

# Pacific Employers' and Business Membership Organizations – A central stakeholder in Pacific Labour Mobility

## The case for a central role

The pace of labour mobility among Pacific countries continues to trend upwards. This is not surprising, given the well-established economic attraction for countries of origin and destination as well as the catalytic effects of such factors as climate change-induced migration.<sup>1</sup>

The private sector relies extensively on mobile human resources and stands to gain from well-managed labour mobility – getting the right people moving to the right opportunities. Yet, despite the obvious advantages for businesses, the private sector in many of the Pacific countries has largely been absent from global and regional discussions on labour mobility policy.

Employers' and business membership organizations (EBMOs) of the Pacific are now calling for regular and organized dialogue between the private sector and governments through formal communication channels and greater investment in data-driven, evidence-based policymaking to achieve better labour mobility management across the region.

Given that businesses form the backbone of Pacific economies, it is essential that EBMOs are included as a central stakeholder and welcomed to work with governments and other partners towards ensuring that the region's labour mobility frameworks are managed well and as efficiently as possible and that they protect the rights of businesses and workers.<sup>2</sup> EBMOs, with their extensive knowledge of private sector needs as well as networks and partnerships across the Pacific, can contribute unrivalled knowledge, expertise and reach to strengthen labour mobility policies, regulations and long-term strategic direction.

This paper presents policy positions and recommendations from Pacific EBMOs as input to:

- national, regional and global dialogues on labour mobility, including skills portability across the Pacific through harmonization and recognition initiatives; and
- regional trade and investment dialogues, including, among others, the Pacific Labour Mobility Annual Meeting, the annual meeting of the Pacific Islands Forum's Labour Mobility Coordination Committee and the Pacific Agreement on Closer Economic Relations Plus.

## Main points of the paper

- Matching the demand for labour is a fundamental requirement of any Pacific market. It stimulates and broadens domestic growth and increases workforce participation. It is equally as important to accurately assess the demand for and access to labour. Where data are missing, greater partnership between EBMOs and other stakeholders in gathering data and analysis will need to be pursued.
- Labour market mobility policy across the Pacific should ensure that the right workers are matched to the right jobs at the right time.<sup>3</sup>
  - Existing frameworks, such as the Pacific Australia Labour Mobility scheme and New Zealand's Recognised Seasonal Employer scheme, demonstrate that partnership between the private sector and governments is an essential component in managing labour mobility in the Pacific.
- Pacific EBMOs should have a direct role in the development and evolution of labour mobility programmes, schemes and policy frameworks.
- Consistent with the Pacific Labour Mobility Annual Meeting Outcomes Statement 2021,<sup>4</sup> Pacific stakeholders, including EBMOs, governments and development partners, should undertake empirical analysis of the relationship between labour mobility programmes and national economic development strategies in countries of origin.
- Pacific stakeholders should continue to pursue reforms to the business-enabling environment to create a level playing field for all participants seeking to do business in the Pacific.

- The integrity of labour mobility frameworks across the Pacific inherently links to the principle of equal protection, support and treatment of all workers that is consistent with national laws, regulations and Decent Work principles.<sup>5</sup>
- Mobility and migration in the context of climate change underscores the need to ensure that labour mobility frameworks, including business and regulatory reforms, recruitment and consultative frameworks, are in place to manage challenges.
- Pacific policymakers should build on and accelerate progress towards common skills and a qualifications framework that provides for the practical and efficient movement of labour across the Pacific.

### Recommendations

**Recommendation 1:** EBMOs call for increased and systematic dialogue between policymakers and EBMOs in countries of origin and destination to better consider the needs of the private sector and the impacts of labour and skills mobility policies, particularly the expansion and evolution of Pacific labour mobility programmes. As a priority, EBMOs recommend the establishment or upgrading of national taskforces on migration to input into national and regional labour mobility policy frameworks and coordination mechanisms.

