

Future-Fit Labor Mobility

Pacific Update
Presentation

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Content

A very brief introduction to Anticipatory Governance

Labour mobility profiles: Now and Next

Challenges: now

Challenges: next

Solutions: preparing now for what's next



Traditional decision-making

Determining actions based on fixed, linear ideas of what *might* happen



Strategic foresight
A means to open up the space of inquiry / basis from which we make decisions

Anticipatory decision-making

Turning insights about what might happen into action, and continuously learning from the outcomes

Ministry of Internal Affairs

Nasara Sector Strategy 2022 - 2026

Building Resilient Governance, Representation and Inclusion for a Safe, Secure and Prosperous Vanuatu



Anticipatory governance

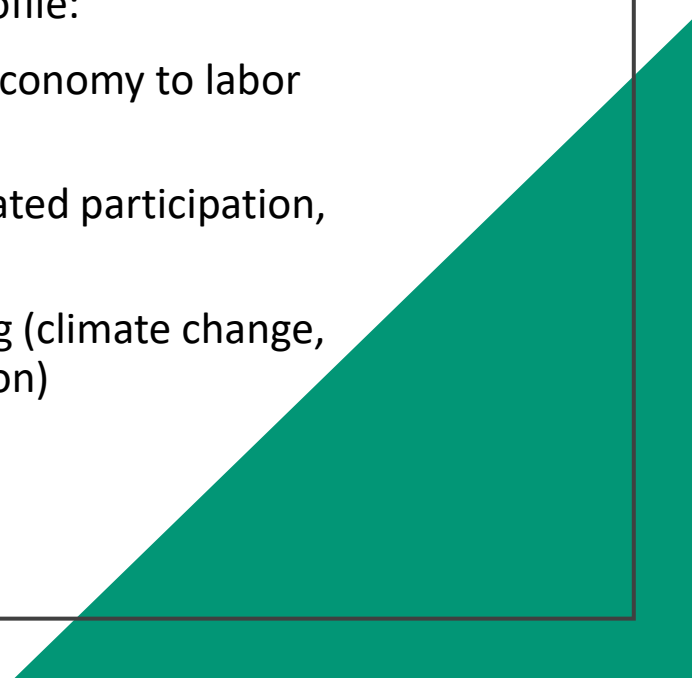
Building the institutions and structures that allow/ enable us to act on the basis of many possible futures

Worker Profile: now and then

Who participates in the Labor Mobility Scheme:

- Typical profile: **Men & Women** from **rural** isolated localities of the 6 provinces of Vanuatu and the urban Areas of Vanuatu

Trends that will be impacting this profile:

- **More women** (opening the care economy to labor mobility)
 - **More families** (longer-term, repeated participation, new modalities)
 - **More skilled workers** participating (climate change, disasters, growing youth population)
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Challenges: now

- Welfare and protection measures are not fully adapted to profile of workers

Language, literacy, length and scope of training and understanding of contracts and insurance.

- Current framework and regulations creates vulnerabilities and high burden on workers and sending country

Single employer, support to workers and post-abscondment systems.

- Current narratives and cultural barriers are not recognized as part of the problem

Bottom line: the current levels of abuse and welfare issues are not acceptable nor sustainable.

Challenges: next

- With new profiles different social protection and access to welfare challenges will emerge

Coverage of pregnancy and access to education, responsibilities of the employers, burden on the Vanuatu support in host country.

- Next generation of solutions will create new risks/opportunities

The use of digital tools for recruitment, tracking and workplace surveillance for instance. New individual and collective remittance solutions.

- Youth and skilled workers are at the core of an existential question for Vanuatu

Return, prevention of brain drain, social fabric and cohesion issues, links and benefit to and from diaspora are rapidly become central to the development trajectory of the country.

Bottom line: challenges will morph and evolve but only grow.

Forward-looking solutions

Opportunity: re-opening discussions on the Vanuatu-Australia Memorandum of Understanding with the Pacific-Australian Labor Mobility Programme

- Immediate need: meeting (and protecting) the workers where they are

In Bislama – pre-departure training, contracts/insurance information. Starting to build programme for new generation of workers.

- Medium term: balancing distribution of responsibilities

Renegotiating the State-employer-employee relationships and ensuring there are no gaps

- Medium term: tackling the hard question of cultural and overarching narratives

- Longer term: acknowledging the community impact

Building skills set, engaging with faith-based organization, diaspora remittances and cooperatives and preparing returns for individuals and communities through proper reintegration program that will be established by the sending country.

Conclusion

- Labour Mobility Program is design to be a win win situation for both countries in terms of economic growth, earning of income, remittances, and learing of new skills for workers.
- Though there are so many challenges of the program, there are opportunities to improve the proper implementation of the program with the receiving countries.
- The program itself has created a lot of success stories around the communities of Vanuatu and has contributed to improve the livelihood of our people and we are grateful for this opportunity.
- Vanuatu aims at ensuring its islands remain a **home where Labour Mobility Workers keep coming back to** where **mobility** is valued by individuals and valuable to all.