



# Program “Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region” (PCCMHS)

Kiribati, Tuvalu, RMI, Vanuatu, Fiji  
2019-2022

# Labour Migration as an adaptation strategy



Climate change challenges intensified migration pressures in the BOS

Labour migration can contribute to development of affected areas; reduce population pressure on climate stressed environments; and help fill labour shortages in destination countries.



# International Labour Organization: Migration

- Specialized Labour Agency **since 1919, tripartite**
- Migration – one of the priorities for the ILO
- **The ILO has a constitutional mandate to protect migrant workers and has technical expertise across the spectrum in the world of work.**
- Development of standards – Conventions and Recommendations
- Main Conventions on Migration and connected issues:
  - Migration for Employment Convention Revised, 1949 (No. 97)
  - Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143)
  - Conventions against Child Labour (No.138, 182) and Forced Labour (No.29, 105)
  - Private Employment Agencies Convention, 1997 (No. 181)
  - C188 - Work in Fishing Convention, 2007 (No. 188)
  - C189 - Domestic Workers Convention, 2011 (No. 189) and others





# Why ILO works on migration?



- International migration can increase risk of exploitation and abuse in the form of human trafficking, smuggling, and labour exploitation in destination countries if not well governed
- The ILO has a constitutional mandate to protect migrant workers and has technical expertise across the spectrum in the world of work.
- Technical Cooperation: 21 projects on Migration in Asia and Pacific
- In the project 'Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region' a **critical component is promoting safe labour mobility and decent work**
- This will be supported by ILO, the global lead in this area.

# ILO mandate on migration and International Labour Standards



- ILO Constitution, 1919 (as amended) – principles of social justice protecting **all including**
  - “...workers when employed in countries other than their own” and
  - “labour is not a commodity” (Declaration of Philadelphia)
- International Labour Standards (ILS)
- ILO Declaration on Fundamental Principles and Rights at Work, 1998
- ILO Declaration on Social Justice for a Fair Globalization, 2008

# ILO mandate on migration and International Labour Standards



**In principle, International Labour Standards cover all workers irrespective of nationality and immigration status unless otherwise stated**

**State prerogative is to regulate access to territory and labour market**

# ILO experience in the Pacific

# 1.1. Strengthening Labour Migration Management in PNG and Nauru in the Context of Australian Seasonal Worker Programme: outline and objectives

- June 2013 – December 2014; ILO for PIC
- Target countries: PNG and Nauru
- Donor: Australian Development of Foreign Affairs and Trade
- **Objectives:**
  1. Improve capacity of Government of PNG and Nauru to formulate and implement migration law and policy to protect the right of migrant during recruitment and while overseas
  2. Develop and put in place systems and mechanisms for recruitment of seasonal workers and provision of support services prior to departure
  3. Increase visibility, communication and links between the governments, social partners and communities in PNG and Nauru, and Australian employers to raise uptake in the SWP





# 1.2. Strengthening Labour Migration Management in PNG and Nauru in the Context of Australian Seasonal Worker Programme: Results

- **For Objective 1:**
  - Assessment report outlining current overseas legislation, policies and procedures for Managing Migration + Recommendations (PNG, Nauru)
  - Model Legislation on Labour Migration (PNG)
- **For Objective 2:**
  - Training package presentation materials (PNG)
  - Participant workbook for pre-departure training and re-integration training (PNG)
  - Draft Standard Operating Procedures Manual for Staff managing seasonal workers programs (PNG)
  - Draft Pre-departure training Manual
  - Training of Trainers Package (2 master trainings)
- **For Objective 3:**
  - Marketing and Communication strategy report (PNG, Nauru)



