

# FAMILI I REDI RAPID REVIEW REPORT





IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

This publication was made possible through support provided by the Australian Department of Foreign Affairs and Trade through the project “Equipping Families for the Benefits of Labour Mobility in Vanuatu Program.” The opinions expressed herein are those of the author and do not necessarily reflect the views of DFAT. The Rapid Review is conducted by Ms. Jessica Avalon with ni-Vanuatu enumerators and translators - Ms. Tanya Melenamu and Ms. Jeanette Tariwowai.



**Australian Government**  
Department of Foreign Affairs and Trade

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Cover Photo: Darren James

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# Famili I Redi

**Famili I Redi is a predeparture workshop to help labour migrants and their families maximize the socio-economic benefits of labour mobility while addressing the negative social impacts.**

In a 5-day workshop, we support migrants and their families through facilitator-based sessions to understand and answer important questions like:

- What to expect from seasonal work?
- How to make good choices and handle stressful situations?
- How to maintain good health and nutrition, including COVID-19 prevention?
- How to maintain healthy, communicative and violence-free family relationships while separated?
- How to understand exchange rates, save money and send remittances?
- How families can work together to make a goal and budget together?



Famili I Redi provides holistic tools, skills and strategies for labour migrants and their families, including modules on what to expect from overseas work, healthy relationships, family separation, nutrition, gender-based violence (GBV) prevention and family financial management, which encompasses budgeting, saving, understanding exchange rates, remittance transfers and entrepreneurship upon return to facilitate reintegration in Vanuatu.

The program contributes to the 2030 Agenda for Sustainable Development:



## FIR Delivery partners

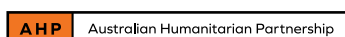


## Funding partners:

Currently delivered with:



Pilot funding with:



## Review: Consultations and Interviews



**60%** completed primary school

**40%** completed high school or tertiary education



**73%** attended with their partner



**50%** of participants interviewed were women



**72%** had at least one child under 18



**50%** of participants interviewed were men



**100%** found the workshop helpful



**44%** had someone with a disability in their family

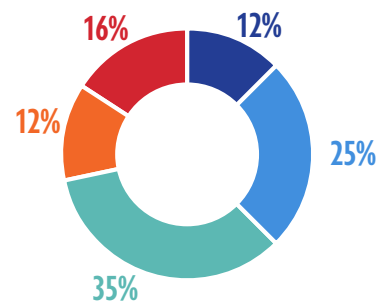


**59%** had never travelled before attending Famili I Redi



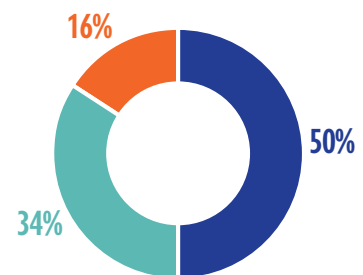
Three interviewees (including one couple) stated they no longer planned to travel, due to a reassessment of the impacts on their family after attending the Famili I Redi workshop

### How old were the participants?



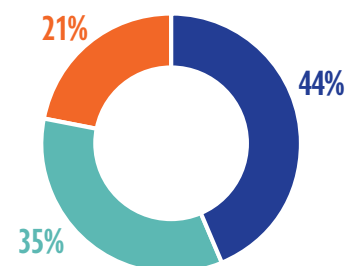
■ 18-25 ■ 26-35 ■ 36-45  
■ 46-55 ■ Over 55

### When did they attend?



■ 2023 ■ 2022 ■ 2021

### Where did they attend?



■ Efate - Port Vila ■ Efate - other  
■ Santo

## Key Findings

- ✓ There is consensus that Famili I Redi is having substantial positive impact on families, with both Participants and Stakeholders eager to identify ways it can be expanded. Participants gave **extensive testimony of significant behavioural changes to improve their relationships, parenting approaches, and financial management**. In two instances, couples decided to delay seasonal work until children were older.
- ✓ **Famili I Redi directly addresses the most critical issues facing labour migrants and their families: healthy, violence-free relationships, and strong financial management**. Stakeholders and Participants raised serious concerns around relationship breakdown, violence, impacts on children, and poor stress management leading to alcohol abuse, disengagement and crime. Many also underlined many labour migrants do not effectively save or utilise their earnings. Integrating and addressing these topics facilitates positive change in behaviour and family dynamics.
- ✓ Famili I Redi is not only effectively impacting lives of participants – **90% of participants are sharing their knowledge and course materials with others, who are reportedly experiencing substantial impact on their family and financial wellbeing**. It will be critical to quantify the size of this peer dissemination, to understand Famili I Redi's true impact. Investment in Monitoring and Evaluation will be central to achieving this.
- ✓ **Famili I Redi promotes gender equality** by including partners of labour migrants, facilitating discussions on family finances, financial income, and unpaid care and domestic duties, and supporting couples to jointly develop communication plans and family goals. In a context of 88% of labour migrants being men, this addresses the potential for labour mobility to reinforce gender inequality.
- ✓ Famili I Redi is adaptable to the diverse and disaster-prone Pacific context
- ✓ IOM, World Vision, and Department of Labour have shown **high levels of innovation and collaboration** to effectively utilise funding from DFAT, EU Spotlight, and IOM Development Fund so as to develop and implement Famili I Redi.
- ✓ **The five-day in-person format**, attended by partners, and including interactive Participant Manuals, is **critical to achieve threshold understanding of all the interlinked topics** covered by Famili I Redi, and ensure long-term impact. The level of confidence gained in five days also facilitates peer dissemination, thus improving value for money substantially.
- ↑ Famili I Redi has potential to further expand its impact on gender equality, violence prevention, and inclusion of vulnerable groups, by expanding its listing of support numbers in Vanuatu, Australia and New Zealand.
- ↑ Some efficiency gains may arise from involving agents, and focusing on scaling Famili I Redi rather than developing new training initiatives. However, ultimately Famili I Redi is an investment to ensure sustainability and prevent serious social harms arising from the labour mobility initiative.
- ↑ Famili I Redi is adaptable to the diverse cultural contexts and disaster-prone settings in the Pacific region.

*As an Agent I am in full support of this Family i Redi workshops and I know it will (in time!) help to reduce the number of issues faced by families who are part of the SWP scheme. - Agent*

## Labour Mobility in Vanuatu

The size of labour mobility movements is substantial and growing.<sup>1</sup> Ten years ago, in the 2012-2013 financial year, less than 9,000 people travelled from the Pacific under New Zealand's Recognised Seasonal Employer (RSE) scheme and Australia's Seasonal Worker Program (SWP) scheme.<sup>2</sup> In 2022-23, this number had grown to almost 48,000.<sup>3</sup> The Australian intake has seen the largest growth, including growth of multi-year temporary labour mobility pathways.<sup>4</sup> Recently, Australia's labour mobility intake from the Pacific and Timor Leste has been consolidated into one Pacific Australia Labour Mobility (PALM) scheme.

**Table 1: RSE and SWP workers recruited in 2022-23 as % of working age population (20-59 years)**

Nationality	Combined RSE & SWP	Total pop 20-59	% pop in RSE & SWP	Combined RSE & SWP males	Male pop 20-59	% male pop RSE & SWP
Samoa	5,459	84,913	6.40	5,074	44,034	11.50
Tonga	5,102	44,597	11.40	4,122	20,622	20.00
Vanuatu	15,639	135,948	11.50	13,725	67,155	20.40
<b>Total 'Big 3'</b>	<b>26,200</b>	<b>265,458</b>	<b>9.90</b>	<b>22,921</b>	<b>131,811</b>	<b>17.40</b>

The initiatives have a substantial impact on Vanuatu's demographic makeup. The above data from the Development Policy Centre evidences that more than one in five men between 20 and 59 were recruited to seasonal work programs in the 2022-2023 financial year.<sup>5</sup> The percentage of men between 25 and 35 would likely be much higher, given employer preferences for this age bracket.

Research indicates that labour mobility has substantial positive and negative potential benefits on individual seasonal workers, their families, and the Australian and New Zealand communities that they work in.<sup>6</sup> Australia, New Zealand, and Vanuatu governments have each initiated reviews to further investigate how they can better manage labour mobility initiatives and participation so as to optimize benefits whilst reducing risks and negative side effects.<sup>7</sup> Concurrently, each government has initiated a range of legislative, policy, and programming interventions to improve effectiveness, sustainability, and resilience of affected people and markets. Similarly, institutions and NGOs such as the United Nations, World Bank, and World Vision have recognized the wider impact of seasonal work on resilience and development, and the importance of initiatives that leverage benefits whilst reducing harms.

1 The term 'Seasonal work' is used most commonly in Vanuatu, as labour migration is usually less than one year. However, under the Pacific Australia Labour Migration (PALM) Long scheme, workers may have multi-year contracts.

2 Charlotte Bedford, 'Pacific labour mobility over the last year: continued growth' DevPolicy Blog, 8 August 2023.

3 Ibid

4 Ibid

5 Ibid

6 See, for example, <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/572391522153097172/maximizing-the-development-impacts-from-temporary-migration-recommendations-for-australia-s-seasonal-worker-program>; <https://www.adb.org/sites/default/files/publication/689686/adr-vol38no1-seasonal-labor-mobility.pdf>.

7 [https://www.dailypost.vu/news/government-s-efforts-and-measures-to-address-impacts-of-labour-mobility-in-vanuatu/article\\_90f50a9c-7b65-541e-93a5-08098f431d3a.html](https://www.dailypost.vu/news/government-s-efforts-and-measures-to-address-impacts-of-labour-mobility-in-vanuatu/article_90f50a9c-7b65-541e-93a5-08098f431d3a.html); <https://www.dfat.gov.au/sites/default/files/pacific-labour-mobility-discussion-paper.pdf>; <https://www.immigration.govt.nz/about-us/research-and-statistics/research-reports/recognised-seasonal-employer-rse-scheme>.



Pre-departure training is a specialist technical area of IOM, and a known method of facilitating informed participation in labour mobility schemes so as to improve participants' agency, reduce vulnerability, and maximize positive outcomes. In the context of very high labour mobility rates, strong government interest, and high technical capability, IOM looked to initiate a contextually adapted pre-departure training initiative in Vanuatu. In doing so, it partnered with others that had contextual expertise. Famili I Redi thus responds to the contextual need and interest in pre-departure training, adapted to a Vanuatu context.





## Background and Context

Famili I Redi was born out of a recognition of the need to holistically address the interlinked challenges and opportunities associated with labour mobility, including its impacts on development, social cohesion, gender equality, and disaster resilience.

Initially, Famili I Redi was cross-funded via a gender-based violence-focused grant from EU Spotlight, and funding focused on efficient remittances from the IOM Development Fund. Simultaneously, DFAT funded World Vision via the Australian Humanitarian Partnership. Innovative approaches from IOM, World Vision and Department of Labour, together with flexible funding approaches from DFAT, IOM Development Fund, and EU Spotlight, allowed a collaborative project development approach. Famili I Redi therefore benefitted from the specialist capabilities of each organization. IOM was able to contribute its expertise on pre-departure trainings and human rights protection, and draw on the geographic reach and contextual understanding of World Vision and the Department of Labour. Further to this, each organization combined their respective specialist knowledge on topics of resilience building and gender-based violence prevention.

In 2022, the initiative was recognised for its innovative and effective nature, and funded directly by DFAT in grants to both IOM and World Vision. Notably, each of the above-mentioned grants have funded the five day Famili I Redi workshop alongside other interventions such as the Labour Mobility Working Group, and additional workshop days on specific topics. However, this Rapid Review solely assesses the Famili I Redi workshop, across the duration of multiple funding packages, and considers the impacts of other elements of funding grants only as they impact on this workshop.

