PACIFIC CLIMATE CHANGE MIGRATION AND HUMAN SECURITY (PCCMHS) PROGRAMME

EX-POST EVALUATION REPORT

DECLARATION

Name: Kunal Singh

Position / title: External Evaluator

Organization: Talanoa Consulting

Project evaluated: Pacific Climate Change, Migration and Human Security (PCCMHS) Programme

Declaration

I Kunal Singh hereby declare that the ex-post evaluation was performed independently, and the views expressed by those who participated in this evaluation has been treated sincerely and anonymously.

I understand my role as an external evaluator for the abovementioned programme and I make this declaration in good faith.

NO CONFLICT OF INTEREST

✓I have no actual, potential or perceived conflict of interest in relation to this procurement process and my role as a member of the Evaluation Committee and I undertake to carry out my duties with the highest degree of objectivity and integrity.

Signature:	
Date:	24.10.2023

ACKNOWLEDGEMENTS

Contents

LIST of TABLES

LIST of FIGURES

EXECUTIVE SUMMARY

This ex-post evaluation focuses on results achieved under the Pacific Climate Change Migration and Human Security Programme (PCCMHS) from February 2019 to December 2022. The evaluation, through the interview process, also captures lessons learned and best practices after the completion of Phase I (Dec 2022 to the start of this evaluation). The duration of the PCCMHS programme was 47 months, funded by the United Nations Human Security Trust Fund (UNHSTF), and receiving additional support from New Zealand Ministry of Foreign Affairs and Trade (MFAT) from May 2020 to August 2022. The programme aimed to protect and empower communities adversely affected by climate change and disasters in the Pacific region, focusing specifically on climate change and disaster-related migration, displacement and planned relocation.

PCCMHS is a joint agency programme being delivered through a partnership led by the International Organization for Migration (IOM), the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), International Labour Organization (ILO), the Office for the High Commissioner for Human Rights (OHCHR), in close collaboration with the Pacific Islands Forum Secretariat (PIFS) and the Platform on Disaster Displacement (PDD). Additional programme details given in Table 1.

Table 1: PCCMHS Summary

Title of the programme	Enhancing protection and empowerment of migrants and communities affected by climate change and disasters in the Pacific region – **Pacific Climate Change, Migration and Human Security (PCCMHS) Programme**.
Programme objectives	**Objective I:** Pacific communities and governments demonstrate strengthened capacity and coordination through a human security-based response to climate change and disaster-related migration, displacement and planned relocation, through the development of a regional rights-based framework on climate mobility. **Objective II:** Migrants and communities in the Pacific region benefit from safe labor migration as a sustainable development and climate change adaptation strategy. **Objective III:** The programme aims to develop and contribute to the evidence-base on good practices in responding to climate and disaster-related displacement with particular focus on the role of the human security framework.
Geographical coverage	Regional
Management site	Fiji-CO-Suva-FJ10
Donor details	United Nations Trust Fund for Human Security (UNTFHS) New Zealand Ministry of Foreign Affairs and Trade (MFAT)

Programme budget including indirect support costs in US$	Programme total commitment: **USD 5,935,841.01**
	    o UNTFHS – USD 2,000,000
	    o MFAT - USD 644,016.01

(UNTFHS, MFAT and other sources of funding)	o IOM – core funding USD 1,839,652 o OHCHR – core funding USD 358,955 o ILO – core funding USD 380,290 o ESCAP – core funding USD 642,928 o PDD – regional meeting USD 70,000

Despite the disruptions posed by the novel coronavirus (COVID-19) pandemic, together with other disasters in the Pacific, the PCCMHS programme made a significant contribution to the achievement of its overall objectives to enhance protection and empowerment of migrants and communities affected by climate change and disasters, at the end of Phase I.

The programme achieved several significant milestones during its implementation, some of which are listed below:

- Meaningful opportunity for thematic experts from across the Pacific to come together as part of the Technical Advisory Group (TAG[1]) to contribute towards the discussion on climate mobility;
- An opportunity for civil society organisations (CSOs) and communities to be involved in regional consultations, delivered through the additional MFAT funding;
- Establishing a cluster of in-country experts on climate mobility in the region, who helped carry out community consultations during the COVID-19 phase. This was in response to restrictions on travel, and a direct example of local capacity building;
- Promoting regional leadership between Fiji and Tuvalu to co-chair the Joint Working Group (JWG) on climate mobility to amplify regional voices and oversee the development of the draft regional framework;
- Strengthening of local/national labour migration policies through evidence-based research. E.g. National Labour Migration Policies in Kiribati and Tuvalu;
- Promoting cross-cutting issues of gender equality and human rights into regional policies and improving inclusiveness and encouraging participatory approach through the various engagement platforms.

Commissioned by the IOM, on behalf of the programme implementing partners[2], this ex-post evaluation employed a combination of qualitative research methods to assess the programme's relevance, effectiveness, sustainability, and impact. It gauged the programmme's relevance and coherence concerning its stakeholders and beneficiaries, evaluated the effectiveness of project management and implementation, analysed its impact,

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[1] A Technical Advisory Group (TAG) was established by OHCHR in 2019, comprising experts from across the Pacific region on climate mobility. This was established as a means to provide technical advice to governments in the development of a regional framework on climate and disaster related migration, displacement and planned relocation. The TAG comprises 17 climate change, migration and human rights experts from around the Pacific, Australia and New Zealand. In 2021, the TAG saw the addition of five new members.

[2] ESCAP, OHCHR, ILO, PDD and PIFS.

assessed the integration of cross-cutting themes like human rights and gender, and explored the potential for sustainability of the intended outputs and outcomes.

Relevance: The programme objectives and outcomes effectively responded to the needs of the Pacific, addressing gaps across key regional policies and frameworks[3], in view of the importance of climate related displacement, relocation and migration to the region. Despite the distruptions caused by the COVID-19 pandemic and disasters in the region, the programme continued to make reasonable and gradual progress. There were slight adjustments to the implementation plan as a result of the restrictions caused by the pandemic; involving in-country experts, shifting consultations to virtual platforms and dissemination of visibility materials to improve understanding of climate mobility and migration amongst the stakeholders. The establishment of an expert group, TAG allowed the programme to capture diverse feedback and direction from specialists. The additional MFAT support allowed the programme to expand consultations to include community voices across the Pacific. This approach strengthened the regional rights based framework and subsequent activities.

In summary, the programme made valuable strides in aligning the programme to regional priorities and policies, demonstrated commendable efforts to engage stakeholders and beneficiaries, despite COVID-19 distruptions at the same time, ensuring that the objectives and outcomes of the programme stay intact, resilient and responsive.

Effectiveness: Given a difficult implementing environment and timeframe, Phase I of the programme was perceived as '*remarkable*' by respondents, for having delivered key activities and being resilient and responsive. The programme found to difficult to attract political support from all PICs at the start of the implementation period. However, there was gradual acceptance and ownership, post the pandemic and once the JWG was given more control and a role to play. COVID-19 prompted important changes to the delivery approach, allowing activities to continue, even when the pandemic restricted travels and consultations. As a response to COVID-19, the programme involved in-country experts, given that the implementing teams were unable to travel. The involvement of local experts established a regional cluster of trusted advisers, who could drive awareness of climate mobility and migration, resulting in improved ownership and participation. The evaluation also noted the value of state led approaches, after the drafting of the regional framework was delayed due to the lack of participation from a few member states. Programme partners had to intervene and facilitated the drafting of a revised framework, allowing PICs to take ownership and lead the process through the JWG. Implementing partners and the TAG pointed out the need to ensure flexibility in programmes, to accommodate for staff turnovers and the need for additional capacity, where needed. The coordination and collaboration, led by the programme team, was essential to the success of the programme, having maintained a robust mechanism of engagement with stakeholders and beneficiaries. Implementing partners, donors and the TAG observed a slight weakening effect to the quality of external

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[3] Boe Declaration, 2050 Strategy for the Blue Pacific Continent and Framework for Resilient Development in the Pacific (FRDP).

coordination when the programme manager (PM) was on temporary leave, resulting in the inconsistencies of engagement. The evaluation noted that the Programme Steering Committee should ensure that staff in key coordination roles are recruited quickly and provided adequate handovers to the role.

The evaluation noted the value of the additional MFAT support to the programme. The additional funding facilitated extended consultations to include additional PICs and communities. This allowed the framework to be inclusive, gather a complete regional picture and be responsive to the needs of all PICs on climate mobility.

Impact: A key impact of the programme activities was the greater access to information, including policy briefs[4], manuals, learning guides, which resulted in an improved understanding and acceptance of disaster-related migration, displacement and planned relocation into the national and regional discussions. The drafting of the regional framework on climate mobility highlighted the importance of state-led approaches. Some respondents indicated that the lack of local expertise in the drafting of the framework affected its timely completion. The contracting of an external academic firm to lead this work was perceived as an ineffective approach to develop the regional framework by some respondents. The quick identification of this barrier allowed the implementing partners to play a facilitative role and developed a revised draft for member states to review. In addition, this experience underpins the important role played by programme partners, in this case, the UN agencies to provide an enabling environment to facilitate regional discussions.

The regional rights based framework has enabled migrant workers from the region to be more responsive and confident, making informed decisions about their wellbeing and human rights. The framework is forward looking and looks to respond to issues on climate mobility, displacement and migration in the Pacific. A well-managed, rights-based labour migration framework can be also used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship. Communities who may need to move in the future because of disasters and climate change are well equipped through training, upskilling and education to enter the market workforce at a reasonable level. This will contribute to improved outcomes for migrants, their families, countries of origin and destination.

Sustainability: There is strong evidence to assess that the processes and outcomes established by the PCCMHS programme are continuing to extend their benefits beyond its lifespan, into Phase II.

The programme garnered slow, yet gradual regional support across Pacific Island Countries (PICs) and partners. Initially, the design included 5 national consultations, however, this was significantly increased to 14 PIF member states, which led to a robust draft regional rights-based framework. The regional framework itself and its tentative endorsement by the PIF

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[4]Pacific Regional Policy Dialogue on Climate Mobility – Background Paper https://environmentalmigration.iom.int/sites/g/files/tmzbdl1411/files/documents/PCCMHS%20Background%20Paper-Web.pdf

leaders is an indication of the sustainability of impacts. Importantly, the programme has already received MFAT funding to start Phase II – building on progress made by Phase I. Similarly, the programme has longlasting impact on migrant workers and their wellbeing, by capacity building of relevant Ministries (and departments) to provide consistent support, where needed.

Gender Equality and Human Rights: Throughout its implementation, this programme has effectively integrated gender considerations into different facets of its work by allowing gender experts and groups to constructively input into the programme design, activities and implementation. It has adopted a gender-sensitive approach in research, consultations, training content, and data monitoring and evaluation. The programme engaged women and LGBTQIA+ groups through consultation workshops and ensured equal representation in training sessions. These gender-inclusive and responsive strategies have allowed for the representation of women and marginalised groups[5] in the draft regional framework on climate mobility, promoting equal opportunities for women in Pacific labor migration and amplifying women's priorities from the communities towards climate mobility. Additionally, the project employed a human security approach[6], which promoted human right and social inclusion as its core principles.

Based on the findings and conclusions that have emerged from this evaluation, some key recommendations have been identified by the external evaluator to guide future programming of similar initiatives. These are shared in details towards to the end of this report.

Ex-post Evaluation – Lessons Learned and Recommendations

A detailed account of the recommendations are provided later in the evaluation report. Here is a summary:

- Human security approach – additional guidance, clarity and direction is recommended, going into the implementation of the regional rights based framework.
- The evaluation strongly recommends country level engagement to begin earlier in the design process. This was picked up by country focal points as a important finding that supports programme delivery, helps increase programme understanding and awareness.
- The importance of state-led approaches was a key lesson learned in Phase I. The implementation of the framework should be mindful of allowing member countries to take a leading role, and the UN agencies (together with other partners) to create an enabling environment and facilitate proactive discussions.

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[5] Marginalized communities, peoples or populations are groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions.

[6] Human security calls for people-centred, comprehensive, context-specific and prevention-oriented responses that strengthen the protection and empowerment of all people and all communities. https://www.un.org/humansecurity/wp-content/uploads/2017/10/h2.pdf

- The value of involving in-country experts to carry out consultations for such programmes was a key finding of Phase I. This has established a local cluster of experts who would be extremely helpful, during the implementation phase.
- To allow for effective coordination and engagement in Phase II, it is important to provide adequate human resources capacity, both in the lead agency and programme implementing partners.
- The TAG has been a valuable component of Phase I. Best practices from the TAG should be replicated in Phase II, and knowledge sharing need to take place proactively.
- Given the COVID-19 experience, it is important to ensure flexibility in the implementation and design of activities to ensure a resilient, responsive and relevant Phase II.
- Wherever possible, Phase II should encourage face to face engagements – member states consider this most effective. However, implementing teams should also consider ways of improving programme delivery, when using virtual platforms, particularly as programmes should be looking for ways to minimise their own carbon footprints.
- Knowledge management systems (e.g., websites, PCCMHS programme portal, digital reports)should to be designed to allow best practices and lessons learned to be captured, shared and stored efficiently. At the same time, knowledge transfer for staff leading different components should be encouraged at all times.
- Due to the changing needs of the programme, it is vital that the communication and visibility strategy is re-visited at least every quarter, to better align to the programme objectives and outcomes.
- In the context of multi-country projects, it is advisable to maintain a systematic document management approach, to allow for easier access, where needed.
- A clear exit strategy or sustainability plan should be discussed by programme partners and beneficiaries earlier in the process.
- Civil society engagement and inclusion should be paramount. The programme implementing team should work proactively with the TAG, JWG and the TWG-HM to design a well-informed engagement plan with CSOs, ahead of the implementation of the framework.

