

RSE: just the beginning?
**Some reflections on a decade of
managed seasonal work programmes**

Richard and Charlotte Bedford

1st RSE conference in the islands



2015: some milestones

- **1st RSE conference in the Pacific**
- **5th year of the Strengthening Pacific Partnership programme**
- **10th year of managed seasonal work programmes in the Pacific**

Celebrating success



Village reconstruction



The old and the new



Industry and agriculture



New church



Five years of the Strengthening Pacific Partnership (SPP) programme



An informative newsletter



A WORD FROM MANAGER PACIFICA LABOUR & SKILLS



Talofa lava,
Malo e lelei,
Kam na mauri,
Talofa, Ni sa
bula, Gud de
tru olgeta,
Mo yoran,
Kia ora tatou
and Pacific
greetings.

I am delighted to welcome you to the December edition of RSE: Strengthening Pacific Partnerships Update. This is a quarterly e-newsletter about the Recognised Seasonal Employer (RSE): Strengthening Pacific Partnerships (SPP) initiative.

This is my first newsletter as the guardian of the RSE policy and as the newly appointed Manager, Pacifica Labour and Skills in the Ministry of Business, Innovation & Employment.

A very warm welcome to you all, as New Zealand starts to head into its warmer seasons, and a particularly warm welcome to readers who are new to RSE, or indeed to the SPP initiative.

This newsletter is a great channel for all of us who are interested in the SPP work to

share experiences or bring up questions for discussion, and any items of interest. I want to start off with an old Māori proverb "He aha te mea nui o te ao? He tangata. He tangata. He tangata." – What is the most important thing in the world? It is the people, it is the people, it is the people. This is very crucial in our role as it emphasise the importance of people-to-people relationships. This is what our work is all about.

Now that we are well into the eighth year of the RSE: Strengthening Pacific Partnerships (SPP) programme, it's a good time to reflect on some of the past successes and challenges.

It is a privilege for me to lead the New Zealand Government's strategic management of the Recognised Seasonal Employer (RSE) policy, the implementation of our Strengthening Pacific Partnerships (SPP) initiative and the Pacific Access Category (PAC) and Samoa Quota (SQ) relationship programmes. Although there is a lot to learn, I am really enjoying the role so far and I am blessed to have such a great team to work with.

This edition gives you information about the SPP developments and brings you up-to-date with recent initiatives. You will read about the recent developments surrounding ministerial visits and SPP secondments as well as some of

the highlights of the Horticulture New Zealand RSE employers' conference in July. We have included a short summary from our North and South Island regions including a feature on one of the RSE employers in Marlborough, Seasonal Solutions Co-operative Limited, along with profiles of our RSE SPP staff members.

There is such a lot happening under both the RSE policy in New Zealand, across the regions and the RSE: SPP initiative. If there are questions you would like answered, or a particular focus you would like to see in the next newsletter, please let us know.

I look forward to working with you all to progress the RSE: SPP work.

Now that we are in December the countdown to Christmas and New Year is well and truly on.

I wish you and all your families a very Merry Christmas and a Happy New Year.

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**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HIKINA WHAKATUTUKI



**NEW ZEALAND
IMMIGRATION**

New Zealand Government



A very successful programme



EMPLOYMENT SERVICES
UNIT
DEPARTMENT OF



Department of Labour

In association with RSE: SPP & Brandheart

Invites

Michael Liu

Seasonal Workers Agency Vanuatu

To attend a:

Conversations for Results Workshop

Conducted by Brandheart

Trainer : Ken Mitchell

Date : 14 & 15 February

Venue : 2013

Start Time : Grand Hotel

Finish Time : 08:00 hrs

RSVP : 16:40 hrs

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analytic  matters

Mid-term evaluation of the Strengthening
Pacific Partnerships project

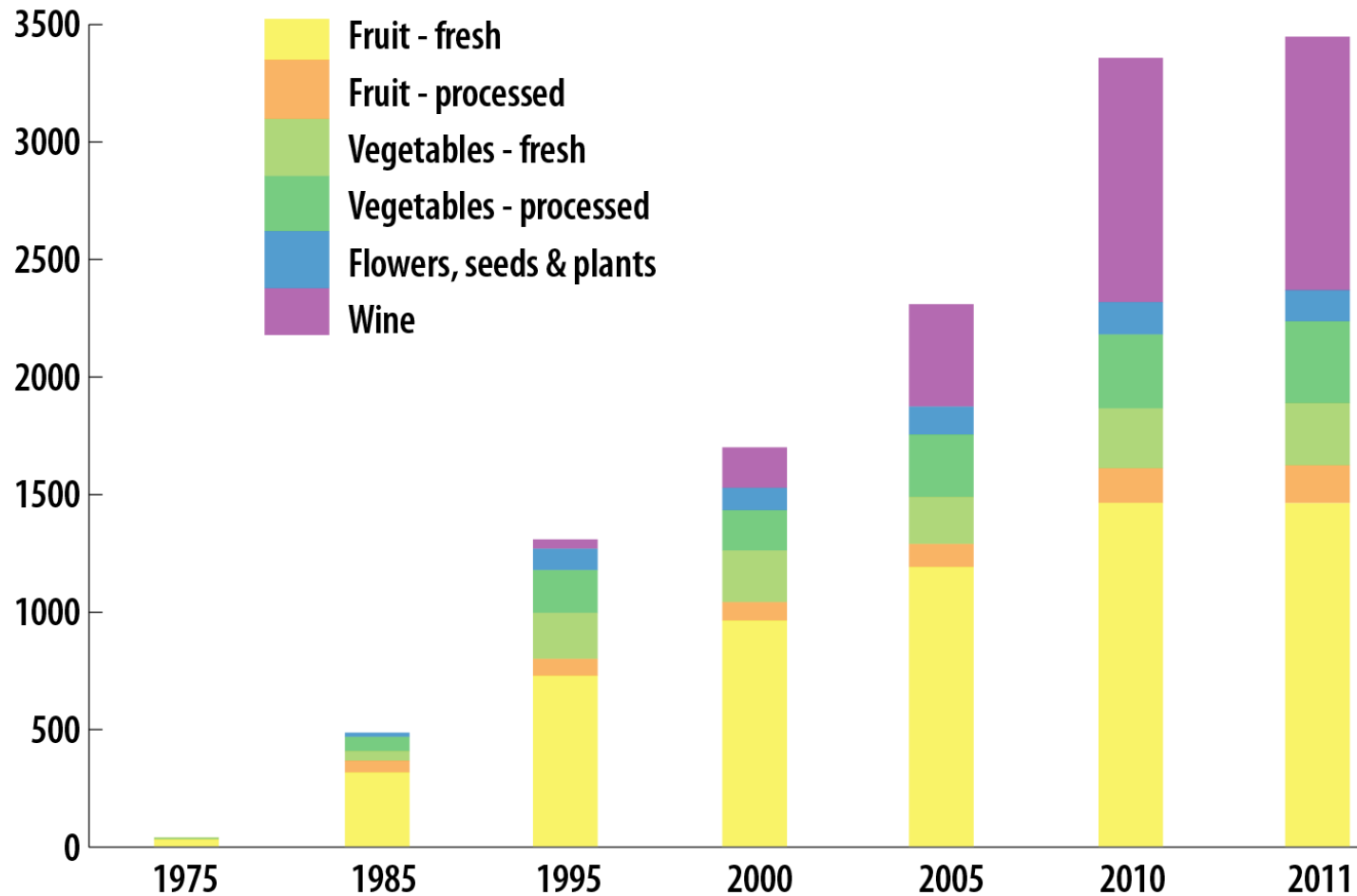
Heather Nunns, Mathea Roorda, Charlotte Bedford,
with Richard Bedford

May 2013

A decade of seasonal work programmes



Growing an industry



Labour demand – peak seasons

crops	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
los, citrus, nuts, olives	1,100	800	--	1,000	1,000	1,000	1,000	--	500	700
, vegetables	1,280	1,390	1,150	740	400	350	300	340	170	540
i, vegetables	700	150	500	500	500	--	--	--	450	450
los, kiwifruit	1,300	800	5,000	12,000	12,000	5,000	5,000	3,000	850	1,650
, vegetables	430	700	700	640	500	470	470	430	60	120
, pipfruit, stone fruit, vegetables	4,500	12,500	12,500	12,500	10,700	5,100	1,100	1,000	800	900
bles	150	200	200	200	150	100	50	50	150	250
, olives	100	110	150	100	120	190	190	175	25	50
i, pipfruit	250	4,800	6,000	6,000	600	150	150	140	20	40
, olives	1,800	1,400	1,570	1,300	1,600	2,500	2,500	2,300	320	580
, vegetables	220	640	540	600	560	200	200	200	30	320
, stone fruit	5,000	4,500	2,200	1,800	1,250	750	700	700	700	1,100
	16,830	27,990	30,510	37,380	29,380	15,810	11,660	8,335	4,075	6,700

Low demand (1-999*)

Medium demand (1,000-4,999*)

High demand (5,000-10,000*)

Extre

* Seasonal workers required

Seasonal work programmes 2005/6-2014/15

Programme	Total visas	Pacific visas	% Pacific
SLP	9,024	569	6.3
RSE	60,050	48,338	80.5
TRSE	4,535	565	12.5
SSE	1,027	109	10.6
RSE VoC	303	261	86.1
Total	74,939	49,842	66.5

Seasonal work visas in context

2005/6-2014/15

Area	All temp work visas	All seasonal work visas	% seasonal work
Samoa	23,200	9,990	43.1
Tonga	26,000	12,630	48.6
Vanuatu	22,500	21,980	97.7
Pacific (RSE)	81,600	49,620	60.8
Total Pacific	149,100	49,800	33.4
All countries	1,618,000	74,939	4.6

