatu DOL deliver family-centred workshops to migrant workers and their families prior to overseas migration.



*Collaborative Workshop on Financial Literacy. © IOM 2024*

It's also worth noting that cross-regional learnings and exchanges have been promoted under this Joint Programme. The programme team was invited to provide technical support and co-delivered a Collaborative Workshop on Financial Literacy Contextualization in Nairobi, Kenya, between 29-31 October 2024 to Government Officials from the Republic of Kenya, United Republic of Tanzania and Republic of Uganda. Good practices and lesson learnt from Family-Centred Pre-Departure

Assistance and Orientation in the Pacific has been shared with governments in Africa.

Furthermore, the Joint Programme supported the Vanuatu Chamber of Commerce and Industry (VCCI), upon the request of the Commissioner of Labour, on the "Worker Ready Investment Ready" programme from January 2024 to March 2025, targeting four locations in Vanuatu (Tanna, Malekula, Santo and Port Vila). The programme provided targeted training and coaching support to 75 aspirant seasonal workers and their families (34 men, 41 women) at pre-employment stage. It was completed in partnership with Vanuatu DOL and the Department of Rural Development and Agriculture (DARD), and co-funded by the PCCMHS programme and family-centred project funded by the Government of Australia in Vanuatu.



The primary purpose of this programme was 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, disaster risks, climate change and business. Post-workshop evaluations completed by the participants indicated that the content was effective, with the majority of participants reported better understanding and confidence in setting their migration goals and making financial decisions with their family (an average score of 4.9 out of 5). Refer to annex 13 and 14 for the TOR and workshops' mid-term report.



*Worker Ready Investment Ready participants. © VCCI 2024*

For Activity 3.1.3, *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 Joint Programme conducted the Tuvalu seafarers refresher training from 4 to 15 March 2024, in collaboration with Tuvalu Overseas Seafarers Union and Tuvalu Maritime Training Institute for eleven seafarers. The training focused on relevant ILO Conventions for seafarers' protection (refer to annex 15 for the training photos).

***Output 3.2: Pacific governments and relevant stakeholders have increased understanding and skills to support fair and ethical recruitment and safe labour mobility***

For Activity 3.2.1, *deliver training to government officials in all five countries on the Guidance on Bilateral Labour Migration Agreements, effective regulation and labour mobility governance*, the Joint Programme supported five (1 men, 4 women) senior Pacific Government representatives from labour and foreign affairs ministries in Fiji, Kiribati, Solomon Islands and Vanuatu to participate in the blended ITCILO Course on



*Multi-Country Training on Promoting Fair and Ethical Recruitment. © ILO 2024*

Developing, Negotiating and Implementing Bilateral Labour Migration Agreements from 22 May to 23 June 2023 – of which all participants passed with certificates. Refer to annex 16 for the course brochure, participant list and related photos. Following the course, the programme team jointly hosted an Introductory Workshop on Bilateral Labour Migration Agreements (BLMAs) in Fiji on 8 November 2023, with twelve (3 men, 9 women) Fiji's Ministry of Employment, Productivity and Industrial Relations officials (refer to annex 17 for the workshop agenda, participant list and related photos). The workshop was very timely as, during the time, 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 reviewed; of which both IOM and ILO provided technical recommendations to.

For Activity 3.2.2, *deliver training for government officials in all five countries in alignment with the IOM IRIS Ethical Recruitment Standards and ILO General Principles and Operational Guidelines for Fair Recruitment*, the Joint Programme, in collaboration with ITCILO, hosted the [Multi-Country Training on Promoting Fair and Ethical Recruitment](#) from 27-31 May 2024, in Port Vila, Vanuatu. The training was attended by governments from all five programme's countries, specifically 14 representatives (3 men, 11 women) from Fiji, Kiribati, Solomon Islands, Tuvalu and Vanuatu. The main objective of the workshop was to improve the governance of labour migration, promote and protect the rights of migrant workers and enhance migration and development linkages in Pacific. The workshop focused on increasing the participated government officials' understanding of international labour standards and exploitative recruitment practices, to foster the application of transparent, regulated, and rights-based recruitment mechanisms to mitigate forced labour and human trafficking risks. A final evaluation questionnaire was sent to all participants after the end of the course, where participants could indicate their appraisal on a scale of one to five, with one being the lowest. The overall results were:

- Achievement of the training objectives (4.5)
- Knowledge application (4.3)
- Relevance to organization's needs (4.3)
- Overall quality of the training workshop (4.5)

Out of 14 government officials participated in the training, 11 officials passed with certificate, meaning the overall success rate is 79 per cent (refer to annex 18 for the training report and workshop photos).

Lastly, under Activity 3.2.3, *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 programme team co-hosted the [Regional training on Bilateral Labour Migration Agreements](#) from 20-24 May 2024 in Nadi, Fiji, with PACER Plus and ITCILO. The training was attended by 27 participants (5 men, 22 women) from Australia, Cook Islands, Fiji, Kiribati, Nauru, Niue, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu. The training aimed to assist countries of origin and destination to design, negotiate, implement, monitor and evaluate rights-based and gender-responsive BLMAs, leveraging the UN Network's Thematic Working Group on Bilateral Labour Migration Agreements' [Global Guidance on BLMAs \(2022\)](#). The Global Guidance is based on the principles drawn from international human rights law, international labour law, and standards and global good practices, and sets the criteria against which stakeholders, including governments, to assess existing practices. The training therefore provided a useful technical guide for the Pacific governments in their negotiation of BLMAs, including the PALM Memorandum of Understanding (MOU) and the RSE Inter-Agency Understanding (IAU). A final evaluation questionnaire was sent to all participants after the end of the course, where participants could indicate their appraisal on a scale of one to five, with one being the lowest. The overall results were:

- Achievement of the training objectives (4.4)
- Knowledge application (4.6)
- Relevance to organization's needs (4.4)
- Overall quality of the training workshop (4.4)

Out of 27 government officials participated in the training, 26 officials passed with certificate, meaning the overall success rate is 96 per cent (refer to annex 19 for the training report and photos).