LIST OF ACRONYMS

2050 Strategy	2050 Strategy for the Blue Pacific Continent
CROP	Council of Regional Organizations in the Pacific
CSO	Civil Society Organization
COP 26	UNFCCC Twenty Sixth Conference of Parties
EBMOs	Employer and Business Membership Organizations
ESCAP	United Nations Economic and Social Commission for Asia and the Pacific
FGDs	Focus Group Discussions
FSM	Federated States of Micronesia
FRDP	Framework for Resilient Development in the Pacific
GCM	Global Compact for Safe, Orderly and Regular Migration
GEDSI	Gender Equality, Diversity and Social inclusion
ILO	International Labor Organization
IOM	International Organization for Migration
ITCILO	International Training Centre of the ILO
JWG	Joint-Working Group
KII	Key Informant Interviews
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer, intersex, asexual and other sexually or gender divers.
MFAT	New Zealand Ministry of Foreign Affairs & Trade
NLMP	National Labor Migration Policy
NSAs	Non State Actors
OHCHR	Office of the United Nations High Commissioner for Human Rights
PCCM	Pacific Climate Change Migration
PCCMHS	Pacific Climate Change Migration and Human Security Programme
PCAs	People Centred Activities
PICs	Pacific Island Countries
PICTs	Pacific Island Countries and Territories
PM	Project Manager
PNG	Papua New Guinea
PPR	Programme Performance Review

PDD	Platform on Disaster Displacement
PIF	Pacific Islands Forum
PIFS	Pacific Islands Forum Secretariat
PRP	Pacific Resilience Partnership
PSC	Programme Steering Committee
PWD	People with Disabilities
RMI	Republic of the Marshall Islands
SEC	Standard Employment Contract
SWS	Seasonal Worker Schemes
TAG	Technical Advisory Group (under PCCMHS)
ToR	Terms of Reference
TWG-HM	Technical Working Group on Human Mobility (under the Pacific Resilience Partnership)
UNFCCC	United National Framework Convention on Climate Change
UNDP	United Nations Development Programme
UNTFHS	United Nations Trust Fund for Human Security

CONTEXT AND PURPOSE OF THE EVALUATION

Project Background

The Pacific region is extremely vulnerable to climate change and natural hazards. Not all-natural hazards are linked to climate change,[7] but many of those disasters that displace large numbers of people are.

In addition, rising temperatures and sea-level, coastal erosion and salinity intrusion are occurring at an accelerated pace due to climate change, threatening the existence and livelihoods of communities in Pacific Island Countries and Territories (PICTs) and in turn, affecting migration flows within and outside the region.

The programme "Enhancing Protection and Empowerment of Migrants and Communities Affected by Climate Change and Disasters in the Pacific Region" also known as the Pacific Climate Change Migration and Human Security (PCCMHS) programme is a joint programme delivered through a partnership between the UN entities: IOM (programme lead), ESCAP, ILO, OHCHR, as well as PDD and the PIFS.

"The framework underscores the Pacific's commitment to safeguarding the well-being of its people and prioritizing the right to stay in their homes"

-Joint Working Group-

The PCCMHS programme builds on the momentum of the previous Pacific Climate Change Migration[8] (PCCM) project led by ESCAP, in partnership with ILO and UNDP from 2013 to 2017, which focused on data collection to understand community attitudes to climate change related migration. A regional dialogue was organised by the PCCM project bringing together Pacific Island Countries (PICs) to review the data and identify key priority areas of action. A key outcome of the dialogue was the development of an action plan with the main recommendation to '*develop the regional rights-based framework on climate change-related migration, displacement and relocation'*. It was believed that this would address gaps in existing and past initiatives to respond to the critical issue of migration and displacement in the context of climate change and disasters and respond to the priorities identified by Pacific governments.

Following the end of the PCCM project, the final evaluation emphasized that migration and displacement due to climate change and disasters remain a priority issue across the Pacific and that more work needs to be done through multi-sectoral partnerships to address this

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[7] The United Nations Framework Convention on Climate Change (UNFCCC), in its Article 1, defines climate change as "a change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability observed over comparable time periods."

[8] The PCCM was a three year project (2013-2016) funded by the European Union and implemented by the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), the International Labour Organization (ILO) and the United Nations Development Programme (UNDP).

issue. The PCCMHS project directly responded to the key priorities and recommendations put forth by the PICs and regional and international organizations. Furthermore, the importance of responding to displacement, relocation and migration in the context of climate change and promoting safe labour mobility was a key theme of the Pacific Sub-Regional consultation for the Global Compact for Migration.

The PCCMHS started in February 2019 and ended in December 2022 (47 months), having received a 11-month no cost extension and focused on the following key objectives:

Programme objective: To protect and empower communities adversely affected by climate change and disasters in the Pacific region, focusing specifically on climate change and disaster-related migration, displacement and planned relocation.

Objective 1: Pacific Governments demonstrate strengthened capacity and coordination through a human security-based response to climate change-related displacement, migration and planned relocation.

Objective 2: Migrants and communities in the Pacific benefit from safe labour migration as a sustainable development and climate change adaptation strategy.

Objective 3: To develop and contribute to the evidence-base on good practices in responding to climate change-related displacement, migration and planned relocation with particular focus on the role of the human security framework.

The programme achieved several significant milestones during its implementation, some of which are listed below:

- Meaningful opportunity for thematic experts from across the Pacific to come together as part of the TAG to contribute towards the discussion on climate mobility;
- An opportunity for CSOs and communities to be involved in regional consultations, delivered through the additional MFAT funding;
- Establishing a cluster of in-country experts on climate mobility in the region, who helped carry out community consultations during the COVID-19 phase. This was in response to restrictions on travel, and a direct example of local capacity building;
- Promoting regional leadership between Fiji and Tuvalu to co-chair the Joint Working Group (JWG) on climate mobility to amplify regional voices and oversee the development of the draft regional framework;
- An inclusive, well-informed and robust rights-based regional framework on climate mobility, drafted by technical experts, reviewed through a series of regional consultations, and ready for regional leaders' endorsement;

- Strengthening of local/national labour migration policies through evidence-based research. E.g. National Labour Migration Policies in Kiribati and Tuvalu;
- A well-managed, rights-based labour migration framework, used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship;
- Promoting cross-cutting issues of gender equality and human rights into regional policies and improving inclusiveness and encouraging participatory approach through the various engagement platforms.

Evaluation Criteria and Questions

The evaluation assessed the overall project performance against the OECD DAC's evaluation criteria of *relevance, effectiveness, impact and sustainability.* The questions are categorized per criteria and are listed below, including specific questions in gender, as per defined in the Evaluation Terms of References - TOR (see Annex 1):

Table 2: Evaluation Criteria and Questions

Evaluation Criteria	Evaluation Questions	
Relevance: assessing to what extent the programme objectives and intended results remain valid and pertinent either as originally planned or as subsequently modified.	i.	To what extent were government, stakeholders and affected communities consulted to identify priorities and involved in design and implementation of the project?
	ii.	To what extent are the programme's objectives, activities, and overall approach aligned with international, regional human security-based response frameworks and national policies and priorities on climate change and disaster-related migration?
	iii.	Were the programme activities and outputs consistent with the intended outcomes and objective either as initially planned or as modified? (Adjusted to a sub-question from TOR)
Effectiveness: assessing the extent to which the programme achieves its intended results.	i.	To what extent have programme results been achieved across the programme's outcome areas?
	ii.	What, if any, differences in the degree of achievement of results can be seen between different/or in specific countries?
	iii.	What were the key strengths of the project intervention and what was the added value for expansion of the programme to additional countries to address the climate change and disaster related migration in the Pacific region?
	iv.	Were there any gaps or untapped opportunities that PCCMHS programme could have explored to further strengthen a regional response to climate mobility?

	v.	What external/internal factors outside of the programme's control have affected the achievement or non-achievement of results?
	vi.	To what extent did the decision-making body facilitate timely implementation?
	vii.	What were the weaknesses?
Sustainability: assessing to what extent the programme's results will be maintained for a certain period after the current project phased out.	i.	Are the structures, resources, and processes in place to ensure that the benefits generated by the programme continue?
Impact: positive and negative, primary and secondary long-term effects produced by the programme, directly or indirectly, intended or unintended.	i.	To what extent has the programme design and implementation promoted the achievement of results that target the root causes of Climate change and disaster-related migration in the Pacific region?
	ii.	To what extent is the programme having or is likely to have a direct impact on the lives of communities most at risk of adverse effects of climate change and disaster induced migration?
	iii.	How could programme impacts on migrant workers have been increased and/or better captured?
	iv.	To what extent are target countries responding/are better equipped to respond to climate change and disaster related mobility within and across borders?
	v.	Are there visible mechanisms for coordination at regional level between countries in addressing climate change and disaster related migration?
	vi.	To what extent were risks to programme impact actively monitored and addressed?
	vii.	What were some of the unplanned negative impacts that were brought about by the programme and how well were they addressed to minimize the effect on programme results?
Cross-cutting issues: Gender and human-rights.	i.	To what extent were gender and human rights considered, appropriately contextualized, and implemented during the programme design, implementation, and monitoring?

Evaluation Background, Scope and Purpose

The purpose of this ex-post evaluation, commissioned by IOM, on behalf of the programme team was to determine the relevance of the programme for their stakeholders and beneficiaries, the effectiveness and of project management and implementation, the impact, the extent to which the cross-cutting themes of human rights and gender were integrated into the projects, and whether the intended effects were sustainable and/or had prospects for sustainability.

More specifically, the objective of the evaluation therefore was to highlight the achievement of results, assist in reviewing project effectiveness, document lessons learned and best practices and propose recommendations.

The findings and recommendations from the evaluation are expected to inform Phase II of the PCCMHS programme, which is currently being implemented. By examining the soundness of the relationship between the programme's logic, implementation approaches, and results delivered, the evaluation responds to both accountability and learning purposes.

The primary intended audiences for the evaluation report are programme staff from implementing partners, programme staff, the heads of implementing agencies and regional organizations. Evaluation results, comprising of lessons learned, best practices and recommendations will be shared with Pacific governments, including the JWG members, civil society organisations (CSOs) and donor agencies, which will serve as an opportunity to replicate best practices and improve on the identified lessons learnt.

Secondary audiences for this evaluation report are the UN Agencies, including stakeholders that were not directly involved in the implementation. The secondary audiences are likely to use the findings for learning and accountability purposes. Further details provided in **Table 3** below.

Table 3: Evaluation Intended Uses and Target Audience

INTENDED AUDIENCE	INTENDED USES
Pacific Governments, including Joint Working Group (JWG) members, relevant CSOs, and UN Agencies, including stakeholders that were not directly involved in the implementation.	- To identify gaps to improve regional and national policy formulation and implementation. - To provide evidence of success and challenges on implementation of the programme. - To guide the development and implementation of the Regional Framework
Donors and implementing partners	- To understand the extent to which programme interventions are appropriate in relation to the needs and priorities of Pacific Island Governments and communities in addressing climate change related mobility - To assess value for money for a set of activities funded - To use the findings in consideration of future project and programme planning
Programme staff from partner agencies, the Heads of Implementing Agencies and regional offices.	To improve identification of country's needs and alignment with global development agenda regarding climate change migration

INTENDED AUDIENCE	INTENDED USES
	and human security and IOM's relevant strategic guidance.
	• To improve project design, efficiency, and effectiveness of future programme implementation.
	• To identify specific follow-up actions/initiatives and programme development ideas
	• To document lessons learned and best practices to support programme formulation and endorsement in the future.

The evaluation covered the period of the programme between February 2019 to December 2022. The evaluation also captures best practices and lessons learned during the regional framework drafting and agreement process period in 2023. The geographic scope was activities and impacts in Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Nauru, Niue, Papua New Guinea, Palau, Republic of the Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

Stakeholders targeted through the evaluation included key government focal points, regional organizations, TAG, JWG members and CSOs.

The evaluation assessed the performance of the programme against the agreed upon results matrix, workplan and budget. The evaluation also considered cross-cutting issues such as Gender, Rights-Based Approach (RBA).

The list of interviewees (see **Annex 3**) and documents reviewed (see **Annex 2**) are accessible in the Annex section.

Evaluation Approach and Methodology

The objective of this evaluation was to analyse the achievement of the programme goals based on the results indicators, the information contained in the logical framework, and the results matrix, as well as to analyse deviations and their possible causes, and measure the impact of the programme from the stakeholders' and beneficiaries' perspective. The evaluation methodology intended lessons and recommendations to be extracted for use in future programming.

The evaluator worked closely with the Evaluation Manager (Programme Manager (PM), PCCMHS), as well as IOM Monitoring and Evaluation specialists, and the staff involved in programme implementation ("project team"). They provided country specific information, relevant documents, and information on progress and achievements of the programme. A combination of qualitative methods was used to gather data to respond to the below aggregate evaluation questions about the project merit and significance.

Relevant stakeholders including staff from the implementation team (IOM, ESCAP, ILO, OHCHR, PIFS and PDD), relevant members of the Programme Steering Committee, government representatives including members of the Joint Working Group on Climate Mobility and other actors identified were consulted on the programme implementation, results, and their perceptions.

The evaluation process encompassed several essential steps, including:

- ***Initial reflection session with IOM staff*** in July 2023 to review TORs and proposed methodology, including deadlines and arrangements.

- ***In-depth review of documentation.*** The evaluator reviewed relevant programme documentation shared by the implementing team, including internal reports; external reports to the donor; result and activities outputs and related documentation; policy briefs; video documentaries; etc., (see **Annex 2**). Data sources included the documents and websites on labour migration and remittances in the Pacific. As well as the products produced by the project:

    - Research reports on reviewing the National Labour Migration Policies in Kiribati and Tuvalu;

    - Two reports reviewing seasonal worker schemes of Australia and New Zealand, with respect to (i) international human rights and labour standards, (ii) participation of women and marginalised groups and (iii) review of labour migration policies and laws in destination countries;

    - Policy briefs on the rapid assessment on socioeconomic impacts of COVID-19 on labour mobility; policy developments and options to address human mobility in the context of climate risk in the Pacific Islands Region; navigating human security and climate mobility in the Pacific;

    - Online videos in local languages.