The initiative targets prospective labour migrants and their partner or close family member, with an ambition to deliver the training as soon as possible prior to departure. Attendance has been permitted regardless of family status, in part to avoid discrimination against people of diverse sexual orientation, gender identity and expression, or sex characteristics (SOGIESC). However, some elements of the training are targeted at those with children, so as to indirectly address concerns around child welfare arising from family separation. Workers and partners are not disaggregated categories in this report, as the review found that many couples were open to either partner travelling (or both), depending on what opportunities arose.

## Purpose and Scope

This rapid review evaluates the design and implementation of the five-day training program called Famili I Redi, focusing on its successes, areas for enhancement, and potential for ongoing learning. Specifically, the review pertains to the core Famili I Redi trainings conducted by IOM in Vanuatu. While the training is part of broader initiatives and grants encompassing elements like the Labour Mobility Working Group and additional modules such as 'Pathways to Entrepreneurship', this assessment concentrates solely on their influence on the core Famili I Redi training.



# Rapid Review Methodology



**Participatory and utilization-focused:** early stakeholder interviews included questions on key issues that should be investigated as part of the Rapid Review, thus further influencing questions. Participant interview tools were co-designed with a past Facilitator, who also assisted in the first round of participant interviews. Enumerators were asked to reflect on the interview protocol and helped to refine question approaches prior to undertaking phone interviews. Enumerators also assisted in designing stakeholder interviews. By involving stakeholders, facilitators, and enumerators in the design, the review ensured that the resulting product would be relevant and grounded in the issues of importance to target audiences, thus improving the likelihood of later utilization. This was further reinforced by Validation Workshops.



**Predominantly Qualitative:** to understand *why* things are working (or not working) and *how* to adapt. To feature this, quotes of those people interviewed are provided in this report (though many are translated and thus not verbatim quotations). Quantitative assessment is more appropriate as a later evaluation approach, particularly once further quantitative data is available from strengthened program monitoring.



**Gender-responsive:** ensuring that gender equality and the empowerment of women are central considerations at all stages of the rapid review, from design to consultation and final report delivery. To this end, the review acknowledges that labour mobility impacts are influenced by gender dynamics at all stages of the labour mobility cycle, and thus need to be interrogated with this in mind.



**Human rights informed:** ensuring that inclusion and human rights considerations are incorporated in enquiry and data collection. Key human rights considerations were children's rights, labour rights and risks of modern slavery or trafficking, rights of people with disability, rights of older people, and rights of people of diverse sexual orientation, gender identity or expression, or sex characteristics (SOGIESC).

## Limitations

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Phone interviews were based on over 140 people called from participant lists; those who have travelled are less likely to respond. This underlines the importance of a longitudinal study with a pre-identified cohort of people (see Monitoring, Evaluation, and Learning'). Men are more likely to have travelled, so we called more men than women to achieve an even response rate.

Rapid Review data collection was undertaken across three weeks in July 2023, and did not include observation of training. Analysis and report write-up was completed remotely in mid-August.

The Rapid Review was conducted by an IOM Internal Evaluator, in line with ambitions to ensure the rapid review was conducted efficiently and in a manner that focused on utilization and organizational learning. The Internal Evaluator had not been involved in development, design, or implementation of any IOM Vanuatu projects.

## Ethics

IOM Data Protection Principles, [UNEG Norms and Standards for Evaluations](#), and [Australian Evaluation Society Ethical Guidelines](#) were followed. Key considerations in ethics for this review included elements to ensure safeguarding and risk mitigation through the process of interviewing on sensitive subjects including violence and family breakdowns.

**Figure 1: Consultations and interviews**



IOM would like to thank the following organisations and people for being part of consultations:

- Prior participants of Famili I Redi
- World vision management, design, and facilitator staff
- IOM management, design, finance, and facilitator staff
- VPride
- Vanuatu Society for People with Disability
- Vanuatu Women’s Centre
- Australia Vanuatu Policing and Justice Program
- Australian National University academic
- Vanuatu Department of Labour
- Vanuatu Labour Mobility Working Group
- Pacific Labour Facility
- Vanuatu Department of Women
- Vanuatu Police Family Protection Unit
- New Zealand Ministry of Foreign Affairs and Trade
- Australian Department of Foreign Affairs and Trade
- Chief, Area Administrator, and Community Focal Point individuals



# Findings of the Rapid Review of Famili I Redi



# Rapid Review Questions

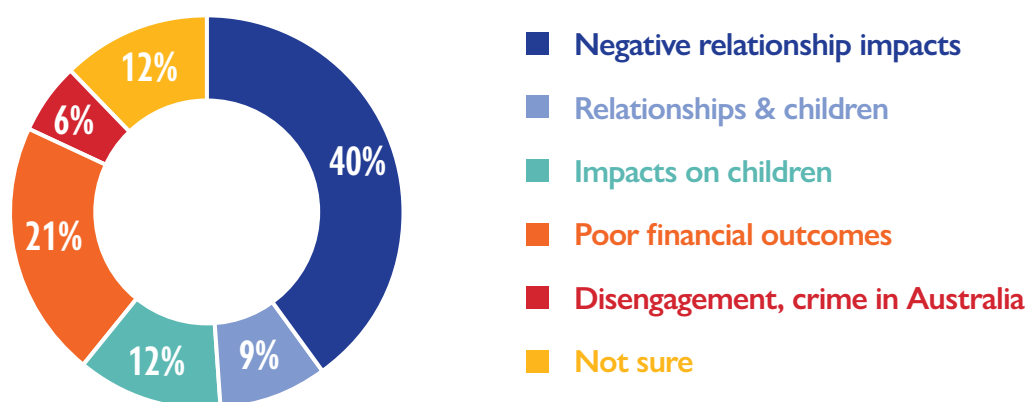
## ? 1. Relevance

### Does Famili i Redi respond to the needs of the target groups?

The target group for the trainings is seasonal workers and their immediate families. Surrounding communities should be considered as a secondary target group.

Needs were identified via asking stakeholders and participants what were the biggest challenges faced by people and their families as a result of seasonal work. The training will address the needs of target groups if it is equipping people with the skills to address these challenges.

Figure 2: What are the biggest challenges faced by people and their families as a result of seasonal work?



**Relationship challenges, poor impacts on children, and poor financial management** together made up the vast majority of responses from past participants. **Disengagement,<sup>8</sup> drink driving, and criminality** whilst on deployment were also noted, and were often connected to concerns about **working conditions** – either a poor fit between the worker and their working conditions, or that working conditions were objectively poor. This is reflective of the issues raised by stakeholders, who themselves are usually drawing on professional experience of tens or hundreds of migrant labour cases. Critically, stakeholders and past participants often noted that the challenges faced were often intertwined; poor communication contributing to poor financial outcomes or vice versa, which contributed to relationship breakdowns and/or poor outcomes for children.

All but one stakeholder expressed confidence that the long periods of separation from family were often a very substantial factor or direct cause of difficulties.<sup>9</sup> It was proposed that pre-existing skillsets, culture, and support systems were adapted for life together in Vanuatu and were not adapted to support migrants and their families through long periods of physical separation, contract and financial management, and associated challenges.

8 Also termed as 'absconding' in interview responses.

9 One stakeholder proposed that this link required further research. This Rapid Review identified that independent research led by Dr Matthew Withers, Australian National University, is currently interrogating how migrant households participating in the Pacific Australia Labour Mobility (PALM) scheme navigate personal relationships and care practices during periods of transnational family separation.



**Communication challenges** were noted as a common issue underlying all other matters. Internet connectivity is limited in many villages in Vanuatu, and in many regional locations where migrant workers live in New Zealand and Australia. Further, time zones and variable work hours can pose challenges in establishing regular communication. Some interviewees asserted that couples don't usually talk about finances, and such explicit, organized discussions require development of new relationship dynamics and skills.

**Violence** (physical, emotional, financial, spiritual, and financial) was a prominent area of concern. Violence between the labour migrant and their intimate partner were most often mentioned. Interviewees highlighted that women are at higher risk of violence. Multiple people also mentioned that at times, a relative or senior person in the community may be involved via being asked to live with or otherwise 'watch over' a seasonal worker's wife for purposes of control rather than as a support.<sup>10</sup> Multiple interviewees noting that awareness that family violence is a criminal offence is not always known or considered by participants, and that the severity of sentences for such violence is often not appreciated. In particular, coercive requests for intimate photos and videos were a common concern, related also to the non-consensual sharing of such materials. Criminal proceedings cannot proceed when an alleged offender is not in Vanuatu, and thus in some cases alleged perpetrators also take up or extend international labour migration options to avoid criminal justice proceedings.

**Child welfare** was a major concern of all stakeholders. Most frequently, one parent remains with children whilst the other travels, but at times children are left with relatives. Awareness of and planning for financial responsibility for children is also not clear for many people. In some cases, the migrant worker does not provide the necessary financial support for their child, due to lower than expected take-home earnings, a focus on building a certain amount of savings at the expense of sending daily support costs, or a disengagement from their financial responsibilities as a parent in the wake of relationship breakdown or infidelity. The opportunity cost of not earning or providing in Vanuatu is often not taken into account. When financial support from the labour migrant is not forthcoming, children and/or the remaining carer may have to sacrifice nutritional, health, or education costs. Children may end up unsupervised, particularly where both parents are absent, or where their carer is needing to find additional income. This leads to poor educational and health outcomes and increases in youth crime in Vanuatu. At present, child maintenance provisions can be very hard to enforce and there are no formal agreements on enforcement between Vanuatu and labour receiving countries. Care for others in the family with special needs, such as people with disability or older people, was rarely mentioned unless prompted. Nevertheless, many similar considerations exist, and are discussed below under 'human rights'.



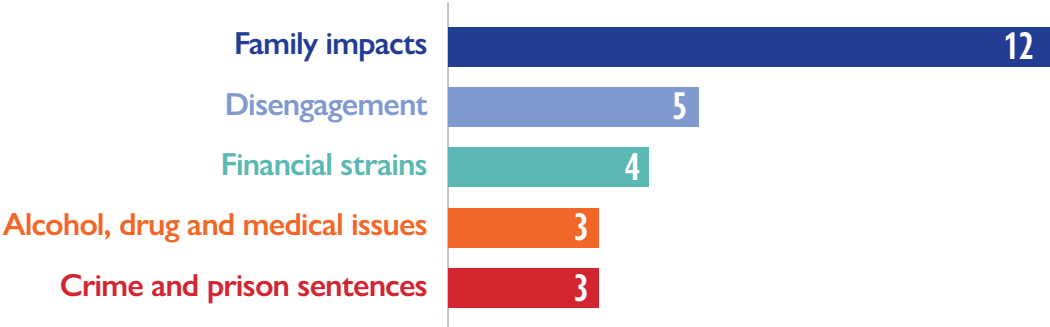
*Communication between each other may cause conflicts. When husband may be overseas and can't communicate well with wife, who tends to be unreachable, or wife calls when husband is tired after work, and just wants a break, but instead they argue, and in the end the homes are at default. This seems to be a major issue.*

*(Translated testimony from Participant, answering the question 'What are the biggest challenges faced by people and their families as a result of seasonal work?').*

<sup>10</sup> This dynamic was always mentioned in relation to women being surveilled, with the aspect of men's control of women being specifically noted.

**Alcohol abuse, criminality (usually relating to driving offenses), and mental health concerns,** were also mentioned during consultations, and widely identified as negative outcomes for employers, labour migrants, and communities in Vanuatu and Australia/New Zealand. Often, these things were associated with labour migrants not having emotional management and positive coping strategies to manage challenges such as long working hours, highly physical work, family separation, or isolation in remote work areas.

