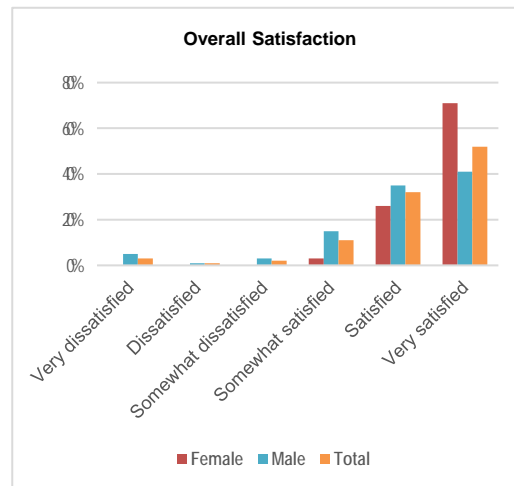


LMAP Vanuatu Reintegration and Tracer Study Report for Management

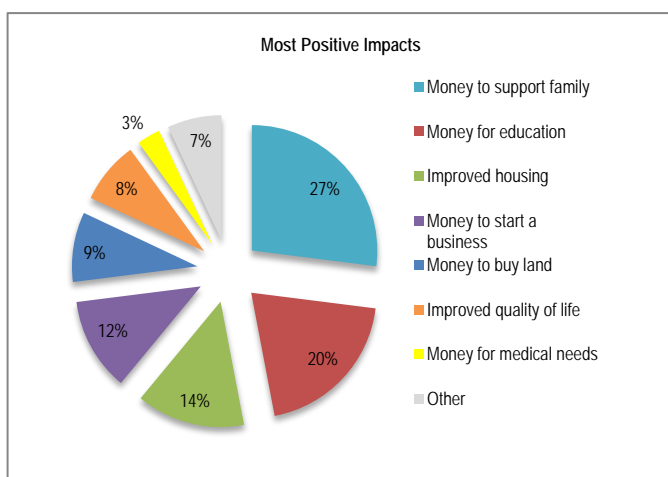
Management Summary

100¹ workers from Vanuatu who participated in the Seasonal Worker Programme (SWP), and returned in April and May 2017 were interviewed for this study². Interviews were completed by a team of ni-Vanuatu researchers (two men and three women)³ with support from a local lead researcher, all of whom had extensive previous research experience⁴. In total 66 men and 34 women were interviewed. Interviews were conducted using smart phones, and took up to one and a half hours to complete.

Overall, the experience of both women and men from Vanuatu on the SWP was overwhelmingly positive. 100% of women and 98% of men who were interviewed said they would prefer to be an overseas worker in Australia, and 100% said they would recommend the SWP to other members of their family. 89% of workers said they hoped to work in the SWP for as many years as possible. When asked about their overall level of satisfaction with their experience as a seasonal worker in Australia, all women respondents said they were satisfied (71% said they were very satisfied) and 76% of men said they were satisfied or very satisfied.



In explaining the reasons for their satisfaction, some workers said: "I achieved my goals to improve my standard of living"; "I was happy to be employed instead of being unemployed"; "My aim to pay for school fees was met during my time in Australia"; "Our group members were very cooperative, so everyone was happy, and our employer was happy with our work"; and one worker stated that they were satisfied because they had "made new friends". One worker concluded her interview by saying that the SWP experience had made her "think in new ways".



In general, the money workers saved (including remittances and money carried back from Australia) – estimated to be AUD \$8,529 per person on average – was one of the biggest positives. In the case of Vanuatu, it is clear this money is primarily going to pay for necessities such as money to support families, educational costs and improved housing. The impact this will have on families and extended families of seasonal workers is likely to be significant.

Workers also reported attitudinal changes. When asked if their views about gender had changed since working in Australia, 68% of women and 73% of men said they had, with 77% of workers saying they now saw women as more equal to men. 86% of workers also said this had impacted their behaviour in Australia, and 80% said it had (or would) impact their behaviour within their families.

The program has tailored pre-departure training (and other supportive activities) for workers with lower levels of literacy, and assisted them in 'actioning' this information. Workers would however benefit significantly from more active 'helpdesk' support in Australia, particularly around workplace safety, housing, and financial matters, including insurance.