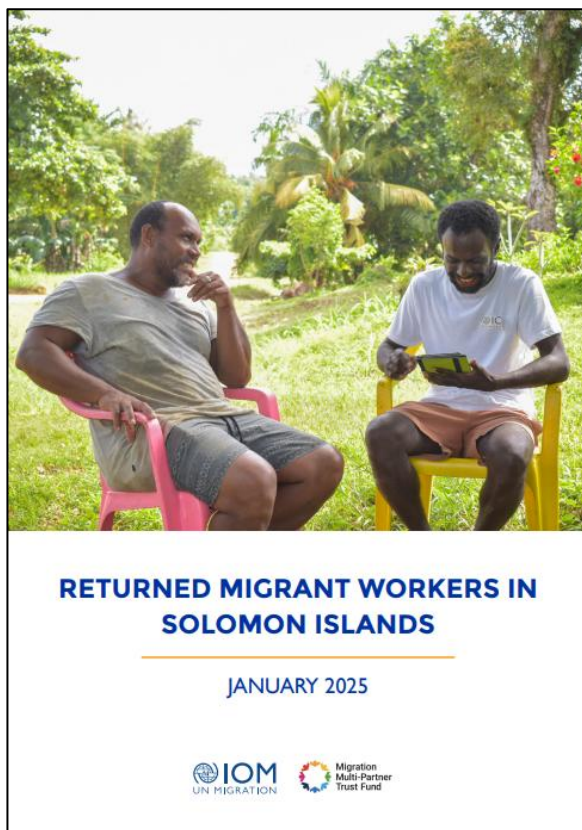


*Regional training on Bilateral Labour Migration Agreements participants. © PPIU 2024*

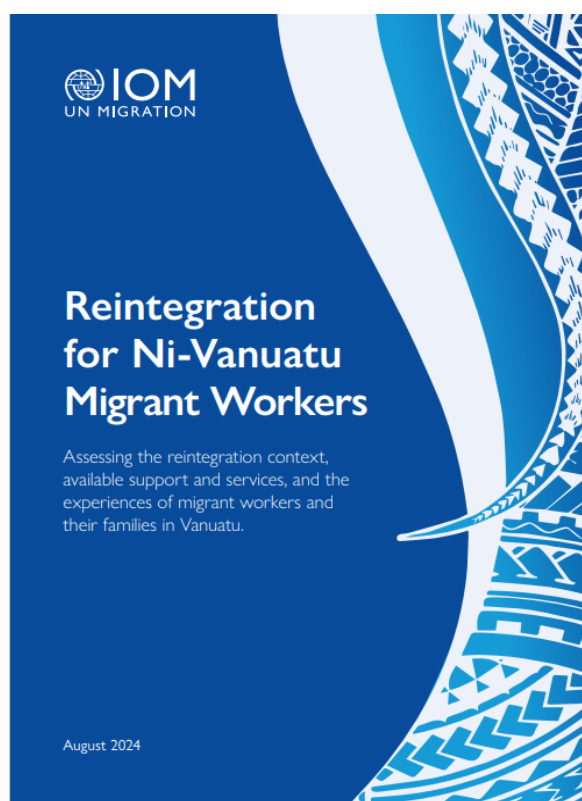
#### ***Outcome 4: Returning Pacific Islander migrant workers demonstrate increased social and labour market reintegration***

The programme strengthened reintegration efforts to support returned migrant workers by promoting evidence-based strategies, tailored training, and institutional capacity building. In the Solomon Islands and Vanuatu, national assessments provided deep insights into return experiences, informing reintegration strategies and ways forward. Specifically, in Vanuatu, these findings shaped the development of the Labour Mobility Reintegration Strategy and the Famili I Kam Bak training package, piloted with 108 returnees and families. Feedback showed high satisfaction and intent to apply and share the knowledge gained. Additional support included counselling and psychosocial training for Vanuatu's labour officers, and entrepreneurship and financial literacy training for 15 Ni-Vanuatu women, enhancing family resilience. A national Employment Portal is also under development to support returnees' job access. Together, these efforts ensure returning workers are better equipped economically, socially and psychosocially, while governments have stronger tools, strategies, and partnerships in place to support sustainable reintegration at national and community levels.

***Output 4.1 The Governments of 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.***



For 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 completed in Solomon Islands and Vanuatu to promote evidence-based policy development related to return and reintegration of migrant workers and their families. In Solomon Islands, a report on [Returned Migrant Workers in Solomon Islands](#) was published in January 2025. Data was collected between December 2023 and October 2024, with 500 respondents, across all nine provinces in Solomon Island, as well as in Honiara. The report provides in-depth insights into socio-economic profiles, pre-migration experiences, migration journeys, and return experiences of migrant workers. A launch event was also held on 31 January 2025; attended by 29 representatives (18 men, 11 women) from key government departments, labour mobility stakeholders, and development partners. The programme team has received several expressions of interest for a tailored bilateral briefings post-launch event, including with key destination countries of Solomon Islands migrant workers to further discuss the findings and ways forward.



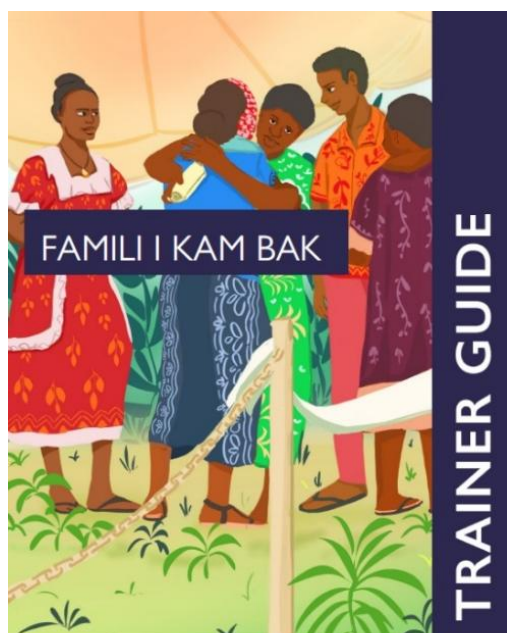
In Vanuatu, a [Reintegration for Ni-Vanuatu Migrant Workers report](#) was published in August 2024; co-funded by complementary projects in Vanuatu. The report provides insights from 171 (109 men, 62 women)<sup>4</sup> returnees and their families, and 36 key labour mobility stakeholders, on the challenges and opportunities of labour mobility reintegration in the country. Drawing on the programme team's expertise in reintegration policy and programming, the report also provides recommendations to enhance the sustainability of reintegration for Ni-Vanuatu migrant workers and their communities, which formed the basis for the development of Vanuatu Labour Mobility Reintegration Strategy and Action Plan (see below for more details).

As mentioned above, the Joint Programme supported DOL Vanuatu to develop the Labour Mobility Reintegration Strategy and Action Plan; based on the [National Consultation held on 3-4 September 2024](#) and Validation workshop held on 6 February 2025, with 40 representatives (12 men, 28 women) from relevant government departments and labour mobility stakeholders. At the project closure, DOL Vanuatu was

planning the final steps required for the Strategy endorsement and launch. Refer to annex 20-22 for the TOR, concept note for the National Consultation, and attendance record for the Validation workshop.

<sup>4</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).





