



TERMS OF REFERENCE

Title of Assignment:	Development of the Pacific Guidelines on Sustainable Labour Migration Reintegration
Duration:	70 days (over 11 months)
Location:	Remote with travel to Samoa and Solomon Islands
Budget:	AUD \$80,000 (consulting fees only)
Start Date (est)	February 2025
Reporting to:	Labour Mobility Specialist, PPIU

I. BACKGROUND

The Pacific Agreement on Closer Economic Relations (PACER) Plus Agreement is a landmark trade and development agreement aimed to lower barriers to trade, provide greater certainty for businesses, raise living standards, create jobs, and increase exports across the Pacific. The Arrangement on Labour Mobility (ALM) is an annex to the PACER Plus and provides a regional framework to increase labour mobility cooperation in the region. The ALM was signed in 2017 by the following countries: Australia, Cook Islands, Kiribati, Nauru, New Zealand, Niue, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

Reintegration is increasingly understood to include the workers, their families and communities, and the broader social, economic, and governance environment in both labour sending and labour receiving countries. According to the International Organization for Migration (IOM), reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity⁴. As such, a more integrated and nuanced reintegration approach that is adapted to the specific needs of Pacific labour mobility workers is needed.

The reintegration of returning labour mobility workers is a key pillar of the migration-development nexus. Reintegration policies and programmes are recognized as channels for harnessing the benefits of returning workers to enhance the development impact of circular labour mobility in labour sending countries. The growth in Pacific labour mobility, particularly to Australia and New Zealand, suggests a growing development dividend of returning workers. This dividend however may not be automatic unless conducive policies, programmes and infrastructures are in place in both labour sending and labour receiving countries.

The 2023 Pacific Labour Mobility Annual Meeting (PLMAM) recognised the significance of reintegration for the Pacific and directed the development of the Pacific Guidelines on Sustainable Reintegration. The independent review of the Arrangement on Labour Mobility (ALM) in 2023 also identified the requirement from Pacific stakeholders to strengthen the ALM to facilitate successful reintegration. The proposed Pacific Guidelines on Sustainable Reintegration is to provide the overarching regional framework to inform reintegration initiatives under the ALM as well as at the bilateral and unilateral levels. This would ensure that reintegration initiatives in the region deliver



PACER Plus

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on Pacific labour sending country priorities, are well coordinated and help to strengthen partnerships necessary to facilitate successful reintegration.

With this, the PPIU seeks to engage a Consultancy to develop the Pacific Guidelines on Sustainable Reintegration to deliver on the objectives and scope of work provided in this Terms of Reference.

OBJECTIVE & SCOPE

The main objectives of the consultancy are to:

1. Build on the IOM definition for reintegration to establish a holistic definition for sustainable reintegration in the context of Pacific labour mobility.
2. Adopt General Principles that establish the standard for successful reintegration of Pacific workers. These General Principles should be drawn from relevant international instruments and regional frameworks including the Pacific Regional Labour Mobility Principles and the ALM.
3. Develop operational guidelines for the implementation of the general principles in (2). These may include economic reintegration, social reintegration, and psychosocial reintegration. The guidelines should also consider the integrated approach to reintegration at the levels of the individual, community and structural levels (regulatory and institutional structures).
4. Outline best practices for each operational guideline in (3) to assist countries in the determination of reintegration activities.
5. Consider the commonalities as well as areas of divergence amongst Pacific labour sending countries.

To achieve the above objectives, the Consultancy is required to:

1. Conduct a desktop review of relevant reintegration literature including similar guidelines from other regions such as the ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers, IOM Reintegration Handbook, Manual for Inclusive and Sustainable Reintegration of Returnig Migrant Workers in South Asia, and ILO Guidelines on labour market integration upon return in origin countries. The desktop review should also take into consideration labour mobility reintegration strategies that have been developed by individual Pacific countries to ensure complementarity.
2. Conduct virtual informant interviews of relevant stakeholders including government officials, employers, private sector agencies, qualifications and skills authorities/agencies, gender and youth groups, religious and community leaders, relevant NGOs and trade unions
3. Develop a first draft of the Pacific Guidelines on Sustainable Reintegration
4. Present the draft Pacific Guidelines on Sustainable Reintegration in a regional validation workshop
5. Revise the first draft of the Pacific Guidelines on Sustainable Reintegration and present at



the PLMAM 2025 in Solomon Islands

6. Finalize the Pacific Guidelines on Sustainable Reintegration based on feedback from PLMAM 2025 and final written comments from stakeholders.
7. Ensure gender equality, disability and social inclusion are considered in the development of the Pacific Guidelines on Sustainable Reintegration.

II. EXPECTED DELIVERABLES

The Consultant will deliver the following outputs, at the times indicated in Section IV:

1. A short Inception Report — including:
 - (i) A detailed work plan
 - (ii) Draft research questions and methodology
 - (iii) General outline of the Guidelines
 - (iv) List of stakeholders to be interviewed
2. First draft of the Guidelines and presentation at the regional validation workshop
3. Revised draft of the Guidelines and presentation at PLMAM 2025
4. Final Pacific Guidelines on Sustainable Reintegration

All outputs shall be provided in relevant Microsoft Office formats or, in the format agreed with the PPIU.

III. TIME AND PAYMENT SCHEDULES

The Assignment shall be expected to be completed within a maximum of **70 days** according to the indicated timeframes below. Exact dates of beginning and completion stages as well as scope of work may be amended in discussion with the PPIU.

Payments will be made as provided in the payment schedule below, upon the completion and approval of each deliverable.

Nr.	Deliverables	Indicative Time Frame (delivered by)	Payment Schedule
1.	Inception Report	February 2025	20%
2.	Draft Guidelines and presentation at regional workshop	April 2025	40%
3.	Revised draft Guidelines and presentation at PLMAM 2025	November 2025	30%
4.	Final Guidelines	December 2025	10%

All project related travel requires prior approval from the PPIU Labour Mobility Specialist. Expenses will be reimbursed to consultant(s) according to policies and procedures detailed in the PPIU Operations Manual.

IV. REPORTING:

- The assignment will be supervised by the Labour Mobility Specialist, PPIU
- The Consultant is required to report to the Labour Mobility Specialist to ensure that the deliverables are delivered according to the indicated timeframes



- Regular discussions will also be carried out during the consultancy period to monitor progress and constraints, support required and proposed solutions.

V. QUALIFICATIONS, SKILLS AND EXPERIENCE REQUIRED OF CONSULTANT

The consultancy for this engagement is required to have the following:

- i. **Qualifications:**
 - A minimum of a post graduate degree in Political or Social Sciences, International Development, Migration Studies, International Relations, Law or a related field from an accredited academic institution.
 - ii. **Skills and Experience:**
 - At least 5 years of relevant professional experience in social policy and programme development, preferably with experience in labour market reintegration.
 - Relevant international experience and strong knowledge of labour migration in the Pacific, preferably on reintegration programs or policies.
 - Strong analytical and research skills, with the ability to develop and implement culturally appropriate qualitative research methodologies, conduct comprehensive literature reviews and stakeholder consultations.
 - Excellent command and proficient working ability in English, with excellent drafting and report writing skills.
 - Ability to present information in readily understandable forms, including oral presentations.
 - Demonstrated cultural sensitivity and awareness of Pacific cultures, with the ability to work effectively with individuals from diverse backgrounds.
 - Experience working on Pacific regional socio-economic projects/programmes will be an added advantage.
 - Ability to work on independently, as well as a member of a team with strong planning, organization and time management skills.
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