**PRE-DEPARTURE TRAINING FOR  
NAURU SEASONAL WORKERS:  
TRAINERS' MANUAL**



## **Travel Smart – Work Smart**

Pre-Departure Manual for Nauru  
Seasonal Workers in Australia

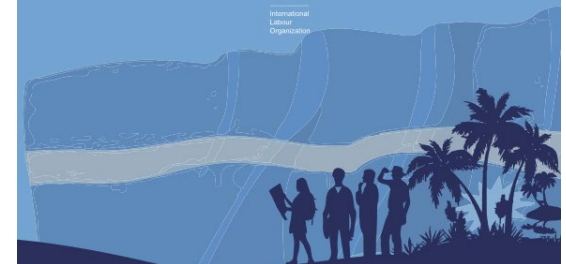
Promoting safe migration and protecting migrant workers



Australian Government  
Department of Foreign Affairs and Trade



International  
Labour  
Organization

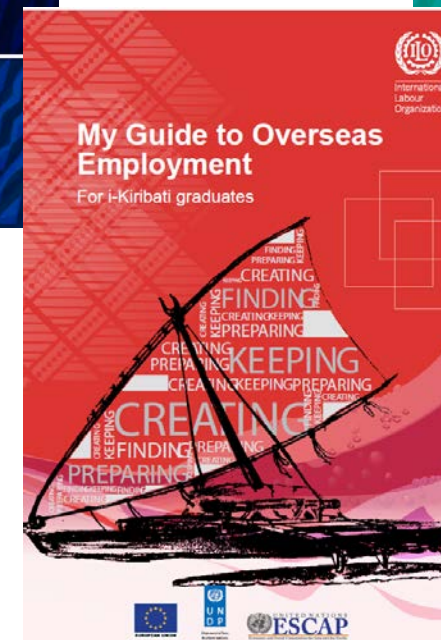
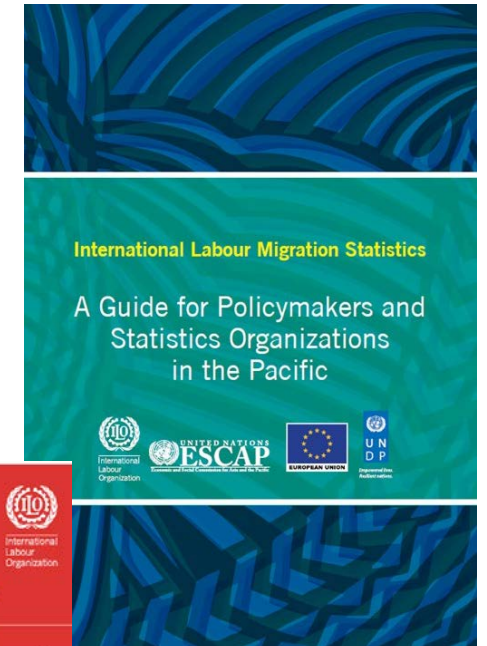


## 2.1. Project 'Strengthening Capacity of PIC to manage the impacts of Climate Change on Migration' overview and goals

- Pacific Climate Change and Migration Project (PCCCMP) - 2013-2016
- Implemented by ESCAP, ILO and UNDP
- 11 countries (Federated States of Micronesia, Kiribati, Nauru, RMI, Palau, PNG, Samoa, SI, Tonga, Tuvalu, Vanuatu)
- **Overall objective:** To build the capacity of target PICTs and the region to address the impacts of climate change on migration through well-managed, rights-based migration schemes and policy frameworks, supported by comprehensive research and knowledge building
- **Key Goals:**
  1. To build a knowledge base on migration flows, policies and practices in the region, and projected impacts of climate change on migration, including labour migration;
  2. To enhance national capacities to address the impacts of climate change on migration
  3. To improve regional knowledge sharing and cooperation

## 2.2. Project 'Strengthening Capacity of PIC to manage the impacts of Climate Change on Migration': some results

- **Output: Review of legislation, practices and political relations to migration in the Pacific**
  - Compendium on labour migration policies and institutional arrangements in 11 PICs – key publication (2014)
- **Output: Labour Migration data development:**
  - Labour Migration statistic Guide (2015)
  - Trainings, national capacity building