Under Activity 4.1.2, *adapt existing best practice on return and reintegration materials (including IOM's Reintegration Handbook) to Vanuatu context and disseminate these at country-level workshops*, the Joint Programme engaged Health, Safety, Environment, and Quality (HSEQ) Vanuatu to develop *Famili I Kam Bak* (translated to English as *Family Come Back*) training package, which was co-funded by a complementary Reintegration Project in Vanuatu, supported by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The programme team leveraged the learnings and resources from the Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE) programme funded by Migration MPTF in the Philippines, particularly their approach on 'Full-cycle National Reintegration Program'. Further, the training content also 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 DOL.

A validation workshop and introductory training was held between 24-26 April 2024; attended by 15 representatives (5

men, 10 women) from key government departments, recruitment agencies, worker organizations, women centres, and training institutes. Forty-seven per cent of the participants indicated that the workshop was relatively satisfied and met their expectations, while another 47 per cent indicated that they were fully satisfied. Further, 67 per cent of the participants indicated that they will highly likely use/adopt the learnings and tools shared post-workshop; while the rest indicated that they would use them to some extent.

The training package was completed in mid-June 2024, followed by two pilot workshops held in May 2024 (combined with Activity 4.1.3) with 108 returnees and their families (91 men, 17 women) in Tanna (63 persons) and Port Vila (45 persons) to further fine-tune the materials. The workshops aimed to support the smooth reintegration of returned migrant workers by unpacking and addressing a 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. According to the post-workshop evaluation with 108



*Famili I Kam Bak participants.* © IOM 2024

participants (refer to annex 23 for the post-training report), 99 per cent indicated that the workshop content met their needs and expectations; 95 per cent said that the information was overall helpful in managing their situation; 99 per cent would recommend this workshop to others; and 100 per cent intended to share learnings from the workshop with others who did not take part.

The Facilitator Guide and Participant Workbook (refer to annex 24 and 25) of the *Famili I Kam Bak* workshops are currently being rolled out, jointly with Vanuatu DOL Reintegration officers, under a complementary project that promotes family-centered reintegration orientation and awareness in Vanuatu. This confirmed

the sustainability, usability, and relevance of the training package co-funded by the Joint Programme. Further, to address the increasing requests received by Vanuatu DOL on counselling and referral support from migrant workers and/or their families, the programme team conducted an introductory workshop on Counselling, Referral and Psychosocial on 3 May 2024 with nine DOL Vanuatu officials to strengthen their capacity in providing effective counselling and referral to distressed migrant workers and their families.



SSWFP financial literacy training participants. © Narara Consulting 2024

Lastly, under the *Activity 4.1.3, provide reintegration assistance to a returning cohort of ni-Vanuatu migrant workers and their families*, the Joint Programme further supported a group of 15 women (age range from 25-50 years) who were spouses or family members of migrant workers, together with the Strengthening Seasonal Workers Family Programme (SSWFP) and Australian Pacific Training Coalition (APTC), to empower Ni-Vanuatu women on entrepreneurship, financial and cooking skills, and fostering sustainable livelihoods. The Project team engaged Narara Consulting, an entrepreneurship advisory firm located in Vanuatu, to roll out a series of four financial literacy trainings between October to December

2024, including (1) Introduction to Financial Literacy; (2) Budgeting; (3) Cost, Pricing Strategy and Risk Management; and (4) Break-even Analysis, Profit and Loss, and Marketing. The post-training survey (refer to annex 26) indicated the overall increase in participants knowledge on Cost-Profit analysis (77% correct answers) and Budgeting (82%).

Further, in response to the request from the Vanuatu Commissioner of Labour (refer to annex 27 for the request letter), the Joint Programme provided support to DOL Vanuatu to develop the Employment Portal for Domestic Job seekers and Migrant Worker Returnees to facilitate job postings, applications, and providing employment resources in Vanuatu. The system design and development were informed by a series of consultations held in December 2024 with 13 stakeholders, including job seekers, employers, key government departments, and educational/training institutions. The Employment Portal is yet to be completed (Q2 2025); where the development is co-funded by IOM's internal funds on Regular Pathways.

*The Results Stories are well-captured captured in the Impact and Achievement videos (will be shared separately).*

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
OUTCOME 1							
Pacific governments demonstrate improved labour migration governance.							
<b>Indicator 1a</b> Number of formulated interventions (including updated or new policies, guidelines, 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	3	0	7	5	12	Resulting from the 2023 and 24 PLMAM, stakeholders from Pacific countries determined to undertake the following actions to enhance labour migration governance: (1) Develop Pacific Guidelines for Sustainable Reintegration; (2) Develop recommendations to establish minimum standards to protect and improve worker earnings; (3) Develop recommendations to improve worker access to social protections; (4) Review options for improving accommodation with consideration of privacy; (5) Develop options for a rating system for employers in New Zealand and Australia; (6) support inclusion of Unions in labour mobility forums and programmes; (7) Improve Pacific labour mobility data management; (8) Enhance intra-Pacific labour mobility opportunities; (9) Collective voice for the Pacific to ensure collective bargaining power; and (10) Skills partnerships and recognition, and development of micro credentials. Further, support PIFS to develop (11) the Pacific Regional Labour Mobility Principles. Lastly, reviewed and provide technical inputs to (12) the updated MOU between the Government of

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
							Australia and Fiji.
<b>Indicator 1b</b> % of government officials interviewed who indicate increased confidence in managing labour mobility governance and programmes in the region	0	70%	0	0	100%	100%	Of the 5 programme countries, 2 countries, as well as PIFS and PPIU participated in the final evaluation, all expressing that the JP contributes to a significant political shift in labour mobility governance, including to achieving the Pacific 2025 Strategy. It does not create impacts at national level; but broader regional development goals, through PLMAM and other ongoing initiatives with PIFS and PPIU. However, the final evaluation noted that further efforts are needed to ensure consistent government engagement and effective data collection and analysis.
<b>Indicator 1c</b> A Pacific Regional Labour Mobility Principles to support labour mobility governance is finalized for further adoption and endorsement at regional level.	No	Yes	No	No	Partially yes	Partially yes	A Regional Consultation held, and Technical Working Group formed to develop the Principles. The Working Group TOR and a draft outline of the Principles has been reviewed by Member States; where both has been accepted at the FTOM to proceed with further review and finalization by the next Pacific Leaders meeting.
<b>OUTPUT 1.1</b>							
A regional coordination mechanism on labour mobility is enhanced to facilitate decision-making on labour mobility.							
<b>Indicator 1.1b</b> Number of relevant stakeholder participants at	0		57 stakeholders (34 women, 23 men).	300 stakeholders (gender	503 stakeholders (346 women,	860 stakeholders	Year 1: 57 stakeholders, as in the following events: (1) Project launch: 43 and (2) Inception workshop: 14



Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
high level regional event (disaggregated by gender and organization represented)		30	Representatives from Pacific governments, regional organisations, diplomatic representatives, CSOs, UN agencies, PICTU representative, and Fiji EBMO representative.	disaggregated data not available). Representatives from trade unions, employers, origin and destination governments and international organizations, from across the Pacific, Australia, New Zealand, and Timor Leste.	157 men). Representatives from trade unions, employers, origin and destination governments and international organizations, from across the Pacific, Australia, New Zealand, and Timor Leste.		<b>Year 2:</b> 300 stakeholders from PLMAM 2023.  <b>Year 3:</b> 501 stakeholders from PLMAM 2024; and 2 Pacific governments represented at the GCM Regional Review.
<b>OUTPUT 1.2</b> Pacific governments and regional stakeholders have access regional and national Labour Mobility Principles to strengthen labour mobility governance, including as a climate resilience strategy.							
<b>Indicator 1.2a</b> Regional Labour Mobility Principles is drafted.	No	Yes	No	No	Yes	Yes	
<b>Indicator 1.2b</b> Number of relevant stakeholder participants at high level regional coordination event (disaggregated by gender and organization represented)	0	30	0	0	34 (15 men, 19 women)	34 (15 men, 19 women) Representatives from trade unions, employers, PIF Member States, and international	34 (15 men, 19 women) stakeholders participated in the Regional Consultation on the Pacific Regional Labour Mobility Principles.

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
						organizations, from across the Pacific, Australia, and New Zealand.	
<b>OUTCOME 2</b> Decent work principles and standards are at the core of Pacific labour migration programmes.							
<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	3	0	0	2	2	1) Government of Fiji (National Labour Mobility Policy; and Employment Relations Act)  2) Government of Vanuatu (Seasonal Employment Act)
<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	Yes	No	No	No	No	After a consultation with unions and employers, it was decided to shift the project approach to focus on integration of union and employer bipartite dialogue in existing regional labour mobility platforms instead of establishing a standalone one. Namely, unions and employers (PICTU and PIPSO) are formally included in the TWG to develop the Regional Labour Mobility Principles; and comprehensively represented in PLMAM as a result of the JP.

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
<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 workers, and recruitment							
<b>Indicator 2.1a</b> Number of national consultations on legislative review	0	3	0	0	5	5	2 National consultations for Fiji National Labour Mobility Policy; 1 for Fiji Employment Relations Act; and 2 for Vanuatu Seasonal Employment Act.
<b>Indicator 2.1b</b> Number of countries that have reviewed their national legislation OR policies govern labour migrants	0	3	0	2	2*	2	Fiji and Vanuatu  *Same countries in Y2 & Y3 – continuation of legislation and policy reviews.
<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.							
<b>Indicator 2.2a</b> Number of meetings (virtual or face-to-face) that include a component on bipartite social dialogue on labour mobility.	0	3	3*	0*	1	4	<b>Year 1:</b> One Strategic Review of EBMO; One Preparatory Meeting for APRM; and One inaugural Pacific Workers’ Organizations and EBMOs Regional Coordination Meeting. <b>Year 3:</b> One formal bipartite meeting convened pre-Regional Consultation on Pacific Labour Mobility Principles to consolidate regional inputs.  *In correct reporting in Y1 and Y2 interim reports; where the results have now been corrected/ updated.
<b>Indicator 2.2b</b> Number of participants that attend each bipartite	0		20 (10 men, 10 women)*	0*			*In correct reporting in Y1 and Y2 interim reports; where the results have now been corrected/ updated.

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
meeting (disaggregated by gender)		20			20 (10 men, 10 women)**	20 (10 men, 10 women)	**Same group of bipartite participants in Y1 & Y3, thus counted as 20 participants in total to avoid double counting.
<b>Indicator 2.2c</b> Number of Departments of Labour which have received comprehensive information on standard employment terms and international labour standards for migrant workers	2 (Tuvalu and Kiribati)	5	0	5*	5**	5	(5) Fiji, Solomon Islands, Vanuatu, Tuvalu and Kiribati governments participated in PLMAM 2023 and 2024; as well as the Regional Consultation on the Pacific Labour Mobility Principles.  *In correct reporting in Y2 interim report; where the results have now been corrected/ updated.  **The same 5 countries for Y2&Y3.
<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.							
<b>Indicator 2.3a</b> Trade union staff report that gaps in migrant protection capacity have been reduced.	NA	Significant qualitative evidence of improvement in capacity to protect migrants, particularly in areas highlighted by gap analysis.	No	No	Yes	Yes	Yes –trade unions acknowledged the JP which enables them to be better represented and raised issues for the protection of migrant workers at national and regional consultations, particularly the 2023 and 2024 PLMAM, as well as TWG and Regional Consultation for Pacific Labour Mobility Principles, which influenced the outcomes of such events.



Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
<b>Indicator 2.3b</b> MOU or position paper between unions available of understanding and action plan on protection of migrants.	No	Yes	No	Yes	Yes	Yes	Trade unions have developed a position paper that identifies regional level priorities and presented during 2023 PLMAM. Further, MOU signed with FTUC and AWU.
<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	2	0	0	2	2	Partnerships formed with (1) Migrant Justice Institute and (2) Australian Workers Union.
<b>Indicator 2.4b</b> Number of government administered complaints systems in countries of origin or destination introduced, comprehensively reviewed or strengthened	0	2	0	0	2	2	1) An assessment and awareness raising relating to complaints mechanisms for PALM workers in Australia. 2) Supported AWU and FTUC to collaborate on strengthening protection for migrant workers with a focus on ensuring workers are aware of complaints mechanisms in Australia and able to access support provided by union.
<b>OUTCOME 3</b> Pacific governments implement initiatives that contribute to safe and fair labour migration.							
<b>Indicator 3a</b> Number of programme							(5) Fiji, Solomon Islands, Vanuatu, Tuvalu and Kiribati governments

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
countries delivering labour migration programmes (training initiative underpinned by safe and fair work principles and standards)	0	5	0	5*	0	5	participated in BLMA and Fair and Ethical Recruitment trainings and have access to related tools and resources to enhance their labour migration programmes/schemes.  *In correct reporting in Y2 interim report; where the results have now been corrected/ updated.
<b>OUTPUT 3.1</b> Governments of Fiji, Vanuatu and Tuvalu have increased capacity to deliver training programmes that benefit migrant workers.							
<b>Indicator 3.1a</b> Pre-employment training package is developed and available to the Department of Labour of Fiji and Vanuatu	No	Yes	No	No	Partially yes	Partially yes	Support Fiji's MEPIR on the needs-assessment to inform Family-focused Pre-departure programme; a feasibility study for a Model Community-led Family-Centred Workshops for Migrant Workers and Families in Rural Vanuatu; and VCCI and Vanuatu DOL's "Worker Ready Investment Ready" programme. Findings from the Family-centred pre-departure assessments in Fiji and Vanuatu will inform the development/ revision of pre-employment packages, which will be roll outed under complementary projects in Q3 2025.
<b>Indicator 3.1b</b> Number of participants in the pre-employment training who scored at least	0	30	0	0*	0	0*	*Pre/post-tests were not conducted; however, 96% of the post-workshop survey respondents indicated that know how to use the training materials to support their labour