**Figure 3: Agents’ views: “What are the biggest challenges faced by people and their families as a result of seasonal work?”**



*\*15 text responses, often listing multiple issues*

**The wider community** is affected by family breakdowns, violence, and child protection concerns. Chiefs, Pastors, police, Vanuatu Women’s Centre, and other elders and community services being asked to step in to provide counselling, childcare, material support, shelter, and other services. To seek to protect against unwise labour migration decisions, prospective labour migrants are required to get signed endorsement before they leave, including from the Chief. It was raised by some that an informed decision on this matter requires more awareness of the potential risks. Further, women can have more difficulty securing this letter of endorsement, which is a dynamic which can reinforce their financial dependence, and must be discussed further.

**Financial management** concerns cut across all areas, and are a concern independently. Most people travel for financial gain, but participants and course facilitators underlined that skills and understanding of contracts, financial management, and remittances are inadequate for the complexities facing labour migrants. Deductible expenses, living costs, opportunity costs of not being in Vanuatu, high costs of remitting money, and uncertain working hours can all contribute to situations where labour migrants have low or no savings after their contract ends. Additionally, some mentioned that in the context of peer pressure and the challenges of adapting to a new context, many spend on takeaway and alcohol, later realizing the substantial impact this has on their savings. Labour migrants may not have planned for such financial challenges, thus leading to negative outcomes. Further, partners of labour migrants frequently have an even more limited understanding of the financial challenges, which can lead to even wider gulfs between expectation and reality, and can fuel conflict.

*My nephew went for 3 years, and came back with nothing. He promised to build a house, and he came back broke.*

**The opportunity cost of labour migration** was also identified. Past participants and stakeholders noted that seasonal labour patterns are often not compatible with investment in long term sustainable enterprises in Vanuatu, and many people considering labour migration do not weigh up the long term stability implications of their departure. Costs can be incurred when the village lacks its physically strongest members during cyclone season, as they are less able to undertake physically demanding aspects of preparedness and recovery.



**Inadequate or unexpected working and living conditions, and disengagement** were noted to be intertwined problems. Where working and/or living conditions were unexpected or objectively inadequate, there was more likelihood of mental health challenges, financial management stresses, and family relationship stresses. There was also more likely to be instances of disengagement. In some cases, such challenges were intrinsic to the nature of the work. In other cases, stakeholders spoke of objectively sub-standard working conditions, such as year-round accommodation in communal tents in rural Tasmania.<sup>11</sup> Interviewees also expressed that some labour migrants do not have informed expectations about working conditions, and can feel or be powerless to change conditions or raise work rights concerns. This then contributes to negative coping mechanisms and/or disengagement.

**The wider community in Vanuatu, in Australia, and in New Zealand is affected** by labour migration – both positively and negatively. Interviewees underlined the need for improved recognition of this fact, so that stakeholders recognize the potential risks of not effectively managing labour migration, and therefore are more willing to support efforts to treat the risks. Labour migrants do not function simply as commodities, and the stressors associated with family breakdown, financial hardship, disengagement, child welfare, crime, or other unexpected challenges inevitably affect work teams, employers, agents, labour sending units, and communities in both home and work locations. Stakeholders noted the need for greater recognition of this dynamic, so that the full value of Famili I Redi as a holistic package could be better understood and valued by all stakeholders, therefore encouraging improved participation and financial support.

The challenges sit alongside many positive elements and experiences of labour migration. Stories were provided of families who had achieved substantial financial goals, including paying for education, safer concrete houses, and small business capital. Two interviewees (one past participant, one stakeholder) told stories of women participating in labour migration in order to gain financial independence after relationship breakdown (in one case, succeeding in establishing financial independence after an abusive relationship).

**The above challenges indicate a need to equip participants and their families with further skills and knowledge on the above topics.** There is a clear need to include both the seasonal worker and their partner or close family member, as the above topics affect the entire family either directly (as with finances and relationships), or affect those in Vanuatu or those undertaking labour migration more, but indirectly affect their loved ones (as with working conditions, disengagement and absence of physically strong community members from Vanuatu).

Famili I Redi is one out of multiple approaches to addressing these issues. For example, encouraging working groups to travel together from their village of origin could be protective by supporting pre-existing social structures. Some suggested investing further in family violence response, workplace inspection, sexual health, or cross-jurisdictional cooperation on matters of child support. These considerations are beyond the scope of the Rapid Review.

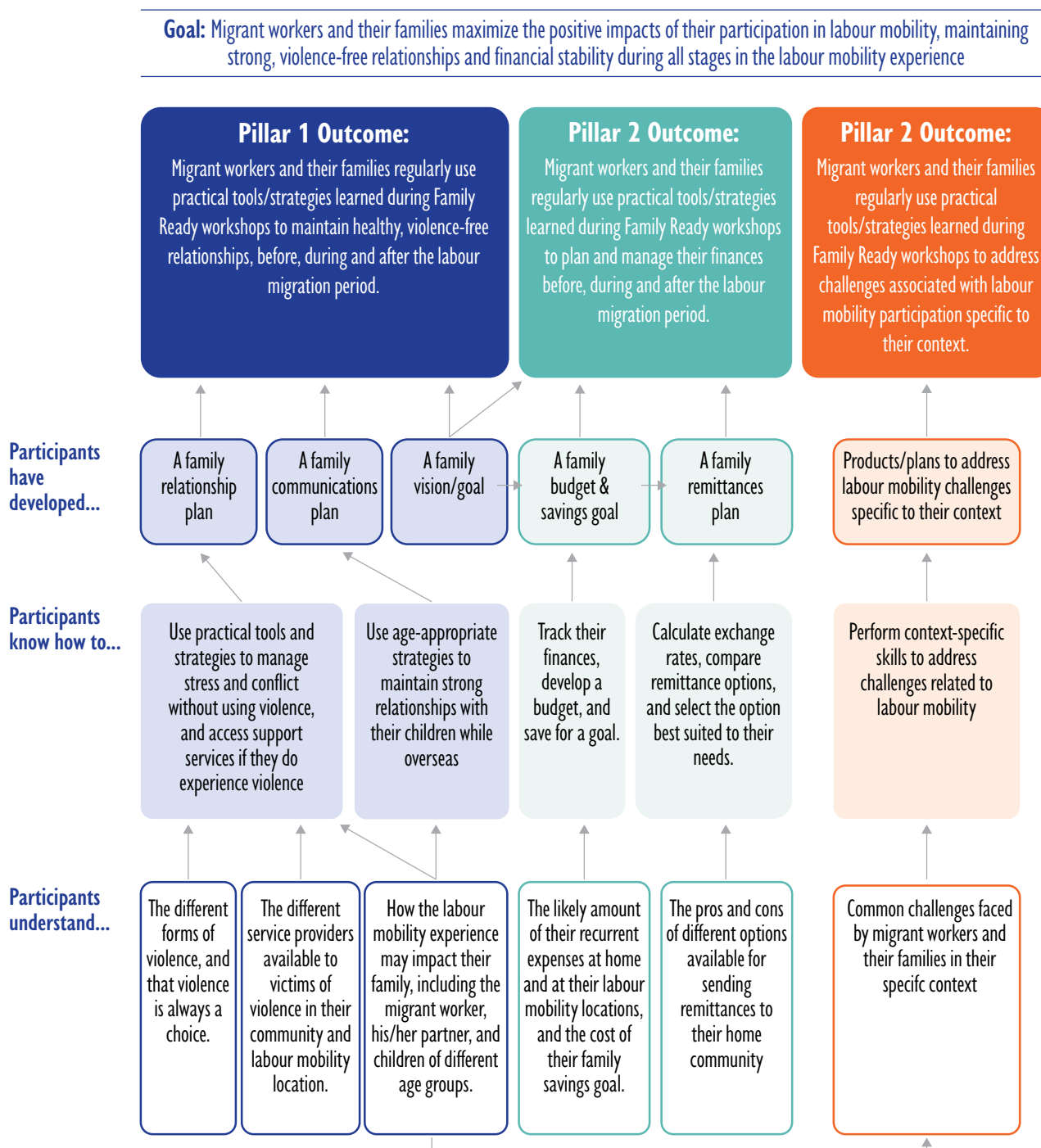


<sup>11</sup> This report was not verified directly with the labour migrant, and the labour migrant was not a past participant of Famili I Redi.

## Does Famili I Redi, as envisaged in the TOC, meet these needs?

There is a very strong fit between the above stated needs, and topics addressed by Famili I Redi. The team should introduce systems to prompt review of contextual needs and content, and to ensure explicit referral to services and information on human rights and worker responsibilities.

**Figure 4: Family Ready Workshop Theory of Change**



**Outcome 1 reflects identified needs to improve tools and strategies related to healthy, violence-free relationships, communications, and parenting.**

The Outcome wording primarily touches on stress, violence, and conflict as they relate to family relationships, but in the workshop itself, emotional management is considered much more broadly. One participant noted that the workshop was useful in helping to manage anger at other workers whilst in Australia. As such, it can be considered that Outcome 1 also covers workplace relationships.

*I really enjoyed the Emotional management. It taught me how to not react too quickly when am angry.*

**Outcome 2 clearly reflects needs relating to financial management.**

*I'm a single dad. when I went for my first contract, we didn't know anything about this. I didn't attend a workshop until after I came back. I found out I spent so much money on unnecessary things. we need to save using the exchange rate you get. it opened up my mind - wow, I should have been more careful with my money.*



**Outcome 3 is adaptable to contextual needs, recognizing the diverse and disaster-prone nature of the Pacific.**

This adaptive approach facilitates actions to improve resilience in all situations. It also allows the program team to capture all activities and innovation delivered under Famili I Redi.

COVID-19 awareness was included under this pillar, though it is likely no longer a contextual priority as COVID impacts decline. No stakeholders mentioned COVID-19 as a concern, or as a positive element in Famili I Redi. Nutrition has also been included under this pillar, however no stakeholders mentioned this topic as a critical need. No participants mentioned nutrition as a valuable element of the training. One stakeholder (Famili I Redi staff) highlighted it as useful, mentioning that it was good to have something that people could apply straight away regardless of deployment. This justification is weak, given most people are utilizing budgeting tools immediately, and two facilitator key informant interviews suggested this segment should be removed to allow time for other more impactful sections. Given the limited time to cover all topics, this indicates a need to reassess whether nutrition and COVID-19 are sufficiently critical to retain in the curriculum.

*“We need to take out one or two sessions. Health nutrition we could take out...we can give them presentation or video clip when we have lunch or morning tea” – Facilitator Key informant interview 1*



**Recommendation:** the team should specify a timeline or trigger-based approach to re-assessing needs and monitoring approaches so that Outcome 3 remains responsive and results are captured. Teams should be encouraged to discontinue modules that are not critical or current.

**Disengagement, unexpected living and working conditions, and human rights breaches** were raised as serious concerns that warranted intervention.


Core human rights concerns around trafficking and worker exploitation must be comprehensively addressed in ways that protect all workers, such as via mandatory briefings, oversight and workplace inspections, legislation and improved worker support arrangements.



*“[Workers are] absconding due to either working conditions or not understanding contents of contract” – Agent response regarding the challenges of seasonal work.*

There is potential additional benefit from family members being aware of the risks, obligations, and entitlements of their partners, so as to provide support and understanding that helps protect against disengagement, poor fit for the work, or human rights abuses. This benefits employers, labour migrants and scheme administrators.