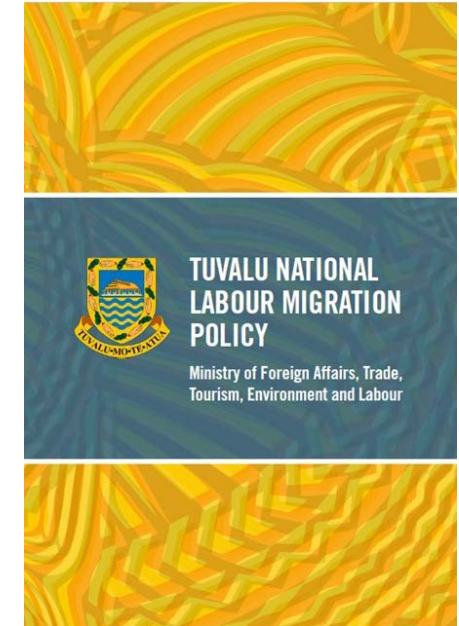
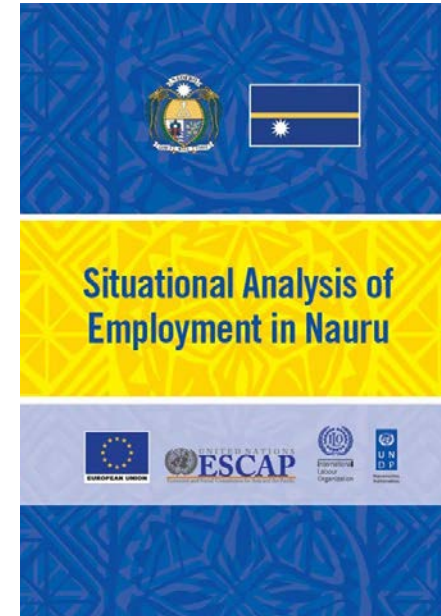




## 2.3. Project 'Strengthening Capacity of PIC to manage the impacts of Climate Change on Migration' : some results

### Output: Enhanced National capacity to participate labour migration

- **Kirabati, Tuvalu, Nauru:** National Labour Migration Policies, strategies and action-plans prepared and adopted
- National capacity-building



**Bringing it home:**  
10 minutes video about seasonal migration

Enhancing protection and empowerment of  
migrants and communities affected by climate  
change and disasters in the Pacific region



# Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region

- **Benefiting countries:** Kiribati, Tuvalu, Republic of Marshall Islands, Vanuatu, Fiji
- February 2019 – January 2022
- **The overall goal:**  
to contribute towards the protection and empowerment of communities that are adversely affected by or at-risk of being affected by climate change and disasters in the Pacific region, focusing specifically on climate change-related migration, displacement and planned relocation.



# Migrant stocks in the Pacific

	Total migrant stock, 2017	Migrants as % of population, 2017	Main destination country
Cook Islands	17,488	n/a	New Zealand
Fiji	90,156	10.0%	Australia
Kiribati	4,053	3.5%	Nauru
Marshall Islands	1,428	2.7%	U.S.
Palau	2,958	13.6%	Northern Mariana Islands
Papua New Guinea	3,015	0.0%	Australia
Samoa	74,861	38.1%	New Zealand
Solomon Islands	2,212	0.4%	Australia
Tonga	32,666	30.2%	New Zealand
Tuvalu	2,350	21.0%	New Zealand
Vanuatu	5,060	1.8%	New Caledonia

Source: United Nations, Department of Economic and Social Affairs. Population Division. 2017.

Note: The migrant stock does not include the overseas born children of migrants.