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
75% on an end-of-training comprehension test (disaggregated by gender).							migration journey; 96% and able to identify and agree on family goals; 65% know how to support their families/communities; and 88% can address family conflicts with care.
<b>Indicator 3.1c</b> Number of participants in each cohort of pre- employment training session delivered (disaggregated by gender)	0	40	0	86 (34 men, 41 women, 11 unknown)	0	86 (34 men, 41 women, 11 unknown)	75 (34 men, 41 women) from VCCI and Vanuatu DOL's "Worker Ready Investment Ready" programme.  11 (gender unknown) from Tuvalu seafarers refresher training
<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							
<b>Indicator 3.2a</b> Number of government officials who scored at least 75% on an end-of-training Comprehension test on BLMA capacity Building programme (disaggregated by gender and country)	0	15	0	5	26	31	Five (1 men, 4 women) senior Pacific Government representatives participated in the blended ITCILO Course on Developing, Negotiating and Implementing BLMA – all participants passed with Certificates.  Out of 27 government officials participated in the Regional BLMA training, 26 officials passed with certificate, meaning the overall success rate is 96%.
<b>Indicator 3.2b</b> Number of government officials who scored at least 75% on an end-of-training comprehension test on Fair and Ethical Recruitment	0	15	0	0	11	11	Out of 14 government officials that participated in the training, 11 officials passed with a certificate. The overall success rate is 79%.

Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
capacity Building Programme							
<b>OUTCOME 4</b> Returning Pacific Islander migrant workers demonstrate increased social and labour market reintegration							
<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 experience	0	70%	0	95%	0	95%	According to the post-workshop evaluation with 108 participants, 95% indicated that the training was helpful in managing their situation.
<b>OUTPUT 4.1</b> The Governments of 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>Indicator 4.1a</b> Number of returning migrant workers and their families in Vanuatu who receive reintegration assistance in line with updated and contextualized reintegration materials (disaggregated by gender)	0	100	0	108 (91 men, 17 women)*	15 (15 women)	123 (91 men, 32 women)	Famili I Kam Bak pilot workshops (108), and Women Entrepreneurship and Financial training with SSWFP members in Vanuatu (15).  *In correct reporting in Y2 interim report; where the results have now been corrected/ updated.
<b>Indicator 4.1b</b> Percentage of migrants and their families reporting satisfaction with	0		0	99%			According to the post-workshop evaluation with 108 participants, 99% indicated that they were satisfied with the workshops.



Results Reporting Framework							
INDICATORS	Baseline	Target (end of programme)	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For the final report, it will be Y1+Y2+Y3 (inclusive of NCE)</i>	Notes
			Y1 9 Aug 2022 – 8 Aug 2023	Y2 9 Aug 2023 – 8 Aug 2024	Y3 9 Aug 2024 – 8 Feb 2025		
reintegration assistance		70%			100%*	99%	*Training report indicated that the series of workshop has enhanced financial literacy and entrepreneurship skills of all 15 participants.
Indicator 4.1c Number of countries that have evidence-based findings on labour mobility and reintegration	0	2	0	1	1	2	Vanuatu and Solomon Islands

### 3. Partnerships

Key partnerships developed and maintained throughout the Joint Programme duration were with the programme country representatives and key regional stakeholders, including PIPSO, PIANGO, PICTU, PACER Plus and PIFS. Specifically, the first Project Steering Committee (PSC) was held virtually on 9 August 2023; attended by (1) PIPSO, (2) the Ministry of Public Works, Infrastructure, Environment, Labour, Meteorology and Disaster of Tuvalu, and (3) the Ministry of Employment, Productivity and Industrial Relations of Fiji. The updated PSC Terms of Reference (refer to annex 28) were accepted and approved during the first PSC meeting. It was further strengthened in the second in-person PSC meeting on 31 May 2024, in Port Vila, Vanuatu, where a higher number of programme country representatives attended the meeting, including (1) Ministry of Internal Affairs of Vanuatu; (2) Ministry of Employment and Human Resources of Kiribati; (3) Ministry of Foreign Affairs and External Trade of Solomon Islands; and (4) Ministry of Employment, Productivity and Industrial Relations of Fiji; as well as IOM and ILO country and regional offices. An extension of the Joint Project timeline was discussed and approved during the second PSC meeting (refer to annex 29 for the meeting minutes and list of participants).

Further, partnership with the PIFS has been strengthened, particularly through the support provided by the Joint Programme 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 facilitation support and technical inputs to the development of Pacific Regional Labour Mobility Principles. To streamline efforts at regional level, a strategic partnership was forged 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. Similarly, the programme team were represented in the 2024 PLMAM to provide presentations on social protection, labour migration statistics data management as well as moderating and chairing various session. The programme team also held memberships in the ALM Advisory group and provided technical inputs to the review of the ALM in late November 2023, as well as Regional Guidelines developed by PACER Plus.

Additionally, the programme partnered with the Pacific Islands Council of Trade Unions and the Pacific Island Private Sector Organization. The partnership was strengthened through the delivery of activities such as the bipartite meeting and the quarterly virtual webinars on labour mobility. Throughout the programme, implementation agreements were also established with the following agencies/institutions:

- With VCCI, for the Work Ready Investment Ready programme in Vanuatu.
- With HSEQ Vanuatu, for the development of Famili I Kam Bak training materials.
- With Global Migration Lab (hosted by Australian Red Cross Society) for the Seasonal Worker Schemes Review Report's addendum development.
- With Migration Justice Institute for the complaints mechanism assessment.
- With FTUC, for awareness raising, support services and information at the pre-departure stage for migrant workers.
- With AWU for awareness raising on union membership and complaints mechanisms, and coordination with FTUC.
- With HCDI, for the Vanuatu Seasonal Employment Act (2007) review and the Vanuatu Labour Mobility Reintegration Strategy and Action Plan.
- With Matui Tech, for the development of the Vanuatu Employment Portal for Domestic Job seekers and Migrant Worker Returnees.
- With Island Roots, for the development of Impact and Achievement Videos on the Joint Programme.
- With Narara Consulting, for the financial literacy training for SSWFP members.

