



**PACER Plus**

## **2023 PACIFIC LABOUR MOBILITY ANNUAL MEETING**

**20 - 24 NOVEMBER 2023**

**WARWICK LE LAGON RESORT & SPA**

**PORT VILA, VANUATU**

### **OUTCOMES DOCUMENT**

---

1. The 2023 Pacific Labour Mobility Annual Meeting (PLMAM) was convened on 20-24 November 2023 at the Warwick Le Lagon Resort & Spa in Port Vila, Vanuatu.
2. The five-day proceedings began with the Sustainable Reintegration Workshop on Monday 20<sup>th</sup> – Tuesday 21<sup>st</sup> November, and was chaired by Ms. Soonhwa Yi, Senior Economist, World Bank and Ms. Ashmita Singh, Project Coordinator, International Organisation for Migration (IOM). The Meeting continued on Wednesday 22<sup>nd</sup> November with two closed meetings - the Forum Island Country (FIC) Caucus for Forum Island Countries which are Signatories of the PACER Plus Arrangement on Labour Mobility (ALM), and the inaugural Employer Forum, a closed meeting for New Zealand Recognised Seasonal Employer (RSE) and Pacific Australia Labour Mobility (PALM) scheme employers. The FIC Caucus was chaired by Mr. Joe Pakoa Lui, Director for External Trade, Vanuatu Ministry of Foreign Affairs, International Cooperation & External Trade and the Employer Forum was facilitated by Dr. Charlotte Bedford of the Australian National University (ANU) and Dr. Heather Nunns of Analytic Matters. The fourth day of PLMAM 2023 was the Labour Sending Unit (LSU) and Approved Employer (AE) Conference, chaired by Ms. Angelica Neville, Labour Mobility Technical Officer of the International Labour Organisation (ILO) Pacific office. The 2023 PLMAM proceedings culminated in the Pacific Labour Mobility Dialogue on Friday 24<sup>th</sup> November, which was chaired by the Vanuatu Commissioner for Labour, Ms. Murielle Meltenoven, and co-chaired by Mr. Roy Lagolago, Head of the PACER Plus Implementation Unit (PPIU).
3. The 2023 PLMAM 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 representatives, trade unions, private sector, academia, civil society and representatives from regional and international organisations including the Pacific Islands Forum Secretariat (PIFS), the World Bank, International Labour Organization (ILO), and the International Organization for Migration (IOM). The full list of participants is attached as Annex 1.
4. PLMAM 2023 was officially opened on 20<sup>th</sup> November by the Prime Minister of Vanuatu, Honourable Charlot Salwai. In his opening statement, Honourable Salwai emphasised the importance of well-managed labour mobility programmes to enhancing the development benefits of labour mobility particularly for the Pacific.
5. This Outcomes Document reflects the outcomes of the five-day PLMAM proceedings as confirmed during the Pacific Labour Mobility Dialogue on 24<sup>th</sup> November 2023. In her opening remarks, the Chair reiterated the significance of labour mobility as a development priority for the region and thanked the governments of Australia and New Zealand for the opportunities provided under the PALM and RSE schemes. She emphasised the need for the region to work collectively and collaboratively to address long-standing issues and encouraged the meeting to be solution oriented and to consider ways to better collaborate, coordinate and build on existing best practices and mechanisms.
6. The Outcomes Statements from the FIC Caucus and the Employer Forum, which were integrated into the Pacific Labour Mobility Dialogue agenda, are attached as Annex 2 and 3.

## Adoption of Agenda

7. The meeting adopted the agenda, included as the Day 5 agenda in the PLMAM 2023 Programme, attached as Annex 4.

## Agenda 1: Outcomes of PLMAM 2022

8. The purpose of this agenda item was to update the meeting on progress towards the implementation of the 2022 PLMAM Outcomes.

9. The meeting **noted** the significant achievements of the PPIU in progressing the outcomes of PLMAM 2022 and other labour mobility priorities, noting that the Unit was only established in 2021 and its Labour Mobility Secretariat commenced in 2022.

10. The meeting further **approved** the Implementation Roadmap for Pacific Remittance Data Collection and recognised the importance of addressing constraints to remittances data given the significance of remittances to Pacific economies.

11. The outcomes from the FIC Caucus were presented and the meeting:

- i. **Noted** the integration of labour mobility into the PPIU Monitoring, Evaluation, Learning and Adaptation (MELA) framework and current efforts to develop national level MELA frameworks. The meeting highlighted that this crucial task has been a long outstanding priority for the Pacific and raised concerns with the significant costs associated with MELA particularly in the implementation of national level MELA frameworks and to consider using existing information to form baseline needed.
- ii. **Welcomed** the independent review of the Arrangement on Labour Mobility (ALM) as an opportunity to improve the effectiveness and responsiveness of the ALM to regional and national labour mobility priorities; and noted the interim findings of the Review Panel and the planned circulation of the draft report for comments in December 2023.
- iii. **Noted** the development of the Worker Welfare and Wellbeing Guidelines and the importance of framing the guidelines according to the needs and priorities of Pacific workers, and for these guidelines to in turn inform the worker welfare and wellbeing support provided by labour sending and labour receiving countries. It was further noted that these initiatives should not duplicate existing bilateral programmes provided by Australia and New Zealand.
- iv. **Noted** that existing worker welfare initiatives such as hotlines are underutilised by Pacific workers and that further consultations should be undertaken to understand more effective and conducive approaches.
- v. **Noted** the plans by Australia and New Zealand to jointly develop with countries Cultural Competency Frameworks to build PALM and RSE employers' understanding of Pacific cultural norms. The meeting further recommended the PPIU to undertake further consultations with Pacific labour sending countries to strengthen cultural competency toolkits.
- vi. **Acknowledged** the PPIU's efforts to increase coordination and collaboration with relevant stakeholders including international and regional organizations such as the Pacific Island Forum Secretariat (PIFS), International Organisation for Migration (IOM), International Labour Organization and the World Bank.
- vii. **Noted** the value of including Heads of Missions in New Zealand and Australia in labour mobility forums and consultations.
- viii. **Welcomed** the work by New Zealand on the recognition of Pacific qualifications and the confirmed funding for the New Zealand Qualifications Authority (NZQA) and the Pacific Community's Educational Quality and Assessment Programme (EQAP) to carry out a five-year implementation phase of work with Pacific quality assurance agencies and education departments to enable improved recognition of Pacific qualifications.
- ix. **Noted** the current development of the Superannuation Implementation Plan derived from the Superannuation Roundtable Talanoa in August 2023. FIC Caucus countries emphasised the importance of ensuring priority focus on the reduction or elimination of the tax on the Departing Australian Superannuation Payment (DASP) for PALM scheme workers in Australia, noting that this is provided in legislation and resolution will be contingent on ministerial support.
- x. **Noted** the introduction of a family accompaniment pilot for long-term PALM scheme workers, aimed at addressing concerns about family separation, cognisant that some countries are concerned this

approach may have unintended negative impacts on local communities and extended families. It was noted this initiative would be piloted by Kiribati and Timor Leste and Australia would closely monitor the pilot to inform the design of longer-term policies.

## Agenda 2: Inclusivity of the PLMAM

12. In recognition of the status of PLMAM as the pre-eminent regional forum for labour mobility in the Pacific, the purpose of this agenda was to generate constructive discussions and establish measures to improve the inclusivity of PLMAM.

13. The meeting **recognised** the directive from the 2023 Forum Trade Ministers Meeting (FTMM) and the 2023 Forum Leaders Meeting to adopt an inclusive approach that ensures Parties to the PACER Plus, as well as non-parties, have equal decision-making role on regional labour mobility issues. It was also recognised that while the PLMAM is the regional forum for labour mobility discussions, the 2023 Forum Leaders reaffirmed that the Forum Trade Ministers Meeting, which includes both PACER Plus and non-PACER Plus Parties, remains the principal meeting with oversight on labour mobility in the Pacific. The importance of conveying the PLMAM Outcomes Document to the FTMM, as provided in the ALM, was further emphasised as the critical linkage between the two forums.

14. The meeting **noted** that the PPIU will continue to consult with the non-Signatories to be part of the PACER Plus in line with the current Procedure for the ALM, and further tasked the PPIU to present the outcomes of the consultations with non-Signatories to the Labour Mobility Working Group by March 2024.

15. The outcomes from the FIC Caucus were presented and the meeting:

- i. **Noted** that the decision making in PLMAM is inclusive of PACER Plus and non-PACER Plus Countries. It was clarified that the decision-making forum in PLMAM is the Pacific Labour Mobility Dialogue and that non-ALM Signatories are included in this meeting and have equal voice as ALM Signatories in the discussions and finalisation of priority actions to be reflected in the PLMAM Outcomes Document.
- ii. **Reiterated** that the PLMAM Procedures, which provides for the PLMAM proceedings, affords Signatories of the ALM the right to conduct closed meetings during PLMAM to ensure that their priorities remain at the core of PLMAM deliberations and actions. Accordingly, the meeting reiterated the need for the FIC Caucus to remain a closed meeting for Pacific Signatories of the ALM to discuss the Pacific Labour Mobility Dialogue agenda from a Pacific lens and to establish collective regional positions to be tabled to the Dialogue.
- iii. **Acknowledged** that non-PACER Plus Forum Island Countries, namely the Federated States of Micronesia (FSM), French Polynesia, New Caledonia, Palau and the Republic of the Marshall Islands (RMI) were invited to PLMAM 2023. The PPIU was encouraged to continue to liaise with these countries to encourage their participation in the PLMAM.

## Agenda 3: Interim Report on the Review of the Arrangement on Labour Mobility

16. The ALM provides for an independent evaluation to assess whether the objectives of the Arrangement are being met within five years of its signature. PLMAM 2022 directed for the evaluation to be conducted in 2023 and the review process commenced in August 2023 under the leadership of an expert ALM Review Panel.

17. The meeting **noted** the interim findings on the review of the ALM and further **noted** that a final report with recommendations will be submitted in December 2023.

18. The meeting also noted the request from the FIC Caucus for the following issues to be considered in the final report:

- i. the issue of brain drain given its significance for many Pacific labour sending countries.
- ii. a cost-benefit analysis of countries' participation in labour mobility schemes with due consideration of the high cost of worker mobilisation and whether this warrants the introduction of administrative fees by Labour Sending Units (LSUs).
- iii. ILO's good practices on labour mobility and how these could be incorporated in current labour mobility practices
- iv. recognise climate change and necessary risk management systems and pathways for Pacific labour sending countries.

- v. recognise the different labour mobility governance structures in countries and ensure that ALM country consultations reflect consolidated and definitive whole-of-country input that includes perspectives from all key departments/ministries involved in Pacific labour mobility.
- vi. the significance of intra-pacific labour mobility and for the labour mobility interests and priorities of Niue and Cook Islands are effectively captured in the Review.
- vii. inclusion of a mid-term review in future iterations of the ALM, given the rapidly changing nature of the Pacific labour mobility landscape and the need for the ALM to be responsive to issues and priorities
- viii. how to facilitate reintegration including the development of new business sectors and determining the reintegration support needs of Pacific countries including in skills development.
- ix. funding options for the implementation of the ALM, and a framework to recognise the roles of actors in the Pacific labour mobility ecosystem who are not Parties to the ALM, including employers
- x. proposed text amendments to the ALM.