The information collected during desk/literature review informed the formulation of the Evaluation Plan, stakeholders mapping, Evaluation Matrix (see **Annex 1**), design of data collection instruments and identification of key additional questions considered in the Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs).

- ***In-depth interviews with key informants and focus groups discussions***. Interviews were conducted both virtually and face to face.
- Participants for Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) were selected in discussion with IOM project team, as well as PSU Canberra, following the stakeholder mapping exercise conducted during the evaluation planning phase. The interviews lasted 60 minutes (or longer) and used a particular semi-structured guideline for each targeted interviewee as per data collection tools.
- ***Debriefing session with the Reference Group***. During these sessions, the evaluation findings were shared, and initial recommendations were collaboratively identified.

- *Validation sessions*. Series of validation sessions with the Reference Group and the stakeholders involved in the consultation process.

Sampling

A total of 32 representatives from stakeholder organizations participated in the KIIs, and 5 participated in the FGDs, making a total of 37 participants for this evaluation.

A purposeful sampling technique was used to identify relevant evaluation participants from stakeholders who were directly involved or affected by the programme in coordination with the implementing team.

To ensure a representative picture about the programme's intentions, design and results, efforts were made to ensure the final sample represented both upstream and downstream stakeholders including senior Government officials, programme development and management teams, CSOs/private sector stakeholders and migrants. The table below displays the sample categories.

Table 4: Stakeholders Interviewed according to Categories

Organization type	Male	Female
Government	4	10
IOM	1	2
CSO/Private sector	5	1
Academic	1	2
Regional org	2	1
International org	5	3
Total	**18**	**19**

The evaluator strived to promote participation of all stakeholders. At the start of each interview, the evaluator explained the purpose and scope of the evaluation and asked for stakeholders' opinions regarding recommended actions. All efforts were made to ensure that both duty bearers and rights holders are engaged in the process. This included both senior management and technical level staff where possible, that have been engaged in the strategic oversight and activity implementation of the programme and representatives of population groups such as youths, people with disabilities (PWD), and LGBTQIA+.

Limitations

The evaluation team did not have the opportunity to meet with all stakeholders involved with this programme, given the vast number of stakeholders engaging at different scales of implementation (regional, national and community). Participating regional countries and communities were not visited as part of the evaluation, due to time and budgetary constraints.

The turnover of essential personnel within involved institutions and implementing partners, and the subsequent loss of institutional knowledge presented a significant obstacle. However, this constraint was addressed in the preparatory phase of the evaluation and relevant individuals were identified even if they had transitioned to other roles or organizations, which allowed for historical insights.

The evaluation faced challenges convening participants to share their experiences and feedback on Objective II. There was limited participation from national focal points, and most of the background information was gathered from programme documents and annual reports.

There was reasonable participation from diverse stakeholders to assess Objectives I and III. While the target was to interview all PICs involved in this programme, the evaluation was only able to get a fraction of this (further details in Table above). However, the number interviewed was sufficient for the purpose and scope of this evaluation.

This limitation was also further mitigated by cross-referencing data from various sources, including information products related to key project events. The accuracy of data used by the evaluation was validated through cross-referencing data from multiple document sources and data gathered through KIIs and FGDs.

In addition, the evaluator faced challenges when convening stakeholders for the validation meeting, at the end of the evaluation process. Due to parallel regional events happening at the same time, stakeholders, especially national governments and regional organizations were pre-occupied and did not participate. The final draft of the evaluation report was shared with them to get their feedback.

Data Analysis

A qualitative data analysis was undertaken to analyse data. All key programme documents including reports and other information products were considered for analysis. The analysis followed a systematic coding in line with relevant pre-defined criteria and impact/sustainability and classified according to relevant thematic rubrics aligned to the evaluation questions and OECD-DAC criteria. During the data analysis process, relevant text segments were assigned to their respective codes, categories, and themes which formed basis for evaluation finding synthesis through inductive evaluation reasoning. Data from different sources were triangulated through an iterative constant comparison to identify patterns and themes emerging across different data strands to substantiate the evaluation findings and conclusions about the project performance.

EVALUATION FINDINGS

The evaluation findings are organized according to the evaluation criteria, defined at the outset. This section provides an overview of the key findings, compiled using information collected from KIIs, FGDs and desk reviews to respond to the evaluation questions.

Relevance

To what extent were the programme interventions relevant and appropriate in relation to, global/regional priorities and the needs and priorities of Pacific Island Governments and communities in addressing climate change related migration, displacement and planned relocation?

To what extent are the programme's objectives, activities, and overall approach aligned with international, regional human security-based response frameworks and national policies and priorities on climate change and disaster-related migration?

The programme was designed based on an identified gap in policies and tools for a regional approach to respond to climate change-related displacement, migration and planned relocation. As such, it intended to develop a regional framework to strengthen the capacity and coordination of governments in the Pacific, through a human security-based approach. It also supported governments with information, tools, and resources to implement labor migration policies and community-based projects to address climate change. Therefore, the programme was found to be **highly relevant** as it responds to the current needs and priorities of Pacific Island governments to plan for climate mobility.

The programme's objectives and outcomes **respond to Pacific needs** and **show coherent alignment with the priorities outlined in regional policies and frameworks**. Such an approach outlines the importance of having a defined regional position on climate change and disaster-related migration, displacement and planned relocation.

As outlined in the programme document, the PCCMHS strongly supports the **Boe Declaration**[9] on regional security, which includes an expanded concept of security to include human security and "prioritising regional cooperation

> **Boe Declaration on Regional Security:** recognises climate change as the single greatest threat to the livelihoods, security, and well-being of the peoples of the Pacific and re-emphases the commitment to progress the implementation of the Paris Agreement.

in building resilience to disasters and climate change, including through regional cooperation". There is growing acknowledgement at the global, regional and national levels of the link between climate change and migration, as such regional and national policies and frameworks increasingly refer to this nexus and call for action to address this in an integrated manner, which includes reducing displacement, leveraging labour migration, and considering planned relocation only as a last resort.

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[9] Pacific Islands Forum Secretariat, Boe Declaration on Regional Security (2018). Available from https://forumsec.org/wp-content/uploads/2019/10/BOE-documentAction-Plan.pdf

> *"The PCCMHS programme was the beginning of something extraordinary for the Pacific – if we achieve the objectives of this intervention, it will not only put the Pacific on a focused pathway but it will also have global consequences to address climate change and human mobility."*
>
> **-Programme team-**

The PCCMHS programme also aligns to the Framework for Resilient Development in the Pacific 2017-2030[10] (FRDP), which takes an integrated approach to address climate change and disaster risk management, progresses the region to voluntary commitments relating to human mobility, migration, and climate change. Similarly, the programme ties in well with Article 4 of the United Nations Framework Convention on Climate Change (UNFCCC), Principle 2 of the Migration Governance Framework and Objective 2 of the Global Compact on Migration.

The 2050 Strategy for the Blue Pacific Continent under the Climate Change and Disasters thematic area indicates the following:

"*Ensure the protection and practice of the rights, cultural values and heritage and traditional knowledge of Pacific peoples in global and regional protocols for climate and disaster risk reduction, and **mobility including relocation, migration, and displacement***".

The 2050 Strategy for the Blue Pacific Continent[11] is another regional policy that provides great relevance to the PCCMHS programme.

At the national, or country level, PCCMHS responded to government priorities and commitments made in the benefiting countries through: i.) previous programmes on climate-change and migration; ii.) through their regional political and economic group, the Pacific Islands Forum and iii.) through the specific session on the proposed project at the Human Mobility in the Context of Disasters and Climate Change Pacific Regional Capacity Building Workshop (February 2018).

Regional organizations and governments identified that the programme's **alignment and integration into existing regional policies and frameworks strengthens its longevity and increases ownership.** This alignment with broader governmental initiatives has led to an inclusive approach, promoting the programme's long-term impact.

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[10] Pacific Island Forum Secretariat, *The Framework for Resilient Development in the Pacific* (Fiji, 2016). Available from The Framework for Resilient Development in the Pacific

[11] The 2050 Strategy sets out the region's approach to collectively working together to achieve the long-term vision and aspirations of the 2050 Strategy, through seven key thematic areas: Political Leadership and Regionalism, People-Centered Development, Peace and Security, Resource and Economic Development, Climate Change and Disasters, Ocean and Environment, Technology and Connectivity. The 2050 Strategy for the Blue Pacific Continent

Stakeholders interviewed emphasized the need for continued collaboration between the programme and national or regional entities, ensuring that activities are integrated within national and local structures to facilitate ongoing positive changes in the context of climate change and disaster-related migration, displacement and planned relocation. Some examples discussed were national relocation guidelines, 2050 Strategy Implementation Plan and the upcoming FRDP review.

Was consultation sufficiently comprehensive and well-executed to ensure identification of needs and priorities of all key stakeholders, and did the subsequent actions and documents appropriately balance and respond to all identified needs and priorities?

Were the programme activities and outputs consistent with the intended outcomes and objective either as initially planned or as modified? (Adjusted to a sub-question from TOR)

Despite the disruptions to the programme, caused by COVID-19, the implementing agencies were able to **re-think their priorities, deliverables and ways of working**. To address delays caused by COVID-19 and to align with the timeframe for endorsement of the 2050 strategy, the programme received an 11 month no-cost extension. This period was also important to support **resource mobilization** for Phase II of the programme, which has been recognized as essential by governments in the region to ensure the sustainability of outcomes.

> *"We felt involved right from the start, and being part of the PCCMHS technical working group (TAG) allowed us to refine and restructure our own work in this space"*
>
> **-Technical Advisory Group-**

The implementation team monitored the COVID-19 impacts in all countries and formulated risk mitigation plans where necessary, including seeking advice from PCCMHS Heads of Agencies, JWG members and national governments on steps to ensure smooth consultations and engagement. Further, the programme engaged closely with government focal points and stakeholders on appropriate timing and length of meetings.

The main strategies employed for continued engagement in the context of COVID-19 involved:

- Change in delivery approach: shifting in-person meetings to virtual or hybrid formats; reduction in length of meetings and format to suit virtual contexts;
- Change in workplan: Postponing activities requiring field-based travel or government support to alleviate pressure on government ministries and accommodate for the temporary change in priorities, in the meantime virtual meetings were arranged to ensure continued momentum;

- Empowering in-country consultants and staff to deliver national consultations through capacity building led by the management team in Suva, comprising bilateral discussions and joint-sessions to exchange lessons learned and best practices.

Where possible, the programme made efforts to secure community participation by inviting and covering travel expenses of community participants at national consultations. In addition, national consultations were carried out in English and in local languages facilitated through the recruitment of in-country consultants.

Majority of those interviewed identified the TAG as a useful **mechanism for promoting engagement and collaboration** between CSOs and other non-state actors (NSAs) in the Pacific. There was evidence that the TAG contributed immensely towards the programme design and workplan. However, the evaluation noted that the TAG was only active at the beginning of the programme design phase, and had their roles cut short when the activities started implementation. There were positive remarks in support of the TAG and the value it will add to Phase II of the programme, if allowed to be part of the implementation of the framework. There were some concerns raised on the limited Pacific representation of the TAG as the majority of members were international experts, who had experience working in the region, but were not necessary from the Pacific. A common challenge was that not all TAG members attended meetings, which raises questions on frequency, timing and delivery of TAG meetings.

TAG members reported inconsistencies in the way they were consulted following the design phase. On the other hand, implementing partners and government focal points reported that they were **fairly consulted and involved in the project's implementation, leading to a thorough alignment with their existing programs**. Women's and LGBTQIA+ groups, youths and related CSOs raised concerns on the insufficient time allowed to respond to requests, particularly given that certain phases of the programme had to be delivered virtually. This was raised with the programme team, which led to a change in approach to allowed frequent catch up sessions and regular check-ins with the TAG and other beneficiaries involved. Stakeholders also pointed out that now that Phase II is being delivered in a post COVID-19 era, civil society voices into the implementation of the framework needs to be amplified and further upscaled.

Relevance of the project design and the logic of intervention.

The logic of intervention is clear in its design – there is **vertical logic of the Results Matrix in terms of the linkages between objectives, outcomes, and outputs**. Indicators at objective and outcome level were targeted and correspond to the scope of the project, showing strong horizontal logic of the Results Matrix in terms of quality of indicators.

Outcome I: Pacific communities and governments demonstrate strengthened capacity and coordination through a human security-based response to climate change and disaster-related migration, displacement and planned relocation.

> The PCCMHS programme has contributed towards a human security based response to climate change related displacement, migration and planned relocation. It has provided support to governments to strengthen their capacity and coordination,

mainly through the development of a regional rights based framework on climate related mobility, which has considered inputs from national, regional and expert consultations.
PCCMHS provided opportunities for likeminded partners to come together and agree to a regional position on climate mobility, which is responsive, resilient and inclusive.

The programme's approach responds to the needs of the region, and maintains good coherence with regional policies and frameworks, such as the 2050 Strategy.

Outcome II: Migrants and communities in the Pacific region benefit from safe labour migration as a sustainable development and climate change adaptation strategy.

A well-managed, rights-based labour migration framework can be used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship. The PCCMHS programme resulted in greater planning, review of migration policies and programming in countries of origin and destination to ensure that Pacific migrants are prepared for their journeys abroad, but also receive appropriate social support and access to basic services. The programme delivered focussed capacity building trainings for migrant workers, including sessions on human rights and pre-departure orientations to better prepare those interested and allow them to make informed decisions on their wellbeing..

