



## Pacific Immigration Directors' Conference

*Suva, Fiji: 02-04 October 2017*

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### **PIDC LABOUR MOBILITY WORKSHOP**

#### ***Introduction***

The Pacific Immigration Directors' Conference (PIDC) Labour Mobility Workshop was held in Suva, Fiji at the Pacific Islands Forum Secretariat from 02-04 October 2017. The Workshop was coordinated and facilitated by the PIDC Secretariat and the Pacific Islands Forum Secretariat (PIFS).

The Workshop was attended by 23 participants, representing the immigration departments from the Governments of Australia, Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Marshall Islands, Nauru, New Zealand, Niue, Papua New Guinea, Samoa, Tuvalu and Vanuatu.

The PIDC Secretariat and representatives from PIFS, Falealili Seasonal Work Programme from Samoa, New Zealand and Mathew Gibbs of Gibbs Asia Pacific facilitated sessions of the Workshop.

The Workshop was opened by the PIDC Vice Chair and RMI Director Mr. Damien Jacklick, and PIFS Director of Policy Mr. Paki Ormsby. The Vice Chair and Director welcomed participants and provided a brief overview of the Workshop programme. They reinforced the objectives of the Workshop on the need to develop a better understanding of immigration departments role in labour mobility issues and the opportunities labour mobility provided to the Pacific Islands in both sending and receiving countries. They also noted that this forum provided an opportunity for knowledge sharing, cooperation as a shared responsibility between PIDC Member countries and strengthening immigration networks in the region.

PIFS noted that labour mobility was a critical issue for development in the region, which is why Leaders had endorsed it as one of the key priorities under the Framework for Pacific Regionalism. Labour mobility was particularly important for Smaller Island States (SIS) and Leaders had identified this as a leading priority under the Smaller Island States Regional Strategy, including with respect to the movement of skilled labour and transit visas.

#### ***Objectives***

The Workshop brought together immigration officers leading in key activities related to labour mobility to:

- establish a clear and accurate picture of the current state of labour mobility schemes in the Pacific;
- determine how the labour mobility phenomenon in the Pacific impacts on the activities of immigration agencies at the national and regional levels;

- explore the role PIDC immigration agencies can best contribute to the development, negotiation or implementation of labour mobility policies and schemes as a development mechanism;
- determine how PIDC can best support Members' efforts to strengthen national labour mobility policies while avoiding duplication of activities and services already being provided in the region;
- undertake preliminary discussions of a PIDC coordinated research Project titled Labour Mobility in the Pacific Region developed by Matt Gibbs and Dr Charlotte Bedford for PIDC;
- discuss the possible development of best practices for the issuing of work permits for PIDC Members; and
- Hold a side event with immigration officials of Small Island States to advance the agenda established by their Leaders at the Pacific Islands Forum meeting in Apia, September 2017.

## WORKSHOP OUTCOMES

The Outcomes Summary represents a tentative plan for future action (e.g. further workshops and other collaborative projects) and in-principle agreement to the high-level concepts discussed throughout a workshop.

All plans for future action, such as workshops, projects and other activities, must be endorsed by the PIDC Board. Although the Outcomes Summary does not represent a firm commitment to future action, it does represent in-principle agreement to progress the ideas contained in the Outcomes Summary.

### Outcomes as agreed upon by Labour Mobility Workshop participants

The participants of the PIDC Labour Mobility Workshop:

- d) **thanked** PIDC and the Pacific Islands Forum Secretariat in appreciation for supporting this Workshop on Labour Mobility;
- e) **acknowledged** and **thanked** in appreciation the Resource Persons and experts from Immigration New Zealand (INZ), the Australian Department of Foreign Affairs (DFAT), Pacific Islands Forum Secretariat (PIFS), Falealili Seasonal Work Programme from Samoa and Mathew Gibbs of Gibbs Asia Pacific;
- f) **acknowledged** and **thanked** Matthew Gibbs and Dr Charlotte Bedford for the "Labour Mobility in the Pacific Region" report and the presentation at the Workshop on the report's findings by Matthew Gibbs;