# Seasonal and temporary migration in PIC



- Permanent migration flows, seasonal and temporary migration opportunities
  - New Zealand's - Seasonal Employer scheme
  - Australia's Seasonal Worker Programme
  - to fill seasonal labour shortages in the horticulture and viticulture industries.
- Seasonal schemes are important: 2017/2018 - 8,457 visas under SWP in Australia.
  - Vanuatu - leading sending country (40%),
  - Tonga – second (33%).
- July 2018 – Australia: Pacific Labour Scheme – up to 2,000 workers from Nauru, Kiribati and Tuvalu can access low and semi-skilled temporary work opportunities in Australia in hospitality, tourism and aged-care.
  - reduce the vulnerability of households and communities to the adverse impacts of climate change and contribute to livelihood diversification.





# Labour Migration: Women and People with disabilities



- **Women** have less access to existing regulated labour migration schemes.
  - In 203-2014: out of 9,869 workers from the PIC (New Zealand Recognized Seasonal Employers Scheme (RSE) and Seasonal Workers Program (SWP)) - 1,138 (11.5%) - women.
  - Recently SWP – around 15%
  - *Barriers to the participation of women*, social and economic impacts ? - Limited research for PIC.
  - W. may be excluded from opportunities to diversify their livelihoods in the face of climate change.
  - Specific protections need to be in place
- **People with disability** in the SWP - limited research on in the PIC.
  - 2015 appraisal: no Approved Employer under the SWP has knowingly recruited a person with a disability.
    - might be additional requirements for pastoral c obtaining health care;
    - work may be seen as unlikely to be suitable for many workers with disabilities.
    - some have limited migration options or are unable to move safely due to limited resources.

# Working women by sending countries

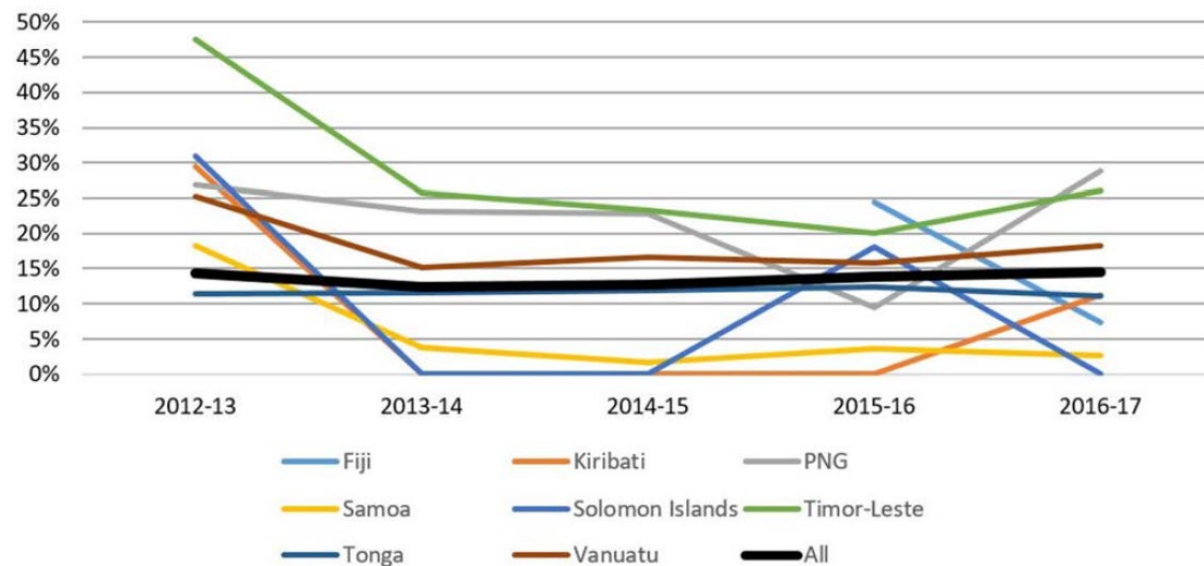


Figure 2 Percentage of women workers by sending country and for all, Source: DevPolicy Blog <http://devpolicy.org/seasonal-worker-programme-2016-17-20180108/>