**Recommendation 2:** EBMOs call for priority investment in empirical research that is designed and pursued in partnership with and/or led by the private sector to understand the relationship between Pacific labour mobility programmes, immediate labour market impacts and longer-term impacts on national economic development strategies.

**Recommendation 3:** EBMOs call for increased, systematic and meaningful dialogue between policymakers and EBMOs in countries of origin and destination on fair recruitment approaches for migrant labour and promoting a non-fee-charging employment marketplace. Where costs are unavoidably incurred, such as through the participation in labour mobility programmes, they should be disclosed up front. The means for meeting these costs should be identified and be fair and transparent (consistent with the “Pacific Labour Mobility Annual Meeting Outcomes Statement”, para. 28).

**Recommendation 4:** EBMOs call for the Pacific Regional Framework on Climate Mobility to recognize access to decent work as an overarching principle and for policymakers at the national level to consult with EBMOs on priority areas of action to ensure that this will be respected.

**Recommendation 5:** EBMOs call for the Pacific Regional Framework on Climate Mobility to address the freedom to do business for those who undertake migration voluntarily, are displaced or compelled to move or otherwise relocate from one Pacific country to another Pacific country due to climate change or the perceived threat of climate change. Governments should simultaneously pursue reforms to create a level playing field for all businesses. \*

**Recommendation 6:** EBMOs call for accelerated government-to-government collaboration that reflects employers’ views to improve skills development, recognition and matching.

**Recommendation 7:** EBMOs call for a digital transformation of immigration processes and migration systems. And, considering the private sector as a primary end user, the transformation should ensure clear vision, communication and collaboration between the private sector and government technology teams from the outset.

### Labour mobility trending upward in the Pacific

Effectively matching the demand for workers is a fundamental need for any Pacific market, broadening growth and increasing workforce participation. **Flexible labour markets include labour mobility in their make-up as the means of matching the right workers to the right jobs at the right time.**<sup>6</sup> To be effective, markets with increased labour mobility should reflect the needs of the countries of origin and destination and moderate policies accordingly.

\* The Cook Islands Chamber of Commerce does not support Recommendation #5

Indeed, as witnessed in other regions, while increased labour mobility may meet demand in countries of destination, once it is more well-known, it may also amplify demand in receiving markets with potential knock-on effects for domestic labour supply in countries of origin.<sup>7</sup>

Seasonal labour mobility programmes, including the recently launched Pacific Australia Labour Mobility scheme<sup>8</sup> and the New Zealand Recognised Seasonal Employer scheme, have unlocked unique opportunities for employment and economic benefits across the Pacific. Absolute numbers have not yet peaked, and the long-term trend for seasonable labour mobility, particularly to advanced Pacific markets, has trended upward year-on-year.<sup>9</sup> The economic benefits from increased access to economic opportunities, upskilling and remittances have been readily apparent over the course of the piloted programme and permanent integrations of seasonal labour mobility programmes.

## Two-way impacts

What has been less certain is the detailed consideration of the impact on the retention of labour or the fluctuation in available labour in countries of origin. With their comparatively higher wage rates and currency power, **more advanced Pacific economies** (Australia, New Zealand and those without seasonal labour programmes such as Fiji) **can have a dominant effect on the supply of labour.**<sup>10</sup> If not managed appropriately, concerns regarding monopolies on talent pools and the loss of local labour, as well as the potential effects of unhealthy competition among countries of origin, **will distort the local supply and the quality of labour across the Pacific.**<sup>11</sup>

## Keeping pace while anticipating change

Businesses need to transfer and deploy people quickly. But the labour mobility frameworks and other supporting regulatory arrangements (such as for taxation and immigration) are not optimal for managing large-scale and frequent labour movement. A failure to address these issues could lead to increased levels of undocumented migration and the expansion of the informal economy. We encourage Pacific governments to address these hindrances and make migration ecosystems more efficient and business-friendly. Mobility strategies must be agile and adaptable to meet the fast-changing requirements of business and different groups of employees.