In Vanuatu, there is support to ensure that recruitment and selection processes are based on principles of fairness, equal opportunity, and need. Extension to more remote and rural areas would bring benefits to these regions. Further, oversight over contracts and fee schedules in Vanuatu, to ensure that they are lawful, fair, transparent and consistent, would be valuable. Future work and research could be focused on support for returning workers (especially after multiple trips) to more effectively leverage their money for longer term benefit through small business development and training. Also looking at innovative ways to mitigate the impact of departing workers on local employers would be a potential area of future research.

¹ Prior to the study commencing, the Vanuatu Labour Department and Employment Services Unit estimated that 88 seasonal workers would have returned (for the season under review) by the time the study commenced.

² Despite significant issues securing interviews initially, once the workers were interviewed, most (97% of women and 95% of men) said they would be very happy to be contacted again for future research.

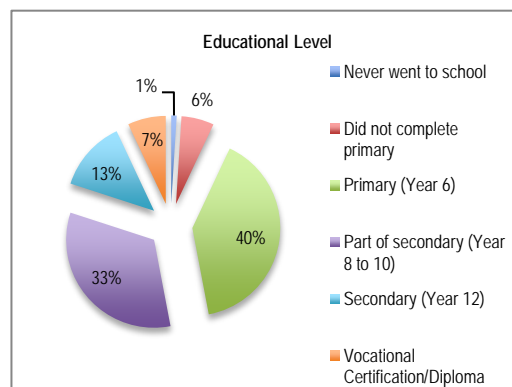
³ For whom the opportunity to do this piece of research also resulted in substantial benefits in terms of the payment of school fees, the establishment of small business initiatives, and support for the construction and improvement of homes.

⁴ With the exception of one male researcher who was retained as a trainee at the request of LMAP.

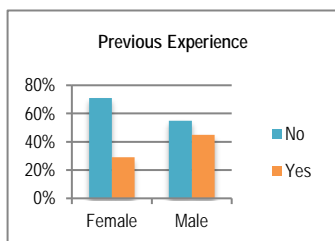
Key Findings⁵

1. General Overview

The average age for women who were interviewed was 35 (ranging from 22 to 57) and for men it was 33 (ranging from 22 to 55). 74% of the workers who were interviewed were married or in a de facto or custom marriage. Others identified as single or never married (21%), widowed (1%) or separated (4%). More women identified as single, never married or separated (32% of women compared to 21% of men). Most workers said they were Protestant (93%), with 5% Catholic. 47% of all workers had completed some or all their primary education (40% until Year 6, and one woman saying she had never attended school). 46% of workers had completed some or all their secondary education.



Forty percent (40%) of workers identified Shefa province (where Vanuatu's capital, Port Vila, is located) as their 'home province'⁶, 21% identified Malampa province, 18% Tafea province, 12% Penama province, 7% Sanma province, and 2% Torba province. A notable finding is the relatively small number of workers from Sanma Province. This could reflect recruitment practices (see Conclusions and Recommendations below), but could also be due to the way in which workers were selected to participate in the study. When asked where they normally lived – in a rural or an urban centre – 63% of all workers said they normally lived in Port Vila, 33% in a rural area or village, and 4% in a provincial town⁷.

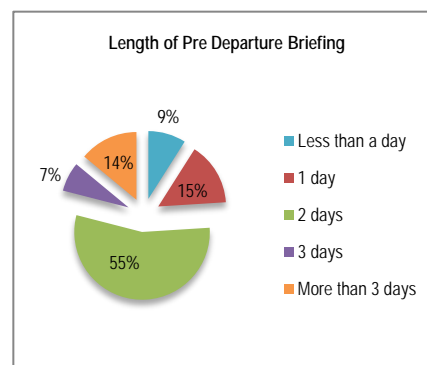


Sixty percent (60%) of workers (71% of women, 55% of men) said this was the first time they had worked overseas. Of the 40% who had previous experience, 57% said they had participated in the SWP before, 34% in the RSE, and 9% identified another migration labour program. Of the workers who had previously participated in the SWP, the average number of trips was 2.24, with the highest number of trips for any worker noted as six times. Fifty-Three percent (53%) of women and 29% of men who were interviewed said a member of their immediate household had participated in the SWP or RSE in the past. Most workers (89%) said they would like to work in the SWP for as many years as possible.