Concerns regarding workers contractual and legal rights and obligations overlap with financial considerations and discussion on contracts, but are not fully addressed in this segment of the training. An intermediate approach is currently being taken by Famili I Redi. Review and understanding of a sample contract are part of the Participants' Manual, alongside in-depth exercises to help participants understand what living conditions, hours, deductions and net pay they might receive from a contract to manage expectations of both the migrant and family members. The Manual provides some support service contact options in Australia, but not in New Zealand.<sup>12</sup>


 **Recommendation:** Famili I Redi should reinforce and refer to, but not replace or replicate, information on human rights and core responsibilities.

Famili I Redi should note that failure to meet minimum standards regarding pay, living conditions, and workplace health and safety is a serious concern, and that support services are available including access options. Support services should be regularly updated in the manual and include community-based support available in countries of destination. Famili I Redi must also highlight that more complete information on rights and responsibilities will be provided at mandatory pre-departure and post-arrival briefings, and encourage workers to be attentive to this information and share it with their families.

### **Indirect impacts of the Famili I Redi training are not currently captured.**

The current wording of the overarching 'Goal' closely reflects the outcomes and activities of the training. This approach limits recognition of higher-level effects that stem from the Famili I Redi outcomes.

 A Chief noted that he is called to mediate a large number of relationship breakdowns and marital affairs that occur among seasonal worker families. He noted that further training on this matter was critical for wider social cohesion of the village, as it was causing impacts on children and wider families. He noted that he had not had such issues with people who had attended the Famili I Redi workshop that was held in his village a couple of years prior. The Chief was highly encouraging of more seasonal work families attending the workshops, and of Chiefs attending relationship and emotional management sections, so that they could prevent the wider community impacts, and indeed the impacts on Chiefs and other community leaders.

 **Recommendation:** the Theory of Change should be revised to include a Goal that reflects indirect impacts on community cohesion, resilience, and development. This would allow for better measurement, evaluation, and possible expansion, as discussed further in the 'Monitoring, Evaluation, Accountability, and Learning' section.

<sup>12</sup> Pacific Labour Scheme, Fair Work Ombudsman (Australia), Department of Home Affairs (Australia), and Safe Work Australia were included.

## 2. Effectiveness

### Is the project effective in reaching the planned outcomes?

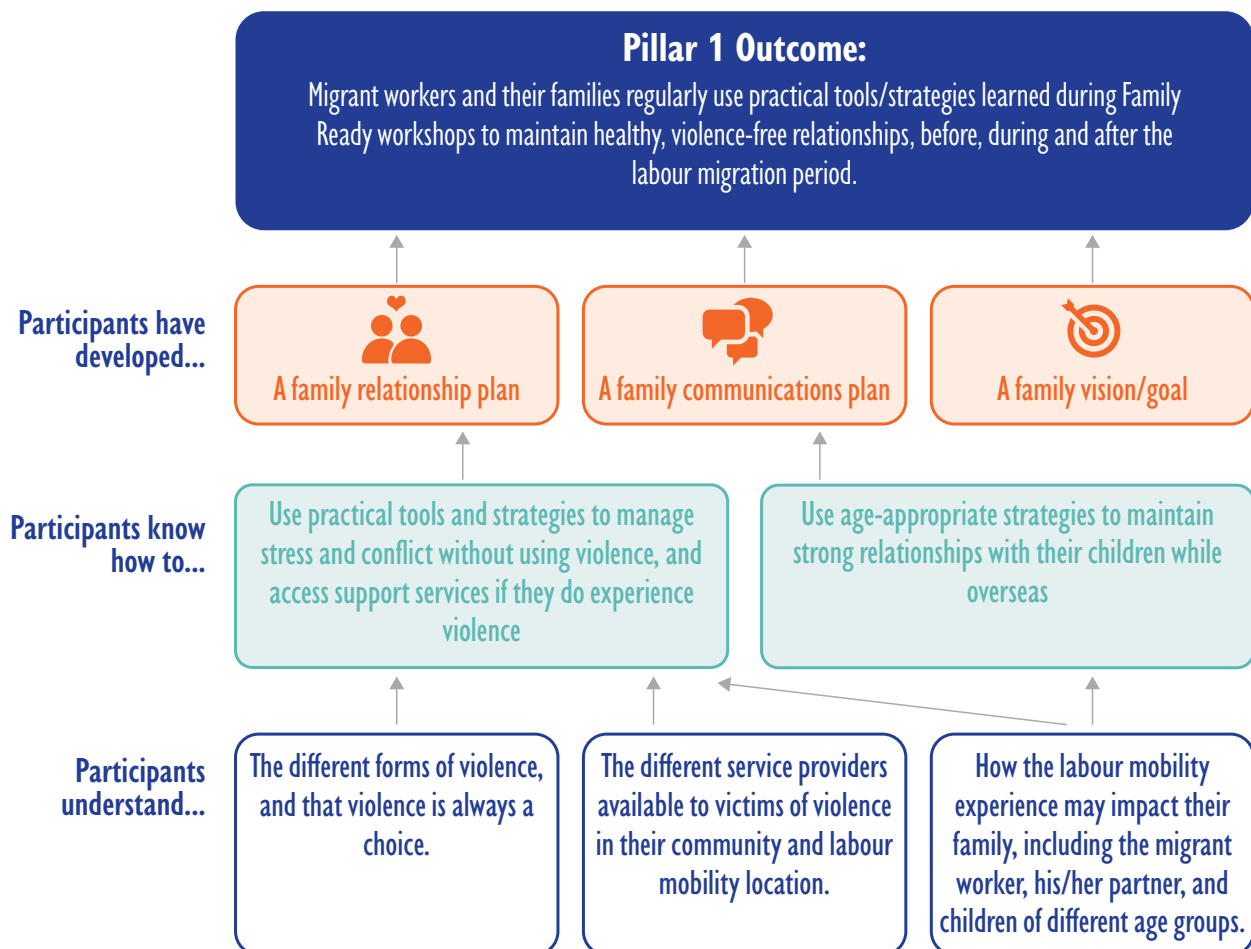
The project is effective in reaching planned outcomes, and consensus among stakeholders on this point. The Rapid Review identified areas where delivery could be refined, or impacts could be better measured.

Participants have utilized the tools and strategies under various outcome areas, and are sharing their new knowledge, skills and tools with others. Voluntarily sharing knowledge with others indicates the content is valuable and that participants have strong comprehension. Peer knowledge sharing increases the reach and impact of Famili i Redi substantially. See 'Efficiency' and 'Monitoring, Evaluation, Accountability and Learning' sections for further discussion on indirect impacts.

#### Outcome 1: Healthy Violence Free Relationships

Migrant workers and their families regularly use practical tools/strategies learned during Family Ready workshops to maintain healthy violence free relationships, before, during and after the labour migration period.

Figure 5: Outcome 1



## Healthy Relationships

Evidence shows that certain participants are consistently using practical relationship tools to maintain healthy family dynamics, including instances where couples chose not to migrate, or changed their communication approaches, to improve family welfare.

The training content on cultivating healthy relationships was widely supported and uncontroversial. The curriculum covered emotional and stress management, positive communication in long-distance relationships, and making positive choices under pressure. It extensively addressed the impact of labor mobility on children and included positive parenting strategies to help children cope with parental separation and reintegration. Stakeholders and participants attested to the practical impact of the healthy relationships segments, below.

There are many extramarital affairs, and eventually problems with the children... These are people who have not attended Famili i Redi. .... I have seen many examples of relationships changing for the better after the workshop.” - Chief



I really enjoyed the Emotional management . It taught me how to not react too quickly when am angry.



“We have improved on our communication. He tells me what time he will be at work and when he finishes work. We put aside a certain time in the morning and evening, for him to speak with me and the kids. I made sure I speak at a reasonable tone, so that I do not upset too much.”

### Case study: Couple with young child

Woman: ‘The first time he travelled, there were problems, but on the second travel, we were able to use what was taught in the workshop’.

Man: ‘We learned a lot of things about how little [relationship] things can add up to become big things. You think nothing of the little things, but then we realise it’s all about communication, and so creating a communication plan is important.

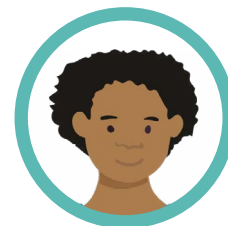
Woman: Training people how to trust is hard. The time is very short. But the program is good.

“Emotional management is still practiced in our home. We continue to encourage communication and trust within each other, so that it strengthens our love towards each other at home.”



“With the emotional management , it has taught me understand that we need to have understanding of each other in terms of trust. If my partner rings I don’t need yell for no reason. I help them to understand that I may be tired, please call back later.’

My wife and I applied and were motivated to travel. We had never travelled before, and so we were excited, and we attended the workshop, we learned the negative side about leaving your kids behind while travelling. I have 2 children ,and they are aged 17 and primary age. I realized that if we left, we were making our children both vulnerable in getting into drinking, hanging out with the wrong crowd, even as far as teenage pregnancy. So we both decided that we would cancel all plans, stay here and look after them,till they reached a certain age of maturity , then we would be able to travel. As for now, the information that we received from the workshop made us not risk our family’s wellbeing’



\*\*\*All statements from participants are translated and noted from original Bislama by Ni-Vanuatu Enumerators.

## Violence-free Relationships

Famili I Redi aims to encourage relationships that are devoid of violence. The training comprehensively deals with subjects such as gender-based violence, intimate partner violence, and family violence, treating them as distinct yet interconnected themes. The extent of coverage of workplace violence remains uncertain, as its systematic inclusion in the materials of the Participant Manual is not consistently observed. While participants were not directly questioned about their perspectives on violence, one participant specifically acknowledged its significance within the context of the workforce, and a couple jointly emphasized the importance of incorporating violence prevention in the program.

Stakeholders have underscored three key focal points: the adoption of 'do no harm' approaches, engagement of experts, and ensuring explicit training that encompasses the recognition of violence and its attendant consequences. These concerns are interrelated in nature.

**Safeguarding** approaches have been exercised via splitting groups into same-gender groups to facilitate safer spaces for engagement on the topic of violence. This recognizes the gendered nature of violence; women are more likely to experience family violence and intimate partner violence. Nevertheless, men also experience violence, and men's violence against women is strongly connected to violence against other men, and against themselves in the form of suicide and self-destructive behaviour.<sup>13</sup> Same-gender discussions are thus appropriate as a recognition of this gendered experience of violence, so as to promote more open dialogue and reduce the risk of harm.

Facilitators noted that the training they receive on safeguarding and gender-based violence is helpful so that they understand the potential risk and trauma associated with such disclosures of violence, how to understand and reinforce the message that 'you do not have to share personal experiences',<sup>14</sup> and how to manage disclosures where they do occur. Facilitators agreed, in a validation workshop, that whilst the training had been useful, periodic refresher training would be helpful, and more should be done to ensure new trainers receive the trainings immediately after joining.

**The training content** received widespread support. Currently, participants are educated about five distinct forms of violence: physical, sexual, emotional, spiritual, and financial. The training booklet offers translated examples of financial and emotional violence in Bislama. An expert stakeholder suggested that a more explicit explanation of the different aspects of violence is needed. They noted that discussions about the negative nature of violence might not sufficiently drive behavioral change, because in some settings various acts of violence are considered acceptable, and people do not realise that these are criminal offences with significant penalties. Remote reviews and recommendations regarding violence prevention sections have occurred, but these have been relatively limited and have not led to republishing of materials.