Migration systems should be predictable and transparent and consist of a variety of mechanisms to meet the need for human resources at all skill levels. Different instruments should be in place for different categories of migrants, including highly skilled workers who help organizations fill managerial, executive and premier research vacancies with the most qualified candidates; intra-corporate transferees; and workers on short-term assignments.

Most immigration systems in the Pacific need to be revamped based on the current migration and employment patterns. Migration law, policy and administration have not kept pace with workplace changes. This is particularly striking as companies and the global economy struggle to survive as a consequence of the COVID-19 pandemic responses. Flexible pathways for employment can support businesses in accessing the needed talent in sectors that most need them.

## Managing labour movements with Pacific EBMOs

Accordingly, it is **imperative that EBMOs actively engage with Pacific governments as well as their regional counterparts through national and regional processes on the management of labour movement** in the Pacific.<sup>12</sup> Many regional groupings have institutionalized consultation on labour mobility with EBMOs (see the following table). Regional meetings, such as the Pacific Labour Mobility Annual Meeting and the annual meeting of the Pacific Islands Forum's Labour Mobility Coordination Committee, are positive initiatives. They could be enhanced by greater technical consultation and participation of Pacific EBMOs in countries of origin and destination.

Greater labour mobility in the Pacific will not effectively meet demand by virtue of being liberalized alone. It requires a detailed consideration of its alignment with the regional migration frameworks, skillsets, and economic circumstances.<sup>13</sup> **Consultations with and between EBMOs from countries of origin and of destination can be invaluable** in determining and delivering labour among and within Pacific supply chains.<sup>14</sup>

## Social dialogue in regional economic communities

### Association of Southeast Asian Nations

The ASEAN Forum on Migrant Labour is a good example of robust and functional tripartite social dialogue on labour migration issues. Its establishment was supported by the ILO ASEAN TRIANGLE I project, which had adopted a tripartite approach from inception, supporting several ASEAN tripartite technical meetings. These efforts are sustained within ILO ASEAN TRIANGLE II.

### Andean Community (CAN) and Southern Common Market (MERCOSUR)

Both the CAN and MERCOSUR have internal tripartite structures that regularly table labour migration issues or that are entirely dedicated to labour migration governance, such as the CAN's Andean Instrument for Labour Migration or MERCOSUR's Technical Subgroup No. 10

### Caribbean Community (CARICOM)

In CARICOM, employers' and workers' councils have signed a memorandum of understanding to facilitate the conducting of business and the circulation of workers through harmonized legislation.

### Economic Community of West African States

In December 2010, ECOWAS Member States adopted the Draft Supplementary Act Establishing the ECOWAS Social Dialogue Forum, which formalized the ILO-supported body.

### Southern African Development Community

The SADC Employment and Labour Sector functions in a tripartite manner: the SADC Labour Migration Action Plan (2016–19) and the 2014 Labour Migration Policy Framework are the result of “tripartite plus” discussions and negotiations supported by the ILO.

Source: International Labour Conference, *Addressing Governance Challenges in a Changing Labour Migration Landscape*, 106th Session (Geneva, 2017), 53.

An EBMO's reach and role as a **trusted and authoritative voice of the private sector** are essential in **tackling information asymmetries** in complex fields of economic and labour market development policy.<sup>15</sup> Given the complexities and increased sophistication of labour mobility in the Pacific, **governments should capitalize on the reach and expertise of EBMOs** in the development and dissemination of labour mobility initiatives, policies and procedures. In particular, EBMOs offer:

- access to a wide range of individual businesses across multiple sectors;
- authority and industry-specific knowledge as the trusted representative of the private sector; and
- convening power to mobilize the private sector to collaborate on labour mobility policy.

In line with the United Nations Guidance on Bilateral Labour Migration Agreements,<sup>16</sup> EBMOs call for monitoring to be part of tripartite social dialogue in countries involved in labour migration programmes to better understand if objectives are being achieved and to learn what is working, what is not and why.