2. Pre-departure Processes

Workers said they had heard about the SWP through family (37%), friends (27%), through an agent (23%), through the media (4%), or through the Vanuatu Employment Services Unit (ESU) (3%). Interestingly, 9% of female workers said they had heard about SWP through an agent, compared to 30% of men. Twenty-Five percent (25%) of workers (15% of women and 30% of men) said they had moved to Port Vila from other locations to improve their chances of participating in the SWP.

Ninety-Nine percent (99%) of workers went through a pre-departure briefing before going to Australia, with most of this training (80%) offered by the ESU, and the remainder by agents or others. In rating their level of understanding and knowledge about various aspects of working and living in Australia before they left, workers rated how to maintain a happy and healthy attitude while in Australia, how to stay physically fit while in Australia, and the rate of pay they would be getting, higher than other aspects. Workers rated their lowest level of understanding around Australian laws, deductions from their pay, and the rights and responsibilities of their employer.



In general, female workers rated their level of understanding and knowledge about various aspects of working and living in Australia consistently lower than male workers. Women were more likely to select '1 – not at all' in several areas, including in particular knowledge about gender attitudes in Australia, Australian laws, Australian culture, and where they were going to work. Women also had a much lower level of understanding about their own, and their employer's, rights and responsibilities, with a number of women (and no men) saying they did not know what rights were (see Conclusions and Recommendations below). PDB material should be reviewed to strengthen in certain areas such as information and delivery.

In rating their preparedness overall, 44% of workers said they felt very well prepared or quite well prepared before leaving, and 21% said they did not⁸. When asked what could have been done to improve their preparation before they left for Australia, 27% of responses related to being better prepared physically. Others included a better understanding of the work environment, better knowledge of SWP rules and conditions, and a better orientation to living in Australia. Twenty-Six percent (26%) of women and 16% of men responded to this question by saying there was nothing to improve.

⁵ All of the key research findings are available in tables and graphs in Annex 1.

⁶ In Vanuatu home province represents 'ethnicity' or island affiliation more often than it represents actual geographic location.

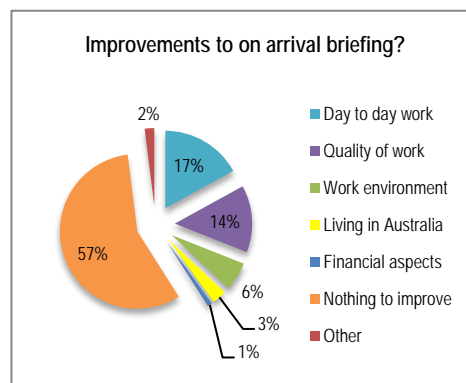
⁷ This may also have been influenced somewhat by the fact that workers were accessed primarily in Port Vila, with others having already returned to their islands.

⁸ This relates to a general sense of preparedness, and not to any specific pre-departure activities provided by any organisation.

Seventy-Nine percent (79%) of workers said they had received an on arrival briefing with their employer in Australia, and both women (92%) and men (80%) said this had prepared them quite well or very well. A small number said they would have liked more explanation of day-to-day work, and a better understanding of the quality of work needed, although 57% said there was nothing to improve. Pre-departure expenses for workers included; police clearances, passports, medical clearances, and for some workers transportation to Port Vila. Most workers (74%) paid for these expenses from their own savings.

3. Experience working in Australia

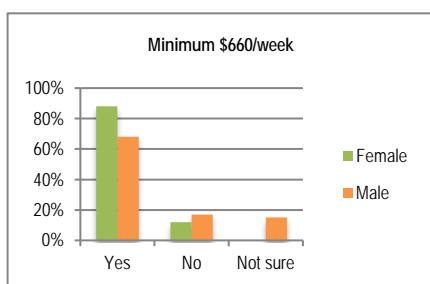
The majority of women (83%) and men (82%) rated the quality and comfort of their accommodation as quite good or very good. Seventy-Seven percent (77%) of women and 63% of men rated the value for money of their accommodation as quite good or very good as well. Several men, however, rated their accommodation as not very good in terms of value for money (20%), and in terms of quality and comfort (6%)⁹. Overall workers reported that the rules imposed in their accommodation were appropriate. On average workers shared their bedroom with four people, their bathroom with eight people, and their kitchen with 26 people. Given the overall level of satisfaction with accommodation, these ratios seem generally satisfactory.