#### Agenda 4: Creating an enabling environment to increase development gains from labour mobility

19. The ILO presented a reference paper on good labour mobility governance, which was identified as covering the entire labour mobility cycle and goes across both labour receiving and labour sending countries. The key principles of good governance include the:

- i. Protection of the rights of migrant workers and participation;
- ii. Admission policies including responding to labour market requirements;
- iii. Enhancing the development impact of labour mobility;
- iv. Social dialogue and international cooperation; and
- v. Reintegration

20. The outcomes from the FIC Caucus were presented and the meeting:

- i. **Acknowledged** the ongoing support provided by ILO to the Pacific at the national level, and highlighted the need for PPIU to work closely with the ILO to improve standards and outcomes in Pacific labour mobility, not only in labour sending countries but also in receiving countries.
- ii. **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.
- iii. **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. ALM Signatories who are Parties to the ILO should explore the degree to which ILO obligations can address outstanding labour mobility issues.
- iv. **Underscored** the critical role of national regulations and policies in upholding good governance of labour mobility.
- v. **Recognised** the specific challenges for women who want to work and the importance of reducing gender discrimination including due to pregnancy. It was recognised that increasing women's participation requires a concerted effort by all stakeholders in both labour sending and receiving countries and that efforts are currently being made by receiving countries to increase women's participation by offering roles in sectors such as aged care.
- vi. **Highlighted** the importance of ensuring that workers access accurate and culturally appropriate information prior to departure.
- vii. **Emphasised** the importance of partnership and effective collaboration to uphold the principles of good governance. Central to this is the relationship between employers and workers and ensuring that accurate information is shared between these two groups.

#### Agenda 5: Update on labour mobility opportunities

##### 5.1 Update on the RSE and PALM Schemes

- **RSE Update**

21. New Zealand provided an update on the RSE and reiterated their 'next generation' approach to the review of New Zealand's labour mobility programmes with a focus on development, skills and training opportunities, circular opportunities, worker well-being, maximising benefits and mitigation of negative impacts on communities and collective regional responsibility. The meeting noted that the review has recommended a range of improvements particularly in enhancing the scheme's administrative systems and

worker wellbeing, and that the review was noted by Cabinet in September 2023 and officials are to report back in the first half of 2024.

22. The meeting also welcomed New Zealand's introduction of the 10-day sick leave entitlement and the increase in the RSE minimum wage threshold to 10% above the New Zealand minimum wage. The meeting also welcomed the new sector initiatives including in meat processing, seafood processing, construction and care workforce. New Zealand announced the third phases of their two development programmes, Strengthening Pacific Labour Mobility (SPLM) and the RSE Worker Training Programme (RSE WTP), and noted the consultation with Pacific partners on both programmes. The next phases include significant increase in investment, with a focus on increased funding for Liaison Officers, support for mitigating impacts on families at home, reintegration, and greater coordination with Australia including on the In-Country Recruitment Database (IRD). The meeting also welcomed the update on the development of the RSE Cultural Competency Framework, which is proposed to be completed by PLMAM 2024, and noted the progress on the Ola Manuia Framework.

- **PALM Update**

23. Australia provided an update on the PALM scheme and reiterated its objectives of recognising the mutual interest of all participants, supporting the wellbeing of workers and upholding their workplace rights and protections, addressing workforce shortages in Australia when Australian workers are unavailable, and supporting the economic growth of participating countries through employment creation and skills development.

24. The meeting welcomed the AUD440 million investment by Australia to improve the PALM scheme. They further recognised the expansion of PALM to metropolitan locations for selected manufacturing sectors (meat, seafood, fruit and vegetable) and the efforts to enhance worker safeguards including the strengthening of minimum hours, improving transparency of deductions and guaranteeing take home pay, increasing flexibility and worker portability provisions, and the provision of a welfare and wellbeing support person and plan for every worker. The meeting further welcomed Australia's skills development initiative including support for 1,500 PALM scheme workers to obtain formal qualifications (including through the Aged Care Expansion Program), and courses linked to priority sectors for growth in the Pacific and workforce shortages in Australia.

25. The PLF successor program from 2025, the PALM scheme Support Program (PSSP) was noted. The meeting further noted the new design will seek to ensure the scheme: is fit for purpose for countries; builds strong partnerships with all stakeholders; focusses on worker preparation and reintegration; and supports countries to increase worker numbers, including women and under-represented groups, in line with countries' ambitions.

26. The meeting acknowledged Australia's work to develop a Cultural Competency Framework for PALM employers. It further noted the PALM Deed and Guideline requirements for key staff of approved employers and host organisations to demonstrate cultural competence of each country with which they engage, commencing from January 2024.

27. As part of the PALM Update, the Pacific Labour Facility (PLF) also provided an update on the In-Country Recruitment Database (IRD), an initiative of the Australian government to digitally empower sending countries; ensure worker welfare and positive recruitment outcomes; support the sustainable growth of labour mobility; and facilitate monitoring, reporting and continuous improvement for all stakeholders.

28. The outcomes from the FIC Caucus were presented and the meeting also:

- Extended** appreciation to the PALM and RSE employers and recognised that their participation in PLMAM is evidence of their commitment to improving closer collaborations with industries in Australia and New Zealand to address issues and increase mutual benefits.
- Recognised** the importance of wage incentivisation and noted the consultative process adopted by New Zealand.

- iii. **Acknowledged** the immersed Pacific cultural reflections in the New Zealand cultural competency framework aided by the strong cultural ties between the Pacific and New Zealand. The meeting encouraged learnings from the New Zealand example be shared across other regional programs.
- iv. **Emphasised** the importance of ensuring that Cultural Competency Frameworks are representative of all Pacific cultures including Polynesian, Micronesian and Melanesian, with due consideration also of the culture of Australia's first nation peoples and New Zealand Maori.
- v. **Recognised** the positive changes and increased efficiencies brought about by the IRD particularly in improving processes for the mobilisation of workers, data management and the daily processes of the LSUs.
- vi. **Acknowledged** that the security of personal data in the IRD is paramount and encouraged all parties to work together to ensure proper online data protection. It was noted that the IRD design includes significant protection layers, and the system is closely monitored to address risks.
- vii. **Recognised** the need for the IRD to be used across all labour mobility schemes and requested the acceleration of New Zealand's adoption of the IRD for the RSE.

## 5.2 Intra-Pacific Labour Mobility

29. Cook Islands and Niue were formally recognised as labour receiving countries in PLMAM 2022. The purpose of this agenda was to increase awareness of the labour mobility opportunities in these two countries.

30. The meeting **welcomed** the new labour mobility opportunities to Cook Islands and Niue and acknowledged that the relatively higher minimum wage and skills development opportunities in these labour receiving countries exist as key incentives to facilitate intra-Pacific labour mobility.

31. The meeting **noted** the phased approach to the development of the intra-pacific labour mobility schemes to Cook Islands and Niue. They further **noted** the intra-Pacific labour mobility opportunities to Cook Islands and Niue including in the pilot programmes to be conducted in FY2023/2024.

32. The outcomes from the FIC Caucus were presented and the meeting also:

- i. **Recognised** the need for effective coordination of intra-Pacific labour mobility and requested the PPIU to explore potential countries which can supply labour to Niue and Cook Islands.
- ii. **Noted** that the current labour shortage in Cook Islands and Niue stem from their free access to the New Zealand labour market. This effect should be considered by Pacific labour sending countries and efforts should be made to encourage to return, retain and to reintegrate workers to support local development in Pacific countries.
- iii. **Emphasised** the need to streamline processes to ensure conducive conditions are in place before pilot programme commences.
- iv. **Welcomed** the work of the ILO in the assessment of regulatory frameworks in Cook Islands and Niue to inform the development of the intra-Pacific labour mobility strategy for the two countries.

## Agenda 6: Regional labour mobility initiatives – Regional Labour Mobility Strategy

33. The PACER Plus Joint Committee Meeting in May 2023 raised concerns over potential duplications between the ALM and the proposed Regional Labour Mobility Strategy by the Pacific Islands Forum Secretariat (PIFS). The purpose of this agenda item was to receive an update from PIFS on the proposed Strategy.

34. The outcomes from the FIC Caucus were presented and the meeting:

- i. **Noted** the 2023 Pacific Forum Leaders Meeting in November directed the development of Regional Labour Mobility Principles and encouraged the use of existing mechanisms and forums to undertake wide consultations to inform the development of the Principles.
- ii. **Emphasised** the need for regional organisations, including PIFS and PPIU, along with their member countries, to discuss the institutional arrangement for Pacific labour mobility, determine the key roles of each institution and to identify potential synergies and avoid duplication of efforts.
- iii. **Emphasised** the importance of improved collaboration between the PPIU and PIFS to ensure complementarity in their labour mobility initiatives and support to countries.

- iv. **Recognised** the need for PIFS to provide a timeline for the development of the Regional Labour Mobility Principles to aide countries in their preparations for required consultations.
- v. **Acknowledged** the importance of the ALM Review to inform work undertaken by PIFS on labour mobility and noted the value of exploring best practices from other regions and sub-regions.

#### **Agenda 7: Recommendations from the Sustainable Reintegration Workshop and the Labour Sending Unit & Approved Employer Conference**

35. The discussions during the Sustainable Reintegration Workshop on 20-21 November, and the Labour Sending Unit and Approved Employer Conference on 23 November identified a number of possible areas that could be taken forward as priority actions. These will inform further discussion in the Labour Mobility Working Group, namely:

- i. Develop Pacific Guidelines for Sustainable Reintegration
- ii. Acknowledge the commitments from employers outlined in the Employer Forum Outcomes and support coordination towards those commitments including facilitating greater direct engagement between employers and Labour Sending Units
- iii. Develop recommendations to establish minimum standards to protect and improve worker earnings including by reviewing recruitment related costs and deductions
- iv. Develop recommendations to improve worker access to social services and social protection, and increase flexibility to change employers
- v. Review options for improving accommodation with particular consideration of privacy
- vi. Develop options for a rating system for employers in Australia and New Zealand
- vii. Support inclusion of Unions in labour mobility forums and programmes

#### **Agenda 8: Adoption of Host Country and tentative dates for PLMAM 2024**

36. The meeting welcomed and approved the offer by the Australian government to host the 2024 PLMAM.

37. Agreed for the 2024 PLMAM dates to be discussed between Australia and the PPIU and to be approved through the PACER Plus Labour Mobility Working Group

#### **Agenda 9: Other Matters**

38. The meeting agreed for the PLMAM Outcomes Document to be developed out of session.

*PLMAM Secretariat  
24 November 2023*

## Annex 1: 2023 Pacific Labour Mobility Annual Meeting (PLMAM) Participants

In-Person Participants					
Name	Country	Gender	Stakeholder Group	Agency/Organisation	
1	Aaron Jay	New Zealand	Male	Employer	Hortus
2	Abigail Woods	Australia	Female	Employer	Boratto Farms Pty Ltd
3	Adolphe Bani	Vanuatu	Male	Government Official	DOET
4	Afioga Aiono	Samoa	Female	Government Official	Samoa High Commission in Australia
5	Afzal Ali	New Zealand	Male	Government Official	MBIE
6	Ainsley Emmerton	Australia	Female	Employer	Quebec Citrus Pty Ltd
7	Akateni Flora Raukete	Cook Is	Female	Government Official	Ministry of Foreign Affairs & Immigration
8	Akineti Moataake	Kiribati	Female	Country Liaison Officer	Ministry of Employment and Human Resources
9	Alice Soromon	Vanuatu	Female	Workers	Kuwae seasonal worker
10	Alick Jimmy Pakoa	Vanuatu	Male	Workers	Worker
11	Alio.Mautala	Tuvalu	Female	Private Sector	Seasonally workers
12	Alipate Carlile	Australia	Male	Regional/International Organisation	Pacific Islands Council of South Australia
13	Alisi Akosita Polota	Tonga	Female	Government Official	Ministry of Internal Affairs
14	Alisi Holani	Samoa	Female	Secretariat	PPIU
15	Alison Dittmer Croad	New Zealand	Female	Government Official	New Zealand Qualifications Authority
16	Alphie Bani	Vanuatu	Male	Government Official	ESU
17	Amanda Luani	Australia	Female	Employer	Quebec Citrus Pty Ltd
18	Amorette Posini-Danielson	Samoa	Female	Government Official	MFAT
19	Amy Land	Timor Leste	Female	Government Official	Timor-Leste Embassy in Canberra
20	Ana Veikoso	Tonga	Female	Government Official	Ministry of Education and Training
21	Andrew John	Vanuatu	Male	Workers	Worker
22	Ane Fifita	Australia	Female	Government Official	Labour Solutions Australia
23	Angelica Neville	Fiji	Female	Regional/International Organisation	ILO
24	Angelina Reggie	Vanuatu	Female	Workers	Worker
25	Anna Daniel	Vanuatu	Female	Workers	Worker
26	Anna McNicol	Australia	Female	Government Official	Department of Foreign Affairs and Trade (Australia)
27	Anna Niaivia	Vanuatu	Female	Workers	Worker
28	Annette, Leith	Australia	Female	Regional/International Organisation	World Bank
29	Annie David	Vanuatu	Female	Agent	Paradise Seasonal Workers Agency
30	Ansen David	Vanuatu	Male	Workers	KUWAE SEASONAL WORKER
31	Antoine Ravo	Vanuatu	Male	Government Official	Vanuatu Department of Agriculture
32	Armstrong Sam	Vanuatu	Male	Government Official	Department of Biosecurity Vanuatu