## Programme Objective II: migrants and communities in the Pacific region benefit from safe labour migration as a sustainable development and climate change adaptation strategy



- **Output 2.1:** to ensure that Governments of Kiribati, Tuvalu and RMI have increased capacity (information, tools, and resources) to implement labour migration policies and programmes. *Kiribati, Tuvalu and RMI will be specifically targeted under this output as a buildup to the PCCCM project which developed the labour mobility policies in Kiribati and Tuvalu and IOM is currently supporting the development of a labour migration policy in RMI*
- **Output 2.2:** to ensure that Employers' (and recruiters) and Workers' organizations and CSOs representing women, persons with disabilities and other marginalized groups have increased access information and more frequent opportunities to promote safe labour migration and increased inclusion of women and marginalized groups in labour migration schemes.
- **Output 2.3:** Governments and Non-Government stakeholders are equipped with relevant information to advocate for human rights of migrants workers.
- **Output 2.4** will also ensure that migrants are informed about their rights, responsibilities and available support services in destination countries.
- **Outputs 2.5** Government and non-government stakeholders in countries receiving Pacific migrant workers have increased understanding on strategies to improve compliance with international labour and human rights standards.

## Output 2.1: to ensure that Governments of Kiribati, Tuvalu and RMI have increased capacity (information, tools, and resources) to implement labour migration policies and programmes.

- Activity 2.1.1: ILO will conduct a *review of the gaps on implementation of national labour migration policies in Tuvalu and Kiribati, based on which people-centred priority activities to operationalize labour migration policy will be implemented*
- Activity 2.1.3: Based on gaps analysis and (activity 2.1.1) ILO will *support Tuvalu and Kiribati through financial literacy and entrepreneurship trainings for migrants and sending households in vulnerable communities; vocational and language skills development trainings that respond to the requirements of specific labour mobility schemes (cofunded by ILO)*



**Output 2.2: to ensure that Employers' (and recruiters) and Workers' organizations and CSOs representing women, persons with disabilities and other marginalized groups have increased access information and more frequent opportunities to promote safe labour migration and increased inclusion of women and marginalized groups in labour migration schemes.**

- Activity 2.2.1: ILO will also *review existing seasonal worker schemes in the Pacific in order to recommend the participation of marginalized groups in particular **women** and **persons with disabilities***



## Output 2.3: Governments and Non-Government stakeholders are equipped with relevant information to advocate for human rights of migrants workers.



- Activity 2.3.1: *Review the seasonal worker schemes in light of international instruments on human rights and labour standards for migrant workers (ILO Conventions Nos 97, 143, 181, 188) and migrant workers convention*
- Activity 2.3.3: *Trainings to Pacific Government officials including consular officials and nongovernment stakeholders on labour migration governance including international human rights and labour standards for migrant workers (ILO Conventions Nos 97, 143, 181, 188, 189) and (migrant workers convention) (co-funded by ILO)*
- Activity 2.3.3: *Consultations with key receiving States (Australia, New Zealand) and social partners (including migrant-sending communities) to share results of studies on seasonal worker schemes and to promote compliance with international labour and human rights standards, including ratification of ILO and UN migrant worker conventions (co-funded by ILO)*

## Outputs 2.5 Government and non-government stakeholders in countries receiving Pacific migrant workers have increased understanding on strategies to improve compliance with international labour and human rights standards.

- Activity 2.5.1: *Review migrant worker legislation and policies of receiving states against international labour and human rights standards and migrant workers convention (ILO lead implementing agency)*
- Activity 2.5.2: Prepare research paper informed by human security methodology, including documented case studies, on the labour conditions of migrant workers in receiving countries. *(ILO technical co-lead)*
- Activity 2.5.3: Prepare and conduct community-based advocacy on ratification of core migrant worker conventions (CMW, ILO Conventions 97, 143, 181, 188, 189) *(ILO technical co-lead)*





## Objective III: to develop and contribute to the evidence-base on good practices in responding to climate and disaster-related displacement with particular focus on the role of the human security framework.