**Recommendation 1:** EBMOs call for increased and systematic dialogue between policymakers and EBMOs in countries of origin and destination to better consider the needs of the private sector and the impacts of labour and skills mobility policies, particularly the expansion and evolution of Pacific labour mobility programmes. **As a priority, EBMOs recommend the establishment or upgrading of national taskforces on migration to input into national and regional labour mobility policy frameworks and coordination mechanisms.**

**Recommendation 2:** EBMOs call for priority investment in empirical research that is designed and pursued in partnership with and/or led by the private sector to understand the relationship between Pacific labour mobility programmes, immediate labour market impacts and longer-term impacts on national economic development strategies.

## Responsible recruitment

Recruitment is the crucial element for businesses to maximize their most important investment, which is its people. By using a fair, inclusive and structured approach to the ways in which a business can identify, interview and employ talent, a company not only avoids the pitfalls and costs associated with a wrong employment decision but also avoids the harm and liability that can come through association with forced labour and discriminatory abuse.

The COVID-19 crisis shone a light on a serious concern to businesses in the Pacific: informality. The inability of labour market regulatory frameworks to account for the known presence of the informal economy, with a high prevalence of workers employed through irregular channels, has brought into sharp relief the precarious situation faced by some migrant workers. While the pandemic arrested the supply of, and in some cases demand for, labour, other workers, due to their informal status, were trapped in situations in which their capacity to transfer between employers and/or have access to essential medical treatment (including vaccination against COVID-19) was acutely limited. When regulated appropriately, private employment and recruitment services improve labour market functioning by matching jobseekers to decent jobs. Today, many countries have inadequate regulatory frameworks for these services or do not enforce them. This allows for unethical actors to deceive and trap jobseekers and workers in debt bondage and dangerous working conditions. Appropriate and effective regulation, which considers the known realities of the market at the national level, is required.

The pandemic also has highlighted the challenges related to the repatriation of migrant workers to their home countries and their reintegration into struggling economies. On repatriation, governments should consider force majeure mechanisms that respond to emergency situations, including pandemics, natural disasters and internal or external security risks.<sup>17</sup> In view of the COVID-19 crisis, EBMOs encourage the development of mechanisms between countries of origin and countries of destination that ensure basic levels of insurance that provide for the repatriation of workers left stranded with no income, no access to low-cost health care and no other arrangement for their swift and safe return home. In addition, Pacific governments should pursue upskilling or reskilling programmes for the reintegration of workers who return home due to an emergency or temporary migration flow. EBMOs will be essential partners in developing and refining such initiatives.

Partnerships between source and host countries are also required to enable and foster the portability of social security. Bilateral agreements should be put in place to ensure proper calculation of social security contributions and the availability of social security in times of public crisis, to enhance the security of workers and to protect employers against retroactive impact. This is of particular relevance in times of crisis when employers struggle to keep their workforce in place.

EBMOs and Pacific governments should consider the International Labour Organization's (ILO) general principles and operational guidelines for fair recruitment as well as its definition of recruitment fees and related costs. They should provide a sound framework to inform the work of organizations, national legislatures and social partners in the promotion of fair recruitment. Recruitment fees should never be borne by workers. A national dialogue should determine who covers the related recruitment costs, either the government, employer or recruiter. **EBMOs urge governments to find solutions to reduce these costs to a minimum.**

**Recommendation 3:** EBMOs call for an increased and systematic dialogue between policymakers and EBMOs in countries of origin and destination on fair recruitment approaches for migrant labour and promoting a non-fee-charging employment marketplace. Where costs are unavoidably incurred, such as through the participation in labour mobility programmes, they should be disclosed up front. And the means for meeting these costs should be identified and be fair and transparent (consistent with the "Pacific Labour Mobility Annual Meeting Outcomes Statement", para. 28).