The draft text of the regional climate mobility framework incorporates labour migration as a climate change adaptation strategy, for improved outcomes for migrants, their families, countries of origin and destination.

Outcome III: Aims to develop and contribute to the evidence-base on good practices in responding to climate and disaster-related displacement with particular focus on the role of the human security framework.

Comprehensive effort by the PCCMHS programme to contribute to the evidence-base on good practices for responding to climate mobility, displacement and migration. Under IOM's chairmanship of the Pacific Resilience Partnership Technical Working Group on Human Mobility (PRP TWG-HM), the TWG has been working to promote and strengthen efforts amongst Pacific governments at the national and regional level to address climate related mobility. The programme produced policy briefs, videos and research briefs on relevant topics related to human security and climate mobility, labour mobility and climate change, civil society perspectives of climate mobility. The programme also made efforts to consolidate networks working on climate change, migration and youth and women human rights defenders. Overall, these products contribute to policy formulation, by increasing understanding of the general public, particularly youth, on the challenges associated with climate mobility and steps required to address them. The policy briefs also provide an overview of relevant tools, recommendations and measures that can be taken by governments to draft policies to address climate mobility.

This programme, aimed at empowering and protecting communities adversely affected by climate change and disasters in the Pacific region, focusing specifically on climate change and disaster-related migration, displacement and planned relocation, **aligns well with the Pacific context, government priorities as detailed above, and the focus of the programme implementing partners**. It has remained relevant across PICs.

Effectiveness

Have the programme outputs and outcomes been achieved in accordance with the stated plans?

What were the key strengths of the project intervention and what was the added value for expansion of the Programme to additional countries to address the climate change and disaster related migration in the Pacific region?

Were there any gaps or untapped opportunities that PCCMHS programme could have explored to further strengthen a regional response to climate mobility?

Stakeholders who participated in the evaluation, including relevant government institutions, CSOs, and beneficiaries, expressed their appreciation for the programme's contributions and commitment of the implementing partners. A summary of the programme results, arranged according to the objectives and outputs achieved are provided in **Table 5** below.

There was recognition of the instrumental role played by the PM, navigating challenges and designing processes for strong state engagement. Implementing partners and the TAG members observed that the **quality of external engagement and coordination weakened** at the beginning of 2023, when the PM was on temporary leave. Respondents identified that the trusted connections established by the PM, with national focal points, while being in the role were not adequately utilised in her absence. This created inconsistencies in reporting, affecting outcomes and long term partnerships. The PM showed exemplary coordination abilities, being able to connect different parts of the programme and limiting replication of efforts. In the midst of COVID-19, stakeholders did not feel disconnected; the PM was actively in touch and keeping others informed. This observation was an important one, and provides opportunities to learn from the best practices.

Positive aspects related to the implementation of this programme. Most of the activities were completed during the initial implementation dates (January 2019 – December 2022), however, the project received an 11 month no-cost extension, to address the impacts of COVID-19 and tropical cyclones in the Pacific. Given the huge vulnerability of PICs, programme delivery is often hindered by disasters, e.g. TC Yasa and Ana struck Fiji in 2021[12], restricting travel and communication across key locations in the country. Once a disaster strikes, the priority of the government is diverted towards recovery and crisis management. This also

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[12] Tropical Cyclone Ana: Fiji suffers second deadly storm in a month - https://www.theguardian.com/world/2021/feb/01/tropical-cyclone-ana-fiji-suffers-second-deadly-storm-in-a-month

draws in bandwidth of implementing partners, who look at providing humanitarian support – affecting programme delivery timelines as a whole.

Many activities had to be rescheduled and adapted for remote online implementation, requiring coordination and collaboration efforts from both local experts and international consultants. Additionally, limited commitment from a few stakeholders who were primarily focused on managing the COVID crisis, along with certain implementation constraints, posed further obstacles to full project realization. Programme implementing partners reported that the the irregular participation of country partners during virtual consultations and events was a hindrance. However, the programme demonstrated **adaptability i**n the face of external uncertainties, certain challenges led to delays.

National and regional governments reported significant positive impact on the **understanding and awareness** of climate change and disaster-related migration, displacement and planned relocation. Improved understanding and awareness among beneficiaries allowed them to create an enabling policy environment, supported by relevant data, evidence and increased knowledge of diverse stakeholders based on availability of tools and information.

Furthermore, it's worth noting that the joint expertise of implementing partners, IOM, ESCAP, ILO, OHCHR, PDD and PIFS on migration, displacement and planned relocation was widely recognized, which improved **stakeholder engagement, ownership**, and at the same time, allowed for **increased collaborations** with regional partners.

"The programme allowed us to shift the conversation beyond just technical and political, to integrate the cultural significance of displacement, relocation and migration"

-Joint Working Group-

Challenging aspects related to the implementation of this programme. Programme implementation was impeded by the COVID-19 pandemic, causing significant delays and challenges throughout its lifecycle. The outbreak (specifically Fiji and Papua New Guinea in 2020 and 2021, Kiribati, Solomon Islands and Tuvalu in 2022) led to disturbances and restricted delivery across remote PICTs.

Climate change and disaster-related migration, displacement and planned relocation are both **culturally and politically sensitive** subjects in the Pacific and require meaningful and in-depth consultation with the whole-of-society. However, the pandemic restricted engagement, posing domestic travel limitations, including lockdowns and work from home arrangements. As outlined earlier, the disturbances from the pandemic and disasters in the region meant that significant government efforts were diverted to disaster recovery, shifting priorities. Similarly, support from the implementing partners get more focused to humanitarian aid.

COVID-19 has been taken into consideration when assessing the achievement of final evaluation output targets.

Despite the efforts of the programme implementing team, there were examples during the evaluation process when **there was little institutional memory of stakeholders on project's results and outputs** in PNG and Samoa, RMI and a better ownership in Fiji, Tuvalu and Vanuatu. A common reason for the loss of institutional knowledge is due to the high turnover rate of staff - where people leave organizations or join other positions. This creates an institutional gap, affecting continuity and flow of information. However, despite the low participation of national focal points in this evaluation, the sample size represented diversity and sufficient information to assess the outcomes of this programme. The desk reviews complemented data collected from KIIs and FGDs. The concern raised by a few country focal points was that there was no clear flow of information. However, the evaluation also noted that national focal points from RMI and Samoa had joined their roles recently, and were not engaged throughout the whole duration of the programme.

Political ownership was a concern initially, some JWG members felt that they were not ready for this discussion at the time the programme was launched. The COVID-19 pandemic and recovery from disasters in the Pacific further limited government participation in the process. The evaluation came across a few examples where the PICs involved felt they could have contributed better, if they had the internal capacity, right technical expertise and sufficient resources to engage. However, given the significant progress made by the programme during uncertain times, and with the continued support from programme implementing partners, the **intervention gradually found its footing among other regional priorities**. The evaluation further noted from regional organizations that for such multi-country programmes, it is helpful to carry out a **regional expertise mapping exercise**, during the design phase. This allows for a better understanding of capacity strengths and weaknesses among programme partners and helps in designing well-informed implementation plans, knowing where resources could be drawn from.

In addition, aside from the challenges in having regional and national consultations on climate mobility, another challenge was the **effective coordination, monitoring and evaluation** of the in-country staff, especially given that majority of the interactions happened virtually. Internet connectivity issues and high costs of mobile calls in the Pacific were limitations and made it difficult to get in touch with local experts on the ground. The programme implementing partners observed the effect of inconsistencies in carrying out community consultations on gender equality and balance. There were no agreed common approaches of harmonizing or encouraging gender balance during community consultations, leading to biased overall reporting. bias reporting.

What external/internal factors outside of the programme's control have affected the achievement or non-achievement of results?

At the programme activity level, commendable efforts were made to engage a large number of partners and stakeholders, even though the degree of involvement was perceived sometimes as relatively low, mainly due to the remote and online methodologies necessitated by the COVID-19 context. Internal capacities of national governments affected their participation in the programme, particularly when resources were diverted towards disaster and economic recovery, post COVID-19. The evaluation noted that the civil society groups were keen to engage and showed immense knowledge of the subject.

In addition to capacity issues, country focal points interviewed, identified the lack of consultations (as well as the virtual mode) by the regional framework drafting team as a key reason for the limited participation from Pacific member states. The lack of agreement between regional governments and the drafting team on the regional framework prolonged this process and hindered subsequent activities. States reported that the framework should be 'state-led' to allow its ownership and ensure sustainability.

Similarly, the programme observed a short period of **low external engagement and slow progress** – once the PM was on temporary leave. This created a gap and engagement with countries reduced, affecting their overall participation in the intervention. During this period, virtual workshops hosted to provide feedbacks on the draft framework were also not well attended by countries. Stakeholders raised concerns about the lack of consultation and engagement. This improved as a result of face to face workshops in Suva in May, which was well attended by states and set the framework on track for submission into the PIF processes. The professional experience and coordination skills of the PM were instrumental leadership in a programme of such complex nature.

The evaluation noted that programme collaborations and coordination improved when the partners and beneficiaries met in person in mid 2023. The virtual consultations limited engagement and hindered effective collaborations and discussions. In addition, the **institutional ownership of the activities improved** in PICs, once the implementing partners stepped in and facilitated the drafting of the regional framework - showing better understanding and acceptability of the programme. Stakeholders also recognised the alignment of the programme to the priorities in the region and how the approach responded to the needs.

IOM, being the lead agency maintained a **robust coordination mechanism** with the other implementing partners of the programme. Despite the uncertainties of COVID-19, the lead agency, through the programmes team and the PM maintained good contact with all partners, and vice versa. Similarly, the engagement potential shown by the programme partners, to work together, given limited staffing resources was encouraging.

The PCCMHS programme team is made up a PM from the lead agency, IOM and supported by implementation focal points in ILO, ESCAP and OHCHR, shown in **Figure 1** below. Technical support and expert direction were extensively provided by PDD and the PIFS. The programme team of highly qualified and driven individuals who are committed to working with government stakeholders, civil society and vulnerable communities to get their perspectives on climate change related displacement, migration and planned relocation in the Pacific.

The PCCMHS programme design had **overall high coordination requirements** across the 6 implementing partners and 5 governments (as initially identified), further increased in 2021 with the establishment of the JWG and the transition to the national consultation phase supported by MFAT co-funding, which led to an increase to 14 participating governments. In order to support this in a COVID-19 context, additional field-based consultants were recruited to support delivery of national consultations and IOM Country Offices were also engaged.

The evaluation noted that the programme was affected by the **frequent turnover of implementation staff and government focal points**. This created a need for the relatively small team of focal points, particularly in IOM Suva, to ensure regular and clear communication across all stakeholders, convene additional meetings to build trust amongst partners and create templates/tools to facilitate joint action.

As acknowledged in the annual reports, **sufficient staff capacity** (numbers and expertise) was required to effectively manage and deliver the activities in the participating PICs. The stakeholder consultations also noted increasing recognition for the crucial role played by the project manager and the implementing focal points. They were given credit for holding the project together in difficult conditions and times of uncertainties.

In addition to the coordination requirements, the programme design (covering UNTFHS and New Zealand Aid Programme contributions) mandates a sequence and co-dependence of various activities implemented by several different agencies (especially OHCHR, ESCAP and IOM) for the successful achievement of outcomes under the PCCMHS programme. The challenge with this design was that it led to cascading delays across the programme, which needed to be carefully managed and coordinated by all partners. The effects of COVID-19 and other disturbances, such as tropical cyclones affected the programme design. Given that the programme did not have a lot of time, the design and implementation plan had limited time and resources to adapt and recover. The time available made it risky to make substantial revisions to the programme design – it was more of doing, followed by lesson learning.

The evaluation came across some examples where **access to programme information** could have been better handled and shared in a structured manner with all partners. This was not only between implementing partners, but with national focal points and the TAG as well. Difficulties accessing and the flow of information were identified as important factors to allow countries to prepare for consultations or events. This may have not caused massive disturbances, but generally good practice for multi-country projects, implemented by multiple partners.

Similarly, as identified, the unusual circumstances presented by the pandemic, tropical cyclones and political challenges in PICs led to some valuable learning opportunities and the team adjusted strategies accordingly with the team continuing to build, measure, learn from experiments on how best to risk inform development, whether the risks are social, climatic, natural hazards or health related in nature. While the programme team is responsive and agile, the evaluation identified gaps in how the **lessons learned and best practices are being captured, documented and communicated as part of the learning process**. Examples of best practices could be successfully running virtual consultations and events, using of local experts and establishing the TAG to direct and inform the design of the programme. Similarly, lessons learned could include UN agencies focussed on playing a facilitative role in discussions, working with CSO partners and communications or visibility aspects. This was highlighted by the implementing partners, who identified that best practices and lessons learned need to communicated effectively, as it will inform Phase II.

What were the major factors influencing the achievement of the programme's expected outcome and outputs?

Despite all challenges, the programme demonstrated flexibility and determination, achieving notable results. The programme used **local experts**, as a response mechanism to the restrictions caused by the pandemic. This created a cluster of local experts in different PICs, who carried out community consultations in their countries. Such an arrangement delivered great success, given the local experts were aware of the cultural sensitivities and their experiences could be leveraged, ensuring culturally coherence and context-specific approaches, while they actively influenced regional processes. Going forward, there was strong support from national focal points to continue engaging local experts, where possible. This corresponds to the notion of building local capacity to increase programme sustainability and ownership.