Workers reported being provided with various amenities at or near their living quarters, including transportation, banking assistance, health care, places for religious observance, and recreational opportunities. Twenty-Eight percent (28%) of workers had access to the internet at or near their living quarters. Seventy-Eight percent (78%) of workers said they had received cash advances (with an average estimated value of AUD \$185) or in-kind contributions (with an average estimated value of AUD \$37) from their employer. In-kind contributions included food, toiletries, clothes, bedding and towels.

Ninety-Three percent (93%) of workers had been provided with a suitable toilet, hand washing facilities, and fresh water at their worksite, 76% were given protective work equipment, and 41% language translation where needed. Eighty-One percent (81%) of workers rated the care for their wellbeing provided by their employer highly, and 78% of workers described their employer as quite helpful and considerate. When asked if anything could be done to improve the care that was provided for their wellbeing, 83% of women said there was nothing to improve. Forty-Four percent (44%) of men said there was nothing to improve, however the remainder indicated improvements in work safety, transportation, access to help with medical care, and better access to internet.

All workers that participated worked in the agricultural sector. Women were primarily involved in picking fruit and vegetables (82%), with the remainder involved in packing, pruning, flower picking, acting in a supervisory capacity or engaged in other farm work. Men were also primarily involved in picking fruit and vegetables (73%), with the remainder involved in other farm work, packing, pruning and some working in a supervisory capacity. Eighty-Eight percent (88%) said their supervisor briefed them well or very well before they started work, and 96% of workers said they were given ongoing advice and help, mostly through on the job learning.



Workers worked on average 6.47 days per week and 8.43 hours per day. Eighty-Eight percent (88%) of women and 68% of men estimated that they had earned an average minimum of AUD \$660 per week. Some workers (9% of women and 20% of men) said there had been changes to the deductions outlined in their Letter of Offer, with most (67%) saying deductions had increased, and several (13%) saying they had not understood the changes that were made. Just over half of the workers said their employer had not explained the changes (56%), or asked them to sign the changes (63%). Ninety-Two percent (92%) of workers said they were given a pay slip every week, and 90% said they had understood the information on their pay slip.

73% of women said they had worked on piece rates for all or most of their work (compared to only 32% of men). For workers on piece rates, 84% of women, and 96% of men said they had filled as many bins or units per day as expected. Those who did not, said they had picked too slowly, or there was insufficient crop. 84% of workers who had worked on piece rates had their rate of pay calculated individually. Workers estimated¹⁰ their total weekly deductions at AUD \$289.92 and their total weekly expenditures at AUD \$153.06. The average estimated income was AUD \$19,730, with workers estimating savings of AUD \$8,628 (including remittances, money left in Australian banks and money carried back). Workers reported spending on average AUD \$773 on goods.

Estimated Overall Income & Savings	
Total estimated income:	\$19,730
Total estimated savings:	\$8,529
Estimated savings consist of:	
Remittances:	\$1,205
Money left in Aus bank:	\$99
Value of goods purchased:	\$773
Cash carried back:	\$7,054

Workers from Vanuatu generally seemed to be healthy while in Australia, with 86% never visiting a doctor or hospital, and taking (on average) less than a day of sick leave. For workers who had accessed health services, 50% said it had not been covered by

⁹ A number of men said they were living in cramped and hot containers for the first part of their time in Australia, with eight people and no air conditioning.

¹⁰ The researchers generally found that a number of workers had a hard time estimating amounts, particularly when it required working in Australia dollars.

insurance¹¹. When asked which organisations or groups had provided the most useful support and social opportunities in Australia, churches were the most popular (38%), followed by other workers in their group (11%), and the Approved Employer (8%).

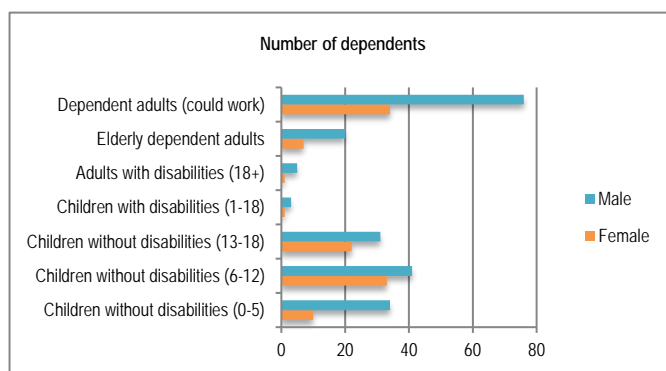
4. Reintegration Process

Only 16% of workers had gone through a reintegration briefing when they returned from their most recent work assignment¹². Sixty-Four percent (64%) of one agents' workers had gone through a briefing, compared to 14%, 5% and none for the other three active agents. Workers who had gone through a reintegration briefing said it had allowed them to provide feedback on their experience, had covered basic financial management, superannuation and banking, and advice on getting a job, starting a business or pursuing further training. Seventy-Five percent (75%) of the workers who had gone through a reintegration briefing said it was very helpful.