Implementation Agreements			
Name & Type of Partner	Type of implementation agreement (please specify if any MOU or agreement was formally entered)	Relevant outcome and/or output; PUNO counterpart	Financial value (if any)
<b>Non-governmental stakeholders</b>			
Vanuatu Chamber of Commerce and Industry (VCCI)	Implementation Agreement	Outcome 3, Output 3.1	USD 20,852.76
Health, Safety, Environment and Quality (HSEQ) Vanuatu	Service Provider Agreement	Outcome4, Output 4.1-	USD 14,576.51
Global Migration Lab (hosted by Australian Red Cross Society)	Implementation Agreement	Outcome 2, Output 2.2	USD 18,114.21
Fiji Trades Union Congress	Implementation Agreement	Outcome 2, Output 2.3	USD 20,000.00
Australian Workers Union	Implementation Agreement	Outcome 2, Output 2.4	USD 20,000
Migration Justice Institute	Implementation Agreement	Outcome 2, Output 2.4	USD 30,000.00
Human Capacity Development International (HCDI)	Service Provider Agreement	Outcome 2, Output 2.1; Outcome 4, Output 4.1	USD 30,000.00 (Reintegration Strategy) and USD 33,000 (Seasonal Employment Act)
Matui Tech	Service Provider Agreement	Outcome 4, Output 4.1	USD 16,103.40
Island Roots	Service Provider Agreement	Outcome 1, Output 1.3 and communications	USD 7,738.00
Narara Consulting	Service Provider Agreement	Outcome 4, Output 4.1	USD 6,023

#### 4. Cross-Cutting Issues

The Joint Programme has mainstreamed human rights, gender-responsive, and child-sensitive approaches across its activities to ensure inclusive and equitable outcomes for all stakeholders, particularly for migrant workers and their families. These cross-cutting principles have reinforced the Joint Programme's alignment with international labour standards and best practices in labour migration governance, contributing to the achievement of sustainable and fair migration outcomes.

##### Human Rights-Based Approach

A human rights-based approach was embedded throughout the programme to ensure that all migrants, regardless of nationality, gender, or socio-economic status, had access to fair and decent work conditions. This was evident in:

- The review and reform of national labour laws and policies in Fiji and Vanuatu, which aligned national labour mobility frameworks, laws and regulations with international human rights standards. This included Fiji's National Labour Mobility Policy and Vanuatu's Seasonal Employment Act review, both of which strengthened protections for migrant workers.
- The Multi-Country Training on Promoting Fair and Ethical Recruitment and the Regional BLMA Workshop, which provided government officials with tools to better negotiate decent recruitment

and employment terms and conditions for migrant workers, as well as regulate and oversee recruitment practices to prevent exploitation and trafficking of their nationals.

- Support trade unions and worker organizations in advocating for migrant workers' rights through increased participation in labour mobility decision-making processes, particularly in the Pacific Labour Mobility Annual Meeting (PLMAM) and the development of the Pacific Regional Labour Mobility Principles.

### **Gender-Responsive Approach**

The Joint Programme took a gender-responsive approach by ensuring women's voices and needs were included in policymaking, increasing their access to training and support services, and addressing gender-based vulnerabilities in labour migration. Key contributions included:

- Empowering women through skills training and entrepreneurship programmes: The initiative supported Ni-Vanuatu women (wives and family members of migrant workers) by equipping them with financial literacy, business management, and income-generation skills to enhance their economic independence.
- Strengthening gender-sensitive reintegration support: The Famili I Kam Bak reintegration training incorporated gender considerations, ensuring returning female workers and spouses of migrant workers received targeted support to mitigate reintegration challenges, including financial stability, mental health, and family well-being.
- Increased representation of women in labour governance processes: The Joint Programme facilitated women's participation in national consultations, union-led discussions, and policy development, ensuring gender-specific concerns were addressed in the Fiji Employment Relations Act review, Vanuatu Seasonal Employment Act review and the Pacific Labour Mobility Principles development.

### **Child-Sensitive Approach**

The Joint Programme factored in a child-sensitive approach to ensure migration policies and programmes take into account the well-being of children left behind, as well as the reintegration of migrant parents. Key strategies included:

- Family-focused pre-departure orientation: The Family-Centred Pre-Departure Assistance Programme to be rolled out in Fiji and remote locations in Vanuatu prepared migrant workers and their families for the challenges of separation, emphasizing financial planning, parenting strategies, and mental well-being.

### **Climate Resilience Approach**

Recognizing labour mobility as a climate resilience strategy, the programme also ensured that migration policies and governance mechanisms addressed climate change's role in shaping migration patterns, needs and vulnerabilities of affected population. Key linkages with climate resilience included:

- Strengthening climate-responsive labour migration policies: The Fiji National Labour Mobility Policy for Sustainable Development and Climate Resilience explicitly integrates climate resilience strategies, ensuring that labour migration is not only a tool for economic empowerment but also an adaptive strategy for climate-affected communities.
- Enhancing community resilience through remittance utilization: The Worker Ready Investment Ready programme in Vanuatu empowered migrant workers and their families on financial planning, disaster preparedness, and sustainable livelihood development, ensuring that remittances were effectively reinvested in climate-resilient activities such as sustainable agriculture and small business development. Similarly, through the women economic empowerment initiatives with SSWFP, it



supported women on income-generating activities linking to food preservation to reduce reliance on imports, which largely affected during natural disasters, by utilizing locally sourced products.

- Promoting climate-informed reintegration support: The Famili I Kam Bak reintegration programme provided returning workers with knowledge on how to leverage their migration experiences and remittances to build more climate-adaptive livelihoods and ensuring economic stability.
- Regional engagement on climate and migration: The programme actively contributed to discussions at regional forums, including the Global Compact for Migration (GCM) Asia-Pacific Regional Review, where Pacific governments advocated for migration as a tool for climate adaptation.

## 5. Programme Management and Coordination

The Joint Programme was implemented through a multi-stakeholder, multi-level coordination approach, ensuring alignment with the Global Compact for Migration (GCM) principles of whole-of-government, whole-of-society, and people-centred migration governance. It also aligned with regional frameworks, particularly the Blue Pacific 2050 Strategy, which emphasizes regional cooperation, resilience, and sustainable development. The Joint Programme established structured management and coordination mechanisms that facilitated inter-agency collaboration, government engagement, and stakeholder participation, ensuring an inclusive, participatory, and effective approach to programme delivery.