**Involvement of experts may have a safeguarding effect, and also assist ensuring optimum delivery of content.** The booklet provides contact numbers for Vanuatu Women's Centre, Vanuatu Society for People with Disabilities, medical centres, and the Vanuatu Police Family Protection Unit. Facilitators refer participants to these services also. Facilitators agree that these contacts should be regularly updated, but no schedule is set for

**RISPEKTEM YU WAN. RISPEKTEM NARAFALA MAN.**  
facebook.com/VanuatuRispek

If you have experienced violence, you are not alone.

**WHERE TO GET HELP**

24 everyday, anywhere in Vanuatu, you can call the Vanuatu Women's Centre: 24000

**COUNSELLING AND ADVICE**

<b>Vanuatu Women's Centre</b> Shefa T: 25764/24000 Sanma T: 36157/37110 Tafea T: 88660	<b>Malama</b> T: 7799165 <b>Torba</b> T: 5920880 E: <a href="mailto:vwmc@vanuatu.com.vu">vwmc@vanuatu.com.vu</a>	<b>Vanuatu Society for People with Disabilities National</b> T: 5522321
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**MEDICAL HELP**

<b>Vila Central Hospital</b> Port Vila, Efate T: 23503/23100	<b>Vanuatu Family Health Association</b> Port Vila, Efate T: 22140	<b>Medical Santo</b> Luganville, Santo T: 36400
<b>Was Simolbag Clinic</b> Port Vila, Efate T: 25895	<b>Luganville, Santo</b> T: 36129 E: <a href="mailto:info@vanuatu.com.vu">info@vanuatu.com.vu</a>	<b>Northern Care Youth Clinic</b> Luganville, Santo T: 37361

**SAFETY**

<b>Vanuatu Police Family Protection Unit</b> Port Vila, Efate T: 2222/111 (ext. 2804/2834)	<b>Isangel, Tanna</b> T: 111 (ext. 8281)	<b>Lakatoro, Malakula</b> T: 111 (ext. 7466)
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Excerpt from the Famili I Redi Participants manual

13 Michael Kaufman (1987) *The Construction of Masculinity and the Triad of Men's Violence*, Oxford University Press.


14 This is also written on the first page of the Famili I Redi Participants' Manual.


this. In discussing with representatives of the above groups, all encourage referrals and awareness-raising, and emphasise their presence across Vanuatu. Key protection actors noted that family violence cases are strongly associated with seasonal labour impacts, to the extent that they are introducing systems to record seasonal labour as a key contributing factor in their systems. Support services note that they face difficulties responding to clients who are in Australia or New Zealand, and many overseas workers are unsure how to seek help from Australian and New Zealand support services, particularly where their English is not strong. Due to the large impact of seasonal work on caseloads, both Vanuatu Police Family Protection Unit and Vanuatu Women's Centre underlined their support for Famili I Redi, and their willingness to attend and present at the workshop, as a critical prevention investment. They emphasized that this would be worthwhile and achievable. In validation workshops with facilitators and wider stakeholders, this suggestion was supported. Potential positive outcomes include improved participant engagement,<sup>15</sup> expert delivery of content, improved familiarity with services, and improved availability to respond in cases of disclosure.


*'When we see a plane of returning seasonal labourers land, we joke that soon we will have many people at our door' (seeking family violence support) – Stakeholder*

On a similar note, recognizing the importance of respected community members, invitation of Chiefs and Pastors to participate in relationship and violence related content within Famili I Redi may add to the effectiveness of the workshop by increasing the perceived level of importance of the topic. One Chief also underlined that he would like to be involved in these segments, as he is often called on to mediate disputes, and thus would also benefit from understanding and being able to later reinforce Famili I Redi content.

The Review investigated the option of Famili I Redi including a GBV or family violence expert as part of the delivery team. The major barrier to this is the availability of GBV experts, with stakeholders reporting that the pool of qualified candidates residing or willing to reside long term in Vanuatu is limited. It may be more realistic to prioritise and fund strong training of facilitators, ensure frequent discussion and coaching, and place high value on GBV and family violence experience in recruitment for more general facilitation and program management positions. This can then be supported by expert attendance from externals.

 **Recommendation:** The booklet should be updated to include referral services and further information about translation services in Australia and New Zealand.

 **Recommendation:** Experts, such as Vanuatu Police Family Protection Unit, and/or Vanuatu Women's Centre, should be invited to present content on violence-free relationships.

 **Recommendation:** Content should be reviewed by, or with inputs from, Ni-Vanuatu experts in the field. The review should include safeguarding considerations, translation to Bislama, alignment with the Vanuatu context, and iterative testing of any new approach or content.

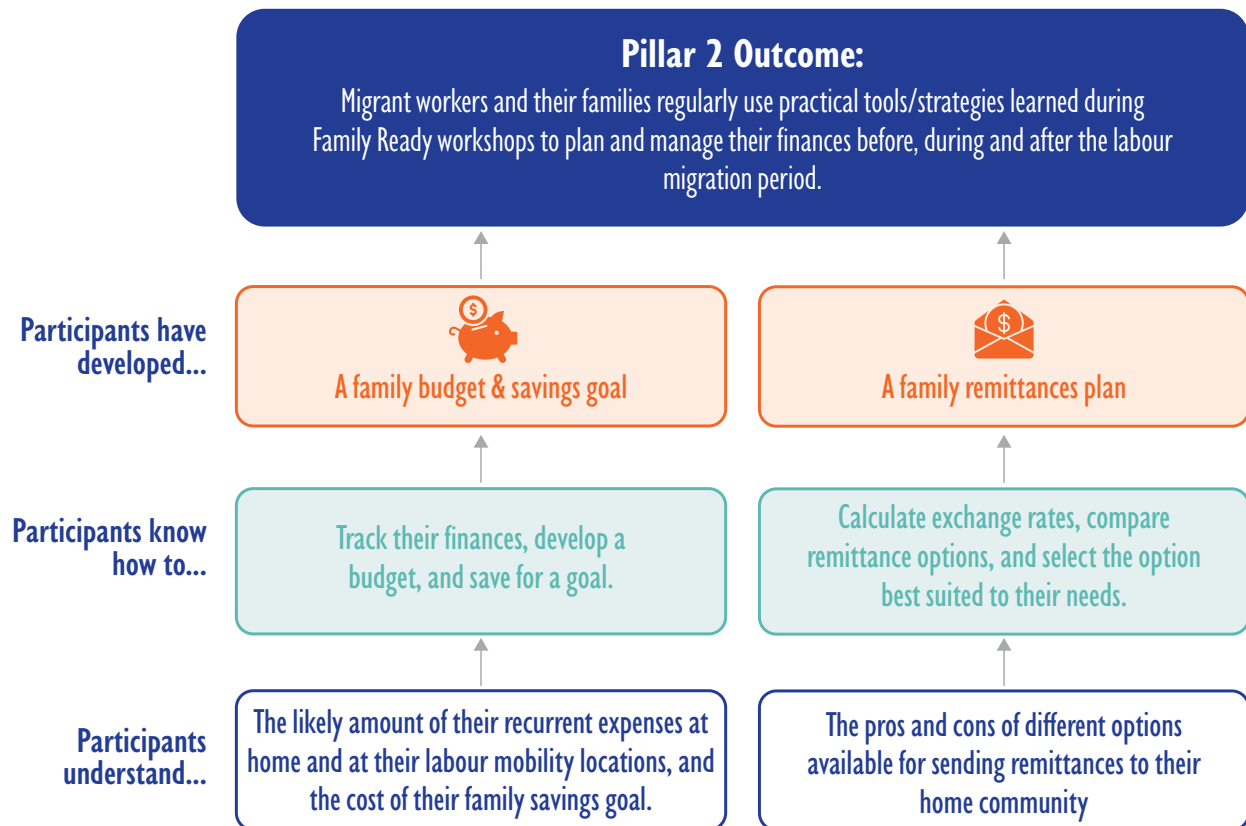


<sup>15</sup> Multiple stakeholders suggested that people who may otherwise disengage on such topics would be more likely to engage with police, chief, or external presenters.



## Outcome 2: Strong Financial Management Throughout the Labour Mobility Journey

Figure 6: Outcome 2



**78%** found budget management to be the most useful topic.



The majority of those participants interviewed were implementing their learning on budget management, regardless of whether they had or had not travelled.

**Figure 7: Budget roadmap used with participants to make a family vision and budget in the Famili I Redi workshops.**

We have been able to improve on our budgeting skills and we were able to pay off our children's school fees. All of our children are in Secondary schools, so school fees are expensive compared to Primary school.

The things I have learned were very useful. I am currently a tailor, the budget really helped me with my business

Yes, we have been able to use mainly the skills we learned about budgeting because we have not traveled since the workshop, so we are trying to find ways to make extra income, to help with our family expenses.

I shared it with the other ladies who were selling at the 20 Vatu market. I shared mostly the topics of budgeting because they are also selling and how to handle yourself when you are at a new place. They were very interested to learn because most of them, wanted to go for seasonal work.

I have used the budgeting management in our daily living, to help save up for medical exam and police clearance and also budget for our meals .

The most useful topic was the finance topic. I really enjoyed learning how to save money, how to budget money, that will help me achieve my goals.

I have used the skills that they teach me for budgeting. I have a part-time job being a Tour guide and I try my best to manage my small income, to help pay for my family expenses.

Sometimes I look through the book to help remind me how to budget my income.

Budget, finance, savings, goals, and remittances are interwoven with considerations of family, emotional management, health, and communication skills, and span across multiple days of the Famili I Redi course.

## Budgeting

The Participant Manual features a number of colourful tables and other pages on which participants can actively map out their finances, goals, and calculations. This interactive and simple layout explains why so many people repeatedly use the workbook for financial planning, regardless of their employment or travel status. Budgeting also includes sessions on understanding sample employment contracts, pay slips, deductions, taxation and exchange rates ensuring both the labour migrant and family members have a good understanding of what work and living conditions will be and make it easier for the family to plan finances together, but also understand each other's perspectives when apart and throughout the labour migration journey.

<b>VISION</b>		
What is your family vision:-		
<b>Step 1. VISION COST:</b> How much does our vision cost?	<b>Step 2. TIMEFRAME:</b> How long do we have to achieve it?	<b>Step 3. SAVINGS GOAL:</b> How much will we need to save each month?
Vision =	Months to achieve =	Vision / months =
<b>Step 4. EXPENSES:</b> What are our TOTAL expenses?	<b>Step 5. INCOME:</b> What is our TOTAL income?	<b>Step 6. ACTUAL SAVINGS:</b> How much will we have left over each month?
Vanuatu: + Overseas: =	Vanuatu: + Overseas: =	Income: - Expenses: =
<b>Step 7. CHECK:</b> Is our Savings Goal realistic?		
Savings goal: LOWER?		Actual savings: HIGHER?
<b>HINT!</b> Your Actual Savings must be HIGHER than your Savings Goal		

*Excerpt from the Famili I Redi Participants manual*

*“Partners back home sometimes pressure their partners who are in Australia and New Zealand just because sometimes they do not understand that their partners overseas are working really hard. Their families back home has a high demand of money while the other partners are struggling to survive” – Agent, online feedback*

Participants and stakeholders underlined that in the context of limited literacy, numeracy and financial literacy, many participants wanted to learn more about finances after the end of Famili i Redi. Multiple participants stated that they wanted to have more support after the workshop, or wanted more days on financial management topics. Discussion of ‘additional days’ is explored further under the ‘Efficiency’ section below.

**78%** use the budgeting pages of the Participant Manual to help them with saving and controlling expenses


### Remittances

Stakeholders consistently highlighted the potential for enhanced understanding of effective remittance channels to substantially amplify the financial benefits of labor migration. A participant shared his experience of optimizing remittance savings by switching to bank transfers from conventional physical remittance outlets. He and his brothers collaborated with their agent to assist their wives or former partners in opening bank accounts for more efficient and secure remittance channels.

