



PACIFIC REGIONAL LABOUR MOBILITY PRINCIPLES

CONTEXT

MEMBERS OF THE PACIFIC ISLANDS FORUM:

1. Recalling that in November 2023, Forum Leaders provided the mandate to develop Pacific Regional Labour Mobility Principles in collaboration with the Implementation Unit of the Pacific Agreement on Closer Economic Relations (PACER) Plus and other related agencies.
2. Reaffirming the International Labour Organisation (ILO) Declarations of Philadelphia (1945) and the ILO Declaration on Fundamental Principles and Rights at Work (1998) and its Follow Up (2022), recognising that labour is not a commodity, and recalling the UN's Universal Declaration of Human Rights, all migrants and nationals are equal before the law, and are entitled, without discrimination, to equal protection under the law.
3. Recognising that the vision of the 2050 Strategy for the Blue Pacific Continent for a resilient Pacific region of peace, security, social inclusion and prosperity that ensures all Pacific peoples can lead free, healthy and productive lives.
4. Acknowledging the importance of ensuring synergies to avoid unnecessary duplication, through collaborative approaches that includes but not limited to the Arrangement on Labour Mobility (ALM) under the Pacific Agreement on Closer Economic Relations (PACER) Plus.
5. Respecting the sovereignty of Pacific Islands Forum Member States in determining their labour mobility laws and policies and applying these Principles in line with existing regional governance and reporting mechanisms that support national settings.
6. Affirming that these Principles are not binding but intended as aspirations to provide high-level guidance to governments and other stakeholders, and to support well- managed labour mobility arrangements in the region. These Principles will be reviewed as part of the Monitoring, Evaluation and Learning (MEL) of the 2050 Strategy.

HEREBY ENDORSE THE PACIFIC REGIONAL LABOUR MOBILITY PRINCIPLES AS FOLLOWS:



Principle 1: All migrant workers should have their human rights protected, along with their labour rights.

Migrant workers should be treated fairly, with dignity, and enjoy the same human rights as local workers, as well as labour protections and minimum employment standards under national laws.



Principle 2: Labour mobility governance and policies should promote inclusivity and respect for cultural diversity.

Shaping fair and effective labour mobility policies require approaches that acknowledge diverse cultural identities, traditions and values in both countries of origin and destination.



Principle 3: All recruitment should be fair, ethical and transparent.

All recruitment should adopt fair and ethical processes and practices, ensuring transparency in contract terms and costs.





Principle 4: Relevant information on destination countries should be available for migrant workers participating in multilateral and specific labour mobility schemes.

It is a shared responsibility between countries of origin and destination to ensure that, where necessary, timely and relevant information and training is provided, including on rights and responsibilities, culture and customs, prior to departure and upon arrival.



Principle 5: Migrant workers should have access to just and fair work conditions.

Migrant workers should have access to fair working conditions that uphold their dignity, safety and wellbeing.



Principle 6: Migrant workers should receive worker protection and support for their welfare and wellbeing.

In line with national settings, migrant workers should have access to safe, decent living conditions and protections that uphold their rights and support their welfare and wellbeing throughout the migration journey.



Principle 7: Labour mobility should be demand-driven and include systems for skills development and recognition.

Labour mobility should be underpinned by inclusive, equitable, and demand-driven skills development systems, with mechanisms to support recognition, certification, and portability of skills and qualifications across borders.



Principle 8: Effective reintegration should ensure that returning migrant workers can re-establish the social, psychosocial and economic relationships with their families and communities.

Sustainable reintegration approaches should address the economic, social, and psychosocial needs of returning migrant workers, while enabling their contribution to local development through employment, entrepreneurship, and skills development.



Principle 9: Labour mobility arrangements should be designed to maximise the socio-economic and development outcomes of both countries of origin and destination.

Labour mobility is a key driver of sustainable socio-economic development in countries of origin and destination, strengthening livelihoods and supporting resilient labour markets and communities, including through strong and sustained cooperation.



Principle 10: The negative social impacts of labour mobility on workers, families, and communities should be minimised with positive impacts enhanced throughout the migration journey.

Labour mobility arrangements should be designed in a manner that mitigates the negative social impacts and strengthen the beneficial outcomes for workers, families, and communities in both countries of origin and destination.



Principle 11: Strengthen access to timely and reliable labour mobility data.

Improving access to timely and reliable data can support more informed labour mobility policies and programmes across the region. Where possible, strengthening national and regional labour mobility data sharing and systems should be encouraged, while respecting data privacy and local capacity.

