

“Reflections on New Zealand’s Recognised Seasonal Employer (RSE) policy ”

Sankar Ramasamy

GFMD thematic workshop, 13-15 June 2011, Marseilles



Overview

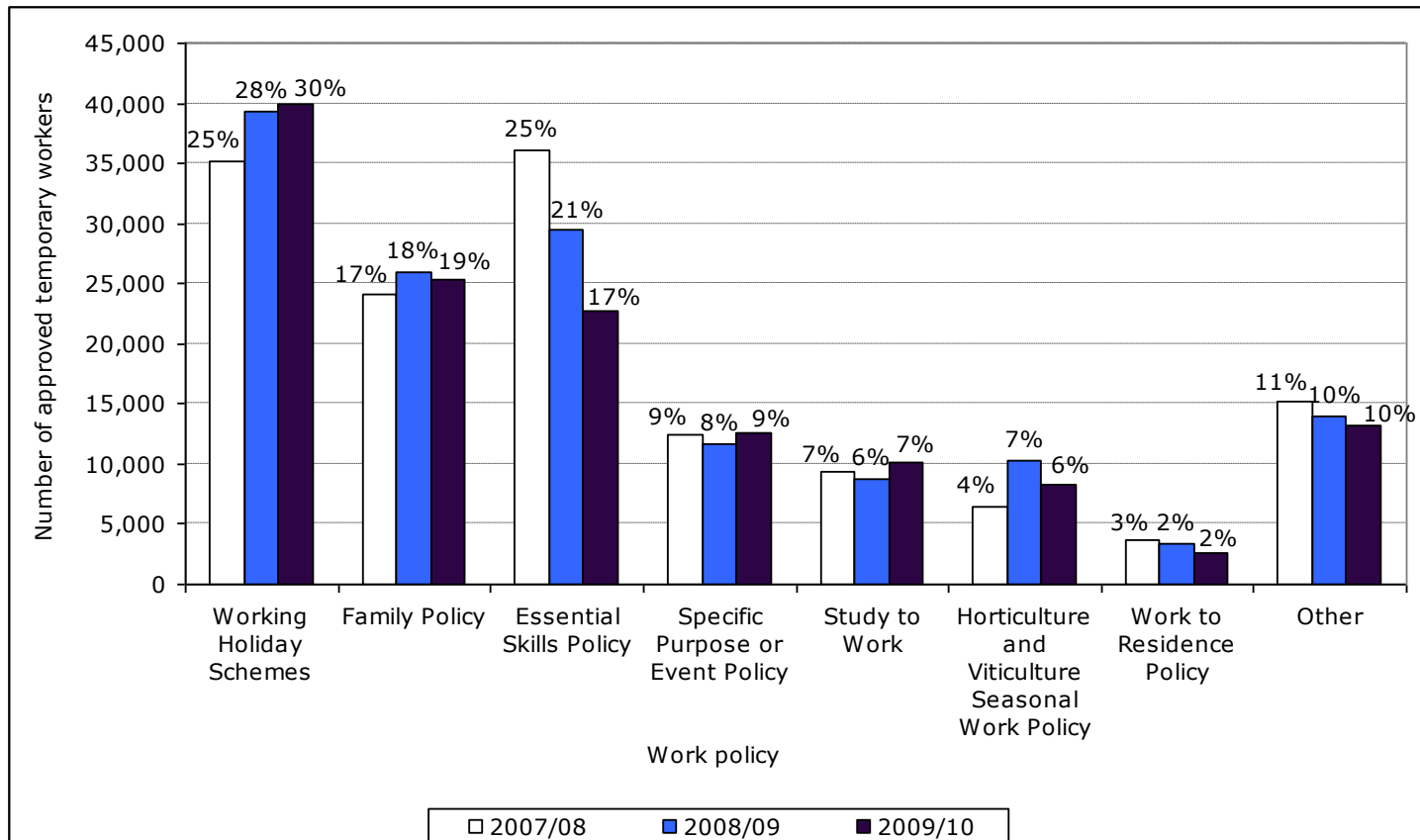
- *What experiences have different countries and agencies had with temporary migration and return interventions?*
- *What capacities does it require from Governments?*
- *What has worked? What hasn't?*
- *What approaches have been used to try to assess what works?*
- *How can M&E help to improve and scale up what works and move away from what doesn't?*