Teaching content on remittances is challenging. Financial literacy is low in Vanuatu, and interactive participation is difficult as many participants lack mobile phones or connectivity. To address this, instructional videos have been developed and can be downloaded for presentation, showcasing various app functionalities.

Identifying a singular ‘best’ option for all families is challenging due to variations in internet connectivity, financial services accessibility, and mobile phone ownership. Trainers focus on the most contextually practical options, especially when they are teaching in more remote villages.

Given the rapidly evolving landscape of connectivity and remittance alternatives, being informed about diverse options is also important. Facilitators expressed concern that their ability to teach all the rapidly-evolving remittance options in an effective way was not as strong as specialist banks and remittance institutions. Facilitators discussed options of inviting financial providers to provide demonstrations, but care would be needed to ensure participants still received unbiased content on their options.

 **Recommendation:** Consistently use online remittance tutorial videos, and consider adding short URLs of these videos to the workbook so that participants can review them once they have connectivity.



### ? 3. Effectiveness

#### Is the training delivered in an effective manner?

Famili I Redi employs an **in-person, interactive training approach**, which appears to be highly engaging and broadly supported by stakeholders and participants. Exercises involve a mix of instructional sessions, group work, individual and couple goal setting, and discussions. Participants noted in interviews that they appreciated the icebreakers and interactive exercises. Facilitators and other delivery staff spoke at length about the efforts made to cultivate an atmosphere which enabled participants to tackle subjects that could be quite challenging, given the emotional, relationship, literacy, and numeracy skills involved. As such, spending the time to encourage participation was critical.

*“I liked the exercise where we threw the ball to each other” – Participant*

World Vision trialed and strongly advised against remote delivery. The modality relies on couples being able to make time to complete tasks, such as conversations and plans on certain topics, whilst still in their home environment. Tasks were rarely completed. Conversations were very difficult for couples to take forward without the peer and facilitator support and encouragement present in a physical training workshop. Discussions on communication and finance are challenging, and asking people to embark on this in a far less supported environment was not workable. Connectivity was unreliable and it took time for participants and facilitators to learn how to interact remotely.

The training utilizes a **Participant Manual**, which each participant retains at the end of the course. The Participant Manual is printed in colour, with interactive exercises, and a mix of Bislama and English. An accompanying booklet ‘Pikinini I Redi’ on supporting children through the labour mobility process is entirely in Bislama.

Despite limited literacy rates, and some of the Manual being written in English, Participants interviewed for the Rapid Review not only expressed that they used the Manual after the end of the course, but gave detailed examples of how they had been using the Manual. They also mentioned the Manual when they gave examples of how they had shared their new skills with others in the community. Most examples related to the more interactive pages regarding budget-setting, but some also mentioned hoping to read back through other sections on emotional management and healthy relationships. The Manual includes referral numbers relating to emergency response, violence prevention and response, workers’ protection, consular and visa assistance, and resources for people with disabilities. However, review is needed to ensure these contacts are complete (for both Vanuatu and Australia/New Zealand) and up to date. Contacts should also include organisations for people with diverse SOGIESC, and any translation services available in Australia and New Zealand.



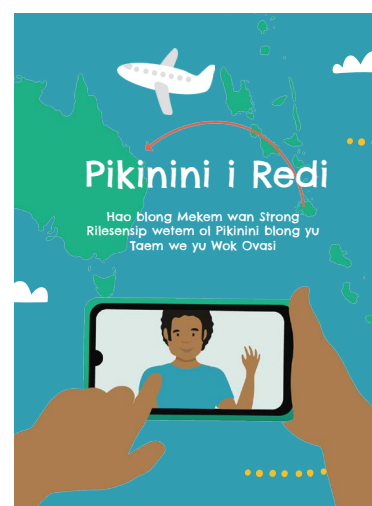
Cover of the Famili I Redi Participants manual

**93%** of people answered yes, they have shared information with friends or family

**90%** gave detailed stories of how they shared.

*I shared it with the other ladies who were selling at the 20vt market. I shared mostly the topics of budgeting because they are also selling and how to handle yourself when you are at a new place. They were very interested to learn because most of them, wanted to go for seasonal work.”*

*“I showed [my wife] the workbook and she was very interested to learn more but she could not attend the workshop because she just gave birth that time.”*



Cover of the Pikinini i Redi manual

*“My partner and I shared what we have learned to our daughter and showed her the workbook. My daughter’s husband left her for another women, when he traveled for seasonal work. So, we shared to her the butterfly effect topic with her and how to deal with stress. This is to help her get over her broken marriage and also help her while she is overseas for seasonal work.”*

The Manual ensures learning extends well beyond the five day course duration.

**Recommendation:** Review and regularly update the Participant Manual to optimize post-course learning and dissemination. This should ensure contact details included are comprehensive and current. The Famili I Redi team should consider translating the entire manual into Bislama, to improve accessibility.<sup>16</sup> Finally, the Participant Manual should be updated to ensure it reflects current funding and contribution of all partners.

*Successful engagement with Participants also depends on ensuring appropriate length of training, cohort size, and facilitator training – each of which is discussed under ‘Efficiency’, below.*

<sup>16</sup> This review assumed that Bislama is the preferred reading language of most Participants.

## 4. Efficiency

Famili I Redi is an investment which promotes the sustainability and efficiency of labour mobility, and thus facilitates efficient and resilient regional market systems. Delivering Famili I Redi with highest value for money is critical, but the training itself will always require significant funding investment.

### Teach One, Reach Two

The Rapid Review found that the majority of participants are sharing and discussing Famili I Redi content with friends, family members or colleagues. This indicates that the content meets the needs of labour migrants and their families, and it is more efficient than previously thought. Formal participant numbers are only a fraction of those who benefit from Famili I Redi content – let alone those who indirectly benefit from the improved skills of participants in managing labour mobility.

**94%** of participants shared their knowledge with others

### Training length

**Shortening the training** would reduce cost per Participant, but would reduce comprehension, peer dissemination, and behavioural change.

Multiple people underlined that the content of Famili I Redi was holistic, and intertwined – skipping or inadequately teaching any one topic may undermine the others. For example, emotional management is critical to communication, which underpins collaboration on financial decisions, which then fosters stronger families. As such, reducing the training by even one day may mean a threshold level of understanding is not obtained in one or more areas, thus critically undermining the utility of the rest of the initiative, and reducing value for money. Facilitators also emphasised that the content was ambitious for the length of time provided and the baseline skills and understanding of participants.

Shortening Famili I Redi may reduce comprehension and confidence in learning, so that participants are no longer sufficiently confident or enthusiastic enough to share Famili I Redi material with others in the community. This would reduce the number of people impacted directly by Famili I Redi content.

Famili I Redi is valuable because it is substantially different from shorter trainings, both in the involvement of family members or partners, and in the deeper, participatory learning. Reducing training length risks duplication of other ‘briefing’ styles, with no additional benefit.

**Lengthening** the training would increase comprehension, and was advocated by a small number of stakeholders and two out of thirty-two participants. However, it would also vastly increase costs. Any gap between the training and additional modules seemed to reduce participation in additional modules, and indeed many would have to forego further wages or other duties to attend, thus indicating that fewer people would participate if there were a longer training. It is difficult to justify this increased cost given substantial evidence that five days delivers significant impact.



**Recommendation:** Retain the five-day format. Conduct longitudinal studies to assess the extent of impact for direct participants and their peers. Estimate the number of additional people who receive peer learning sessions from Famili I Redi participants. Current evidence suggests Famili I Redi has much higher impact numbers than workshop participant numbers might suggest.



## Add-on Trainings

The Rapid Review determined that staff time for Famili I Redi's five day training was impacted by the development, piloting, and monitoring of additional modules and initiatives, as these add-on trainings often take extensive staff time.

In addition to the five-day Famili I Redi training, IOM has a two-day Pathways to Entrepreneurship training, a 'drop in' additional training week, and a women focused training under development. Labour migrants have diverse needs, with various topics, demographic groups, and stages of the labour mobility cycle all candidates for specialist training content. However, the value for money is less clear. Participation numbers for Pathways to Entrepreneurship were significantly lower than Famili I Redi, and have been harder to predict. The inaugural drop in training had less than ten participants across one week of training. On face value, additional days and training modules seem to offer lower value for money than Famili I Redi, particularly given the strong value offered by Famili I Redi, and low percentage of labour migrants who are reached with the basic training thus far.



**Recommendation:** IOM should proactively communicate with donors regarding the value for money of investment in Famili I Redi core modules, and do a full value for money assessment before embarking on new module development.

IOM must complete realistic assessments of the full staff and delivery costs of development, piloting, outreach, refinement, monitoring, evaluating, closing accountability loops, and iteratively implementing learning from any additional training. This must be considered against likely participation numbers, level of impact, and opportunity cost of any staff or resources which would need to be redirected from Famili I Redi core activities.

## Staffing approach

The Famili I Redi initiative has had success due to skilled individuals in both management and Facilitator positions. However, IOM has at times had difficulties identifying optimally qualified candidates, leading to staffing gaps. Multiple stakeholders from IOM and other organisations identified that the pool of qualified people in Vanuatu is very limited, and this is likely to continue to be a challenge. As such, recruiting people with appropriate enthusiasm, potential, and labour mobility life experience, then providing training and retention incentives, is the most realistic and sustainable strategy. Thus far, IOM and World Vision have managed this challenge via staffing structures that integrate peer learning and coaching. For example, Facilitators often join with facilitation potential and life experience of labour mobility, and then gradually move from workshop support roles, through to taking on increasing Facilitator responsibilities, before acting to mentor



new Facilitators. Whilst this does require a higher number of Facilitators at each training, it reduces likelihood of poor content delivery or cancellations, or critical staffing gaps, thus improving quality and overall efficiency. As such, it is unlikely further efficiencies can be gained in this area, and planning for the approach is most likely to optimise overall program efficiency and sustainability going forward.

### Workshop Overheads

Childcare, food, transport and venue costs represent a significant portion of expenses for Famili I Redi, and a way in which Famili I Redi does differ from some other initiatives, which do not provide food, transport reimbursement, or childcare.

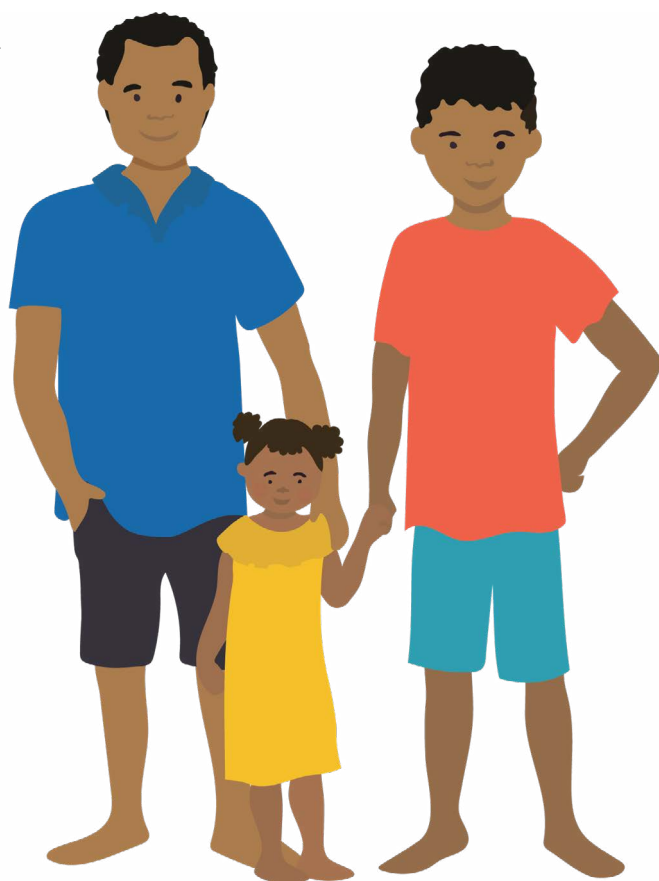
IOM has improved efficiency by streamlining project management of such booking processes. Nevertheless, staff time on these organisational tasks is not yet tracked, and more could be done to track average costs.