- g) **requested** that the Labour Mobility in the Pacific report be updated to include Member feedback from the Workshop and recommendations for activities the PIDC Secretariat will work with Members on;
- h) **requested** the support of PIFS to ensure that the report's findings reach a broader readership in the region;
- i) **recognised** the value of having an immigration focused Labour Mobility Workshop and **encouraged** the PIDC Board, with the Secretariat to continue implementing further consultation forums for labour mobility;
- j) **acknowledged** the increase in Labour Mobility schemes and opportunities in the region and the challenge this posed to immigration department's border control processes and systems;
- k) **recognised** the different Labour Mobility processes, systems and environments amongst PIDC embers and the limitation these placed on Members ability to improve and strengthen their standards;
- l) **recognised** Members' limitation and **agreed** to take a regional approach through the PIDC to support immigration departments in seeking solutions to labour mobility issues in the region;
- m) **recognised** the direct and in direct benefits of Labour Mobility as it contributes to economic development, generates employment and remittances to communities as well as developing skill sets;
- n) **recognised** the need for PIDC to become the regional focal point in accessing specific immigration related information on labour mobility issues from regional and sub-regional meetings through to its Members;
- o) **recognised** the need to develop Labour mobility expertise in PIDC Members immigration department to lead and communicate any proposed immigration related Labour Mobility development or change;
- p) **Requested** PIDC Secretariat to develop a matrix to identify labour mobility capacities in Member nations to enable a labour mobility stocktake and gap analysis to better inform future training and resourcing needs;
- q) **encouraged** the PIDC Board, with the Secretariat to consider planning and funding options for the implementation of future labour mobility practitioner's forums and activities tailored specifically on immigration departments Labour Mobility needs;

- r) **encouraged** the PIDC through the Board and Secretariat to identify regional processes or plans that Members could adopt to improve or increase Members' ability to support national Labour Mobility processes and systems;
- s) **encouraged** participants at this Workshop to take back lessons and recommendations from this Workshop to their home nations to progress processes and systems that will improve and strengthen their Labour Mobility procedures and systems; and
- t) **noted** the importance of PIFS and PIDC continuing to collaborate on Labour Mobility to ensure that immigration reforms support economic development and the Leaders' regionalism agenda. In this regard, the PIFS review of the SIS Strategy will seek to explicitly acknowledge the role of PIDC within the Strategy document.

### ***Future Work***

The PIDC through its Board and the Secretariat will:

1. review and consider activity recommendations from the Workshop attached as **Annex 1** (short term, medium term and long term);
2. ensure recommendations from the Labour Mobility Workshop are reflected in the PIDC Secretariat workplan;
3. seek to identify regional or national approaches that Members can adopt to assist Members ability to establish/strengthen labour mobility processes and systems in the region and more importantly to improve the PIDC networks ability to exchange quality Labour Mobility information in real time;
4. develop some general best practices for immigration agencies on how to manage migrant labour; and
5. develop a network of labour mobility practitioners (Community of Practice) in Member nations that can provide advice and guidance on labour mobility issues to other Member nations.



## **Workshop on the development of a PIDC Labour Mobility Support Framework**

**Programme: 4 – 7 October 2017**

The Pacific Immigration Directors' Conference recognises the importance of labour mobility in the Pacific Islands region and is seeking to determine how to best contribute as an organisation to regional efforts to strengthen the links between labour mobility and economic growth.

### **Objectives**

The Labour mobility workshop seeks to bring together immigration officers working/leading labour mobility schemes to:

- Establish a clear and accurate picture of the current state of labour mobility schemes in the Pacific;
- determine how the labour mobility phenomenon in the Pacific impacts on the activities of immigration agencies at the national and regional levels;
- determine how PIDC can best support Members' efforts to strengthen national labour mobility policies while avoiding duplication of activities and services already being provided in the region; and
- explore the role PIDC immigration agencies can best contribute to the development, negotiation or implementation of labour mobility policies and schemes as a development mechanism.

## Workshop Agenda

Time	Day One (05 June 2017)	Time	Day Two (06 June 2017)
9:00 – 10.00am	<p><b>Opening and welcoming remarks</b></p> <p><b>Keynote address 1:</b> PIDC to support immigrations role in Pacific labour mobility schemes (Chair/HoS)</p> <p>Annotation: This keynote address will set the scene for the next two days of consultations. The Workshop Chair will briefly outline the background and objectives of the project to develop a PIDC Labour Mobility Framework. The project aims to develop a shared understanding among PIDC members of the diverse factors which affect members' role in labour mobility schemes in the region and encourage progress toward PIDC objectives. In this project, labour mobility refers to the regional movement of workers (physically and virtually) for employment in the Pacific. The Chair will also outline the objectives of the workshop. The Secretariat will also provide a brief overview on the organisations transition into its new legal entity status and its objectives of supporting its members and its supportive role expanding from border security to economic development issues.</p> <p><b>Keynote address 2:</b> Samoa as a sending country – Immigration's role and challenges (Agafili/Samoa Immigration)</p> <p>Annotation: Samoa will provide a brief overview of their involvement in the Pacific labour mobility schemes and what their government wants to improve and achieve for its people.</p>	9:00 – 10:00am	<p><b>Session Five: Reflections and Future Scenarios</b></p> <p>Facilitator: Chair/Consultant</p> <p>Group Work - Open Questions &amp; Discussions</p> <p>What next? Negotiating a Way Forward: Progressing the Labour Mobility Scheme together in the Pacific.</p> <p>Participants will explore ways in which PIDC could enhance immigration departments work in labour mobility schemes. Key topics to be addressed include the type of support PIDC can offer respective immigration departments to ease members' operational constraints and mitigate costs.</p> <ul style="list-style-type: none"> <li>- What can be our common understanding of labour mobility schemes in the Pacific</li> <li>- How can PIDC support members in labour mobility activities in the Pacific</li> <li>- Should we establish regional best standards and practises for labour mobility schemes</li> <li>- What technical assistance should PIDC provide to support members' role in implementing and monitoring labour mobility schemes</li> <li>- What role is there for labour mobility in PIDCs' long term vision</li> </ul>
10.00-10.30am	<b>MORNING TEA BREAK</b>	10:00 – 10:30am	<b>MORNING TEA BREAK</b>
10.30 – 11.30am	<p><b>Session One: Understanding the labour mobility schemes in the Pacific</b></p> <ul style="list-style-type: none"> <li>i. The PICTA TMNP Scheme (PIFS)</li> <li>ii. The NZ RSES (NZI RSES Rep)</li> </ul>	1030 – 11:30am	<i>Session Five continued.....</i>