33	Ashleigh Bergmann	Australia	Female	Employer	Rock Ridge Farming
34	Ashmita Singh	Australia	Female	Regional/International Organisation	International Organization for Migration
35	Avalon Studt	Papua New Guinea	Female	Government Official	Pacific Labour Facility
36	Aytron Tatui	Niue	Male	Government Official	Department of Finance & Infrastructure
37	Batetaake Tatoa	Kiribati	Female	Government Official	Ministry of Employment and Human Resources
38	Bernardino Pereira	Australia	Male	Country Liaison Officer	Labour Sending Unit (DNEE)
39	Bill Netef	Vanuatu	Male	Workers	Worker
40	Bob Jones Ribauw	Nauru	Male	Government Official	Trade - Department of Foreign Affairs and Trade
41	Bronwyn Sylvie Kalmet	Vanuatu	Female	Private Sector	ETM Consultancy
42	Bryan Tete	Vanuatu	Male	Private Sector	ETM CONSULTANCY
43	Cara Philp	Australia	Female	Others	Pacific Labour Facility
44	Carl de Wiljes	Australia	Male	Employer	Jobs Australia Enterprises Ltd
45	Carolyn Jalal	Australia	Female	Regional/International Organisation	APTC
46	Catherine McIntosh	New Zealand	Female	Government Official	New Zealand Ministry of Foreign Affairs and Trade
47	Charlotte Bedford	New Zealand	Female	Academic	Development Policy Centre, ANU
48	Cherie Boyd	Australia	Female	Government Official	Department of Employment and Workplace Relations
49	Chris Miller	Australia	Male	Regional/International Organisation	World Bank
50	Christian Viegelahn	Fiji	Male	Regional/International Organisation	International Labour Organization (ILO)
51	Christina Hailifu Maoma	Solomon Islands	Female	Government Official	Ministry of Foreign Affairs and External Trade
52	Christine Wabaiat	Vanuatu	Female	Government Official	ESU
53	Christophe Hoke	Vanuatu	Male	Government Official	
54	Clarissa Jeremiah	Nauru	Female	Government Official	Nauru Chamber of Commerce
55	Collinson Tari	Vanuatu	Male	Government Official	ESU
56	Cynthria Moli	Vanuatu	Female	Workers	Worker
57	Dan Dempsey	Vanuatu	Male	Private Sector	Empower SWR
58	Daniel Fily Tepena	Vanuatu	Male	Workers	Worker
59	David Finger	Australia	Male	Employer	Vernview Pty Ltd
60	David Lakisa	Australia	Male	Others	Talanoa Consultancy
61	David Lambukly	Vanuatu	Male	Others	VANUATU QUALIFICATIONS AUTHORITY
62	David Patunvanu	Vanuatu	Male	Government Official	ESU
63	Dero Tawi	Vanuatu	Female	Workers	Worker
64	Desina Woi	Vanuatu	Female	Workers	Worker
65	Distaquaine Tu'ihalamaka	Tonga	Female	Government Official	Ministry of Trade and Economic Development
66	Doan Gambetta	Vanuatu	Male	Private Sector	LAKE Consultants

67	Dominic Naio	Vanuatu	Male	Workers	Worker
68	Donald Tom	Vanuatu	Male	Workers	Worker
69	Donna Clay	Australia	Female	Others	Pacific Labour Facility
70	Dung Doan	Australia	Female	Regional/International Organisation	The World Bank
71	Elisapeta Fa'au	Tonga	Female	Diplomatic representative	DFAT
72	Elizabeth Bebe Iauko	Vanuatu	Female	Agent	Harvest Recruitment Agency (HRA)
73	Elizabeth Hiller	Vanuatu	Female	Workers	Worker
74	Elizabeth Rosemary Hosking	Cook Is	Female	Government Official	Ministry of Internal Affairs
75	Emma Sherwood	New Zealand	Female	Government Official	New Zealand Ministry of Foreign Affairs and Trade
76	Evie Sharman	Australia	Female	Academic	Australian National University
77	Febrianus Do Rego Amaral	Timor Leste	Male	Government Official	Secretary State of Vocational Training and Employment
78	Ferica Manses	Vanuatu	Male	Government Official	
79	Gary Andrew Jones	New Zealand	Male	Employer	Mr Apple Ltd
80	Gavin Stagg	New Zealand	Male	Employer	NZKGI
81	Gaye Shenton	Timor Leste	Female	Government Official	Embassy of the Democratic Republic of Timor-Leste in Canberra
82	Genevieve Griffin-George	New Zealand	Female	Others	PICMI
83	George Firiam	Vanuatu	Male	Workers	Worker
84	George Salā	Australia	Male	Others	Pacific Labour Facility
85	Georgia Noy	Vanuatu	Female	Others	Pacific Labour Facility
86	Gino Kalnpel	Vanuatu	Male	Government Official	DOLES
87	Glenn Sargent	Australia	Male	Employer	Boratto Farms Pty Ltd
88	Gloria Vuti	Vanuatu	Female	Government Official	ESU
89	Goldie John Lusi	Solomon Islands	Male	Government Official	Solomon Islands Tertiary Education and Skills Authority (SITESA)
90	Gus Struthers	New Zealand	Male	Employer	Vinepower
91	Gwen Kalmet Carlot	Vanuatu	Female	Agent	LCV/SSCo
92	Hakaua Harry	Papua New Guinea	Female	Government Official	Papua New Guinea
93	Hamilton Angelin Boe	Vanuatu	Female	Agent	Havutu Seasonal Employment
94	Heather Nunns	New Zealand	Female	Academic	Analytic Matters
95	Helen Kirsch	Fiji	Female	Regional/International Organisation	ILO
96	Helen Uiese-Rimoni	New Zealand	Female	Industry Representative	Horticulture New Zealand
97	Holly Lawton	Australia	Female	Government Official	Department of Foreign Affairs and Trade (Australia)
98	Howard Aru	Vanuatu	Male	Private Sector	Vanuatu Chamber of Commerce and Industry
99	Howard Politini	Fiji	Male	Regional/International Organisation	PIPSO

100	Ida Fuimaono	Samoa	Female	Secretariat	PPIU
101	Ines Almeida	Timor Leste	Female	Diplomatic representative	Embassy of Timor-Leste
102	Iriana Freitas De De Jesus Ximenes	Timor Leste	Female	Diplomatic representative	Flinders University and Embassy of Timor-Leste in Australia
103	Jackson Hewitt	Australia	Male	Employer	JBS Australia
104	Jacqueline Weekers	Australia	Female	Regional/International Organisation	International Organization for Migration
105	Jacqui Day	New Zealand	Female	Employer	Wai-West Horticulture
106	James Tatangis	Vanuatu	Male	Government Official	Ministry of Trade and Commerce
107	Janice Iulavly Saufinia Ashwin	Solomon Islands	Female	Government Official	Ministry of Foreign Affairs and External Trade
108	Jayne Alderton	Australia	Female	Employer	Direct Personnel
109	Jean Lop	Vanuatu	Male	Workers	Worker
110	Jeanette Tanghwa	Vanuatu	Female	Regional/International Organisation	PLF
111	Jean-Pierre Nirua	Vanuatu	Male	Academic	National University of Vanuatu
112	Jeffrey Walua	Papua New Guinea	Male	Government Official	Department of Treasury
113	Jemima Stancombe	Australia	Female	Others	Pacific Labour Facility
114	Jennesa Moli	Vanuatu	Female	Government Official	ESU
115	Jenny Barile	Solomon Islands	Female	Government Official	GOVERNMENT
116	Jenny Boe	Vanuatu	Female	Workers	Worker
117	Jeremy Baker	New Zealand	Male	Others	Muka Tangata People, Food and Fibre Workforce Development Council
118	Jess Saulge	Australia	Female	Employer	MADEC Australia
119	Jill Juma	Vanuatu	Female	Regional/International Organisation	PACIFIC ISLANDS FORUM SECRETARY/MSG SECRETARIAT
120	Jim McKenzie	New Zealand	Male	Government Official	Ministry of Business, Innovation and Employment
121	Jimmy Nipo	Vanuatu	Male	Government Official	Vanuatu High Commission in New Zealand
122	Joana Toara	Vanuatu	Female	Government Official	DOET
123	Joanna Spencer	Vanuatu	Female	Private Sector	Vanuatu Chamber of Commerce and Industry
124	Joao Pedro Soares Da Silva Cruz	Timor Leste	Male	Government Official	Secretary State of Vocational Training and Employment
125	Joe Alick	Vanuatu	Male	Workers	Worker
126	Joe Pakoa Lui	Vanuatu	Male	Government Official	DOET
127	Joe Roqara	Vanuatu	Male	Workers	KUWAE SEASONAL WORKER
128	John Aruhuri	Vanuatu	Male	Private Sector	NATIONAL BANK OF VANUATU
129	John Edwin Terry	Vanuatu	Male	Government Official	
130	John Suran	Vanuatu	Male	Agent	KUWAE SEASONAL EMPLOYMENT AGENT
131	John Terry	Vanuatu	Male	Workers	Agent

132	John Willie	Vanuatu	Male	Workers	Worker
133	Johnlive Solomon	Vanuatu	Male	Workers	Worker
134	Jonathan Saad	Australia	Male	Others	Western Union
135	Jones Ephraim	Vanuatu	Male	Government Official	ESU
136	Jordan Duffy	Australia	Male	Regional/International Organisation	Pacific Labour Facility
137	Josephine Satini	New Zealand	Female	Regional/International Organisation	Pasifika Futures Ltd
138	Josh Gallagher	Australia	Male	Employer	Teys Australia
139	Joyce Ala	Vanuatu	Female	Government Official	ESU
140	Judy Putt	Australia	Female	Academic	Australian National University
141	Julie Jung	Australia	Female	Employer	Whales Regional Workforce Pty Ltd
142	June Rofeta Maenu'u	New Zealand	Female	Country Liaison Officer	Solomon Islands High Commission, New Zealand
143	Kalowi Kaltapang	Vanuatu	Male	Civil Society	Vanuatu Family Health Association
144	Kaltau John	Vanuatu	Male	Government Official	Ministry of Education and Training
145	Kanisha Nimbwen	Vanuatu	Female	Government Official	ESU
146	Karen Morrish	New Zealand	Female	Industry Representative	NZ Apples & Pears Inc.
147	Kate Lee	Australia	Female	Union representative	Union Aid Abroad-APHEDA
148	Kelly Vale	Australia	Female	Employer	Australia Backpacker Central Pty Ltd
149	Kendra Derousseau	Vanuatu	Female	Regional/International Organisation	World Vision Vanuatu
150	Kenia, Parsons	Australia	Female	Regional/International Organisation	The World Bank
151	Kerry McCarthy	Australia	Female	Employer	Harvest Hands Labour
152	Kevin Simon	Vanuatu	Male	Government Official	DOLES
153	Kirstie Petrou	Australia	Female	Academic	Griffith University
154	Kolotia Fotu	Tonga	Female	Government Official	Ministry of Trade & Economic Development
155	Kori Chan	Papua New Guinea	Male	Government Official	Total Waste Management
156	Kristy Ward	Australia	Female	Others	Pacific Labour Facility
157	Kyla Niras	Vanuatu	Female	Government Official	ESU
158	Kylie Taylor	Australia	Female	Employer	nib
159	Lafaele Lupo	New Zealand	Male	Government Official	MBIE
160	Laisiana Tugaga	Samoa	Female	Secretariat	PPIU
161	Lara G Damiani	Vanuatu	Female	Workers	Worker
162	Lealamanu'a Caroline Mareko	New Zealand	Female	Union representative	NZCTU Te Kauae Kaimahi
163	Lee Du Preez	New Zealand	Female	Employer	Southern Cross Horticulture Ltd
164	Leinolo Lakai	Tonga	Female	Government Official	Ministry of Internal Affairs, Government of Tonga
165	Leisande Otto	Vanuatu	Female	Regional/International Organisation	World Bank