> *"Making consultations locally-led allowed people to be more open and responsive on the subject of climate mobility, planned relocation and migration"*
>
> **-Programme Team-**

In addition, the **TAG** was unique in its own sense, and how it represented a rich diversity of voices, ranging from academic/research, faith-based organizations, gender-based groups, youth voices and other CSOs. Representation on the TAG was balanced, however, a few members from the group felt that participation from Pacific (or local) experts were low at times. The involvement of the TAG from the early stages of the programme allowed it to carefully steer the objectives and the activities together with the other partners. However, despite considerable efforts from the TAG to champion community voices and that of the civil

society, CSOs still felt that their feedback on the draft regional framework were not taken onboard, as firmly as they would have desired. Civil society also raised that their relevant experiences, working with the communities was not adequately capatalised on. Key reasons, according to the stakeholders consulted, were limitations caused by COVID-19, bringing restrictions to gathering and engagement. TAG was formed earlier in the design phase, but did not remain active throughout the course of the programme. TAG members recognised the impact they were making and believed they needed more time with the programme, however due to the significant delays caused by COVID-19 and other disruptions, time was a major constraint on delivery. In order to maintain continuity and ensure a seamless transition into Phase II, the TAG is expected to be absorbed into the **Technical Working Group on Human Mobility** (TWG-HM), which is an established structure under the implementation arrangements of the FRDP.

In recognition of the significance of communications, the programme made significant progress in programme **advocacy and communications**. The programme saw the development of a detailed communications strategy, workplan and a range of communications products, including e-newsletters, briefs, info graphics and videos shared widely. The programme also identified subject champions for advocacy purposes, including high level government officials and stakeholders. However, a few stakeholders noted that there was still a lack of clarity on the human security approach and how it linked to existing knowledge. This is a challenge of pulling out a communications thread that can link all the activities to clear messaging. However, respondents clearly identified the communications strategy as responsive, targeted and coherent. It was adequately designed, having consulted multiple stakeholders, to inform the strategy and take ownership of it. Implementation of the communications strategy and dissemination of information through appropriate channels, including social media was carried out according to the workplan.The communications strategy was revisited a number of times, to ensure the planned visibility action items are still relevant, given that the programme changed its mode of delivery after COVID-19.

The programme benefitted from having a well-defined and robust activity implementation model. The **governance** of the **Programme Steering Committee** (PSC) was a functioning model, having representation from all programme partners. Regular internal meetings on the programme were led by the IOM office in Fiji across the 6 partners, 8 IOM Offices in the Pacific; as well as bilateral meetings with each of the country focal points either on a monthly basis or more frequently. Two quarterly PSC meetings were organized in Suva and virtually, which enabled a shared understanding of programme's progress and endorsement of the programme outputs. The PSC was responsive to the uncertainties of COVID-19 and the impacts of other disasters in the Pacific. However, the PSC struggled to achieve consistent participation from Pacific governments – implementing partners and donors were always present. The other stakeholders, including Heads of Agencies, implementing partners anddonor partners were engaging and provided direction and guidance towards programme development and implementation.

The ability of the PSC to make decisions depended on the presence of regional organisations, e.g. PIFS – they represented the voices of the Pacific, in the absence of country focal points. Programme implementing partners, TAG and the JWG credited the PSC for being resilient and keeping the objectives of the programme in tact, given difficult implementation period and conditions.
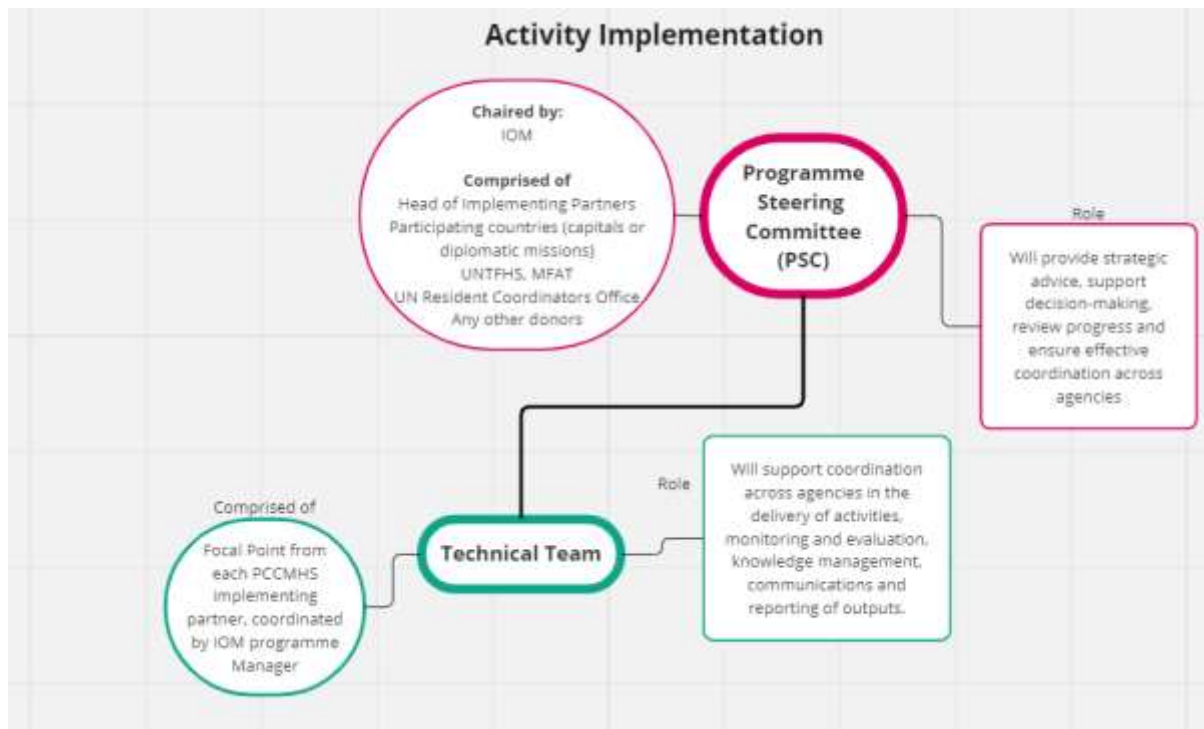

Figure 1: PCCMHS activity implementation model (Source: IOM)

	Indicator	Baseline	Target	Additional notes	Evaluation comments
Overall Objectives: To protect and empower communities adversely affected by climate change and disasters in the Pacific region, focusing specifically on climate change and disaster-related migration, displacement and planned relocation					
Objective 1: Pacific Governments demonstrate strengthened capacity and coordination through a human security-based response to climate change-related displacement, migration and planned relocation.	Number of national and regional climate change and mobility policies developed by governments	2 policies (Vanuatu, Fiji)	At least 3 more governments put in place programmes or policies	Pacific governments demonstrate improved capacity and coordination through a human security-based approach to respond to climate mobility and migration. Tuvalu has adopted the National Climate Change Policy (Vaka Fenua) which includes relevant language on climate change and mobility. In Papua New Guinea, a policy on Internally Displaced People is currently under development. In February 2022, Papua New Guinea amended its climate change act to include provisions for the orderly, safe and dignified relocation of at-risk communities, and also included relevant language on the acceptance of people permanently displaced in the context of climate change from other Pacific Island countries.	Evaluation assessed the objective using progress reports, final narrative report, communication outputs and KIIs. Sufficient evidence that PCCMHS provided guidance to governments to strengthen their capacity and coordination, mainly through the development of a regional framework on climate related mobility which has considered inputs from national, regional and expert consultations. Examples: - Through MFAT funding, national and community consultations in Tuvalu, PNG. - Solomon Islands endorsed its national relocation guidelines. - Support to regional policies, e.g. 2050 Strategy and FRDP. - Strengthened collaborations with the PRP TWG-HM.

Output 1.1: A regional rights-based framework on climate change-related displacement, migration and planned relocation is developed	A human security based regional framework on climate-change related displacement, migration and planned relocation	0	1	Draft regional rights-based framework developed, awaiting regional leaders' endorsement. Challenging output, as there were hesitations from some countries on the value of the first draft regional framework. It took some time for stakeholders to agree to a new draft. In 2020, the regional policy dialogue **(30 officials – 16 men & 14 women)** helped establish the need for a regional framework on climate change related migration In 2021, as an outcome of the Regional Policy Dialogue, the JWG was formed, chaired by the Governments of Fiji and Tuvalu. ESCAP, PIFS and IOM served as the secretariat for JWG and closely liaised with co-chairs to respond to seek their guidance on the direction of JWG. In addition, ESCAP, PIFS, and IOM held consultations with Pacific Member States to encourage their participation to Joint Working Group, resulted in membership of Cook Islands, Kiribati, Nauru, New	The evaluation noted that a draft of the regional rights based framework was developed by the Kaldor Centre for International Refugee Law, endorsed by the co-chairs of the JWG. Some respondents reflected issues with the first draft as they perceived this was due to insufficient participation of member states. This was later addressed, when the implementing partners facilitated a revised draft, and allowed it to be state-led. In its current iteration, the draft framework is a high-level policy document that focuses on regional priority areas for collaboration. It identifies core areas for action that reflect a distinct Pacific approach to addressing different types of climate mobility, as well as cross-cutting considerations related to protection and empowerment of communities affected by climate mobility.

				Zealand, Samoa, Tuvalu, Tonga and Vanuatu.	
Output 1.2: One background paper on climate change related migration in the Pacific is available to government stakeholders	One policy briefing paper finalised and disseminated	0	1	Background paper is available online and has been disseminated to participants from the regional policy dialogue and other key stakeholders.	Only a few stakeholders interviewed mentioned this background paper. The implementing partners and TAG members identified this as a useful resource and background material to provide an overview of climate change and mobility issues in the Pacific, examining migration, displacement and planned relocation trends. *This was delivered to government stakeholders and shared with other partners. The background paper is still cited as a source in the final framework.*
Objective 2: Migrants and communities in the Pacific benefit from safe labour migration as a sustainable development and climate change adaptation strategy	Pacific governments report strengthening labour mobility programmes to ensure they are migrant centric	0	80% of Pacific governments surveyed	Migrant workers and communities benefit from capacity building training and awareness workshops that is expected to prepare them for safe labour migration.	Evaluation assessed the objective using progress reports, final narrative reports, communication outputs and KIIs. The limitation to assess this objective during the evaluation was the lack of country focal points available to be interviewed. *For this reason, the evaluation is unable to confirm if the target set was achieved.*

					However, those interviewed, pointed out that a well-managed, rights-based labour migration framework can be used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship.
Output 2.1: Governments of Kiribati, Tuvalu and RMI have information, tools, and resources to implement labour migration policies and programmes	Number of targeted governments that have access to new to information, tools and resources to implement labour migration programmes.	0	3	Draft country reports for Kiribati and Tuvalu, comprising findings from the review of the status, gaps and current priorities concerning the implementation of the National Labour Migration Policies (NLMPs). Development of the Standard Employment Contract (SEC) terms report Migration preparedness manual and validation workshops in RMI	*Evaluation noted that Tuvalu, Kiribati and RMI greatly benefited from greater planning, review of migration policies and programming in countries of origin and destination – Target achieved* Respondents acknowledged the tools and resources available to them as a result of this programme, to ensure that Pacific migrants are prepared for their journeys abroad, but also that they receive appropriate social support and access to basic services. This contributes to improved outcomes for migrants, their families, countries of origin and destination.

Output 2.2: Employers' (sectorial and Workers' organisations and CSOs representing women, persons with disabilities and other marginalised groups) have information and more frequent opportunities to promote safe labour migration and increased inclusion of women and marginalised groups in labour migration schemes	Number of Employers' and Workers' organisations and CSOs with access to targeted recommendations on promoting safe labour migration and increasing inclusion of marginalised groups.	0	12	In progress, recommendations drafted during reporting period. Validation of recommendations and technical assistance planned in subsequent reporting period.	Information not readily available from the consultations. The limitation being unable to interview stakeholders associated to this particular output restricted assessment to literature review only. *Therefore the evaluation is unable to assess this output.* Annual reports highlighted that the Seasonal Worker Schemes (SWS) review research report, Research round ups and infographics were key outputs that provided additional information on safe labour migration. Additional engagement with CSOs representing women, persons with disabilities and other marginalised groups on the technical report took place.
	Number of Employers' and Workers' organisations that received technical assistance on promoting safe labour migration and increasing inclusion of marginalised groups	0	6		
Output 2.3: Governments and Non-Government stakeholders are equipped with relevant information to advocate for human rights of migrant workers	Number of officials accessing additional information on international human rights and labour standards for migrant workers.	0	70	Awareness material shared with government and non-government stakeholders, to support human rights of migrant workers. Such awareness has raised the profiles of safe migration/migration with dignity themes in the Pacific.	Evaluation noted that government and non-government partners benefited from the following resources: - A report reviewing the Seasonal Worker Schemes (SWS); - Knowledge sharing validation workshops; - The E-Academy on Labour Migration (e-LMA).

					Those interviewed identified these resources and trainings as extremely helpful. **47 participants (24 females and 23 males)** benefited from ILO trainings. *Evaluation concludes that Output 2.3 achieved only approximately 65% of its target, due to the restrictions of COVID-19.*
Output 2.4: Migrants and potential migrants have increased understanding of their rights, responsibilities, and available support services in destination countries	Percentage of migrants reporting improved understanding of rights, obligations and services	N/A	95%	Pre-departure orientation sessions for migrant workers delivered in Fiji, Tuvalu, Kiribati and RMI.	The evaluation had limited engagements with beneficiaries in RMI, Fiji and Tuvalu. However, those interviewed agreed that these activities have resulted in empowered migrants and communities, that are well prepared for what awaits them in their countries of destination, and on return, including in the context of their rights, responsibilities and available support services. *Evaluation noted approximately 80% of target achieved, due to the limitations on movement is some PICs, affecting delivery of capacity building sessions.*

Output 2.5: Government and non-government stakeholders in countries receiving Pacific migrant workers have information of why and how to improve compliance with international labour and human rights standards	Number of stakeholders receiving information on international labour and human rights standards (disaggregated by type of organization)	0	20	A review report on seasonal worker schemes prepared in Output 2.2., validated in 2.3 and shared more widely with government, employer organizations. Research paper informed by human security methodology produced to share labour conditions of migrant workers in receiving countries.	The report reviewing the SWS against international labour and human rights standards was prepared. This was shared with Australian and NZ labour ministries and relevant stakeholders. Comic strips and animations based on seasonal worker experiences and worker rights from Fiji, Kiribati, Tuvalu, Samoa, and Tonga produced to raise awareness. *Target achieved, 20 stakeholders received information on international labour and human rights standards.*
	Number of Advocacy papers provided to stakeholders	0	3		Similarly, a research paper informed by human security methodology, including documented case studies, on the labour conditions of migrant workers in receiving countries (situational analysis) has been developed. *Target of 3 not achieved; one research brief and one advocacy paper produced.*

Objective 3: To develop and contribute to the evidence-base on good practices in responding to climate change-related displacement, migration and planned relocation with particular focus on the role of the human security framework	Number of inputs to regional research processes and products by the PCCMHS programme	0	3		Evaluation assessed the objectives using annual reports and KIIs.