Time	Day One (05 June 2017)	Time	Day Two (06 June 2017)
	iii. The Australian Seasonal Workers Scheme (DIBP SWS Rep)		
11:30 – 12:00am	<p><b>Session Two: Trends and outlook for labour mobility in the PIDC region: Issues and opportunities</b> Speaker: Consultant Mathew Gibbs</p> <p>Annotation: This presentation is to provide an overview of labour mobility trends in the PIDC region, including the movement of workers from and within the region, issues and new opportunities for mobility. The presentation should also discuss what these trends mean for the broader PIDC agenda on regional support and inclusive growth for the wider membership</p>	11:30 – 12:30pm	<p><b>Session Six: Shaping the Draft PIDC Labour Mobility Support Framework for Immigration Departments in the Pacific</b> Facilitator: Chair/Consultant</p> <p>Annotation: This session provides a platform for delegates to tease out each element of the draft framework and the organisations (members/PIDC Secretariat) capacity to contribute to the objectives of the framework to achieve safe, efficient and effective labour mobility across PIDC member economies. It incorporates discussions and findings on the key elements of the draft framework discussed over the previous sessions. The sessions' main objectives is to establish a draft framework, identify gaps in the draft framework and explore options for improving the document as a forward-looking and long-term framework for PIDC's support for immigration departments labour mobility work in the region.</p> <p>Group Work - Open Questions &amp; Discussions Participants to discuss how PIDC Questions:</p> <ul style="list-style-type: none"> <li>- What actions should be considered in a proposed regional framework for PIDC to facilitate regional cooperation and support to immigration departments implementing and monitoring labour mobility schemes in the Pacific</li> <li>- What are the recurrent and emerging immigration issues in the management of labour mobility schemes</li> <li>- What are the prospects for developing non-binding PIDC principles on labour mobility governance in the Pacific</li> </ul>
12.00 – 12.30pm	<p><b>Session Three: Why is regional cooperation on labour mobility important?</b> Speaker: TBC</p> <p>Annotation: To briefly discuss the relevance of cooperation in a world that is increasingly characterised by competition for human resources. What actions do regions need to take to keep up competitive advantages and ensure access to resources of strategic importance such as labour</p>		

Time	Day One (05 June 2017)	Time	Day Two (06 June 2017)
12.30 – 1.30pm	LUNCH	12:30 – 1:30pm	LUNCH
1:30 – 3:00pm	<p><b>Session Four: Member Presentations – Sharing Experiences and Best Practises</b> Speakers: all immigration delegates</p> <p>Annotation: In this session PIDC Members will share their perspective on labour mobility, some of the challenges and opportunities they face, and outline a range of technical or policy areas which are affecting their role in their experience.</p> <ul style="list-style-type: none"> <li>i. Implementation and implications for immigration agencies facilitating labour mobility schemes in the Pacific - Case study presentations on Pacific Seasonal Workers Labour Mobility Schemes. Immigration departments to share experiences on implementation, challenges and opportunities (sending countries)</li> </ul>	1:30 – 3:00PM	<i>Session Six continued...</i>
3:00 - 3:30pm	AFTERNOON TEA BREAK	3:00 – 3:30PM	AFTERNOON TEA BREAK
3:30 – 4:30pm	<i>Session Four continued...</i>	3:30 – 5:00pm	<p><b>Session Seven: Recommendations and Conclusion</b> Facilitator: Chair (HoS)</p> <ul style="list-style-type: none"> <li>i. Conclusion and overview of the workshop proceedings</li> <li>ii. Recommendations</li> <li>iii. Closing Remarks Samoa Immigration CEO and PIDC HoS</li> </ul>