TITLE OF ASSIGNMENT: Review of the PACER Plus Arrangement on Labour Mobility

DURATION: 60 days

LOCATION: Remote, with travel as required

START DATE (est): August 2023

REPORTING TO: Labour Mobility Specialist, PPIU

I. BACKGROUND

The Arrangement on Labour Mobility (ALM) is an annex to the Pacific Agreement on Closer Economic Relations (PACER) Plus Agreement and was signed in 2017 by the following countries: Australia, Cook Islands, Kiribati, Nauru, New Zealand, Niue, Samoa, Solomon Islands, Tonga, Tuvalu, and Vanuatu.

Paragraph twelve (12) of the ALM provides for an independent evaluation to assess whether the objectives of the Arrangement are being met within five years of its signature. During the 2022 Pacific Labour Mobility Annual Meeting (PLMAM) in Apia, Samoa, Participants of the ALM approved for the independent evaluation of the ALM to be conducted in 2023.

The review process will be supervised by the ALM Advisory Group who will in turn report to the Labour Mobility Working Group (LMWG). The review will be conducted by a panel of experts who will submit a report for approval by the LMWG.

II. OBJECTIVE & SCOPE

1. Objectively evaluate the purpose, objectives and provisions of the ALM against the labour mobility priorities and development needs of participating countries;

2. Consider the role of the ALM in addressing prominent labour mobility issues such as worker protection, brain drain, recognition of qualifications and labour supply management in Pacific labour sending countries;

3. Determine measures to increase the effectiveness of the ALM in enhancing the development benefits and ongoing challenges of labour mobility for Pacific participating countries;

4. Assess the overlaps between the ALM and the chapters of the PACER Plus Agreement and how these can be leveraged to increase the value of the ALM;

5. Consider how the ALM can complement and add value to the Recognized Seasonal Employer (RSE) and the Pacific Australia Labour Mobil (PALM) schemes, noting current reviews and expansions to these Bilateral Labour Migration Agreements;

6. Determine how the ALM can facilitate other labour mobility programmes amongst Participants, including intra-Pacific labour mobility;

7. Consider the parallel General Review of the PACER Plus Agreement and any implications on the ALM.

8. Provide recommendations on improvements to the ALM as informed by objectives 1 - 7

To achieve the above objectives, the review panel must:

1. Undertake desktop research including assessments of other relevant FTAs, Bilateral Labour Migration Agreements, relevant labour mobility research and assessments, international
labor conventions and treaties and arrangements similar to the ALM
2. Conduct country consultations, including informant interviews of High Commissions in Australia and New Zealand and other relevant stakeholders
3. Consider the results of the parallel General Review of the PACER Plus Agreement

III. EXPECTED DELIVERABLES
The Panel will deliver the following outputs, at the times indicated in Section IV:
1. A short Inception Report – including:
   (i) a detailed work plan including a consultation plan;
   (ii) a list of any secondary data to be gathered or identified; and
   (iii) constraints to the assignment with proposed mitigation measures.
2. Draft Report – that meets the objectives of the project and the scope required in Section II. The Panel will discuss the structure of the draft report with the PPIU prior to the drafting process.
3. Presentation of the Draft Report to the 2023 Pacific Labour Mobility Annual Meeting (PLMAM)

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

IV. TIME AND PAYMENT SCHEDULES
The Assignment shall be expected to be completed within a maximum of 60 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.

<table>
<thead>
<tr>
<th>Nr.</th>
<th>Deliverables</th>
<th>Indicative Time Frame (delivered by)</th>
<th>Payment Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Inception Report and Work Plan</td>
<td>Week 1</td>
<td>10%</td>
</tr>
<tr>
<td>2</td>
<td>Draft Report</td>
<td>Week 8</td>
<td>40%</td>
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<tr>
<td>3</td>
<td>Presentation to PLMAM 2023</td>
<td>Week 9</td>
<td>20%</td>
</tr>
<tr>
<td>3</td>
<td>Final Report</td>
<td>Week 12</td>
<td>30%</td>
</tr>
</tbody>
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V. REPORTING:
- The assignment will be supervised by the Labour Mobility Specialist, PPIU
- The panel of consultants are 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 required during the consultancy period to monitor progress and constraints, support required and proposed solutions.

VI. QUALIFICATIONS, SKILLS AND EXPERIENCE REQUIRED OF CONSULTANT
The PPIU is seeking to engage a panel of consultants with expertise in the following areas:
1. Pacific – New Zealand labour mobility
2. Pacific – Australia labour mobility
3. Labour mobility supply management, domestic labour policy and labour market issues in the Pacific
4. Trade in Services, Movement of Natural Persons and Investment in Free Trade Agreements
Each expert can be contracted separately or engaged under one consultancy. They will be required to work as a team to deliver the deliverables listed in Section III. Each consultant is required to have the following qualifications and experience:

i. **Qualifications:**
   - A Postgraduate qualification in Economics, International Trade, Social Sciences or in any other relevant area.

ii. **Skills and Experience:**
   - Excellent knowledge and at least 10 years’ experience in at least one of the four focus areas of expertise
   - Demonstrated experience in research, policy formulation, negotiations and policy implementation in at least one of the four focus areas of expertise would be advantage
   - Familiarity with PACER Plus and the Arrangement on Labour Mobility (ALM)
   - Advanced experience in and knowledge of the ALM participating countries
   - Excellent understanding of Pacific labour mobility stakeholders
   - Excellent command of English (oral and written)
   - Availability to travel internationally, to carry out interviews and lead focus groups discussions
   - Ability to work independently under a well-defined consultancy framework
   - Attention to detail, ability to work in teams, and under tight deadlines