Programme partners through their respective work with the TAG has highlighted key perspectives and practice from the Pacific standpoint.

They also added efforts to consolidate networks working on climate change, migration and youth and women human rights defenders. |
| **Output 3.1 Project research and learnings are translated into accessible, sharable documents and disseminated to key stakeholders globally** | "Number of research reports disseminated | 0 | 1 | Rapid Assessment on the socioeconomic implications of COVID-19 developed and disseminated.

The PCCMHS programme, with pooled funding from New Zealand and the UNTFHS has produced a suite of communication and research products that capture community perspectives and stories of climate mobility, and related lessons learned. | Respondents interviewed found the programme communication strategy as well informed and details.

The evaluation found that the PCCMHS programme, with pooled funding from New Zealand and the UNTFHS has produced a suite of communication and research products (five videos, two policy briefs) that capture community perspectives and stories of climate mobility, and related lessons learned.

Research report: Rapid Assessment on the socioeconomic implications of COVID-19 has been developed and disseminated - target achieved. |
| | Stakeholders report increased understanding of the issue of climate change and human mobility | 0 | 70% of survey respondents | | |

					Evaluation did not have sufficient data to confirm if target of 70% has been met.
Output 3.2 Strategy on mainstreaming rights-based approach and the application of the human security framework to climate change-related displacement, migration and planned relocation.	The strategy to mainstream human security is accessible to the UN Country Team	Yes	No	Workshop provided for overview of the human security workshop and ideas for integrating HS approach into planning.	The evaluation noted that the programme delivered a workshop to enhance understanding of the human security-based approach. The workshop provided an opportunity to brief participants on the programme, the value of a human security approach and merits for applying this to the context of climate change related mobility in the Pacific and to understand the human security framework, principles, and application in development in the Pacific. Respondents found the workshop engaging and informative. *Target achieved, 29 participants (**43.8% female**).*
Output 3.3 (Monitoring and evaluation): Data is systematically collected and analysed to track the progress of programme implementation and to inform subsequent iterations of programme activities	Number of monitoring and evaluation reports	0	2	One mid-term programme performance review was drafted and disseminated. A final evaluation will be produced at the end of the programme.	The evaluation noted that the programme carried out a mid term evaluation, regular monitoring of activities and results continued throughout the reporting period, through regular meetings amongst programme partners and steering committee members.

					Target achieved, mid-term evaluation delivered and final evaluation in progress.
Output 3.4 (New Zealand Aid Programme): Communication products focusing on community stories of climate mobility, lessons learned, and best practices are developed and disseminated to inform policy formulation.	Number of communications products (videos blogs, or policy briefs) developed	0	3	Videos developed: Civil society video for COP-26, Pacific Regional Consultation Video, Side-event PCCMHS learnings video. Additional communications products have also been developed.	*Target achieved – 3 videos: Civil society video for COP-26, Pacific Regional Consultation video, Side-event PCCMHS learnings video developed.* The programme also produced research/policy briefs to capture, share and store data and information gathered. *Page view targets achieved: 1663*
	Number of page views dissemination events	0	1000		

Impact

What change(s) did the intervention bring at structural or individual levels (whether positive or negative, unintended or intended)?

To what extent has the programme design and implementation promoted the achievement of results that target the root causes of Climate change and disaster-related migration in the Pacific region?

How could programme impacts on migrant workers have been increased and/or better captured?

Are there visible mechanisms for coordination at regional level between countries in addressing climate change and disaster related migration?

The development of a **draft regional framework on climate mobility** is an example of impact of the programme activities. Given its endorsement at the 52nd Forum Leaders Meeting in Cook Islands, the framework will strengthen the regional position and language on climate mobility, ensuring a programmatic approach to respond to the issue. In addition, the support to the regional framework by regional partners demonstrates its acceptance and ownership. In its current iteration, the draft framework is a high-level policy document that focuses on regional priority areas for collaboration. It identifies core areas for action that reflect a distinct Pacific approach to addressing different types of climate mobility, as well as cross-cutting considerations related to protection and empowerment of communities affected by climate mobility.

Regional coordination mechanisms were tested throughout this programme. The drafting of the regional framework on climate mobility highlighted the importance of state-led approaches. Some respondents felt that the contracting of an Australian think tank, the Kaldor Centre for International Refugee Law was not an effective mechanism to develop the regional framework. The evaluation noted that this resulted in a few countries not supporting the first draft of the framework, leading to significant delays to the process. The implementing partners intervened and played a facilitative role to develop a new draft for member states to review. At the same time, it underpins the importance of allowing **state-led approaches**, and the continuous facilitative role to be played by UN agencies in ensuring sustainability of similar interventions.

The PCCMHS programme has contributed towards a human security-based response to climate change related displacement, migration and planned relocation. It has provided guidance to governments to strengthen their capacity and coordination, mainly through the development of a regional framework on climate related mobility, which has considered inputs from national, regional and expert consultations. PCCMHS programme resulted in **improved understanding and awareness of climate change migration, displacement and planned relocation** in Pacific communities at large. Stakeholders interviewed gave

testimonies of better understanding, especially for government officials in PICs with limited technical capacities.

The programme contributed to increased number of national climate change and mobility policies developed by governments. Through MFAT co-funding support, community and national consultations in Papua New Guinea (PNG) and Tuvalu conducted in May-June 2021 contributed to the development and validation of policies related to climate change and displacement.

Similarly, the programme has supported increased regional policies relevant to climate change and mobility. The programme ties in well with the FRDP and the 2050 Strategy. This enbales the continuity of work on the regional framework under Phase II of the programme, while at the same time embedding the regional framework within the PIFS work programme (both the resilience stream and the security stream) with the continued support of other PCCMHS agencies

The JWG, co-chaired by Fiji and Tuvalu allowed for the socialisation of the regional rights-based framework. Have regional countries lead the process encouraged other PICs to support and own the discussions. Following engagement with like-minded partners, there is also a **good sense of experience sharing on climate mobility, migration and planned relocation** between national governments, as a result of this programme. For countries, like PNG and Vanuatu, the programme has encouraged them to better inform their local policies and align them to regional mechanisms.

"For us, this was an opportunity to share Fiji's experiences on our own Planned Relocation Guidelines, with the rest of the Pacific"

-Joint Working Group-

Implementing partners and national focal points recognised the role of the JWG on climate mobility chaired by the Government of Tuvalu and the Government of Fiji to oversee the development of a draft regional framework and agreed that it was a productive way to **streamline processes and align the framework to regional policies and mechanisms**. A few civil society organisations pointed out that their voices could have been better represented or involved, when drafting the regional rights-based framework. Non-state actors pointed out that their experiences were not fully capitalized on, and they have not greatly benefited from the consultation process. To convene non-state actors, the TAG membership was used. Regional stakeholders identified this as an **effective way to use existing mechanisms and procedures,** however there were some concerns on the make-up of the TAG. Respondents reported limited local and regional participation in the TAG, resulting in inconsistencies and irregular participation.

Post COVID-19 in the region, there has been increasing demand of Pacific seasonal workers in Australia and New Zealand. A well-managed, rights-based labour migration framework can be used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship. The evaluation noted that the stakeholders found the programme's support on labour migration as **timely and focussed**. The awareness material and trainings responded to an urgent need. The successful delivery of pre-departure/return orientations in partnership with relevant government departments Kiribati, Tuvalu and Marshall Islands managing these schemes better informed people interested in labour migration and prepared Pacific migrants for their journeys abroad. It ensures that they received appropriate social support and access to basic services.

In Fiji, a technical workshop on reintegration approaches was organized. The training did not only impact the lives of participants, but they are also sharing their knowledge and course materials with others, who are reportedly experiencing significant positive impacts. for migrants, their families, countries of origin and destination.

Similarly, objective II of the PCCMHS programme delivered **coherent visibility products on social platforms to better inform their decision making** – for example videos on civil society at COP26, Pacific regional consultations and PCCMHS learnings video. Social media platforms (e.g. Twitter) was effectively used to raise the visibility profile (1663 page view target achieved). Research outputs and technical reports on labour standards, participation of women and marginalised groups and community preparedness consultations (in RMI) supported national/regional governments to better inform and support their seasonal workers. It has boosted the internal capacity of national governments to inform and respond to people's needs.

"The pre-departure training was a blessing – it was to the point and responded to the concerns of people who were considering the seasonal workers scheme but unsure about the living conditions outside of the Pacific"

-National Government Focal Point-

Sustainability

Are the structures, resources, and processes in place to ensure that the benefits generated by the project continue?

There is strong evidence to assess that **the processes and outcomes established by the PCCMHS programme are continuing to extend their benefits beyond its lifespan, into Phase II**.

The regional rights-based framework on climate mobility – one of the outcomes of the programme is a key example of sustainability of impact. The draft framework, awaiting formal endorsement captures the work of different stakeholders to an agreed regional position on climate mobility. In Phase II, the regional framework looks at the implementation, expanding on the work carried out in Phase I.

The programme made significant progress to **secure political support** across 14 PICs and to allow for the **integration of the activities into national and local structures**. This allowed the programme objectives to remain relevant and aligned to regional frameworks and structures. Moreover, a few government stakeholders who participated in the programme have perceived a **significant enhancement in their technical knowledge** following conclusion of this programme.

Sustainability includes the discussion of transfer strategies, describing how the achievement of the objectives of the programme is not compromised and progress towards these goals will continue, and whether the minimal conditions exist for the project results to be sustained after its finalization. Stakeholders interviewed expressed being unaware of the programme's **exit strategy and the existence of a sustainability plan**, except for the labour migration policies, which has a **good context opportunity for optimization of results.**

"We are thankful to be given the chance to comment on the regional rights-based framework, however, it is not clear what is next"

-Technical Advisory Group-

In addition, having delivered the programme in hybrid mode (mix of virtual and face to face), the implementing partners are now better informed and prepared for similar projects in the future. The implementing team shared examples of **risk management approaches** and 'well-informed' problem solving approaches to achieve best results. A lot of it came down to the close relationships between government officials, CROP agencies and UN partners, to achieve the programme objectives. **Such long-term partnerships carry on beyond programme lifespan**.

"It all came down to personal relationships between the regional partners. Despite travel restrictions, we were still able to keep in touch and guide implementation from home"

-Programme team-

Gender Equality

To what extent was gender considered, appropriately contextualized, and implemented during the programme design, implementation, and monitoring?

Gender was considered in the design and implementation of the programme. Traditionally most labour migration from the Pacific involved men rather than women and marginalised groups. However, stakeholders broadly agreed that this programme made a special effort to address gender issues during its implementation. **Gender dimensions** have been integrated into the implementation and monitoring of the programme and the results achieved: the research methodology was gender sensitive, and allowed women and other marginalised groups to participate fairly in all consultations. Most consultative processes actively included balanced representation by men and women, e.g., the civil society consulations on climate mobility got 47 participants (21 females, 22 males and 4 genderqueer) and training contents were gender sensitive, allowing women equal opportunities to participate in capacity building workshops, and make decisions as migrant workers, a benefit commonly reserved for men previously. Further information on gender can be found in Table 5.

Efforts were made to ensure **equal representation** of men, women and LGBTQIA+ at all levels of programme management and technical assistance delivery, (Table 5) . This was achieved by integrating the TAG into the TWG-HM under the Pacific Resilience Partnership (PRP), giving priority and importance to women and marginalised groups to amplify their voices within within the PIFS work programme (both the resilience stream and the security stream). At the same time, this ensured greater participation, allowing to amplify women's voices at a regional level. The voices of women and marginalised groups (e.g. LGBTQIA+) were given huge priority, for example the work done in partnership with **Shifting the Power Coalition** and **Transcend Oceania**. Promoting gender inclusiveness increases the confidence amongst members and improves participation. There is consensus amongst gender and marginalised groups to continue participating in Phase II and unpack the regional rights-based framework, to ensure implementation is inclusive.

Programme partners recognized the importance of ensuring **that gender equality, diversity and social inclusion** (GEDSI) remains a key priority in Phase II. A lot of them pointed out the need to establish a **knowledge sharing platform on climate change mobility, migration and planned relocation**. There is still concern that not all countries are equally represented on gender, and having an experience sharing platform would empower women and marginalized groups to take more ownership and ensure their voices are heard.

Human Rights

To what extent was human rights considered, appropriately contextualized, and implemented during the programme design, implementation, and monitoring?

During the development and execution, the programme implementing partners strived to integrate a human rights approach to the work, and through the joint agency technical team,

this ensured that agencies with normative mandates could provide relevant inputs to ensure this was aligned to international standards. **Human rights is a key focus of climate change related migration activities under Objective II**. This principle was accurately reflected in all training manuals and workshop materials. By fostering collaboration between governments, UN agencies and non-state actors, the programme created awareness to better inform national labour policies, and integrating human rights into broader development goals.