Most workers (94% of women and 95% of men) said they had not had any difficulty adjusting back to life in Vanuatu. When asked about their overall level of satisfaction with their most recent experience as a seasonal worker in Australia, all of the women and 91% of the men said they were satisfied. Workers were mainly satisfied because of the money earned (38%) and because the work was 'good' (26%). Several workers also said they had 'learned new things', and 7% of workers said they were satisfied because people were friendly. Most workers (89%) understood how to claim their superannuation, with 43% of women and 35% of men reporting they had claimed their superannuation in Australia already. No workers interviewed had received their superannuation yet. All of the women and 94% of the men said that their employer had told them they would like to engage them again in the future.

5. Development Impacts

80% of workers had dependents that were primarily dependent upon them, and of these dependents, four children and six adults were identified as having disabilities. While they were away, spouses (for 39% of women and 74% of men), or their parents or spouse's parents (27% of women and 13% of men) mainly looked after dependents. 50% of women and 32% of men reported that their household had received additional support while they were away (for example for gardening and care of dependents). Sixty-One percent (61%) communicated with their family once a week or more (27% on a daily basis), with mobile phones as the primary means of communication, followed by social media.



Ninety-Four percent (94%) of all workers said there had been positive impacts on their household as a result of their participation in the SWP, with the ability to pay school fees and educational costs identified as the most positive impact, followed by money to support their families. Workers identified some improvements in their ability to speak English because of their experience in Australia. Eighteen percent (18%) of women and 11% of men said they were not working before they went on the SWP, however, 42% of workers said they had been in paid employment before going to Australia, most of them working full time (for on average six years and with a weekly average net income of VUV 12,657). Forty-Three percent (43%) of workers said they had resigned from their job before going on the SWP, mainly with financial justifications. Seventeen percent (17%) had given their employer less than a week's notice, and 26% said they had left their work with no notice.

Relatively few workers said they had regularly smoked (12% of women and 23% of men) or drank alcohol (3% of women and 26% of men) before they went on the SWP, with most workers saying their consumption had decreased or stayed the same in Australia. Thirty-Two percent (32%) of women and 26% of men regularly drank soft drinks before they left, with most saying that their consumption had decreased or stayed the same, and only a very small number saying it had increased. Ninety percent (90%) of workers said they had felt mostly happy or very happy while in Australia, with women identifying the highest levels of happiness (62% said they were very happy). Eighty-Seven percent (87%) of workers said they thought of Australia more positively now, identifying better services and friendly people for this. No workers reported developing a more negative view of Australia because of their experience with SWP.

About half of the workers said the amount of money they had brought home had matched their expectations, and 21% of women and 8% of men said they had earned more than expected. For those who had earned less than expected (29% of women and 39% of men), they said it was because they had worked fewer hours or there were more deductions. Eighty-Seven percent (87%) of workers sent money home while in Australia, with 23% sending money on a monthly basis, mainly through a money transfer operator. Most workers had sent money (and the most money) to their spouse. Remittances were primarily used for everyday expenses (43%) and school fees or other educational costs (32%). More than three quarters of workers had bought things in Australia to bring back to Vanuatu. These were mainly clothing (34%), small electrical goods (14%), mobile phones (13%) and computers (12%).

Nearly all workers (97% of women and 95% of men) had not done any additional training through the 'add on skills program' while they were in Australia, mainly because they said their employer did not offer it. Workers indicated that they had developed skills through their time in Australia, with fruit picking and packing skills being the most common. Workers also said they had learned to work in

¹¹ There seemed to be a poor understanding about health insurance among several workers (see Conclusions and Recommendations below).

¹² This may partly be because many of the workers were interviewed within a week or two of returning to Vanuatu.

groups, learned the value of punctuality, developed leadership skills and other farming and life skills while in Australia. Five percent (5%) of male workers said that they had learned how to cook while in Australia as well.