- **Output 3.1** Production of research and learnings that are translated into accessible, sharable documents and disseminated to key stakeholders globally
- **Activity 3.1.2:** OHCHR will coordinate with the Executive Committee of the Warsaw International Mechanism on Loss and Damage under the UNFCCC, particularly its Task Force on Displacement to share relevant project outputs with the task force in order to inform its work.
- The **ILO and IOM will be technical co-leads** on this activity given they are members of the Task Force on Displacement. OHCHR will also develop a strategy for mainstreaming the human rights based approach into all programme activities, and conduct a workshop with United Nations Country Team in the Pacific on mainstreaming rights based approach and the application of the human security framework to climate change and disaster-related migration. This will be complemented by annual workshops for relevant government and nongovernment stakeholders



# ILO Activities as lead implementing agency by years (2019-2021)

		2019	2020	2021
2.1.1	Expert consultant to review gaps on implementation of national labour migration policies in Tuvalu and Kiribati	Q4		
2.1.3	Based on gaps analysis and (activity 2.1.1) implement people centred priority activities to operationalise labour migration policy/plan in Tuvalu and Kiribati. Possible activities may include: <ul style="list-style-type: none"> <li>• Financial literacy and entrepreneurship trainings for migrants and sending households in vulnerable communities</li> <li>• Vocational and language skills development trainings that respond to the requirements of specific labour mobility schemes (e.g. hospitality, horticulture, English)</li> <li>• Monitoring migration and recruitment costs</li> <li>• Skills and Qualification harmonization and recognition programmes</li> </ul>	Q4 -	All	- Q4
2.2.1	Review seasonal worker schemes for improved participation of marginalised groups in particular women and persons with disabilities and share review with relevant CSO, employer and worker organisation representatives.	Q3		
2.3.1	Review the seasonal worker schemes in light of international instruments on human rights and labour standards for migrant workers (ILO Conventions Nos 97, 143, 181, 188)	Q2		
2.3.2	Deliver trainings to Pacific Government officials and non-government stakeholders on labour migration governance including international human rights and labour	Q2 -	All	- Q2
2.3.3	Organise consultations with key receiving States (Australia, New Zealand) and social partners to share results of studies on seasonal worker schemes and to promote			Q1 -Q4
2.5.1	Review migrant worker legislation and policies of receiving states against international labour and human rights standards and migrant workers convention.	Q3 – 4		

# ILO Activities as lead implementing agency: first year



	Activity	2019
2.1.1	Expert consultant to review gaps on implementation of national labour migration policies in <i>Tuvalu and Kiribati</i>	Q4
2.2.1	Review seasonal worker schemes - for improved participation of marginalised groups in particular <i>women and persons with disabilities</i> and share review with relevant CSO, employer and worker organisation representatives.	Q3
2.3.1	Review the seasonal worker schemes - in light of international instruments on human rights and labour standards for migrant workers (ILO Conventions Nos 97, 143, 181, 188)	Q2
2.5.1	Review migrant worker legislation and policies of receiving states against international labour and human rights standards and migrant workers convention.	Q3 – Q4

# Synergies with other ILO projects



- **RBSA 2019 – 2021 (2 years) - Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy (Fiji, Kiribati, Samoa, Vanuatu)**
- **ILO Start and Improve Your Business (SIYB) Programme:** a business start-up training programme used for micro and small business development operated widely in the Pacific island countries.







## **ILO Bangkok**

- Nilim Baruah, Senior Specialist Labour Migration, [baruah@ilo.org](mailto:baruah@ilo.org)

## **ILO for PIC, Suva**

- Elena Gerasimova, DW and ILS Specialist, [gerasimovae@ilo.org](mailto:gerasimovae@ilo.org)
- Mavis Yuen, Project Assistant, [yuen@ilo.org](mailto:yuen@ilo.org)