### Programme Governance and Oversight

The Joint Programme Steering Committee (PSC) served as the primary governance body overseeing the programme's implementation. The PSC included government representatives from the five participating countries (Fiji, Kiribati, Tuvalu, Solomon Islands, and Vanuatu), reflecting a whole-of-government approach to programme coordination; as well as non-governmental stakeholders including trade unions and employer organizations. The PSC met virtually and in-person to review progress, discuss challenges, and approve key strategic decisions, ensuring adaptive management in response to emerging needs.

### Whole-of-Government Coordination

A key success of the programme was its ability to integrate multiple government actors across ministries and agencies, ensuring that labour mobility governance was approached comprehensively. Coordination mechanisms at the national level include Inter-Ministerial/ Department Coordination: Ministries of Labour, Foreign Affairs, and other relevant agencies were engaged to ensure alignment between migration governance and national development priorities. For example, in Fiji, the Ministry of Employment, Productivity, and Industrial Relations (MEPIR) led the development of the National Labour Mobility Policy, with inputs from multiple government stakeholders, similarly with the Seasonal Employment Act review and the development of Labour Mobility Reintegration in Vanuatu. At regional level, the Joint Programme supported regional engagement between the PIFS and PACER Plus through the development of Pacific Regional Labour Mobility Principles, reinforcing regional governance structures and ensuring national policies aligned with broader regional frameworks. These efforts contribute directly to the Blue Pacific 2050 Strategy, which calls for enhanced regional cooperation on economic resilience, social inclusion, and sustainable livelihoods. Lastly, the formation of a Technical Working Group (TWG) for the Pacific Regional Labour Mobility Principles provided a structured space for ongoing collaboration between government officials and experts, reinforcing the whole-of-government approach.

### Whole-of-Society Engagement

In line with the GCM whole-of-society approach, the Joint Programme ensured that diverse stakeholders, including CSOs, trade unions, employer organizations, and academic institutions, were meaningfully engaged. This has been achieved through enhanced social dialogue and Bipartite engagement, where trade unions and employer organizations were actively involved in regional dialogues, including through the 2023 and 2024 PLMAM, TWG for Pacific Labour Mobility Principles, and the Bipartite Social Dialogue Platform.

Their participation ensured that worker protections and employer perspectives were integrated into programme interventions. Further, the Joint Programme formed implementation partnerships with entities such as the Migration Justice Institute, Global Migration Lab, and University of Sydney, allowing independent research, advocacy, and technical contributions to shape programme activities. Lastly, throughout the programme implementation, particularly in assessments, research or national consultations, specific consultations were held with migrant workers, trade unions and CSOs in both origin and destination countries to identify gaps in support services, advocate for better protection mechanisms, and improve pre-departure, employment and reintegration assistance.

### **People-Centred Approach**

A people-centred approach was at the core of the Joint Programme's design and implementation, ensuring that migrant workers and their families remained the primary beneficiaries in programme activities. This was achieved through empowering migrant workers and families, such as the Worker Ready Investment Ready Programme in Vanuatu, which equipped migrant workers with financial and entrepreneurship skills to maximize migration benefits. Further, the Family-Centred Pre-Departure and Reintegration Assistance which will be rolled out in Fiji and scale up to rural Vanuatu, will support families to better address and overcome the impacts of migration, ensuring social protection, financial literacy, and well-being. Lastly, migrant workers' perspectives were incorporated into high-level discussions through their participation in PLMAM, bipartite dialogue mechanisms, and trade union advocacy efforts.

## **6. Constraints, Adjustments, Lessons and Good Practices**

Throughout the implementation, the Joint Programme encountered various operational, coordination, and contextual challenges, requiring continuous adaptation to maintain its relevance, effectiveness, and alignment with national and regional priorities.

Firstly, several external factors affected programme implementation, requiring adjustments to timelines, engagement strategies, and risk mitigation measures. Climate-related disruptions and natural disasters, specifically Cyclones Judy, Kevin, and Lola (2023) and the December 2024 earthquake (7.3 magnitude) caused severe disruptions in Vanuatu, leading to government shutdowns, shifting national priorities to emergency response, and delaying implementation timelines. Similar challenges have been experienced by other Programme countries, as the Pacific region is highly vulnerable to climate change and natural disasters. In response, a no-cost extension (approved at the Second PSC Meeting) allowed the programme to recover lost time and complete key activities. Further, the programme incorporated climate resilience considerations into labour mobility governance to ensure migration was recognized as both an adaptation strategy and a response mechanism for climate-displaced communities.

Secondly, political delays and challenges to identify suitable technical experts, particularly for legislative reviews and policy development has led to delays in Fiji and Vanuatu. This is largely due to (1) prolonged national approval processes, (2) limited availability of key government departments to review technical policy recommendations and (3) lack of available experts/consultants to conduct the review and development. In response, the programme team increased direct engagement with senior government officials, advocating for prioritization of policy review and reforms. The programme team also leveraged a regional pool of experts to support, including technical assistance from IOM and ILO regional experts to fill critical gaps.

Lastly, there were challenges with stakeholder coordination, particularly at the regional level. The joint programme built strong partnerships with key government counterparts in Fiji and Vanuatu, but faced some challenges in engaging with Kiribati, Tuvalu, and Solomon Islands, potentially due to limited national interventions in these countries compared with the first two. In response, the project team has strengthened engagement efforts with Kiribati, Tuvalu, and Solomon Islands through virtual and in-person bilateral meetings to build stronger relationships (which has been evidenced in the second PSC meeting with a higher

number of government representatives' attendance); as well as leveraged their engagement in Policy/Principles development and capacity building opportunities at regional level/events.

With regards to lessons learned, the Joint Programme acknowledges the importance of strong regional labour mobility governance and the need to integrate national labour mobilities strategies and policies into broader regional frameworks, specifically the Pacific Labour Mobility Principles, PACER Plus Regional guidelines and the Blue Pacific 2025 Strategy. Secondly, effective pre-departure and sustainable reintegration requires family and community support. In line with the priorities identified by the programme countries, Family-Centred approach to pre-departure and reintegration assistance has proven to be the effective approach in the context of the Pacific. Not only the needs and challenges of migrant workers themselves, but the needs of the families back home, the majority being women and children, need to be considered as well. This approach was also implemented at regional dialogues and policy/principles development.

Furthermore, specifically for reintegration, the Famili I Kam Bak reintegration training in Vanuatu demonstrated that returning migrant workers also face significant social and financial adjustment challenges. Therefore, reintegration support should go beyond economic reintegration and include psychosocial, family, and community support mechanisms. Further, private sector and trade union engagement has played a key part in enhancing the Joint Programme sustainability. Engaging employers and trade unions ensured worker protections were mainstreamed into migration policies; thus, future initiatives should also consider formalizing tripartite dialogue mechanisms in governance structures. Lastly, climate-resilient labour mobility policies are essential; for example, the inclusion of climate resilience in Fiji's National Labour Mobility Policy and Reintegration assistance in Vanuatu highlighted the need for labour mobility as an adaptation strategy for climate-affected communities.