166	Leisei Jimmy	Vanuatu	Female	Government Official	ESU
167	Leith Veremaito	Vanuatu	Male	Government Official	Ministry of Internal Affairs, Republic of Vanuatu
168	Lenka Kulhava	New Zealand	Female	Others	Western Union
169	Leslie Faarodo	Australia	Male	Country Liaison Officer	Labour Mobility Unit (LMU), Ministry of Foreign Affairs and External Trade
170	Leslie Vandeputte	Vanuatu	Female	Academic	National University of Vanuatu
171	Levi Alain	Vanuatu	Male	Others	
172	Lewis Brimblecombe	Australia	Male		Pacific Labour Facility
173	Linda Arukelana	Vanuatu	Female	Government Official	ESU
174	Lindsey Dabwido	Nauru	Female	Government Official	Labour Mobility Division / Department of Foreign Affairs and Trade
175	Lindy Kanan	Australia	Female	Academic	University of the Sunshine Coast   Australian National University
176	Loretta Sherman	Australia	Female	Employer	Australia Regional & Remote Community Services
177	Losalinda Tari	Vanuatu	Male	Government Official	DOET
178	Lui Mario	Fiji	Male	Government Official	Ministry of Employment
179	Lynette Wessel	Australia	Female	Country Liaison Officer	Labour Mobility Unit (LMU), Treasury PNG
180	Mahanam Bhattacharjee Mithun	Vanuatu	Male	Regional/International Organisation	International Labour Organization [ILO ]
181	Maite de Muller	Australia	Female	Regional/International Organisation	IOM
182	Malachi Ishmael	Vanuatu	Male	Workers	Worker
183	Malcolm Howard	New Zealand	Male	Employer	Fruition Horticulture
184	Manaema Saitala	Tuvalu	Female	Government Official	Government of Tuvalu
185	Manu Carl Neil Jones	Vanuatu	Male	Union representative	UWU
186	Manufolau Daniel Urai	Fiji	Male	Regional/International Organisation	PICTU
187	Marcel Biever	New Zealand	Male	Employer	Vinepower
188	Marie Jeanne	Vanuatu	Female	Workers	KUWAE SEASONAL EMPLOYEE
189	Marie Namaka	Vanuatu	Female	Government Official	
190	Marie Noelle	Vanuatu	Female	Employer	ESU
191	Mario Marinelli	Australia	Male	Employer	Whales Regional Workforce
192	Mark Kaiser	Australia	Male	Others	Australia Backpacker Central
193	Mathea Roorda	New Zealand	Female	Private Sector	ALM Review Panel
194	Matt Withers	Australia	Male	Academic	Australian National University
195	Mayline Tokataam	Vanuatu	Female	Workers	Worker
196	McKenzie Kalotiti	Vanuatu	Female	Government Official	Consulate General of the Republic of Vanuatu
197	Melania Baba	New Zealand	Female	Country Liaison Officer	Fiji High Commission and RSE Country Representative in NZ
198	Melissa Denning	Australia	Female	Employer	APLA

199	Michael Fryszter	Australia	Male	Employer	Connect Group M.D / A.E.A Board member
200	Michael Jay	New Zealand	Male	Employer	Hortus
201	Michael Ligo	Vanuatu	Male	Secretariat	Pacer Plus
202	Michael Rogers	Australia	Male	Employer	Teys Australia
203	Minnie Bani	Vanuatu	Female	Government Official	ESU
204	Miranda Preece	Australia	Female	Government Official	Department of Employment and Workplace Relations (DEWR)
205	Mitchael Curtis	Australia	Male	Employer	King's Farms
206	Morgan Mougavalu	Niue	Male	Government Official	Customs / Ministry of Finance and Planning, Niue Government
207	Mosese Tamanikaiverata	Fiji	Male	Private Sector	Pasifika Australia Care
208	Muliufi Nickel	Samoa	Male	Government Official	Ministry of Commerce, Industry and Labour
209	Murielle Meltenoven	Vanuatu	Female	Government Official	DOL
210	Nadia Kanegai	Vanuatu	Female	Private Sector	Nabawan General Consultancy Services
211	Nadine, Tunley	New Zealand	Female	Industry Representative	Horticulture New Zealand
212	Nancy Jacob	Vanuatu	Female	Private Sector	VSWR
213	Naomi Sisi	Vanuatu	Female	Government Official	DOET
214	Natalie Cohen	Australia	Female	Government Official	Department of Foreign Affairs and Trade (Australia)
215	Natasha Turia-Moka	Australia	Female	Academic	Department of Pacific Affairs – Australian National University
216	Naylene Nicolosi	Vanuatu	Female	Others	Pacific Labour Facility
217	Nick Bibby	New Zealand	Male	Employer	Thornhill
218	Nick, Venables	Vanuatu	Male	Academic	APTC
219	Nicola Crennan	New Zealand	Female	Industry Representative	NZ Winegrowers
220	Nido Teate	Kiribati	Male	Private Sector	Nil
221	Nilim Baruah	Thailand	Male	Regional/International Organisation	International Labour Organization
222	Nissara Spence	Australia	Female	Regional/International Organisation	IOM
223	Noah Patrick Kouback	Vanuatu	Male	Regional/International Organisation	PIFS
224	Noel Kalo	Vanuatu	Male	Government Official	Department of Industry
225	Noel Vari	Vanuatu	Male	Government Official	Reserve Bank of Vanuatu
226	Noeline Bangalulu	Vanuatu	Female	Agent	Paradise Seasonal Workers Agency
227	Oikoumene Maualaivao-Chan Tung	New Zealand	Female	Government Official	MBIE
228	Olive Taurakoto	Vanuatu	Female	Government Official	Department of Foreign Affairs and Trade (DFAT) - Port Vila Post
229	Olivia Johnson	New Zealand	Female	Country Liaison Officer	Vanuatu Labour Department
230	Olivia Phongkham	Samoa	Female	Secretariat	PPIU
231	Pacco Lionel Siri	Vanuatu	Male	Government Official	Ministry of Justice and Community Services

232	Palipa Lauti	New Zealand	Female	Country Liaison Officer	Tuvalu High Commission
233	Patrice Kauatonga	Australia	Male	Country Liaison Officer	Vanuatu DOL
234	Patrick Fitzgibbon	New Zealand	Male	Government Official	New Zealand Ministry of Foreign Affairs and Trade
235	Paul Aso Simeona Teasi	Tuvalu	Male	Government Official	Ministry of Fisheries and Trade
236	Paul Elisala	Tuvalu	Male	Government Official	Department of Labour
237	Paul Pio	Vanuatu	Male	Government Official	Vanuatu Department of Tourism
238	Pauline Siasau	Tonga	Female	Government Official	Ministry of Trade and Economic Development
239	Penny Roberts	Timor Leste	Female	Diplomatic representative	Australia Department of Foreign Affairs & Trade
240	Peregrina Maria Duarte Sarmiento	Timor Leste	Female	Government Official	Secretary Estate of Vocational Training and Employment
241	Petsyio Taware Koau	Tuvalu	Female	Government Official	Department of Immigration/ Government of Tuvalu
242	Pierrette Henry	Vanuatu	Male	Workers	Worker
243	Pita Falaise Akauola	New Zealand	Male	Country Liaison Officer	Liaison Officer
244	Pita Foliaki	Australia	Male	Country Liaison Officer	Vanuatu DOL
245	Rachel Fanguna	Australia	Female	Regional/International Organisation	Pacific Islands Council of South Australia
246	Rachel Richardson	Vanuatu	Female	Regional/International Organisation	Market Development Facility
247	Rafael Moeaki	Tonga	Male	Government Official	Ministry of Trade and Economic Development
248	Raymond Vuti	Vanuatu	Male	Government Official	Vanuatu Foreign Investment Promotion Agency
249	Rebecca Amwano	Nauru	Female	Government Official	Labour Mobility Division, Department of Foreign Affairs & Trade
250	Rebecca Fisher	New Zealand	Female	Industry Representative	Horticulture New Zealand
251	Renaud Bulevu	Vanuatu	Male	Government Official	ESU
252	Rexley Donald	Vanuatu	Male	Government Official	ESU
253	Richard Bedford	New Zealand	Male	Academic	University of Waikato
254	Richard Edwin	Vanuatu	Male	Private Sector	Vanuatu National Provident Fund
255	Richie John	Vanuatu	Male	Private Sector	Vanuatu Skills Partnership
256	Ricky Makani	Niue	Male	Government Official	Department of Finance & Infrastructure
257	Robert Sisilo	Solomon Islands	Male	Diplomatic representative	Solomon Islands High Commission
258	Robin Singh	New Zealand	Male	Employer	JCR services limited
259	Rochelle Bailey	Australia	Female	Academic	Department of Pacific Affairs, ANU
260	Roderick Aiong	Vanuatu	Male	Private Sector	KlickEx Pacific Ltd
261	Rodney Prestia	Australia	Male	Employer	ICOMPLY Horticultural Compliance and Labour
262	Rose Namoori Sinclair	New Zealand	Female	Private Sector	ALM Review Panel
263	Roslyn Lakeleo	Vanuatu	Female	Private Sector	LAKE Consultants
264	Roy Lagolago	Samoa	Male	Secretariat	PPIU
265	Ruben Bakeo Markward	Vanuatu	Male	Academic	Emalus Campus, The University of the South Pacific

266	Ruth, Pehbu-Hubscher	New Zealand	Female	Government Official	New Zealand Ministry of Foreign Affairs and Trade
267	Ryan Kinder	Australia	Female	Government Official	Department of Foreign Affairs and Trade (Australia)
268	Sabrina Brick	Australia	Female	Employer	Mackays Group
269	Sachindra Singh	Fiji	Male	Regional/International Organisation	IOM
270	Saga Selsby	Australia	Male	Employer	Crewe Sharp
271	Sairusi Tabualevu	Australia	Male	Country Liaison Officer	Ministry of Employment, Productivity and Industrial Relations
272	Sam Foley	New Zealand	Male	Government Official	Ministry of Business, Innovation and Employment
273	Samson Sam	Vanuatu	Male	Workers	Worker
274	Samson Vilvil Fare	Vanuatu	Male	Government Official	Vanuatu High Commission in Australia
275	Sandrina Ileen Iatika	Vanuatu	Female	Agent	KR YUMI GROW RECRUITMENT AGENCY
276	Sandy Fallows	New Zealand	Female	Employer	Seeka Limited
277	Sandy Scarrow	New Zealand	Female	Others	Vakameasina
278	Saphina Ngwele	Vanuatu	Female	Government Official	ESU
279	Sarah James	Vanuatu	Female	Workers	Worker
280	Sascha Piggott	Fiji	Female	Others	Pacific Labour Facility
281	Serah Linore Tari	Vanuatu	Female	Vanuatu Participants	V-LAB
282	Seruwaia Bavai	Fiji	Female	Government Official	Ministry of Employment, Productivity & Industrial Relations, Fiji
283	Shelley Aitken	New Zealand	Female	Employer	Seeka Limited
284	Sherolyn Galomule	Australia	Female	Employer	Sherolyn's Fancylicious cakes
285	Simione Tavoia	Vanuatu	Male	Government Official	DOLES
286	Simon Jones	New Zealand	Male	Employer	Mt Beautiful Wines
287	Simon McCarthy	Australia	Male	Employer	Harvest Hands Labour
288	Sisimoka Laufoli	Niue	Female	Government Official	Secretariat Niue Public Service Commission
289	Sonia Maria Da Silva	Timor Leste	Female	Diplomatic representative	Embassy of the Democratic Republic of Timor-Leste in Canberra
290	Sonny Kalman	Vanuatu	Male	Workers	Worker
291	Soonhwa Yi	USA	Female	Regional/International Organisation	World Bank
292	Sophy Nelson	Samoa	Female	Secretariat	PPIU
293	Sovaia Marawa	Vanuatu	Female	Regional/International Organisation	Melanesian Spearhead Group (MSG)
294	Stephanie K	Vanuatu	Female	Workers	Worker
295	Stephen Burdette	Australia	Male	Employer	Approved Employers of Australia Ltd
296	Stephen Green	Papua New Guinea	Male	Private Sector	Sustainability Manager
297	Stephen Stephens	Vanuatu	Male	Agent	Harvest Recruitment Agency (HRA)
298	Steve Wells	Vanuatu	Male	Workers	Worker