## Labour mobility, freedom to do business and climate change

Regardless of driver, **mobility links directly or indirectly to the world of work** and the quest for decent work and business opportunities. The **Decent Work Agenda**<sup>18</sup> sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social

protection, better prospects for personal development and social integration, freedom for people to express their concerns, to organize and to participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. **There can be no discussion of climate change-related labour mobility<sup>19</sup> without consideration of decent work.**

Although the links between climate change and mobility are well-documented, comprehensive research on the links between climate change and labour mobility are limited but in much need. The draft Pacific Regional Framework on Climate Mobility that was shared with EBMOs for consultation only includes one component on labour mobility.<sup>20</sup> While the impact of **climate change** will undoubtedly be a significant factor affecting the future of labour mobility in the Pacific, EBMOs believe that it will **exacerbate rather than cause vulnerabilities, stressors and hazards.**<sup>21</sup> The advent of climate change impacts on labour mobility **re-emphasizes the need to address the ongoing challenges and structural factors affecting the development of decent work opportunities** in the region. Indeed, it provides greater impetus to **address these issues through the lens of a well-developed labour migration framework** supported by fundamental principles, including ethical and responsible recruitment, the protection of workers and their employers and, above all, the ongoing consultation with stakeholders, including EBMOs.

There are **several barriers and challenges to doing business in the Pacific.** Numerous studies<sup>22</sup> indicate that migrants may be more entrepreneurial, and many countries have put in place incentives to try and attract entrepreneurial talent from abroad. Migrant entrepreneurship can drive innovation, stimulate economic activity and inject energy into the economy of the countries wherein it takes place, which is good for business and communities. If the freedom to do business is respected in association with mobility and migration in the context of climate change, mobility can promote entrepreneurship and innovation while reducing unemployment and stimulating sustainable social and economic development. Yet, Pacific islanders relocating within the region are likely to face barriers related to red tape and the ease and cost of doing business. Issues such as land ownership, access to finance, and inconsistent application of regulatory burden on established versus newly arrived entrepreneurs will only be further tested as climate change-induced mobility takes hold.

In particular, secure property rights are essential to economic growth. Pacific EBMOs believe that the stronger property rights are, the stronger the incentive to work, save and invest will be and the more effective the operation of the economy will be. However, land tenure and property rights in the region tend to be complex, and the policies implemented by governments often do not help reduce such complexities.<sup>23</sup> In the context of climate change and population growth, with greater pressure on the scarce resources, secure and equitable access to land will become increasingly important.

**Recommendation 4:** EBMOs call for the Pacific Regional Framework on Climate Mobility to recognize access to decent work as an overarching principle and for policymakers at the national level to consult with EBMOs on priority areas of action to ensure that this will be respected.

**Recommendation 5:** EBMOs call for the Pacific Regional Framework on Climate Mobility to address the freedom to do business for those who undertake migration voluntarily, are displaced or compelled to move or otherwise relocated from one Pacific country to another Pacific country due to climate change or the perceived threat of climate change. It should simultaneously pursue reforms to create a level playing field for all businesses.\*

## Labour market realities and skills development, recognition and matching

To remain competitive in global markets, employers require a readily available pool of talented workers equipped with the right knowledge and skills to be employable and be capable of work in productive, secure jobs that grow enterprises and economies. Recognition mechanisms should complement and strengthen ongoing programmes among regional partners with a strong track record and buy-in from local stakeholders. In this way, mechanisms for mutual recognition of certified skills can offer win-win solutions for employers, jobseekers and the regional economy.

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The alignment of national education systems with labour market requirements across and within the Pacific varies greatly. This situation fosters national skills mismatch. Youth are not suitably prepared for national or international labour market opportunities due to a mismatching of qualifications or general lack of recognition between markets while many older workers are unprepared for lifelong learning and skills upgrading.