Some suggested that the food could be discontinued completely, and those with an interest in the training would still attend and self-cater. This was seen as most realistic in village contexts, as people could return home or organise community catering. Others asserted that food was integral in that it promoted concentration and reduced the cost of attendance thus promoting more equal access. Facilitators also mentioned that much of the informal feedback and questions they receive are posed during lunchtime, demonstrating that retaining physical presence of participants during lunch may be having additional benefits for refinement of training styles and content.

Nobody interviewed identified transport reimbursement or child care as a potential efficiency saving. Multiple stakeholders noted these measures as critical to equitable participation, particularly for women and people with low incomes.



**Recommendation:** IOM focus on improving cost tracking relating to venue, childcare, and food costs and staff time expenditure. Improve efficiency via streamlining and regularising approaches and numbers. Investigate options for outreach and support, even with logistics or venue costs alone, from government, agent, and employer sources.



## 5. Inclusion

*‘a human rights-based assessment of [Temporary Labour Migration Programs] needs to ...encompass migrants’ full lived experience of temporary labour migration – at and away from the workplace – as well as the consequences of these programmes for their families and communities.’<sup>17</sup>*

Famili I Redi recognizes that labour migrants are not merely commodities, but people with rights and varying identities. Some aspects of inclusion are discussed in segments below. However, many people and families will face **intersectional challenges**.<sup>18</sup> Famili I Redi takes steps to foster an inclusive atmosphere and allow all people to participate via icebreaker activities, smaller cohorts, and informal (e.g. lunch) contexts.

### Gender

Famili I Redi recognizes that labour migration impacts extend beyond the labour migrant and formal labour market, and has large impacts on family members and the informal labour market. In Vanuatu, 88% of labour migrants are men.<sup>19</sup> Women predominantly remain in Vanuatu and undertake unpaid and informal domestic and community duties. Together with gendered social norms, labour mobility can reproduce gender inequality and have detrimental and intergenerational social impacts.<sup>20</sup> Interviewees attested that regardless of whether a woman is a labour migrant or she remains in Vanuatu, she holds a greater responsibility for fulfilling caring responsibilities, and as such faces greater pressure to remain in Vanuatu, to return if caring duties need to be addressed. Where a woman is absent, caring duties often fall to other women.<sup>21</sup>

By encouraging discussion of family responsibilities and needs, Famili I Redi encourages consideration of the impact of paid labour migration on unpaid domestic and community labour responsibilities, and the flow-on effects of this on the welfare of the family as a whole. Interviewees noted that such things are often not discussed. As such, Famili I Redi not only offers a critical means of addressing a potential source of reinforced negative gender norms, but has transformative potential in surfacing and helping families reassess equitable labour (and finance) distribution in the context of mixed paid and unpaid labour contributions. Paid labour migration is reframed as a family endeavour, thus reframing economic gains as jointly earned rather than solely at the discretion of the labour migrant. Famili I Redi does not currently capture or seek to quantify such impacts; such an endeavour would be highly challenging.

In recognition of caring duties and the critical importance of both partners attending, Famili I Redi has commenced offering free child care alongside Famili I Redi workshops. Whilst this adds expense, it recognizes and reduces barriers posed by unpaid caring duties. It also indirectly gives value to this service and promotes women’s economic empowerment by providing payment for child caring services.

Gender is also discussed and considered as part of Famili I Redi’s approach to violence-free relationships, as discussed above under ‘Effectiveness’ (Outcome 1: Violence-Free Relationships).

<sup>17</sup> Human Rights and Temporary Labour Migration Programme in and from Asia and the Pacific, OHCHR (2022), page 44.

<sup>18</sup> The concept of intersectionality recognizes that a person who is marginalized due to multiple identity factors can experience a compounded or markedly different effect to those who fall into only one category of marginalization. For instance, being a migrant in a rural farm location can itself be a disadvantage, but where someone also has a learning disability, they can face much larger barriers to addressing personal or work challenges.

<sup>19</sup> Charlotte Bedford, ‘Pacific labour mobility over the last year: continued growth’ DevPolicy Blog, 8 August 2023.

<sup>20</sup> <https://disruptiveasia.asiasociety.org/pacific-labour-scheme-women-equality>

<sup>21</sup> Ibid.

## People with Diverse Sexual Orientation, Gender Identity or Expression, or Sex Characteristics (SOGIESC)

SOGIESC are often discriminated against. Interviewees noted that whilst many people could benefit from Famili I Redi or labour mobility, some people of diverse SOGIESC do not feel comfortable approaching organizing bodies to seek participation. Others participated, but felt unable to disclose their SOGIESC identity.

When asked as to whether the topic of diverse SOGIESC was currently addressed or discussed among Famili I Redi staff or facilitators, most stakeholders noted that whilst they recognized a need to support people of diverse SOGIESC, they found it difficult to identify what actions could be undertaken without risking further discrimination or backlash. This concern was not unwarranted, with some noting clear instances of backlash against efforts to promote inclusion. Some had undertaken training by VPride, but many had not. As such, it is important to note that in the Vanuatu context, a gradual and well supported approach is needed.

IOM institutionally advocates an 'infusion' approach to integrating consideration of SOGIESC into pre-departure orientation curriculums.<sup>22</sup> This approach recognizes the need to introduce small amounts of SOGIESC-related information throughout a curriculum, rather than having a separate session on the topic. This enables people with diverse SOGIESC to understand their rights and responsibilities, whilst educating others about the approach to SOGIESC that they may encounter in Australia and New Zealand, including expectations of non-discrimination. This approach is compatible with the gradual approach needed in Vanuatu.

Further to this, IOM institutionally recommends inclusion of four options at minimum in any monitoring forms. That is, 'woman', 'man', 'My gender is: [self-filled]', and 'Prefer not to say'. Whilst the full suite of options have not been offered in all monitoring forms for Famili I Redi thus far, the Rapid Review observed discussion and deliberation on this topic is underway. Four options should be included, and exact wording in Bislama should be discussed with VPride as the preeminent SOGIESC organisation in Vanuatu.

In the context of social norms which inhibit open disclosure and discussion regarding SOGIESC, and institutional and human rights commitments to be inclusive, it is critical to support Facilitators to navigate the topic safely.



**Recommendation:** Famili I Redi should look into how it can support Facilitators via training, clear guidance, and facilitated discussion time, to confidently and safely manage any discussion on sexual orientation, gender identity or expression, or sex characteristics. The Famili I Redi Participant Manual should include information about VPride and organisations offering support for people with diverse SOGIESC in Australia and New Zealand.



<sup>22</sup> <https://www.iom.int/sites/g/files/tmzbd1486/files/documents/SOGIESC-LGBTIQ-Messages-for-Pre-Departure-Orientation-Curriculums.pdf>

## Disability

**People with Additional Support Needs** are affected by labour mobility – including people living with disabilities, older people, and family members that are ill. One stakeholder noted that that whilst departing labour migrants sometimes made arrangements to cover care needs, these arrangements sometimes fell through or were not properly arranged:

**Figure 8: Does someone in your close family have a disability?**



*‘We have received several reports where parents [of a child with disability] would hire a carer, and verbally promise to pay them, but not saying anything about when. Their intention was to pay when [the seasonal work] contract was completed. So the carer would run off, causing the child to be moved from family to family’*

Facilitators noted that people with disabilities are unlikely to openly disclose their disability. In public registration forms, no participants have disclosed that they have a disability. However, in participant interviews, almost half of the people interviewed stated that someone in their close family lived with a disability.



**Recommendation:** Famili I Redi should assume that in any cohort, a labour migration pathway may affect someone with a disability or other additional support needs. As such, Famili I Redi should add in a prompt, so that families are encouraged to make clear plans to ensure adequate care or support for any people with disabilities who undertake or are affected by labour mobility. Further to this, questions regarding disability status should be asked in a confidential manner, such as during phone registration and/or in confidential feedback forms, and should relate to whether anyone in the family has a disability, rather than only the participant themselves.



## 6. Effectiveness

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### Does IOM effectively collaborate with others?

Famili I Redi grew from collaboration, and this element of its success will be key to future development.

#### Partners

Famili I Redi has been an exceptional success story in this respect. IOM, World Vision, and the Vanuatu Department of Labour are joint intellectual property owners of the Famili I Redi training approach, as agreed in the MOU signed on 01 August 2023. Staff frequently work together to improve all aspects of the training, ranging from monitoring approaches to peer learning between facilitators.

Stakeholders noted the strong investment in collaborative working relationships and shared ownership and branding. It is also notable that the pilot was permitted time and space to develop, with flexible funding provided by a number of donors (including DFAT, the EU Spotlight Initiative, and the IOM Development Fund), each of whom accepted co-funded initiatives. These successes rest on funding, longevity and availability of staff. The goodwill of senior staff willing to share credit for successes, and the informal collaboration and knowledge sharing between Facilitators and technical staff of each organisation, also bolstered the collaborative atmosphere and thus success of the venture. Facilitation of stable staffing structures to support this into the future will be key to ensuring ongoing positive collaboration.

#### Participants

The majority of Famili I Redi participants have been identified by the Department of Labour via their Work Ready pool of individuals interested in undertaking labour mobility. This approach allowed World Vision and IOM to focus on training development and delivery.

The Work Ready pool is a list of potential labour migrants managed by the Department of Labour, available to employers. It identifies basic information about the person, including age, gender, and any training courses completed. In the past years, the majority of Vanuatu labour migrants have been recruited via agents or identified by 'team leaders' who have travelled previously – essentially via pre-existing networks. Employees tend to favour these personal references, and thus the Work Ready pool was previously more likely to be used by those who did not have pre-existing connections, or who were facing difficulties in being selected.

78% of Participants interviewed for the Rapid Review identified that they had undertaken Famili I Redi because they believed it would bolster their chances of being selected for seasonal work. In fact, a large number of participants raised concerns that they undertook the training for this reason, and were confused as to why they had not yet been deployed. This was the only area of concern raised by Participants regarding Famili I Redi.

Employers place more weight on factors such as references, age, gender, and physical strength. As such, participation in Famili I Redi has only a marginal impact on selection. Further, those who register for Work Ready pools, and participated in Famili I Redi, are potentially more likely to feel they need to improve their chances to travel due to having fewer opportunities, and as such may be less likely to be travelling than average.

Two changes are underway. First, the Department of Labour is looking toward a more comprehensive labour migrant database, as well as policy requiring that employers select at minimum 50% of new employees from this database. Secondly, World Vision and IOM are pursuing ways to recruit participants via agents and community focal points. The changes come with challenges, such as avoiding perception of bias toward certain



agents or communities, and potentially greater logistical challenges in confirming and maintaining data regarding participants. However, potential rewards of this change are substantial.

The changes increase the likelihood that participants will be travelling shortly after their training, thus allowing more rapid conversion of learning into practice. It also increases the likelihood that participants will train alongside peers that they travel with, or who travel at a similar time, thus allowing peer reinforcement of learning both during the course and during deployment. Involvement of agents, community focal points, and perhaps even employers, may also drive greater engagement in content of the course, as well as potential reinforcement of content after the course.