299	Susan Finger	Australia	Female	Employer	Approved Employers of Australia
300	Tabitha Collins	Australia	Female	Employer	Costa Group / AgriExchange
301	Takalo Otto	Vanuatu	Male	Government Official	ESU
302	Tangianau Vainenooapii	Cook Is	Female	Government Official	Ministry of Foreign Affairs & Immigration
303	Tangiroa Chere Arthur	Cook Is	Female	Government Official	Ministry of Foreign Affairs and Immigration
304	Tania Einam	Australia	Female	Employer	Quebec Citrus Pty Ltd
305	Tania George	New Zealand	Female	Employer	Seeka Limited
306	Tanya Pouwhare	New Zealand	Female	Industry Representative	New Zealand Ethical Employers (NZEE)
307	Taofi Teueli Akeripa	Samoa	Female	Others	Ministry of Education
308	Tayla Mackay	Australia	Female	Employer	Mackays Group
309	Teaiaki Koa	New Zealand	Male	Country Liaison Officer	Kiribati Liaison Officer to New Zealand
310	Tekotaake Keariki	Kiribati	Female	Government Official	Ministry of Employment and Human Resource
311	Theirry Christelle	Vanuatu	Male	Workers	Worker
312	Thomas Rex Tandak	Vanuatu	Male	Workers	Worker
313	Thomas Walker	Australia	Male	Regional/International Organisation	World Bank
314	Tim Harbison	Fiji	Male	Regional/International Organisation	APTC
315	Tofilau Lae Siliva	Samoa	Male	Government Official	Ministry of Finance
316	Tom Inglis	Australia	Male	Employer	Direct Personnel
317	Tomasi Peni	New Zealand	Male	Country Liaison Officer	Samoa Ministry of Commerce Industry and Labour
318	Torika Kalman	Vanuatu	Female	Civil Society	V-Lab Vanuatu
319	Tracey Lunabek	Vanuatu	Female	Government Official	ESU
320	Tukini Tavui	Australia	Male	Civil Society	Pacific Islands Council of South Australia (PALM Community Connection Partner)
321	Tulia Wanemut	Vanuatu	Female	Vanuatu Participants	UWU
322	Tupa'i Peter Peilua	Samoa	Male	Government Official	Samoa Qualification Authority
323	Tupe Tagomoa-Isara	Samoa	Female	Government Official	Samoa Qualifications Authority
324	Tusitala Sua	Australia	Male	Country Liaison Officer	Labour and Employment and Export Programme (LEEP) Division, Ministry of Finance
325	Udoy Saikia	Australia	Male	Academic	Flinders University, Australia
326	Utufa'asisili Rosemary Mose	New Zealand	Female	Government Official	New Zealand Qualifications Authority
327	Venus Sooula Tupai	Samoa	Female	Government Official	Ministry of Commerce Industry and Labour
328	Vernalise Botleng	Vanuatu	Female	Government Official	ESU
329	Viliami Tupou	Australia	Male	Country Liaison Officer	Tonga Ministry of Internal Affairs
330	Vincenzo Vinci	Australia	Male	Regional/International Organisation	World Bank
331	Violet Jessica Simon	Vanuatu	Female	Regional/International Organisation	ILO
332	Viranria Brown	Vanuatu	Female	Government Official	Vanuatu Government

333	Walter Alatoa	Vanuatu	Male	Agent	Crasborn Fresh Harvest
334	Wame Valentine	Samoa	Male	Secretariat	PPIU
335	Wilfred Dovo	Vanuatu	Male	Private Sector	WD Consultancy
<b>Virtual Participants</b>					
336	Benjamin McCafferty	Australia	Male	Government Official	Department of Agriculture and Fisheries (Queensland)
337	Andrew McGlashan	Australia	Male	Government Official	Department of Agriculture and Fisheries
338	Jiyoung Lee	Australia	Female	Employer	Patane Produce (WA) Pty Ltd
339	Erika Antia	Australia	Female	Employer	Rombola Family Farms
340	Svitlana Mozghova	Australia	Female	Employer	LMB Farming Admin Pty Ltd
341	Peter John Davis	Australia	Male	Employer	Jobs Australia Enterprises
342	Sheila Arsolon	Australia	Female	Employer	Harvey Industries Group Pty Ltd
343	Patricia Treasure	Australia	Female	Employer	LJM Produce Pty Ltd
344	Aytron Tatui	Niue	Male	Government Official	Ministry of Finance
345	Yvonne Underhill-Sem	New Zealand	Female	Academic	University of Auckland
346	Roi Burnett	New Zealand	Female	Academic	The University of Auckland
347	Tristein Zutu	Solomon Islands	Male	Regional/International Organisation	PACER Plus Implementation Unit
348	Imogen Nicholls	Australia	Female	Regional/International Organisation	International Organization for Migration
349	Etsuko Inoue	Australia	Female	Regional/International Organisation	IOM
350	Rev Haloti Kailahi	Australia	Male	Private Sector	Pacific One Solution
351	Aaron Dixon	Australia	Male	Regional/International Organisation	Pacific Labour Facility
352	Barnabas Boe	Vanuatu	Male	Others	Havutu Seasonal Employment
353	Thilak Mallawaarachchi	Australia	Male	Academic	The University of Queensland
354	Shabbir Ahmad	Australia	Male	Academic	The University of Queensland
355	Dino Rizzato	Australia	Male	Employer	Rizzco Services Pty Ltd
356	Olivia Rizzato	Australia	Female	Employer	Rizzco Services Pty Ltd
357	Angie Pill	Australia	Female	Employer	Rizzco Services Pty Ltd
358	David Power	Australia	Male	Employer	Jobs Australia Enterprises
359	Megan Louise Roth	Australia	Female	Employer	Novacott Downs Pty Ltd
360	Melissa and Richard McGruddy	Australia	Female	Employer	Queensland Berries
361	Tracy Artiach	Australia	Female	Employer	Manbulloo Management Pty Ltd
362	Laurence Burt	Australia	Male	Employer	MADEC
363	Andrew Coldbeck	Australia	Male	Employer	ADCO Holdings Pty Ltd
364	Kathy Jackson	New Zealand	Female	Employer	Vine First Ltd
365	Carl Jackson	New Zealand	Male	Employer	Vine First Ltd

## ANNEX 2:



PACER Plus

### FIC LABOUR MOBILITY CAUCUS

2023 PACIFIC LABOUR MOBILITY ANNUAL MEETING

22 NOVEMBER 2022

WARWICK LE LAGON RESORT & SPA

PORT VILA, VANUATU

1. The 2023 FIC Labour Mobility Caucus was convened on 22 November 2023 at the Warwick Le Lagon Resort in Port Vila, Vanuatu.
2. The Caucus was held as part of the 2023 Pacific Labour Mobility Annual Meeting (PLMAM) and chaired by the Director of External Trade, Vanuatu Ministry of Foreign Affairs, International Cooperation and External Trade Mr Joe Pakoa, and co-chaired by the Head of the PACER Plus Implementation Unit, Mr Roy Lago Lago.
3. The meeting was closed for Signatories of the PACER Plus Arrangement on Labour Mobility. It was attended by the Cook Islands, Kiribati, Nauru, Niue, Samoa, Solomon Islands, Tonga, Tuvalu, and Vanuatu. The full list of participants is at Annex 1.

#### Adoption of Agenda

4. The FIC Caucus adopted the agenda, Annex 2 to this Statement.

#### Outcomes of PLMAM 2022

5. The meeting **noted** the significant achievements of the PPIU in progressing the outcomes of PLMAM 2022 and other labour mobility priorities, noting that the Unit was only established in 2021 and its Labour Mobility Secretariat commenced in 2022.
6. The meeting further **approved** the Implementation Roadmap for Pacific Remittance Data Collection and recognised the importance of addressing constraints to remittances data given the significance of remittances to Pacific economies.
7. The meeting also:
  - i. Noted the integration of labour mobility into the PPIU Monitoring, Evaluation, Learning and Adaptation (MELA) framework and current efforts to develop national level MELA frameworks. The meeting highlighted that this crucial task has been a long outstanding priority for the Pacific and raised concerns with the significant costs associated with MELA particularly in the implementation of national level MELA frameworks and to consider using existing information to form baseline needed.
  - ii. Welcomed the independent review of the Arrangement on Labour Mobility (ALM) as an opportunity to improve the effectiveness and responsiveness of the ALM to regional and national labour mobility priorities. Noted the interim findings of the Review Panel and anticipate the circulation of the draft report for comments in December 2023.
  - iii. Noted the development of the Worker Welfare and Wellbeing Guidelines and the importance of framing the guidelines according to the needs and priorities of Pacific workers, and for these guidelines to in turn inform the worker welfare and wellbeing support provided by labour sending and labour receiving countries.
  - iv. Noted that existing worker welfare initiatives such as hotlines are underutilised by Pacific workers and that further consultations should be undertaken to understand more effective and conducive approaches.

- v. Noted the bilateral undertakings by Australia and New Zealand to jointly develop with countries Cultural Competency Frameworks to build PALM and RSE employers' understanding of Pacific cultural norms.
- vi. The meeting further recommended the PPIU to undertake further consultations with Pacific labour sending countries to improve existing cultural competency toolkits.
- vii. Acknowledged the PPIU's efforts to increase coordination and collaboration with relevant stakeholders including regional organisations such as the Pacific Island Forum Secretariat (PIFS), ILO, World Bank and IOM.
- viii. Noted that Heads of Missions in New Zealand and Australia should also be included in labour mobility forums and consultations.
- ix. Welcomed the commitment by New Zealand to the recognition of Pacific qualifications and the confirmed funding for the New Zealand Qualifications Authority (NZQA) and the Pacific Community's Educational Quality and Assessment Programme (EQAP) to carry out a five-year implementation phase of work with Pacific quality assurance agencies and education departments to enable improved recognition of Pacific qualifications.
- x. Noted the current development of the Superannuation Implementation Plan derived from the Superannuation Roundtable Talanoa in August 2023, and emphasised the importance of ensuring priority focus on the reduction or elimination of the 35% tax on superannuation tax for PALM workers in Australia.
- xi. Highlighted concerns relating to the family accompaniment initiative by Australia, to support PALM long-term workers. It is important to recognise that workers and their families are economic and cultural agents in their local communities and their extended absence will have significant negative impacts on extended families, and the fabric and economies of Pacific societies.