Similarly, effort was made to mainstream human rights into the regional rights-based framework. OHCHR through its work with the TAG has highlighted key perspectives and practice from the Pacific standpoint. It has also added efforts to **consolidate networks working on climate change, migration and youth and women human rights defenders**. At the same time, there has been considerable capacity development across PICs and institutions, to respond to Pacific needs.

CONCLUSIONS

Relevance

Climate change impacts threaten the existence and livelihoods of communities in PICTs. As such there is a gap in policies and tools for a regional approach to protect and empower communities that are adversely affected by or at-risk of being affected by climate change and disasters. Therefore, this programme aimed to contribute to the strengthening of government and community's capacity and coordination through a human security-based response.

The PCCMHS programme effectively addressed the pressing need to take a whole-of-society approach to discuss climate change and disaster-related migration, displacement and planned relocation. The programme implementing team showed commendable efforts to engage partners and stakeholders, particularly in light of the challenges posed by the COVID-19 pandemic.

Prior to this intervention, there has been no dedicated regional framework to address climate change-related migration, displacement and planned relocation in an integrated manner. The programme contributed to regional dialogue and identification of a regional response, as well as using evidence and knowledge to raise understanding of the benefits from safe labor migration as a sustainable development and climate change adaptation strategy.

The alignment and compatibility of the programme with existing regional policies, mechanisms and frameworks, such as the 2050 Strategy and the FRDP provides a good sense of ownership and sustainability for its outcomes. Similarly, given that the programme was able to influence and better inform national relocation and labor mobility policies, shows that it has good political support and ownership.

The programme design showed clarity in terms of its intervention logic and linkage between objectives, outcomes and outputs. Realistic, targeted and well-informed indicators at higher levels and appropriate stakeholder involvement during the design phase contributed to better alignment between the programme and existing projects on similar themes.

The programme exhibited a good level of gender integration in both its design and implementation and encouraged gender balance and diversity across most of its activities.

In conclusion, the programme made valuable strides in addressing a climate adaptation gap for the Pacific. Having a locally-led and inclusive regional rights-based framework on climate mobility, displacement and planned relocation allows PICs to make better informed decisions.

Effectiveness

The programme garnered appreciation from various stakeholders, including government institutions, civil society organizations, and beneficiaries, for its contribution to addressing a culturally and politically sensitive subject of climate displacement and labour migration. The programme's outcomes, including the research briefs/reports, training materials, and draft regional rights-based framework on climate mobility represented valuable resources,

although certain challenges, such as the COVID-19 pandemic, disasters and frequent staff turnovers hindered their effectiveness.

The programme is working effectively with relevant stakeholders to achieve results, namely governments, community leaders and similar interventions. There is strong credibility of the programme results. The programme has made efforts to engage and encourage synergies with similar interventions, for example, the Pacific Resilience Partnership Technical Working Group on Human Mobility (PRP TWG-HM). The programme's continuation of active coordination with similar interventions was essential for its effectiveness.

On the positive side, the project demonstrated resilience in the face of challenges, adapting to the COVID-19 context and the tropical cyclones in Vanuatu and Fiji. The localized approach employed by the programme, engaging field experts was a great example of building local capacity in PICs. As indicated earlier, the participation of people on the ground helped establish a cluster of local/regional experts, who championed the approach with the beneficiaries. This improved acceptance and interest from stakeholders locally, allowing better penetration into local policies and frameworks. At the same time, it was noted that the local field experts should be uniformly trained and briefed, to ensure there is consistency in consultations and relying of messages on the programme.

Similarly, the programme demonstrated that the visibility components are an effective way to convey key messages is a simpler manner, especially when dealing with complex issues, such as climate-induced displacement and migration in the Pacific. Majority of the stakeholders, especially low capacity PICs took advantage of materials produced by the PCCMHS programme to understand the approach and expected outcomes. This also allowed them to make improved contributions towards the programme.

The drafting of the regional framework on climate mobility exposed the value of state-led approaches. As reported in the key findings, some respondents felt that the contracting of an Australian think tank, the Kaldor Centre for International Refugee Law was not an effective mechanism to develop the regional framework, and resulted in some delays. The quick identification of this problem by the implementing partners allowed them to play a more facilitative role and develop a new draft for member states to review. This underpins the importance of allowing state-led approaches, and the continuous facilitative role to be played by UN agencies in ensuring sustainability of similar interventions.

The programme has a highly demanding process for external coordination and must do so with limited human resources. There is evidence from the evaluation that having dedicated people at the implementing agencies does wonders for the programme. For example, the PM for the PCCMHS programme was tasked for looking at the overall implementation. Her absence at the start of Phase II temporarily hindered programme delivery and affected external coordination. Similarly, having designated people for other implementing partners allows for successful engagements. In instances like COVID-19, not having adequate staff risked programme continuity. Given limited resources, staffing and resourcing needs should be conveyed and discussed at the earliest opportunity.

Staff turnovers is a critical issue in the Pacific, leading to substantive loss of institutional knowledge. Examples of people leaving organizations or changing roles was a common occurrence in the Pacific. Similarly, the programme needed a more formalized management and decision-making structure among stakeholders, both internal and external, to create a unified vision, streamline activities, and enhance sustainability. A programmatic way of working is to discuss data storing, access, and sharing at the start of the implementation. At the same time, as part of increasing project longevity, having mechanisms of knowledge transfer to allow experience sharing is important to ensure sustainability in the long run. Furthermore, the monitoring and evaluation processes, although generally adequate, could be enhanced to ensure better quality control functions and evidence-based planning – where resources allow.

Overall, the programme's resourcing could be strengthened to allow it being more responsive for the delivery of outcomes, and be resilient during challenges, e.g. disasters, staff turnover and COVID-19. The internal coordination demonstrated by the PSC is a good example of strong and long-term partnerships, allowing for effective goverance and decision making.

Regular follow up meetings (both virtually/face-face where necessary) should be organised to catch up on programme delivery. The PSC should proactively engage country partners in such conversations. The absence of country focal points from PSC meetings was a concern and should be discussed with all partners in Phase II. The UN agencies and PIFS have a unique role as facilitators of such discussions, and should as much as possible, alow Pacific governments to take an active role in leading this, e.g. the JWG.

Impact

The programme has made valuable contribution to people's understanding of climate related displacement, mobility and labor migration. Making people more aware and informed about labor migration policies and empowering women and marginalised groups to pursue labour schemes as an adaptation strategy and means of improving lifestyles and wellbeing in the Pacific. The programme activities has built more confidence in people interested in pursuing labour migration schemes, now that they have readily available information, as well as guidance from parent Miniteries.

From the evaluation, it is clear that PICs and regional organisations do much better when given ownership and a chance to lead. Having limited local participation diminishes ownership and leads to inconsistent support. The contracting of an Australian think tank, the Kaldor Centre for International Refugee Law was perceived as inefficient by some respondents, leading the the delay in finalising the regional framework. This underpins the importance of allowing state-led approaches, and the continuous facilitative role that the UN partners should play. Such approaches need to continue in Phase II, to replicate success.

Establishing a cluster of in country experts, as a response to COVID-19 and travel restrictions has provided PICs a greater opportunity to strengthen local capacity and knowledge of climate mobility and labour migration in the Pacific.

A well-managed, rights-based labour migration framework can be used to boost climate resilience of the community through the generation of remittances, transfer of knowledge and skills and the rise in entrepreneurship. Communities who may need to move in the future because of disasters and climate change should be well equipped through training, upskilling and education to enter the market workforce at a reasonable level. This will contribute to improved outcomes for migrants, their families, countries of origin and destination.

The JWG provided an effective platform to share experiences and knowledge with like-minded countries. The concept of climate induced displacement, relocation and labor migration is still new for low capacity countries in the Pacific, and having the likes of Fiji and Tuvalu provided a greater sense of leadership.

Sustainability

The programme successfully gained government support in all 14 countries to allow integration of activities into national and local structures, resulting in potentially aligned and focussed efforts with significant sustainability prospects. The programme demonstrates continuity, given that Phase II has received funding and starting implementation. The draft regional framework shows sustainability of impacts in itself. Given that there are expectations for Phase II to look further into unpacking the discussions and negotiations in Phase I, the knowledge and experiences would transition towards the implementation of the framework.

Similarly, it is equally important that the partnerships established in Phase I are continued and strengthened in the next phase. The working relationships between the implementing partners was recognised for its resilience and robustness, in uncertain times. It was a good example of collaboration going beyond agreements to achieve outcomes.

Moreover, there needs to be an increased focus on better defining exit strategies for multi-country projects, delivered by multiple partners. Without a clearly defined exit strategy, the programme loses focus and interest of its beneficiaries and stakeholders. Given that the PCCMHS programme will be starting Phase II, defining an exit strategy would vary, depending on the beneficiaries involved. However, it is still key to improve awareness on this, get the partners to agree, let the stakeholders know what they can expect out tof their contributions and keep them informed.

Cross cutting (Gender and Human Rights)

This programme has made commendable efforts to address gender considerations throughout its implementation, resulting in substantial gender integration in various aspects of the project, as shown in Table 5. Gender sensitivity was embedded in the research methodology, consultations, training content, and data disaggregation during monitoring and evaluation. Women's active participation was fostered through consultation workshops and ensuring equal representation of men, women and LGBTQIA+ in labour migration consultations. These gender-inclusive approaches have contributed significantly to the project's positive outcomes and underscore its commitment to addressing gender disparities in labour migration from the Pacific.

The PCCMHS directly contributes to protect and promote the human rights of migrants. The programme is founded on international instruments to protect migrant rights. The development of the products was conducted taking a human rights-based approach.

RECOMMENDATIONS

Based on the evaluation, the following recommendations are relevant for broader programming in the field of climate mobility, as well as specifically relevant to consider in the implementation of PCCMHS Phase II:

Recommendations regarding the human security approach:

1. The **human security approach** employed by this programme was recognized by government stakeholders. However, there was still confusion among some non-state actors, owing to the need of providing more clarity on the approach, going into Phase II. The PCCMHS programme should consider developing additional tools and share it as a refresher, ahead of the next phase. Where resources allow, an interactive experience sharing workshop on the Human Security approach should be provided to all programme team members and interested stakeholders. This will allow improved engagement between partners and beneficiaries, to understand implementation.

Recommendations regarding design and formulation:

2. The TAG is a proven model for technical guidance and inclusiveness in Phase I. The TAG should continue to guide implementation, into Phase II. To encourage balanced representation of the TAG, programme partners need to explore ways of promoting **local/regional experts,** and complimenting it with international experts, earlier in the process. Another long-term possibility could be to combine the TAG into existing local/regional mechanisms, such as thr PRP TWG-HM, for greater ownership. It is equally important that the TAG is continuously involved from the start to the end of the work, where possible.

3. Considering IOM and other implementing partner's increased and expanded presence in the Pacific region, it is recommended to **establish robust communication channels** and actively engage with the right sets of stakeholders and Pacific governments right from the project's inception, to enhance overall project effectiveness and sustainability. Given the delays caused during the consultation and drafting phase of the framework, it is important to explore options to engage state members earlier in the implementation. Government actors play an important role to sustain the programme approach and need as much time as possible understanding the objectives, outcomes and associated activities.

4. Given the COVID-19 experience, it is important to **ensure flexibility** in the implementation and design of activities to ensure a resilient, responsive and relevant Phase II. Programme designs and implementation planning should consider building in flexibility into implementation timeframes, financial resources and reporting processes to

accommodate for delays due to unanticipated changes, e.g. pandemics and natural disasters. At the same time, such approaches should be discussed with programme partners and beneficiaries, in the design phase.

Recommendations regarding project's implementation

5. The **heavy coordination requirements** of the PCCMHS programme stressed the importance of adequate human resource capacity within the implementing partners. Where resources allow, there is a need to have dedicated human and financial resources available for effective engagement in the programme, in the management agency to support coordination and across all implementing partners. In the long term, having recognized specialist roles, such as a MEL Advisor, etc., should be part of the proposal.

6. Ensuring **state led approaches** should be a priority in Phase II, given lessons learned from Phase I. The implementation of the regional framework should look at ways of allowing member states, regional organisations, the TWG-HM and relevant CSOs to lead respective phases, while the implementing partners maintain a strategic oversight and facilitate delivery.

7. The evaluation noted that the programme should prioritise **face to face engagements** where possible. Such engagements with member states are considered most effective. However, implementing teams should also consider ways of improving programme delivery, when using virtual platforms, particularly as programmes should be looking for ways to minimise their own carbon footprints. Virtual working environment is still new for stakeholders in the Pacific, and there should be pre-meeting briefings and sufficient time to prepare governments on the subject and objectives of the webinars. In the long term, implementing partners should look at running training refresher sessions with local/regional stakeholders on ways of contributing to discussions, e.g. using the chat feature.

8. Programme implementation using **virtual platforms** provided a unique experience, both for the project teams and the beneficiaries. The implementing team should consider recording best practices and lessons learnt using existing knowledge management systems (e.g., websites, PCCMHS programme portal, reports) across the different partners. In the long term, where resources allow, the project team could look integrating the best practices to their usual way of working

9. There should be means of **transferring knowledge and practices** of detailed handover notes, when a programme lead is away. The PSC should ensure that staff in key coordination roles are recruited quickly and provided adequate handovers to the role. The PSC should look at measures of identifying thematic leads who support the PM, in maintaining the flow of implementation, and at the same time lead to transfer of knowledge and best practices.

10. Due to the changing needs of the programme, it is vital that the **communication and visibility strategy** is re-visited at least every quarter, to better align to the programme objectives and outcomes.

11. **Civil society engagement** throughout the project lifecycle is paramount. The implementing team should work closely with the country partners, TAG and the TWG-HM

to better represent community voices in Phase II, allowing them more space and time to contribute to the discussion and make contributions. As the region discusses the development of a protection framework, effort needs to be made to unpack the important concepts and approaches like human security, human rights and Pacific values and how these can complement each other to contribute to community, national and regional discussions.

