Future-Fit
Labor Mobility

Pacific Update Presentation

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A very brief introduction to Anticipatory Governance

Labour mobility profiles: Now and Next

Challenges: now

Challenges: next

Solutions: preparing now for what’s next
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

Traditional decision-making

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

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)
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:

➢ 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.