#### Inclusivity of the PLMAM

8. The meeting reiterated the principles outlined in the PLMAM Procedures which affords Signatories of the ALM the right to conduct closed meetings during PLMAM to ensure that their priorities remain at the core of PLMAM deliberations and actions.
9. The meeting further noted that the decision making in PLMAM is inclusive of PACER Plus and non-PACER Plus Countries. It was clarified that the decision-making forum in PLMAM is the Pacific Labour Mobility Dialogue and that non-ALM Signatories are included in this meeting and have equal voice as ALM Signatories in the discussions and finalisation of priority actions to be reflected in the PLMAM Outcomes Document. The FIC Caucus, as provided in the PLMAM Procedures, is an opportunity for Pacific Signatories of the ALM to discuss the Pacific Labour Mobility Dialogue agenda from a Pacific lens and to establish collective regional positions to be tabled to the Dialogue.
10. Accordingly, the participants proposed the replacement of the recommendations with the following: *"Note that the PPIU will continue to consult with the non-Signatories to be part of the PACER Plus in line with the current Procedure for the ALM. Task the PPIU to present the outcomes of the consultations with non-Signatories to the Labour Mobility Working Group by March 2024."*
11. The meeting also raised the following issues:
  - i. It is important to recognise the directive from the 2023 Forum Trade Ministers Meeting (FTMM) and the 2023 Forum Leaders Meeting to adopt an inclusive approach that ensures Parties to the PACER Plus, as well as non-parties, have equal decision-making role on regional labour mobility issues.
  - ii. Further consultations should be undertaken to encourage Pacific non-PACER Plus countries to sign on to the PACER Plus.
  - iii. Acknowledged that non-PACER Plus Forum Island Countries were invited to PLMAM 2023. There is a need for the PPIU to continue to liaise with these countries to encourage their participation in the PLMAM.

#### Increasing the effectiveness of the Arrangement on Labour Mobility – Report on the Review of the Arrangement on Labour Mobility

12. The meeting **noted** the interim findings on the Review of the ALM and further **noted** that the draft report for the Review will be circulated to Members for feedback, in December 2023.

13. The meeting also raised the following issues:
- i. Importance of addressing the issue of brain drain in the Review given its significance for many Pacific labour sending countries.
  - ii. Need to also undertake a cost-benefit analysis of countries' participation in labour mobility schemes and to take into account the high costs of mobilisation and whether this warrants the introduction of administrative fees by Labour Sending Units (LSUs).
  - iii. Need to further explore ILO's good practices on labour mobility and incorporate them in current labour mobility structures
  - iv. Highlighted the importance of recognising climate change and necessary risk management systems and pathways for Pacific labour sending countries.
  - v. Emphasised the need to recognise the labour mobility governance structures in labour receiving countries and to ensure that all key departments involved in Pacific labour mobility are included in the ALM Review consultations.
  - vi. Reiterated the significance of intra-pacific labour mobility and for the labour mobility interests and priorities of Niue and Cook Islands are effectively captured in the Review.

### **Creating an enabling environment to increase development gains from labour mobility**

14. The meeting:
- i. 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.
  - ii. 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. Given that many ALM Signatories are Parties to the ILO, it is crucial that they further explore the full utilisation of ILO obligations to address outstanding labour mobility issues.
  - iii. Underscored the critical role of national regulations and policies in upholding good governance of labour mobility.
  - iv. Highlighted the need for PPIU to work closely with the ILO to uphold labour standards in Pacific labour mobility, not only in labour sending countries but also in receiving countries.
  - v. Recognised that some countries face declining employment opportunities for women thus raising the importance of increasing labour mobility opportunities for women and ensuring that discrimination against women due to pregnancy are addressed.

### **Update on labour mobility opportunities**

#### **5.1 Update on the RSE and PALM Schemes**

15. The Caucus focused its deliberations on the In-Country Recruitment Database (IRD) sponsored by the Government of Australia. Participants recognised the positive changes and increased efficiencies brought about by the IRD particularly in improving processes for the mobilisation of workers, data management and the daily processes of the Labour Sending Units.
16. The meeting further recognised that the security of personal data in the IRD is paramount and encourage all parties to work together to ensure proper online data protection.
17. The meeting also:
- i. Recognised the need for the IRD to be used across all labour mobility schemes and requested the acceleration of New Zealand's adoption of the IRD for the RSE
  - ii. Emphasised the need to facilitate access and usage of the IRD by stakeholders involved in the operational management of labour mobility including Country Liaison Officers and Employers
  - iii. Concerns were raised around some issues arising in the past couple of months on old recruitment plans being submitted and the delay in approval response.

#### **5.2 Intra-Pacific Labour Mobility**

18. The meeting welcomed the new labour mobility opportunities to Cook Islands and Niue and acknowledged that the relatively higher minimum wage and skills development opportunities in these labour receiving countries exist as key incentives to facilitate intra-Pacific labour mobility.

19. The meeting noted the phased approach to the development of the intra-pacific labour mobility schemes to Cook Islands and Niue. They further noted the intra-Pacific labour mobility opportunities to Cook Islands and Niue including in the pilot programmes to be conducted in FY2023/24.
20. The meeting also:
  - i. Recognised the need for effective coordination of intra-Pacific labour mobility and requested the PPIU to explore potential countries which can supply labour to Niue and Cook Islands
  - ii. Noted that the current labour shortage in Cook Islands and Niue stem from their free access to the New Zealand labour market. This effect should be considered by Pacific labour sending countries and efforts should be made to encourage reintegration of workers to support local development in Pacific countries.
  - iii. Emphasize streamlining the processes to ensure mechanisms are in place in the intra labour mobility pilot countries; Cook Islands and Niue before pilot programme commences.

#### **Regional labour mobility initiatives – Regional Labour Mobility Strategy**

21. The meeting raised the following issues:
  - i. The 2023 Pacific Forum Leaders Meeting directed the development of Regional Labour Mobility Principles. Accordingly, the focus of the PIFS should be on the development of a cohesive methodology for the development of these Principles.
  - ii. The FIC Caucus and PLMAM may not be the appropriate forum to discuss and establish principles. PIFS should undertake wide consultations to inform the development of the guiding principles directed by Forum Leaders
  - iii. Emphasis was given to the need for regional organisations, including PIFS and PPIU, to effectively discuss and establish the institutional arrangement for Pacific labour mobility and determine the key roles of each institution so as to identify potential synergies and avoid duplication of efforts.
  - iv. Emphasised the importance of improved collaboration between the PPIU and PIFS to ensure complementarity in their labour mobility initiatives and support to countries.

*PLMAM Secretariat  
22 November 2023*

**Annex 1: 2023 FIC Caucus Participant List**

<b>Country</b>	<b>Name</b>	<b>Agency/Organisation</b>
Cook Is	Tangiroa Chere Arthur	Ministry of Foreign Affairs and Immigration
Cook Is	Elizabeth Rosemary Hosking	Ministry of Internal Affairs
Cook Is	Tangianau Vainenooapii	Ministry of Foreign Affairs & Immigration
Cook Is	Akateni Flora Raukete	Ministry of Foreign Affairs & Immigration
Kiribati	Batetaake Tatoa	Ministry of Employment and Human Resources
Kiribati	Tekotaake Keariki	Ministry of Employment and Human Resource
Kiribati	Akineti Moataake	Kiribati Country Liaison Officer to Australia
Kiribati	Teaiaki Koae	Kiribati Liaison Officer to New Zealand
Nauru	Rebecca Amwano	Labour Mobility Division, Department of Foreign Affairs & Trade
Nauru	Bob Jones Ribauw	Trade - Department of Foreign Affairs and Trade
Niue	Morgan Mougavalu	Customs / Ministry of Finance and Planning, Niue Government
Niue	Aytron Tatui	Department of Finance & Infrastructure
Niue	Sisimoka Laufoli	Secretariat Niue Public Service Commission
Niue	HE Ricky Makani	Department of Finance & Infrastructure
Samoa	HE Aiono Enari Petana	Samoa High Commission to Australia
Samoa	Tupa'i Peter Peilua	Samoa Qualification Authority
Samoa	Amorette Posini-Danielson	MFAT
Samoa	Venus Sooula Tupai	Ministry of Commerce Industry and Labour
Samoa	Tofilau Lae Siliva	Ministry of Finance
Samoa	Muliufi Nickel	Ministry of Commerce, Industry and Labour
Samoa	Tupe Tagomoa-Isara	Samoa Qualifications Authority
Samoa	Tomasi Peni	Samoa Country Liaison Officer in New Zealand
Samoa	Tusitala Sua	Samoa Country Liaison Officer in Australia
Solomon Islands	HE Robert Sisilo	Solomon Islands High Commission
Solomon Islands	Jenny Barile	GOVERNMENT
Solomon Islands	June Rofeta Maenu'u	Solomon Islands High Commission, New Zealand
Solomon Islands	Christina Hailifu Maoma	Ministry of Foreign Affairs and External Trade
Solomon Islands	Goldie John Lusi	Solomon Islands Tertiary Education and Skills Authority (SITESA)
Solomon Islands	Janice Iulavly Saufinia Ashwin	Ministry of Foreign Affairs and External Trade
Tonga	Distaquaine Tu'ihalamaka	Ministry of Trade and Economic Development
Tonga	Kolotia Fotu	Ministry of Trade & Economic Development
Tonga	Alisi Akosita Polota	MINISTRY OF INTERNAL AFFAIRS
Tonga	Pauline Siasau	Ministry of Trade and Economic Development
Tonga	'Ana Veikoso	Ministry of Education and Training
Tonga	Leinolo Lakai	Ministry of Internal Affairs, Government of Tonga
Tonga	Rafael Moeaki	Ministry of Trade and Economic Development
Tonga	Viliami Tupou	Tonga Ministry of Internal Affairs
Tonga	Pita Falaise Akauola	Liaison Officer
Tuvalu	Palipa Lauti	Tuvalu High Commission in New Zealand
Tuvalu	Manaema Saitala	Government of Tuvalu
Tuvalu	Petsyio Taware Koau	Department of Immigration/ Government of Tuvalu
Tuvalu	Paul Aso Simeona Teasi	Ministry of Fisheries and Trade
Tuvalu	Paul Elisala	Department of Labour
Vanuatu	Joe Pakoa Lui	DOET
Vanuatu	Murielle Meltenoven	DOL
Vanuatu	HE Samson Vilvil Fare	Vanuatu High Commission in Australia

Vanuatu	Leisei Jimmy	ESU
Vanuatu	David Lambukly	Vanuatu Qualifications Authority
Vanuatu	Olivia Johnson	Vanuatu Labour Department
Vanuatu	Patrice Kauatonga	Vanuatu DOL
Vanuatu	Pita Foliaki	Vanuatu DOL

## Annex 2: PLMAM 2023 FIC Caucus Agenda

<b>Day 3: 22 Nov</b>	<b>Chair:</b> Joe Pakoa Lui, Director for External Trade, Vanuatu Ministry of Foreign Affairs, International Cooperation & External Trade <b>Co-Chair:</b> Roy Lagolago, Head of the PACER Plus Implementation Unit
8:00 – 8:30	Registrations
8:30 – 9:00am	Opening Procedures Welcome Remarks by Chair Adoption of Agenda
9:00 – 9:30am	<b>Agenda 1: Outcomes of PLMAM 2022</b> Progress Update on PLMAM 2022 Outcomes Discussion Paper PLMAM-23/1: Progress Update on PLMAM 2022 Outcomes <a href="#">Alisi Kautoke Holani, PPIU</a>
9:30 – 10:15am	<b>Agenda 2: Inclusivity of the PLMAM</b> Discussion Paper PLMAM-23/2: Improving the Inclusivity of the PLMAM <a href="#">Alisi Kautoke Holani, PPIU</a>
10:15 – 10:30am	Morning Tea
10:30 – 11:15am	<b>Agenda 3: Increasing the effectiveness of the Arrangement on Labour Mobility</b> Discussion Paper PLMAM-23/3: Report on the Review of the Arrangement on Labour Mobility <a href="#">Mathea Roorda and Rose Namoori Sinclair, ALM Review Panel</a>
11:15 – 12:30pm	<b>Agenda 4: Creating an enabling environment to increase development gains from labour mobility</b> Discussion Paper PLMAM-23/4: Defining good labour mobility governance <a href="#">Nilim Baruah, Regional Senior Specialist on Labour Migration, ILO Asia Pacific</a> <a href="#">Angelica Neville, Labour Mobility Officer, ILO Office for Pacific Island Countries</a>
12:30 – 1:15pm	Lunch
1:15 – 2:15pm	<b>Agenda 5: Update on labour mobility opportunities</b> 5.1 Update on the RSE and PALM Schemes Presentation on the IRD <a href="#">Jordan Duffy, Pacific Labour Facility (PLF)</a>
2:15 – 3:00pm	5.2 Intra-Pacific Labour Mobility Discussion Paper PLMAM-23/5.2: Intra-Pacific labour mobility to Cook Islands and Niue <a href="#">Chere Arthur, Cook Islands Ministry of Foreign Affairs &amp; Immigration</a> <a href="#">Morgan Mougavalu, Niue Ministry of Finance &amp; Planning</a>
3:00 – 3:15pm	Afternoon Tea
3:15 – 4:00pm	<b>Agenda 6: Regional labour mobility initiatives</b> Discussion Paper PLMAM-23/6: Update on the Regional Labour Mobility Strategy <a href="#">Noah Patrick Kouback, Pacific Islands Forum Secretariat (PIFS)</a>
4:00 – 4:30pm	Other Matters Final Words from the Chair Closing Prayer