Other Pacific and main Asian suppliers of RSE labour

Area	All temp wk v.	All seas wk v.	% seas.wk
<i>Other Pacific</i>			
Solomon Is	4,030	3,140	77.9
Kiribati	2,720	1,000	36.9
Tuvalu	1,990	630	31.7
PNG	950	220	22.8
<i>Main Asia</i>			
Thailand	26,920	5,640	21.0
Malaysia	42,240	5,220	12.4
Indonesia	14,900	2,460	16.5

Summary

1. 150,000 work visas for Pis approved July 2005-June 2015
2. Just under 50,000 of these (1/3rd) for seasonal work by PIs
3. 60,000 seasonal work visas approved over decade – 80% to Pacific workers; 20% to Asian workers
4. The RSE scheme accounted for 80% of all seasonal work visas issued over the decade.



Some challenges

1. **“Spreading the love” – managing return rates so that there are opportunities for new workers to ensure continuity of trained labour supply and spread of benefits of work in Pacific communities**
2. **“Helping the small players” – recognising that a third of all RSEs employ less than 20 workers each and account for just 4.5% of all recruits. Their needs for additional workers may seem small but they can be as great as those of the big players**



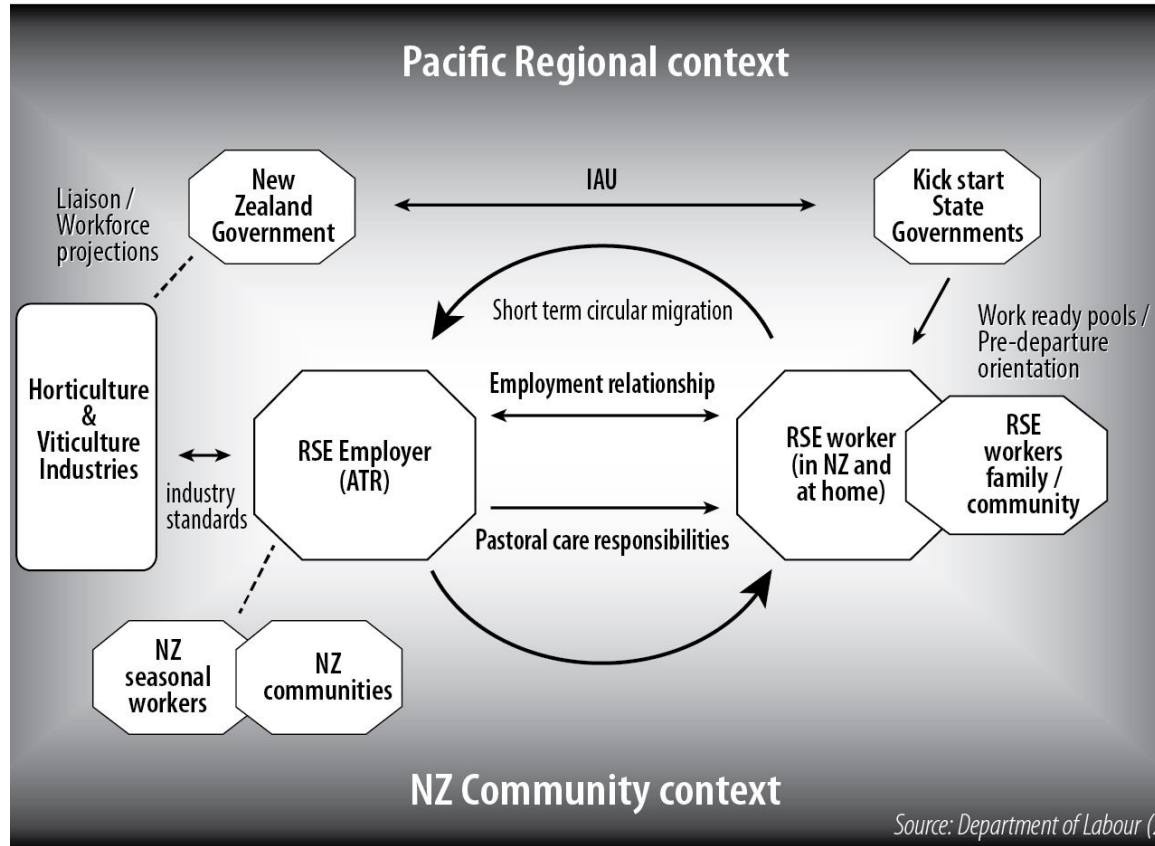
Challenges cont.

- 3. Maintaining the “best practice” brand – continuing to show leadership in areas of worker welfare, pastoral care, and capacity building
- 4. Keeping the human dimension of seasonal work to the fore -- temporary workers have family obligations that may mean they need to take a season or two off work to maximise the benefits of participating in the scheme





**Providing more opportunities
for Pacific women**



Continuously working on the relationships between key stakeholders in the RSE system.