The need for more highly developed, compatible and portable national qualifications frameworks and recognition mechanisms has been recognized as a regional priority since at least the inaugural Pacific Islands Forum's Education Ministers Meeting more than 20 years ago in Auckland, New Zealand (in 2001). Despite positive initiatives and programmes undertaken since then, including the proposal for a Pacific qualifications framework,<sup>24</sup> efforts have not matured to the extent of a practical common framework that supports labour mobility throughout the Pacific region. Skills are either not yet fully aligned or not yet sufficiently recognized for the purposes of matching skilled workers to opportunities across the Pacific, particularly in advanced economies where qualifications have been acquired in alignment with mechanisms, such as a qualifications framework.<sup>25</sup>

**Recommendation 6:** EBMOs call for accelerated government-to-government collaboration that reflects employers' views to improve skills development, recognition and matching.

### Using technology to improve labour migration governance

The COVID-19 crisis exposed our dependence on technology. This was borne out in the inability of many governments to provide immigration services during the lockdown responses or in remote working environments. We must collectively work towards smart uses of technology through the digital transformation of immigration processes. Many countries globally have introduced online application systems; however, many are in their nascent stages. An important outcome expected from this digitization will be more integrated government systems nationally with possible regional implications as well. This will eventually enable governments to manage compliance and track foreign nationals' status more effectively, along with system-led monitoring of corporate compliance obligations, such as ratios, and contribute to more data-based decision making.

Governments should have ecosystems that track the whole migration journey, from predeparture to recruitment and return. In country, embassies should explore options to strengthen support and coordination with migrant worker nationals. This could include expanding the liaison officer model that is used under the Pacific Australia Labour Mobility scheme and New Zealand's Recognised Seasonal Employer scheme or registering migrant workers at embassies. Migrant Resource Centres<sup>26</sup> in countries of origin or destination could also complement this model in different locations.

**Recommendation 7:** EBMOs call for a digital transformation of immigration processes and migration systems. And, considering the private sector as a primary end user, the transformation should ensure clear vision, communication and collaboration between the private sector and government technology teams from the outset.