## PLMAM Employer Outcome Statement

PLMAM 20-24 November | Vanuatu

1. The inaugural PLMAM Employer Forum was held on 22 November as part of the wider PLMAM annual meeting at the Warwick Le Lagon in Port Vila, Vanuatu on 20-24 November 2023. Under the theme of “Harnessing the development benefits of labour mobility” a joint Australian and New Zealand employer-only forum was held, with in-person and online participation. The employer forum included 26 Australian Approved Employers from the PALM scheme who attended in person, along with 13 participants from New Zealand including RSE employers and industry representatives. Around 30 employers from Australia and New Zealand also attended online.
2. The forum began with a brief background to the origins of the one-day event and its purpose. In acknowledgement of the central role that employers play in the success of the PALM and RSE schemes, the Pacer Plus Implementation Unit (PPIU) sought to enhance employer engagement in the annual meetings and provide employers with the opportunity to participate more fully in the strategic discussions and decision-making that occurs at the annual meeting.
3. An employer-only forum was put forward as a useful way to enhance dialogue between PALM and RSE employers and to promote a collaborative and collective employer approach to strengthening partnerships with Pacific sending countries.
4. The objectives of the workshop, as set out in PPIU’s PLMAM Employer Forum background paper, were for PALM and RSE employers to:
  - i. Discuss priority issues and determine measures for mitigating risks to the success of the PALM and RSE schemes.
  - ii. Consider how employers can contribute to increasing the development benefits for Pacific labour sending countries.
  - iii. Consider measures for strengthening their partnerships with sending countries.
  - iv. Facilitate a unified employer position on strategic issues included in the PLMAM agenda.
5. The 2023 forum was the first event bringing Australian and New Zealand employers together to discuss priority issues and measures to address them. While recognising the PALM and RSE schemes are unique and present different opportunities and challenges for all participating parties, there was willingness amongst employers to work together and to look for areas of alignment and cooperation for the benefit of all labour mobility stakeholders, both now and in the future.

### Reiteration of employers’ commitment to sending countries

6. Employers began by acknowledging the importance of the relationships that have been established between employers and sending countries to date and affirming their desire to foster closer partnerships with sending countries.
7. Employers made the following commitments:
  - i. Employers **recognise** the commitment and sacrifice that workers, their families and communities make when workers move temporarily to Australia and New Zealand for employment. Workers’ willingness to take up employment opportunities under the PALM

and RSE schemes not only supports the prosperity of individual employers' enterprises, but also contributes to wider industry, community and regional growth and to the establishment of vibrant local communities in receiving countries.

- ii. Employers **acknowledge** that it is a privilege to be involved in the PALM and RSE schemes.
- iii. Employers **highlight** that employer-employee relationships are at the heart of the PALM and RSE schemes and fostering these relationships is integral to the success of both schemes.
- iv. Employers **commit** to strengthening direct relationships with sending countries by nurturing greater trust and transparency.
- v. Employers **commit** to addressing short-term and longer-term priorities of sending countries as agreed by the parties.
- vi. Employers **commit** to ensuring that Pacific countries and Timor-Leste remain countries of choice for labour mobility in Australia and New Zealand.

#### **PLMAM 2024**

8. Employers **request** greater participation and representation of employers and workers at future PLMAMs, recognising that employers and workers are critical labour mobility stakeholders.
9. Employers **endorse** the value of an annual employer forum to be held as part of future PLMAM meetings.
10. Employers **note** that in order to make well-informed decisions, all key labour mobility stakeholders require access to up-to-date data relating to PALM and RSE.

#### **Employer focus and actions for the next 12 months**

11. Employers **commit** to providing concrete examples at PLMAM 2024 of how employer-initiated efforts to enhance employer-employee-sending country partnerships are contributing to the development benefits of labour mobility. For example:
  - i. **Recruitment plans** that meet the goals of sending countries and communities.
  - ii. Supporting the development of appropriate **skills for workers** that meet the needs of employers while also being of direct benefit to workers, their families and communities, and that are of value to sending countries.
  - iii. Addressing the barriers to sending of **remittances and access to superannuation** to maximise income to workers' families and communities.
  - iv. Supporting and working in partnership with the PPIU, wider Pacific and Timor-Leste family and international agencies to develop and implement the **reintegration framework** proposed at PLMAM 2023. Employers request an active role in this process.
  - v. Employers commit to **social and cultural** support of workers while in Australia and New Zealand. This includes pastoral care, worker health and wellbeing, while acknowledging any support should meet the needs and expectations of the workers themselves.
  - vi. Employers reaffirm recommendation 36(ii) from the 2022 PLMAM Outcome Statement as a priority activity for FY 2023/24: "Development of a **cultural framework** to assist employers to increase their understanding of cultural differences and support collaborative and respectful relationships and professional behaviours between employers and workers".

### **PALM and RSE employers' longer-term commitments**

12. Employers **commit** to contributing to a strategic direction that supports the sustainability of the PALM and RSE schemes for sending and receiving countries.
13. Employers **commit** to working in partnership with sending countries to ensure labour mobility participation and employer-led initiatives (in receiving or sending countries) align with sending countries' development priorities.

### **Topics discussed (excluding those mentioned above)**

#### **PALM and RSE employers noted the following:**

14. To explore opportunities for collaboration between PALM and RSE employers when engaging with and supporting LSUs.
15. The need for up-to-date data and evidence-based information about the two schemes to support decisions making. Lack of access to data about the schemes leads to misinformation which reinforces incorrect and negative narratives about employers.
16. The importance of worker financial literacy.
17. The importance of skills development for workers, both formal and soft skills.
18. Workers should be supported to access and make use of electronic remittance systems to help maximise remittances.
19. The importance of employer-community relationships within receiving and sending countries. With respect to Australia, strengthening relationships with Pacific diaspora in local Australian communities was highlighted.

#### **PALM employers noted the following:**

20. The challenges and risks associated with being a PALM AE, including the financial costs and increasing regulatory burden, may make participation no longer feasible for some AEs.
21. Changes were made in the PALM Deed of Agreement and AE Guidelines on which AEs were not well-consulted.
22. Issues associated with worker superannuation i.e. the amount of tax paid by workers on their superannuation; difficulties experienced by workers accessing superannuation on their return home.
23. The need to better prepare workers and their families for living and working in Australia.
24. The need to support workers to better understand pay deductions.
25. The operational difficulties facing AEs e.g. PALMIS
26. Acknowledge the importance of PALM worker health and wellbeing while also highlighting the importance of supporting AE wellbeing. AEs play a pivotal role in supporting their PALM workers and are often engaged in complex wellbeing issues which are beyond their skills and training.

#### **RSE employers noted the following:**

27. The disparities that are emerging in conditions and wage rates for New Zealand versus RSE workers due to continual changes to RSE policy settings. One of the RSE scheme's aims is to "protect New Zealanders' access to seasonal employment". RSE employers are highly cognisant of this aim and seek to ensure equality between New Zealand and migrant (including RSE) workers.

<b>PACIFIC LABOUR MOBILITY ANNUAL MEETING 2023</b> <b>“Harnessing the development benefits of labour mobility”</b> <b>PROGRAMME</b> 20-24 November 2023 Warwick Le Lagon Resort Port Vila, Vanuatu	
<b>Day 1 &amp; Day 2: Regional Workshop on Sustainable Reintegration</b> A regional workshop to discuss sustainable reintegration and to determine a regional way forward for the Pacific	
<b>Day 1: 20 Nov</b>	<b>Chair:</b> Soonhwa Yi, Senior Economist, World Bank
8:00 – 8:30am	Registrations
8:30 – 9:00am	Opening ceremony <i>Hosted by Government of Vanuatu</i>
9:00 – 9:30am	Morning Tea
9:30 – 10:00am	<b>Introduction of the Regional Workshop on Sustainable Reintegration Workshop and the World Development Report 2023</b> <i>Chair - Soonhwa Yi, Senior Economist, World Bank</i>
10:00 – 10:30am	<b>Session 1: Migration – Development Nexus</b> Reintegration and Development in Labour Sending Countries <i>Piyasiri Wickramasekara, Vice President, Global Migration Policy Association</i> Q &A
10:30 – 11:00am	<b>Session 2: Defining Sustainable Reintegration</b> Integrated approach to Sustainable Reintegration <i>Jacqueline Weekers, Chief of Mission Australia and Coordinator for New Zealand and the Pacific, International Organization for Migration (IOM)</i> Q &A
11: 00 - 12:00pm	<b>Session 3: Skills Development generating net-skills gains for labour sending countries</b> <ul style="list-style-type: none"> <li>i. The Role of National Employment Policies <i>Christian Viegelaahn, Officer in Charge and Employment Specialist, ILO Office for Pacific Island Countries</i></li> <li>ii. Opportunities for the Pacific &amp; Timor Leste <i>Tim Harbison, Skills for Employment &amp; Training Director, Australia Pacific Training Coalition (APTC)</i></li> <li>iii. Q &amp;A</li> </ul>
12: 00 - 1:00pm	Lunch
1:00 – 2:15pm	<b>Session 4: Entrepreneurship and small business investments by workers, their households and local communities</b> <ul style="list-style-type: none"> <li>i. Entrepreneurship and small business development to generate sustainable livelihoods and economic growth in labour sending countries <i>Helen Kirsch, Technical Officer, ILO</i></li> <li>ii. Opportunities for the Pacific <i>Howard Politini, Board Chair, Pacific Island Private Sector Organization (PIPSO)</i> <i>Howard Aru, General Manager, Vanuatu Chamber of Commerce and Industry (VCCI)</i></li> <li>iii. Q&amp;A</li> </ul>
2:15 – 3:15pm	<b>Session 5: Employment and labour market integration of returning workers</b> <ul style="list-style-type: none"> <li>i. Labour market integration of returning workers and skills transfers for local development <i>Nilim Baruah, Regional Senior Specialist on Labour Migration, ILO Asia Pacific</i></li> <li>ii. Opportunities for the Pacific &amp; Timor Leste <i>Antoine Ravo, Director, Vanuatu Department of Agriculture</i></li> <li>iii. Q &amp; A</li> </ul>
3:15 – 3:30pm	Afternoon Tea
3:30 – 4:45pm	<b>Session 6: Savings by workers, their households and local communities</b> <ul style="list-style-type: none"> <li>i. Financial inclusion and benefits of saving in local financial institutions <i>Mr. Chris Miller, World Bank</i></li> <li>ii. Financial inclusion and benefits of saving in local financial institutions – Vanuatu experience <i>Mr. Andrew John, Manager Financial Inclusion, Reserve Bank of Vanuatu</i></li> </ul>