12. In the context of multi-country projects, it is advisable to **maintain a systematic document management approach.** This includes archiving all materials pertaining to project activities, communication, and meeting minutes in an organized platform like SharePoint.

13. Implementing partners should give priority to the **extensive distribution of the final outputs.** It is recommended that the research study and training manuals be widely shared with stakeholders, including government bodies, UN agencies, national and international civil society organizations, to facilitate their effective utilization and maximize their outreach.

14. The **role of regional organisations should be made clear to partners, stakeholder and beneficiaries.** They not only play a role in coordinating, but allow alignment and mainstreaming into local/regional policies and mechanisms. The regional and specialist organizations need to be the discussion to drive change and engagement.

Recommendations regarding project sustainability

15. For future project, include **an exit strategy/ sustainability plan from the design/inception of the project.** The definition of an exit strategy/sustainability plan from the onset of an intervention fosters sustainability, ensures proper buy-in and ownership and mitigates risks of failure. Prior to a project's conclusion, the sustainability plan should be collaboratively discussed with all stakeholders This plan should include a clear timetable for the transfer strategy and delineate roles and responsibilities for managing and utilizing project products.

ANNEXES

Annex 1: Evaluation Matrix

Evaluation Question	Sub-Questions (secondary lines of inquiry)	Indicators	Data Collection Methods and Sources	Data Analysis Methods
RELEVANCE	An assessment of the extent to which the intervention objectives and design respond under changing circumstances to the needs and priorities of rights holders, particularly populations affected by climate change and disasters, and beneficiary government institutions in countries where PCCHS is implemented.			
1. To what extent were the programme interventions relevant and appropriate in relation to, global/regional priorities and the needs and priorities of Pacific Island Governments, donor, and communities in addressing climate change related migration, displacement, and planned relocation?	1.1. To what extent were government, stakeholders and affected communities consulted to identify priorities and involved in design and implementation of the project? 1.2. To what extent are the programme's objectives, activities, and overall approach aligned with = international, regional human security-based response frameworks and national policies and priorities on climate change and disaster-related migration? 1.3. Were the programme activities and outputs consistent with the intended outcomes and objective either as initially planned or as modified? (Adjusted to a sub-question from TOR)	• Evidence of consultation, and input of duty bearers and rights holders • Alignment of programme objective and interventions with SDGs and GCM objectives • Alignment with relevant international and regional frameworks on climate change and human security (such as UN Pacific Strategy, Boe Declaration, FRDP, 2050 Strategy) • Alignment with regional migration priorities • Examples of contributions made by the programme towards IOM's objectives, mandate, and strategies in Climate change induced displacement and human security	Document Review (particularly the programme's logical framework, ProDoc, international declarations and frameworks, and national policies and frameworks) KIIs with programme implementers, donors, and government officials, TWGS, UN outcome group on climate change and disasters.	Triangulation Theory of Change Analysis Cross-country comparison analysis

		e.g. IOM Pacific Strategy, IOM principles on environmental migration • Alignment with migration and goals and priorities of national governments where PCCHS is implemented. • Evidence of connection between the activities and the various pathways of change in the theory of change • Evidence of connection between activities, results, and the objective. • Existence of SMART indicators • Examples of internal and external synergies		
EFFECTIVENESS	**Assessing the extent to which the programme achieves its intended results, including any differential results across countries and stakeholder groups.**			
2.Have the programme outcomes been achieved in accordance with the stated plans?	2.1 To what extent have programme results been achieved across the programme's outcome areas? 2.2 What, if any, differences in the degree of achievement of results can be seen between different/or in specific countries? 2.3 What were the key strengths of the project intervention and what was the added value for expansion of the Programme to additional countries to address the climate change and disaster related migration in the Pacific region?	• Achievement of results targets, including number of outputs and outcomes achieved. • Evidence of National and regional climate change and mobility policies, programmes and initiatives developed by governments, (that are informed by community voices) • Differences in degree of achievement across different countries of implementation • Examples of programme interventions and results that are in addition to those provided by existing PCCS programme activities /other similar initiatives working in the region.	Document Review KIIs with IOM project staff, implementing partners, relevant members of the Programme Steering Committee, government representatives including members of the Joint-Working Group on Climate Mobility and other actors identified. Case Studies of selected countries	Triangulation Theory of Change analysis Cross-country comparison analysis Case study Qualitative data analysis Gender equality analysis

		• Examples of strengths and weaknesses of the programme that facilitated/hindered the achievement of results.		
3. What were the major factors influencing the achievement of the project's expected outcomes?	3.1. Were there any gaps or untapped opportunities that PCCMHS programme could have explored to further strengthen a regional response to climate mobility? 3.2. What external/internal factors outside of the programme's control have affected the achievement or non-achievement of results?	• Examples of gaps and untapped opportunities that the project could have explored to further strengthen governments capacity and an effective regional coordination around climate mobility. • Presence of political, social, and economic factors outside of the programme's control • Presence of structural and process-oriented factors within the UN system outside of the programme's control • Presence of financial factors outside of the programme's control • Presence of planning, implementation, and financial factors within the programme's control • Examples of how the programme management team successfully or less successfully managed these internal and external factors	Document Review KIIs with IOM project staff, implementing partners, relevant members of the Programme Steering Committee, government representatives including members of the Joint-Working Group on Climate Mobility and other actors identified. Case Studies of selected countries	Triangulation Theory of Change analysis Cross-country comparison analysis Case study Qualitative data analysis
4. To what extent did the governance arrangements of the programme support effectiveness?	4.1. To what extent did the decision-making body facilitate timely implementation? 4.2. What were the weaknesses?	• Examples of key strengths that contributed to effective delivery of the project. • Examples of challenges in decision making and working arrangement among participating agencies	Key informant interviews with project team, Programme Steering Committee, government representatives	Qualitative data analysis

		• Examples of challenges in working arrangement among implementing partners	including members of the Joint-Working Group on Climate Mobility and other actors identified.	
IMPACT	An assessment of the extent to which the intervention has generated or is expected to generate significant positive and negative, primary and secondary long-term effects produced by the project, directly or indirectly, intended or unintended			
5. What change(s) did the intervention bring at structural or individual levels (whether positive or negative, unintended, or intended)?	5.1. To what extent has the programme design and implementation promoted the achievement of results that target the root causes of Climate change and disaster-related migration in the Pacific region? 5.2. To what extent is the programme having or is likely to have a direct impact on the lives of communities most at risk of adverse effects of climate change and disaster induced migration? 5.3. How could programme impacts on migrant workers have been increased and/or better captured?	• Examples of intended /unintended positive/negative institutional changes? • Depth of programming focus on the vulnerability to adverse effects of climate change and disasters, including institutional barriers • Presence of activities that promoted institutional and long-lasting change within relevant government institutions, regional mechanisms. • Examples of areas where programme impacts on at risk communities could have been increased and/or better captured.	Document Review FGDs with CSOs Key informant interviews with project team, Programme Steering Committee, government representatives including members of the Joint-Working Group on Climate Mobility and other actors identified. Case Studies	Triangulation Theory of Change analysis Most significant change analysis Cross-country comparison analysis Contribution analysis Qualitative data analysis Gender equality analysis
6. To what extent did the programme contribute to the enhanced management of migration,	6.1. To what extent are target countries responding/are better equipped to respond to climate change and disaster related mobility within and across borders?	• Existence of Regional level initiatives (with two or more Pacific countries) established/agreements to empower communities affected by climate mobility	Document review FGDs with CSOs, at risk communities Key informant interviews with project team, Programme	Triangulation Theory of Change analysis Most significant change analysis

displacement and planned relocation?	6.2. Are there visible mechanisms for coordination at regional level between countries in addressing climate change and disaster related migration?		Steering Committee, government representatives including members of the Joint-Working Group on Climate Mobility and other actors identified. Case Studies	Cross-country comparison analysis Contribution analysis Qualitative data analysis
7. Did the intervention take timely measures to mitigate any unplanned negative impacts?	7.1. To what extent were risks to project impact actively monitored and addressed? 7.2. What were some of the unplanned negative impacts that were brought about by the project and how well were they addressed to minimize the effect on programme results?	• Existence of a risk monitoring and management plan • Examples of negative unintended impacts • Examples of effective mitigation measures taken by the programme team	Document review Key informant interviews with project team, Programme Steering Committee, government representatives including members of the Joint-Working Group on Climate Mobility and other actors identified	Triangulation Qualitative data analysis
GENDER AND HUMAN RIGHTS	**An assessment of the extent to which gender equality, human rights, and environmental impact concerns were mainstreamed throughout the intervention design and implementation.**			
8. To what extent were gender and human rights aspects considered during the programme design, implementation, and monitoring?	8.1. How were populations affected by Climate Change and Disasters rights and protection needs as well as gender equality principles considered in the project design, implementation, and monitoring, including the risk management plan? 8.2. To what extent did the project consider inclusivity and responsiveness to stakeholders with intersecting vulnerabilities and needs in its interventions? What barriers existed to reduce	• Reflection of disaggregated data and evidence in programme planning documents (including the M&E plan and the risk management plan) that capture extent to which gender and human rights were addressed throughout the programme cycle. • Existence of processes, such as needs assessments, used to base the design of	Document review FGDs with CSOs, at risk communities Key informant interviews with project team, Programme Steering Committee, government	Triangulation Cross-country comparison analysis Contribution analysis

	exclusion and transform gender inequalities in the project interventions?	programme activities on disaggregated data and evidence that capture the different needs and priorities of vulnerable groups, as well as capacity needs of duty bearers. • Degree of gender responsive programming, according to the WHO-adapted Gender Assessment Scale • Existence or absence of negative programme impacts on human well-being and/or the environment	representatives including members of the Joint-Working Group on Climate Mobility and other actors identified. Case Studies	Quantitative and qualitative data analysis Gender equality analysis

Annex 2: List of Documents Reviewed

PCCMHS Programme Document (UNHSTF and MFAT) – Project Document

National Consultation Reports
- Fiji, Nauru, Kiribati, Tuvalu, PNG, Vanuatu, FSM, Tonga, Samoa and CKI.

National Consultation Report Summary

Summary Report: Regional Civil Society Consultation on Climate Mobility

Annual and Final Narrative Reports

Pacific EBMOs Position Paper

Regional Policy Dialogue Report

Policy Briefs

Standard Employment Contract (SEC) terms report

SEC Kiribati Consultation Workshop- January 2021

SEC Tuvalu Workshop- 20.01.2021

Tuvalu Seafarers Training report

Programme Revisions

Mid-Term Evaluation Report

Workplan and Results Monitoring tracker

List of People Interviewed

Name	Position	Organization	Country
Kelereyani Seruvatu	Acting Director, Multilateral Affairs	Ministry of Foreign Affairs	Fiji
Filimone Tuivanualevu Ralogaivau	Climate Change Adaptation Officer	Climate Change Division	Fiji
Peptua Latasi	Director	Department of Climate Change	Tuvalu
Caitlin Goggin	Policy Officer | Climate Change (Social and Security)	Ministry of Foreign Affairs and Trade	New Zealand
Krishneil Narayan	Climate Change Advisor	New Zealand High Commission	New Zealand
Esline Garaebiti	DG- Climate Change	Ministry of Climate Change Adaptation, Meteorology & Geo-Hazards, Energy, Environment and Disaster Management	Vanuatu
Peter Iki	Acting Manager Adaptation	Change Development Authority	Papua New Guinea
Jacinta Tony-Barrion	First Secretary	PNG High Commission	Papua New Guinea
Desna Solofa	Assistant CEO	Ministry of Foreign Affairs and Trade (MFAT)	Samoa
Justin Lima	Assistant CEO	International Relations	Samoa
Takena Redfern		Disaster Risk Management Office, Office of the Berentitenti	Kiribati
Batetaake Tatoa	Director	Labour Department	Kiribati
Andie Fong Toy	Head	UNESCAP	
Heike Alefsen	Regional Representative Pacific	OHCHR	
Shane Antonio	Human Rights Officer	OHCHR	
Angelica Neville	Labour Mobility Officer	ILO	
Atle Solberg	Head of Secretariat	PDD	
Nobuko Kajiura	Economic Affairs Officer	UNESCAP	

Peter Emberson	Consultant	UNESCAP	Fiji
Sabira Coelho	Programme Manager	IOM	
Tim Westbury	Consultant	IOM	
Maina Talia	Coordinator	TANGO	Tuvalu
Fenton Lutunatabua	Country Head of Regions 350.org	350 Fiji	Fiji
Lavetanalagi Seru	Co-Founder & Coordinator	Alliance for Future Generations	Fiji
Nacanieli Bolo	Project Manager	Internal Displacement Monitoring Centre	Fiji
Sharon Bhagwan Rolls	Chairperson and Gender Liaison of the Board of GPPAC	Global Partnership for the Prevention of Armed Conflict	Fiji
Rae Bainteiti	Youth Climate Change Advocate	Pacific Youth Council	Kiribati
James Bhagwan	General Secretary	Pacific Conference of Churches	Fiji
Jamal Talagi	Climate Consultant	LHF Consultancy Niue	Niue
Jane McAdam	Professor	UNSW	Australia
Richard Bedford	Professor	University of Waikato	New Zealand
Joanne Wade			Vanuatu
Pia Oberoi		OHCHR	
Karlos Lee Moresi	Resilience Development Finance Adviser	Pacific Island Forum Secretariat (PIFS)	
Exsley Taloiburi	Deputy Director	Deputy Director - Disaster & Community Resilience Programme - Pacific Community-SPC	
Vuki Buadromo	Principal Adviser-Deputy Director General's Office – Science & Capabilities	Pacific Community-SPC	