## Endnotes

- <sup>1</sup> See United Nations Economic and Social Commission for Asia and the Pacific, *Asia-Pacific Migration Report 2020: Assessing Implementation of the Global Compact for Migration* (Bangkok: ESCAP, 2020), 7. See also International Organization for Migration, *Asia-Pacific Migration Data Report 2020* (Bangkok: Regional Office for Asia and the Pacific, 2020), xvii.
- <sup>2</sup> The *Global Compact for Safe, Orderly and Regular Migration* also includes consistent references to engagement with private sector.
- <sup>3</sup> Pacific Islands Private Sector Organization, “Labour Market and Skills Policy Brief” (2020).
- <sup>4</sup> “Pacific Labour Mobility Annual Meeting Outcomes Statement”, especially paras 4.2 to 4.4.
- <sup>5</sup> See [www.ilo.org/global/topics/decent-work/lang-en/index.htm](http://www.ilo.org/global/topics/decent-work/lang-en/index.htm).
- <sup>6</sup> See “Labour Market and Skills Policy Brief” (Pacific Islands Private Sector Organization, 2021).
- <sup>7</sup> See Bureau of Employers’ Activities, *Managing Labour Mobility: Opportunities and Challenges for Employers in the ASEAN Region* (Bangkok: ILO, 2016), 3–4.
- <sup>8</sup> From April 2022, the Pacific Australia Labour Mobility scheme, or PALM, amalgamated two separate worker visa streams (the Seasonal Worker Program and the Pacific Labour Scheme) under one scheme. See [www.palmscheme.gov.au/](http://www.palmscheme.gov.au/).
- <sup>9</sup> ILO, *Labour Mobility in Pacific Island Countries* (Fiji, 2019), V.
- <sup>10</sup> See World Bank, “Reskilling and Labour Migration Vital to the Pacific’s Economic Recovery”, Press Release, 18 January 2021. See also Romeo Arahan, et al., *Pacific Island Countries in the Era of COVID-19: Macroeconomic Impacts and Job Prospects* (Washington, DC: World Bank, 2020), 13–14.
- <sup>11</sup> ILO, *Labour Mobility in Pacific Island Countries* (Fiji, 2019), 32.
- <sup>12</sup> See “How to Make Labour Migration Management Future-Ready”, *Migration Policy Debates*, No. 21, January 2020 (Organisation for Economic Cooperation and Development).
- <sup>13</sup> See Richard Evans, “The Recruitment Industry and the ASEAN Economic Community”, in *Meeting Summary: The Role of Employers’ Organizations in Matching Skills and Increasing Mobility Across the ASEAN Region: Employers’ Regional Workshop – ASEAN Triangle Workshop, Bali, Indonesia, 6 November 2013* (Bangkok, 2013), 10.
- <sup>14</sup> See Siew Sze Lee, “The Role of Employers’ Organizations in Ensuring the Effective Delivery of National Skills Training”, in *Meeting Summary: The Role of Employers’ Organizations in Matching Skills and Increasing Mobility Across the ASEAN Region: Employers’ Regional Workshop – ASEAN Triangle Workshop, Bali, Indonesia, 6 November 2013* (Bangkok, 2013), 17.
- <sup>15</sup> Ibid., (Bangkok, 2013), 17.
- <sup>16</sup> United Nations Network on Migration, *Guidance on Bilateral Labour Migration Agreements* (New York, 2022).
- <sup>17</sup> As set out in the ILO’s *Guidance on Bilateral Labour Migration Agreements*, repatriation policies to respond to emergency situations should be clearly set out in bilateral agreements.
- <sup>18</sup> See [www.ilo.org/global/topics/decent-work/lang-en/index.htm](http://www.ilo.org/global/topics/decent-work/lang-en/index.htm).
- <sup>19</sup> As defined by the *Draft Regional Framework on Climate Mobility*, climate mobility is understood by EBMOs to include migration undertaken voluntarily, for example, movement in search of employment or better access to services, internally or across borders; displacement or forced movement, whereby people are compelled to move, either within a country or across borders; and planned relocation of communities or individuals through the transplanting of communities and their assets to another location.
- <sup>20</sup> See ESCAP, *Pacific Regional Framework on Climate Mobility* (Bangkok, forthcoming). See also <https://environmentalmigration.iom.int/events/cop26-side-event-building-comprehensive-regional-approach-climate-mobility-learnings-pacific-climate-change-migration-and-human-security-pccmhs-programme>.
- <sup>21</sup> See *Pacific Labour Mobility Annual Meeting Outcomes Statement*, paras 13–16. See also John Campbell and Olivia Warrick, *Climate Change and Migration Issues in the Pacific* (Bangkok: ESCAP, 2014), 3, 22–23, 30; ILO, *Impact of COVID-19 on Nexus Between Climate Change and Labour Migration in Selected South Asian Countries: An Exploratory Study* (Bangkok, 2021), especially 15–17.
- <sup>22</sup> OECD, *Entrepreneurship and Migrants*, Report by the OECD Working Party on SMEs and Entrepreneurship (Paris, 2010); Philippe Legrain, and Andrew BurrIDGE, *Seven Steps to SUCCESS: Enabling Refugee Entrepreneurs to Flourish* (Centre for Policy Development, 2019).
- <sup>23</sup> See Jim Fingleton, “Pacific Land Tenures: New Ideas for Reform”, *FAO Legal Papers Online*, No. 73, July 2008.
- <sup>24</sup> See *Pacific Qualifications Framework– Educational Quality and Assessment Programme: Pacific Community*; *Pacific Register of Qualifications and Standards*; and Pacific Community’s Educational Quality and Assessment Programme, *Quality Assurance in Higher Education and Training in Pacific Island Countries and Territories: Pacific Quality Assurance Framework*.
- <sup>25</sup> ILO, *Labour Mobility in Pacific Island Countries* (Fiji, 2019), 3.
- <sup>26</sup> ILO, *Migrant Worker Resource Centre Operations Manual* (Bangkok, 2014).