RSE – Kick start states



New Zealand's temporary migration



RSE policy mechanisms

<i>Regulatory</i>	Limited purpose visa of 7 months in any 11 month period, so workers retain links to their home country.
<i>Re-employment incentive</i>	Workers able to return if they meet certain criteria – return migration Guaranteed 240 hours work.
<i>Financial incentive</i>	Travel costs shared with employer.
<i>Punitive mechanism</i>	Agreement To Recruit (ATR) requires employers to pay the repatriation costs if workers become illegal and are deported.
<i>Facilitative approach</i>	Immigration/Labour officers aim to address problems through early intervention.



Off-shore facilitation measures

<i>Regulatory</i>	Regulate agents from taking fees from workers.
<i>Selection</i>	Several criteria (e.g. unemployment, rural location); need to maintain work-ready pool.
<i>Screening</i>	Health, security, and immigration checks.
<i>Pre-departure orientation</i>	Information on climate, clothing, travel, budgeting etc; managing expectations.
<i>Facilitative approach</i>	Ensuring employers have access to workers and communities.



Off-shore facilitation measures

<i>Monitoring</i>	Weekly data provision
<i>Feedback</i>	Monthly tele-conference
<i>Strengthening Pacific Partnerships (SPP)</i>	Information Management Processes Knowledge Communication Marketing



On-shore facilitation measures

<i>Regulatory</i>	Pastoral care requirements for employers
<i>Assistance</i>	<i>Liaison officers</i> <i>0800 telephone</i>
<i>Induction</i>	Post-arrival visits
<i>On-going support</i>	Periodical checking in by RSE staff/RSE labour inspectors



Government capacity – Policy design

- Problem definition –innovative/‘joined-up’ government thinking on fundamental problem
- Solutions – ‘systems thinking’ as against reactive ad hoc policies – part of wider seasonal labour strategy
- Temporary immigration policy for seasonal labour - drawing on synthesis/global best practice – pilot demonstration (World Bank)



Government capacity – Policy implementation

- Multi-level governance structure (e.g. Project Steering Group from across all agencies, Project Advisory group, Department Governance Group across internal workstreams)
- Departmental structure – dedicated RSE unit and management, RSE inspectors – leverage location of immigration and labour (employment/OSH) functions within the Department of Labour
- Kick start state arrangements for facilitative measures



Context for implementation

- Implementation rushed in 2007
- No 'blueprint' on how to
- Extensive public/media scrutiny of scheme in early stages
- Many employers sitting 'on the fence'



What worked?

- 'Learn as you go' approach – in tandem with comprehensive Research and Evaluation strategy
- High level of communication/collaboration within the Department and across agencies (e.g. Hort/Vit sectors, NZ Council of Trade Unions, Pacific visits)
- Facilitative and 'modern regulator' approach of the Department



Key enablers

- 'Emergent mechanisms' in pastoral care/return
- Clarity on 'employer-led reality'
- Networks with Pacific communities
- Political will/commitment
- Ongoing Strengthening Pacific Partnership initiative



Approaches to assess what works

- Research strategy – get in early
- Implementation monitoring as part of initiative roll-out
- NZ focussed process and outcomes evaluation with 'real-time' inputs
- Pacific focussed development impact evaluations
- NZ Pacific forums - comprehensive feedback loops
- Post evaluation monitoring (on-line survey/MiLEED/Productivity)
- Department – coordination/clearing house for RSE research



How can M&E help?

- Demarcate scope of domestic evaluation (short-term outcomes - not impact)
- Clear-cut evaluative criteria for judgement (e.g. 'evaluation rubrics')
- Adaptive and real-time (e.g. Audit of wages)
- Tangible learning's for improvement (e.g. changes to selection, pre-departure briefing, accommodation, pastoral care, worker support)
- Test policy intent and assumptions through systems logic



RSE results – ‘Win-Win’ narrative

Industry transformation

Progress towards Pacific economic development