	<ul style="list-style-type: none"> <li>iii. Opportunities and benefits of saving in Pacific national provident funds <a href="#">Richard Edwin, Acting General Manager, Vanuatu National Provident Fund (VNPF)</a></li> <li>iv. Q &amp; A</li> </ul>
4:45 – 5:00pm	Final words from Chair Closing Prayer
6:30 – 8:30pm	<b>Welcome Reception</b> <i>Hosted by the Government of Vanuatu</i>
<b>Day 2: 21 Nov</b>	<b>Chair:</b> Ashmita Singh, Project Coordinator, International Organization for Migration (IOM)
8:30 – 9:00am	Opening Prayer Welcome and introduction of Day 2 programme
9:00 – 10:30am	<b>Session 1: Social and Psychosocial Reintegration</b> <ul style="list-style-type: none"> <li>i. Social inclusion and social/psychosocial services for returning workers and their households <a href="#">Nissara Spence, Programme Manager, IOM</a></li> <li>ii. Opportunities for the Pacific &amp; Timor Leste <a href="#">Matt Withers, Australian National University (ANU)</a> <a href="#">Kirstie Petrou, Griffith University</a> <a href="#">Jeanette Tanghwa, Pacific Labour Facility (PLF)</a></li> <li>iii. Q &amp; A</li> </ul>
10:30 – 10:45am	Morning Tea
10:45 – 11:45pm	<b>Session 2: Regional Reintegration Initiatives</b> <ul style="list-style-type: none"> <li>i. V-Lab in Vanuatu <a href="#">Torika Kalman, Programme Coordinator, V-Lab Association</a></li> <li>ii. Solomon Islands Economic Reintegration Strategy <a href="#">Jenny Barile, Deputy Director, Solomon Islands Ministry of Foreign Affairs &amp; External Trade</a></li> <li>iii. Q &amp; A</li> </ul>
11:45 – 12:30pm	<b>Session 3: Regional Way Forward – Lessons from ASEAN</b> <ul style="list-style-type: none"> <li>i. ASEAN Guidelines on Effective Return and Reintegration of Migrant Workers <a href="#">Nilim Baruah, Regional Senior Specialist on Labour Migration, ILO Asia Pacific</a></li> <li>ii. Q &amp; A</li> </ul>
12:30 – 1:30pm	Lunch
1:30 – 2:15pm	<b>Session 4: Regional Way Forward for the Pacific and Timor Leste</b> <ul style="list-style-type: none"> <li>i. Options available to the Pacific and Timor Leste <a href="#">Ashmita Singh, Project Coordinator, IOM</a></li> <li>ii. Q &amp; A</li> </ul>
2:15 – 3:30pm	<b>Session 5: Regional Way Forward on Sustainable Reintegration</b> Group activity to determine regional way forward <a href="#">Alisi Kautoke Holani, Labour Mobility Specialist, PACER Plus Implementation Unit (PPIU)</a>
3:30 – 3:45pm	Afternoon tea
3:45 – 4:15pm	<b>Session 6: Rapid Assessment of Labor Mobility Policy's Implementation Arrangements in Vanuatu</b> Establishing a conducive national policy context <a href="#">Philip Martin, Professor of Agricultural and Resource Economics, UC Davis, Senior World Bank Consultant</a>
4:15 - 4:30pm	Finalization of Regional Way Forward on Sustainable Reintegration Word of Thanks Closing Prayer
5:30pm – 6:15pm	Fun health and fitness activity
<b>Day 3: Forum Island Country Caucus</b>	
A Closed Meeting for Forum Island Countries which are Signatories of the PACER Plus Arrangement on Labour Mobility PALM and RSE Employers will also be engaged in the inaugural PLMAM Employer Forum, which is a closed meeting for PALM and RSE Employers. Participants who are not in these closed meetings have a free day.	
<b>Day 3: 22 Nov</b>	<b>Chair:</b> Joe Pakoa Lui, Director for External Trade, Vanuatu Ministry of Foreign Affairs, International Cooperation & External Trade <b>Co-Chair:</b> Roy Lagolago, Head of the PACER Plus Implementation Unit
8:00 – 8:30	Registrations
8:30 – 9:00am	Opening Procedures Welcome Remarks by Chair Adoption of Agenda
9:00 – 9:30am	<b>Agenda 1: Outcomes of PLMAM 2022</b>

	Progress Update on PLMAM 2022 Outcomes Discussion Paper PLMAM-23/1: Progress Update on PLMAM 2022 Outcomes <a href="#">Alisi Kautoke Holani, PPIU</a>
9:30 – 10:15am	<b>Agenda 2: Inclusivity of the PLMAM</b> Discussion Paper PLMAM-23/2: Improving the Inclusivity of the PLMAM <a href="#">Alisi Kautoke Holani, PPIU</a>
10:15 – 10:30am	Morning Tea
10:30 – 11:15am	<b>Agenda 3: Increasing the effectiveness of the Arrangement on Labour Mobility</b> Discussion Paper PLMAM-23/3: Report on the Review of the Arrangement on Labour Mobility <a href="#">Mathea Roorda and Rose Namoori Sinclair, ALM Review Panel</a>
11:15 – 12:30pm	<b>Agenda 4: Creating an enabling environment to increase development gains from labour mobility</b> Discussion Paper PLMAM-23/4: Defining good labour mobility governance <a href="#">Nilim Baruah, Regional Senior Specialist on Labour Migration, ILO Asia Pacific</a> <a href="#">Angelica Neville, Labour Mobility Officer, ILO Office for Pacific Island Countries</a>
12:30 – 1:15pm	Lunch
1:15 – 2:15pm	<b>Agenda 5: Update on labour mobility opportunities</b> 5.1 Update on the RSE and PALM Schemes Discussion Paper PLMAM-23/5.1: Update on the RSE and PALM Schemes <a href="#">Alisi Kautoke Holani, PPIU</a> <a href="#">Jordan Duffy, Pacific Labour Facility (PLF)</a>
2:15 – 3:00pm	5.2 Intra-Pacific Labour Mobility Discussion Paper PLMAM-23/5.2: Intra-Pacific labour mobility to Cook Islands and Niue <a href="#">Chere Arthur, Cook Islands Ministry of Foreign Affairs &amp; Immigration</a> <a href="#">Morgan Mougavalu, Niue Ministry of Finance &amp; Planning</a>
3:00 – 3:15pm	Afternoon Tea
3:15 – 4:00pm	<b>Agenda 6: Regional labour mobility initiatives</b> Discussion Paper PLMAM-23/6: Update on the Regional Labour Mobility Strategy <a href="#">Noah Patrick Kouback, Pacific Islands Forum Secretariat (PIFS)</a>
4:00 – 4:30pm	Other Matters Final Words from the Chair Closing Prayer
<b>Day 4: Labour Sending Unit and Approved Employer Conference</b> A forum to discuss issues relating to worker recruitment, selection, education, mobilization, and welfare and to determine regional solutions to address these issues.	
<b>Day 4: 23 Nov</b>	<b>Chair:</b> Angelica Neville, Labour Mobility Officer, ILO Office for Pacific Island Countries
8:30 – 9:00am	Registrations
9:00 – 9:15am	<b>Opening Formalities</b> i. Opening Prayer ii. Welcome and introduction of the programme
9:15 – 10:15am	<b>Session 1: Understanding the social impacts of Pacific labour mobility</b> i. The Pacific Labour Mobility Survey: Findings from the First Wave <a href="#">Dung Doan, Social Protection Economist, World Bank</a> ii. The Safety & Wellbeing of Pacific workers in Australia <a href="#">Judy Putt, Senior Research Fellow, Australia National University</a> <a href="#">Lindy Kanan, PhD Candidate, University of the Sunshine Coast</a> i. Q & A
10:15 – 10:30am	Morning Tea
10:30 – 12:30pm	<b>Session 2: Perspectives on Social Impacts and Worker Welfare Management</b> i. Worker perspectives <a href="#">Worker representatives, Vanuatu</a> ii. Employer perspectives <a href="#">PALM &amp; RSE employer representative</a> iii. Union perspectives <a href="#">Manufolau Daniel Urai, President, Pacific Island Council of Trade Unions (PICTU)</a> iv. Q & A
12:30 – 1:30pm	Lunch

1:30– 2:45pm	<b>Session 3: Management of social impacts of labour mobility in the Pacific</b> i. Famili I Redi Programme <a href="#">IOM, World Vision, Famili I Redi</a> ii. Q & A
2:45 – 3:00pm	Afternoon Tea
3:00 – 4:30	<b>Session 5: Priorities for FY2024/25</b> Group Activity to determine priorities for FY2024/25 <a href="#">Facilitated by Alisi Kautoke Holani, Labour Mobility Specialist, PPIU</a>
4:30 – 4:45	Final Words from the Chair Closing Prayer
5:30 – 6:45pm	Fun health and fitness activity
<b>Day 5:</b>	<b>Day 5: PLMAM 2023 – Pacific Labour Mobility Dialogue</b> The final plenary for PLMAM 2023. It is an official meeting of all labour sending and receiving countries to discuss and agree on strategic priorities required under the Arrangement on Labour Mobility and to approve the outcomes from the Regional Sustainable Reintegration Workshop and the LSU & Employer Conference. All PLMAM 2023 participants are invited to attend.
<b>Day 5:24 Nov</b>	<b>Chair:</b> Murielle Metsan, Commissioner for Labour, Department of Labour and Employment Services <b>Co-Chair:</b> Roy Lagolago, Head of the PACER Plus Implementation Unit
8:00 – 8:30	Registrations
8:30 – 9:00am	Opening Procedures Welcome Remarks by Chair Adoption of Agenda
9:00 – 9:30am	<b>Agenda 1: Outcomes of PLMAM 2022</b> Discussion Paper PLMAM-23/1: Progress Update on PLMAM 2022 Outcomes <a href="#">Alisi Kautoke Holani, PPIU</a>
9:30 – 10:15am	<b>Agenda 2: Inclusivity of the PLMAM</b> Discussion Paper PLMAM-23/2: Improving the Inclusivity of the PLMAM <a href="#">Alisi Kautoke Holani, PPIU</a>
10:15 – 10:30am	Morning Tea
10:30 – 11:15am	<b>Agenda 3: Increasing the effectiveness of the Arrangement on Labour Mobility</b> Discussion Paper PLMAM-23/3: Report on the Review of the Arrangement on Labour Mobility <a href="#">Mathea Roorda and Rose Namoori Sinclair, ALM Review Panel</a>
11:15 – 12:30pm	<b>Agenda 4: Creating an enabling environment to increase development gains from labour mobility</b> Discussion Paper PLMAM-23/4: Defining good labour mobility governance <a href="#">Nilim Baruah, ILO Asia Pacific</a> <a href="#">Angelica Neville, ILO Office for Pacific Island Countries</a>
12:30 – 1:15pm	Lunch
1:15 – 2:15pm	<b>Agenda 5: Update on labour mobility opportunities</b> 5.1 Update on the RSE and PALM Schemes Discussion Paper PLMAM-23/5.1: Update on the RSE and PALM Schemes <a href="#">New Zealand Ministry of Foreign Affairs and Trade &amp; Ministry of Business, Innovation and Employment</a> <a href="#">Australia Department of Foreign Affairs and Trade &amp; Department of Employment and Workplace Relations</a> <a href="#">Jordan Duffy, Pacific Labour Facility (PLF)</a>
2:15 – 3:00pm	5.2 Intra-Pacific Labour Mobility Discussion Paper PLMAM-23/5.2: Intra-Pacific labour mobility to Cook Islands and Niue <a href="#">Chere Arthur, Cook Islands Ministry of Foreign Affairs &amp; Immigration</a> <a href="#">Morgan Mougavalu, Niue Ministry of Finance &amp; Planning</a>
3:00 – 3:15pm	Afternoon Tea
3:15 – 4:00pm	<b>Agenda 6: Regional labour mobility initiatives</b> Discussion Paper PLMAM-23/6: Update on the Regional Labour Mobility Strategy <a href="#">Noah Patrick Kouback, Pacific Islands Forum Secretariat (PIFS)</a>
4:00 – 4:30	<b>Agenda 7: Recommendations from the Regional Workshop on Sustainable Reintegration and LSU &amp; AE Conference</b> Presentations by Chairs of the Regional Sustainable Reintegration Workshop and the LSU & AE Conference
4:30 – 4:45	<b>Agenda 8: Adoption of Host Country and tentative dates for PLMAM 2024</b>

4:45 – 5:00	<b>Agenda 9: Other Matters</b> Procedures for the development of the Outcomes Document for PLMAM 2023
5:00 – 5:15	Final Words from the Chair Closing of PLMAM 2023
6:30 – 9:00pm	Closing Reception <i>Hosted by the PPIU</i>