**Recommendation:** Famili I Redi should pursue improved approaches to identifying and registering participants, including via greater awareness raising among employers, agents and community focal points. It should ensure that Participants are aware that Famili I Redi does not substantially impact likelihood of deployment.



## Engagement with Employers, Agents and Community Focal Points

The effectiveness of this new approach to enrolment and engagement rests on effective engagement with employers, agents, and community focal points. As outlined above, there are substantial benefits to employers, agents, and communities. In an online survey, 92% of agents supported their workers attending Famili I Redi, and multiple suggested they would be happy to assist in logistics of attendance.

**93%** of agents had heard of Famili I Redi

**29%** of agents know someone who had attended

**93%** supported their workers attending Famili I Redi

*Not many know people know about famili I redi, not enough adverts and also all workers must understand that when they are travelling is due to their families. - Agent*

Improved and targeted communication with these groups is key. Communication must underline the way in which the program can tackle common challenges and thus avoid time-consuming and costly problems such as disengagement and personal crises. It must also address concerns around worker interest, and communicate why and how agent, employer or community focal point support is needed. If this can be achieved, there is potential for these stakeholders to facilitate greater efficiency in identifying and organizing attendance of participants, which currently takes up critical logistical time for DOL, WVV, and IOM.

*It would be better to arrange the workers to attend with their partners or immediate families few weeks before the travel date... I can try to see who agent will be willing to assist. – Agent*

## 7. Coherence

### To what extent did Famili I Redi initiatives complement or contradict other initiatives on labour migration in sending or receiving communities?

#### What pre-departure initiatives have been in place?

Alongside Famili I Redi, multiple trainings relevant to labour mobility exist in Vanuatu. Famili I Redi is unique in its inclusion of the partner or close family member of a seasonal work, and in its recognition and focus on labour mobility as a family journey. **As such, Famili I Redi complements other initiatives outlined below.**

**Pre Departure Briefing (PDB)** is a mandatory two day training run by the Department of Labour for all labour migrants leaving for Australia, funded by DFAT. PDB provides information on the Australian environment, adjusting to life in Australia, checklists on actions to undertake and items to pack before leaving, and information on what to expect from immigration, customs, and departure and arrivals logistics. The Briefing also provides basic information on welfare support, accommodation, the basic elements of contracting and employment responsibilities and entitlements, and where to reach out in case of various emergencies or problems. Australian culture, religion, values, slang and social activity options are also included. Service providers also give briefings on their roles and interactions with migrants. The content is substantial, and is supported by a small handbook in English. Whilst there are some overlaps with Famili I Redi regarding contracts and support services, the PDB teaching method is not as participatory, family members do not join, and the content is aimed to highlight immediate considerations for the individual migrant.



**Recommendation:** In order to improve the extent to which the trainings are complimentary, Famili I Redi should consider encouraging Facilitators to attend PDB so that they can refer through to relevant sections of PDB that reinforce or compliment Famili I Redi.

Whilst PDB is the most similar initiative to Famili I Redi, a number of other initiatives also exist in the space. The **Work I Redi** initiative run by the Australia Pacific Training Coalition (APTC) is a DFAT-funded optional ten-day course on employability skills. This includes workplace health and safety, health and wellbeing, financial literacy, digital literacy, and job application skills. The course has minimal overlap with Famili I Redi, with the exception of financial literacy.

**Yumi Growem Vanuatu (YGV)**, meaning 'We Grow Vanuatu' is a training and coaching course supported by V-Lab, the Department of Labour, MFAT, and DFAT. It is a reintegration training rather than a pre-departure training, and supports entrepreneurs over ten months to develop a business.

Both Australia and New Zealand also mandate **post-arrival briefing sessions** for workers, which cover topics such as workplace health, safety, rights, responsibilities, and support contacts. Assessment of content was not part of the review. Fundamentally, these sessions cannot include the same consideration of family impacts.

## **? 8. Monitoring, Evaluation, Accountability, and Learning.**

Thus far, monitoring activities have frequently eclipsed project requirements, leading to rapid learning and improvement cycles throughout piloting stages, and demonstrating commitment to project monitoring and learning. Famili I Redi has consistently carried out participant registration, pre and post testing, and participant evaluation forms. World Vision and IOM have also both undertaken small-scale internal studies to glean early feedback from participants, and have drawn on wider research and experience to inform project design. Famili I Redi has employed a monitoring approach based on subjective participant self-assessment of skill at the pre and post workshop stage. Participants also fill out a registration sheet, and are asked to fill an 'evaluation' form at the end of the workshop. Facilitators also gather informal feedback during lunchtime discussions, and afterworkshops. They also report that some participants keep in touch via social media, offering another opportunity to understand how the training is being used, and what questions are commonly arising after participants leave the training facility. A feedback box is also commonly used.

Accountability to participants and communities is present in an informal manner, but could also be further regularized and improved. IOM Accountability to Affected Populations standards and guidelines should be reviewed as a first step.<sup>23</sup> Whilst Accountability to Affected Populations promotes a range of steps relating to information sharing, participation, feedback mechanisms, and coordination, leadership from management will be most critical in ensuring that each of these steps is prioritized and executed.

As Famili I Redi matures, it will be necessary to improve the quality and consistency of MEAL approaches so as to justify increased delivery scale via greater certainty around impact and more refined feedback to inform improvements. This is already underway; World Vision and IOM are collaborating to improve pre and post testing, so that it includes objective knowledge questions rather than solely self-assessment of learning and capabilities. There is also recognition of the need to find a way to monitor the long term outcomes and experiences of participants, and possibly look into ways of comparing these outcomes to the experiences of people who have not yet completed Famili I Redi. It is positive that a Theory of Change has been developed for the training itself, however this will likely also need review as the project and the MEAL approach develop.

Effectively achieving these changes requires an increase in MEAL investment. MEAL for Famili I Redi is complex, both due to context and the type of intervention. In Vanuatu, low literacy, ICT capability, and internet and phone connectivity among participants mean that feedback and communication often must include paper based and verbal or visual prompts, which then require substantially more time in entering data, and in testing tool effectiveness, as compared to self-filled written forms. Ni-Vanuatu staff also have less exposure to ICT and MEAL skill development than many other labour pools, and thus MEAL training requirements are substantial.



23 Accountability to Affected Populations (AAP) | Emergency Manual (iom.int)

**Famili I Redi is also innovative, and thus does not come with MEAL systems already trialed elsewhere. The third pillar of Famili I Redi is appropriately adaptive, but then requires more frequent review to ensure adaptive monitoring approaches.** The core training content is sensitive, with risks of raising trauma or exacerbating dangers related to family and gender based violence, as well as concerns relating to child protection and trafficking risks. Labour mobility inherently involves transnational and mobile populations, who can be harder to follow up with for long-term impact studies. Nevertheless, long term follow up is critical to identifying impact, thus improving MEAL will require more ongoing investment in participant follow-up so as to maintain communication channels.

Ensuring adequate dedicated staffing for MEAL will be fundamental to overcoming such obstacles and ensuring consistent data collection and management. This investment may also facilitate greater separation of duties, so that Facilitators are not simultaneously considering delivery and monitoring. Investment in MEAL will ensure higher quality monitoring and accountability, improve the possible insights available in any future evaluation exercise, and improve iterative learning and effectiveness of the initiative.



**Recommendation:** Ensure adequate dedicated staff for MEAL, with a priority on setting up long term systems for impact evaluation via high quality longitudinal studies of specific cohorts of participants, and quantification of number of people reached either directly via workshop participation, or indirectly via impacts of being an immediate family member, or a peer recipient of learning from the workshop participant. Review the theory of change to fully capture these wider impacts.



## Next steps - Recommendations

- 1** The team should specify a timeline or trigger-based approach to re-assessing needs and monitoring approaches so that Outcome 3 remains responsive and results are captured. Teams should be encouraged to discontinue modules that are not critical or current.

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- 2** Famili I Redi should reinforce and refer to, but not replace or replicate, information on human rights and core responsibilities. Famili I Redi should note that failure to meet minimum standards regarding pay, living conditions, and workplace health and safety is a serious concern, and that support services are available. Support services should be regularly updated in the manual. Famili I Redi must also highlight that more complete information on rights and responsibilities should be provided at mandatory briefings, and encourage workers to be attentive to this information and share it with their families.

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- 3** The Theory of Change should be revised to include a Goal that reflects indirect impacts on community cohesion, resilience, and development. This would allow for better measurement, evaluation, and possible expansion, as discussed further in the 'Monitoring, Evaluation, Accountability, and Learning' section.

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- 4** The booklet should be updated to include referral services and further information about translation services in Australia and New Zealand.

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- 5** Experts, such as Vanuatu Police Family Protection Unit, and/or Vanuatu Women's Centre, should be invited to present content on violence-free relationships.

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- 6** Content should be reviewed by, or with inputs from, Ni-Vanuatu experts in the field. The review should include safeguarding considerations, translation to Bislama, alignment with the Vanuatu context, and iterative testing of any new approach or content.

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- 7** Consistently use online remittance tutorial videos, and consider adding short URLs of these videos to the workbook so that participants can review them once they have connectivity.

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- 8** Review and regularly update the Participant Manual to optimize post-course learning and dissemination. This should ensure contact details included are comprehensive and current. The Famili I Redi team should consider translating the entire manual into Bislama, to improve accessibility.<sup>24</sup> Finally, the Participant Manual should be updated to ensure it reflects current funding and contribution of all partners

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- 9** Retain the five-day format. Conduct longitudinal studies to assess the extent of impact for direct participants and their peers. Estimate the number of additional people who receive peer learning sessions from Famili I Redi participants. Current evidence suggests Famili I Redi has much higher impact numbers than workshop participant numbers might suggest.

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<sup>24</sup> This review assumed that Bislama is the preferred reading language of most Participants.

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- 10** IOM should proactively communicate with donors regarding the value for money of investment in Famili I Redi core modules, and do a full value for money assessment before embarking on new module development.
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- 11** IOM focus on improving cost tracking relating to venue, childcare, and food costs and staff time expenditure. Improve efficiency via streamlining and regularising approaches and numbers. Investigate options for outreach and support, even with logistics or venue costs alone, from government of origin and destination countries, agent, and employer sources.
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- 12** Famili I Redi should look into how it can support Facilitators via training, clear guidance, and facilitated discussion time, to confidently and safely manage any discussion on sexual orientation, gender identity or expression, or sex characteristics. The Famili I Redi Participant Manual should include information about VPrise and organisations offering support for people with diverse SOGIESC in Australia and New Zealand.
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- 13** Prompt families to make plans to ensure adequate care or support for any people with disabilities or other additional needs who undertake or are affected by labour mobility. Further to this, questions regarding disability status should be asked in a confidential manner, such as during phone registration and/or in confidential feedback forms, and should relate to whether anyone in the family has a disability, rather than only the participant themselves.
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- 14** Famili I Redi should pursue improved approaches to identifying and registering participants, including via greater awareness raising among employers, agents and community focal points. It should ensure that Participants are aware that Famili I Redi does not substantially impact likelihood of deployment.
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- 15** Ensure adequate dedicated staff for MEAL, with a priority on setting up long term systems for impact evaluation via high quality longitudinal studies of specific cohorts of participants, and quantification of number of people reached either directly via workshop participation, or indirectly via impacts of being an immediate family member, or a peer recipient of learning from the workshop participant. Review the theory of change to fully capture these wider impacts.
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*I think this is very important and I just hope one day we can make this compulsory for all workers to attend to help reduce workers separation or broken homes –  
Agent written response*