Lastly, several good practices have been noted, deriving from the Joint Programme, particularly on leveraging existing national and regional platforms for policy development and advocacy. The programme successfully worked with PACER Plus and PIFS through PLMAM and Pacific Labour Mobility Principles to push for policy changes, creating long-term changes not only at national level, but also regionally (beyond programme countries). Furthermore, the Joint Programme utilized funds from complementary projects to expand project reach and strengthen programme activities, specifically for co-funding reintegration initiatives to support migrant workers and their families in Vanuatu, and soon to be rolled out in Fiji, ensuring the sustainability of pre-departure and reintegration support post-programme implementation. Lastly, the success of key initiatives under this Joint Programme has directly influenced the development of new regional projects, specifically the Regional Pacific Australia Labour Mobility (PALM) programme, funded by the Government of Australia, which now integrates a family-centred assistance approach to support workers and their families throughout the migration cycle. Despite some planned initiatives on worker complaint mechanisms being stalled, the Joint Programme was able to integrate and advocate for the importance of migrant grievance mechanisms and ethical recruitment practices, which are now being mainstreamed across regional labour mobility frameworks, including bilateral agreements and MOUs.

## Conclusion and Next Steps

The Joint Programme has successfully strengthened labour mobility governance, migrant worker protections, and reintegration support across Fiji, Kiribati, Tuvalu, Solomon Islands, and Vanuatu. Through its whole-of-government, whole-of-society, and people-centred approach, the programme has not only achieved tangible policy and capacity-building outcomes but has also laid the groundwork for long-term sustainability of labour mobility governance in the Pacific.

A key achievement of the programme (please see *Executive Summary* and *Results* sections for full details) has been the institutionalization of key policy and legal reforms, such as the Fiji National Labour Mobility

Policy, which integrates climate resilience and social protection into labour migration governance, setting a model for other Pacific countries; as well as the review of Vanuatu's Seasonal Employment Act (2007), ensuring its alignment with international labour standards and evolving regional labour mobility frameworks. At the regional level, the development of the Pacific Regional Labour Mobility Principles and PACER Plus Regional Guidelines, serve as a long-term governance framework guiding future labour migration policies and practices across the region. With PIFS and PACER Plus member countries' commitments to drive better protection for migrant workers in the region (through the above initiatives), the PACER Plus's Pacific Labour Mobility Annual Meeting (PLMAM) will continue to serve as a platform for policy dialogue, capacity building, and knowledge exchange on labour mobility governance.

Further, the Joint Programme strengthened Tripartite Coordination through collaboration between worker organizations, employer federations, and government agencies, ensuring that labour rights, fair and ethical recruitment, and worker protections remain at the centre of labour mobility discussions. It has also strengthened governments' capacity for sustainable labour migration governance through technical assistance and capacity building efforts, specifically with government officials on Bilateral Labour Migration Agreements (BLMAs), and fair and ethical recruitment practices, which contributes to long-term institutional capacity, reducing reliance on external technical support.

To ensure the sustainability of its outcomes, the programme leveraged existing regional mechanisms and platforms and complementary funding sources to institutionalize results and continue momentum beyond the programme's conclusion. For example, the Famili I Kam Bak reintegration training package is now integrated into other labour mobility initiatives in Vanuatu, ensuring continued support for returning migrant workers and their families. Similarly, the family-centred pre-departure and reintegration assistance roll out will be covered by the Regional Pacific Australia Labour Mobility (PALM) Programme.

To conclude, the Joint Programme has successfully established a foundation for safe, fair, and well-governed labour mobility in the Pacific. Its alignment with national priorities, integration into regional frameworks and principles, and partnerships with key stakeholders have ensured that its results will be sustained well beyond the project's conclusion. While the programme has made significant progress, continued support from development partners, political commitment, and regional cooperation will be critical to safeguarding worker protections, enhancing social inclusion, and leveraging labour mobility for sustainable development. It is also important to secure and sustain support for national governments to maintain momentum to further strengthen labour mobility governance, improve migrant support mechanisms, and advance the economic resilience of Pacific communities. Building on the successes and lessons learned from this Joint Programme, future initiatives can be designed to further strengthen regional and national labour mobility governance (particularly to nationalized the implementation of the Pacific Regional Labour Mobility Principles and PACER Plus Guidelines), reinforce climate adaptation strategies, enhance support for migrant worker protections and well-being of their families, and improve rights-based protection mechanisms, including for migrant workers from other regions, or intra-Pacific, working in Pacific Island countries.

## ANNEX

Annex 1\_Project launch 2022

Annex 2\_Inception Workshop 2022

Annex 3\_2024 PLMAM Outcomes Document

Annex 4\_Summary Report Regional Consultation on Pacific Regional LM Principles

Annex 5\_TOR Fiji National Labour Migration Policy



Annex 6\_Fiji NLMP Stakeholder Consultation Workshop Agenda

Annex 7\_TOR SWS Review Update\_ARCS (GML) June 2024

Annex 8\_Pacific Bipartite Meeting

Annex 9\_TOR Empowering FTUC to Protect Migrant Workers

Annex 10\_TOR Development of Educational Resources to Support Fijian PALM Workers

Annex 11\_ToR Needs assessment on Family-Focused Pre-departure orientation Fiji

Annex 12\_TOR Community-led family-centred workshops in Rural Vanuatu

Annex 13\_TOR Worker Ready Investment Ready

Annex 14\_Worker Ready Investment Ready Mid Project Report

Annex 15\_Tuvalu seafarers refresher training photos

Annex 16\_ITCILO BLMA Course Brochure, Participant List, Photos

Annex 17\_BLMAs Introductory Workshop Agenda, Participant List, Photos in Fiji

Annex 18\_Multi-Country Training on Promoting Fair and Ethical Recruitment

Annex 19\_Bilateral Labour Migration Agreements Training May 2024

Annex 20\_ToR Development of Vanuatu National Labour Mobility Reintegration Strategy

Annex 21\_CN and Agenda National Consultation on LM Reintegration Strategy Vanuatu

Annex 22\_Attendance Vanuatu LM Reintegration Strategy Validation

Annex 23\_Famili I KamBak Post-training evaluation survey

Annex 24\_Vanuatu Reintegration Workshop Trainer Guide

Annex 25\_Vanuatu Reintegration Workshop Participant Workbook

Annex 26\_Financial Literacy Report in Vanuatu

Annex 27\_Labour Commissioner Letter for Vanuatu Employment Portal

Annex 28\_PSC TOR FINAL

Annex 29\_Second PSC Meeting Minutes and participants 31 May 2024