Half the workers said living and working in Australia had changed their views of their role in their family, and nearly half said it had changed their views of their role in their community. Most workers (and 97% of women) thought seasonal work was equally suitable for men and women¹³. Twenty-Four percent (24%) of women said they did not know why there was relatively low participation of women in the SWP, but 47% of men, and 15% of women thought it was because Australian employers requested men more often. When asked about discrimination against women in their Australian workplaces, 94% of women and 70% of men said they had not noticed any, although 30% of men said they had noticed women facing discrimination, mainly from other ni-Vanuatu workers. Ninety-One percent (91%) of female workers and 68% of male workers said that women and men did not have different roles in the workplaces.

Conclusions and Recommendations

As outlined in the introduction and throughout this report, the experiences of both women and men from Vanuatu on the SWP were overwhelmingly positive. This program allows workers, who are often underemployed or unemployed to earn a substantial amount of money in a relatively short space of time. As this study shows, most of these earnings are going towards paying for household necessities and supporting educational costs. Generally, workers from Vanuatu work hard, and expressed high levels of satisfaction with their experience, describing the SWP as having a positive impact on their views of Australia, gender and their own roles within their families and communities. Key recommendations include:

- **Recruitment and selection processes** – Most of the SWP workers who were interviewed came from Port Vila, with only 25% saying they had moved to increase their chances of participating. It might be worthwhile to consider ways of increasing recruitment of workers from more remote and rural areas in Vanuatu. It would also be worthwhile to look more closely at selection processes here in Vanuatu, to ensure that participation is based on principles of fairness, equal opportunity and need, more than religious, political, familial or island affiliation.
- **Strengthening support for and understanding of rights** - Just under half of Vanuatu's workers had a primary education or less. While this represents a good demographic for seasonal work, pre-departure training could be geared more towards workers with low literacy. Beyond understanding rights and basic safety standards, workers should be supported with ways to report violations, and have access to advocacy support when needed.
- **Ensuring equal understanding among women** - While workers were generally very positive about pre-departure training, when data in this area was disaggregated by gender, it was clear that women identified lower levels of preparedness than men. For example, one third of women said they did not know what rights were or rated their level of preparedness in relation to their rights and their employers' rights and responsibilities as 'not at all'. It may be worthwhile to work with women separately from men in the pre-departure briefing, spending additional time with them particularly in these areas.
- **Strengthening contractual oversight, consistency and fairness** – Relatively low levels of literacy among Vanuatu workers may impact their ability to understand, and actively negotiate, agreements and contracts. Several workers have signed multi-year contracts and while this may be a useful and valid approach, workers are unlikely to actively raise issues, particularly if it could influence a multi-year arrangement. Oversight of contracts and fee schedules (for example, by agents), to ensure that they are lawful, fair, transparent and consistent would be valuable.
- **Helpdesk support in Australia** - While workers were generally quite happy with their living conditions in Australia, a small number of men identified issues around housing.¹⁴ Another key area of challenge arose around health insurance and medical costs. Workers expressed confusion and frustration that they had insurance cards, but had not been able to 'use' them at Australian health facilities, and had to pay out of pocket. Several workers who did not use health services in Australia also felt it was unfair to pay for insurance, and would benefit from a better understanding of insurance in general. Several workers also expressed some confusion about their Letters of Agreement, pay rates, deductions and changes to their pay. Workers from Vanuatu may benefit from confidential help desk support, particularly for issues like housing, insurance and payments and deductions while in Australia.
- **Areas for future work and research** – Several Vanuatu workers seem to be leaving paid employment to participate in the SWP, often with very little notice. It would be helpful to carry out further research on employers' experiences of this, and to consider innovative ways of mitigating the impact on local employers, while supporting the rights and interests of workers to participate. Another area for future work would be to support returning workers (particularly those who have participated multiple times) to more effectively use their money to create longer term benefits through small business develop and training in partnership with local organizations (e.g. TVET, Vanwods, the Chamber of Commerce, the National Bank of Vanuatu).

"People are afraid to exercise their rights. It's not enough to tell people their rights, but they also need to know how to exercise their rights in a way that is safe and confidential"
- Researcher

¹³ 3% of men even said the work was more suitable for women, because they are 'harder workers'.

¹⁴ Several men said they had been housed for part of their time in Australia in a container that had been divided into two rooms, with four workers sleeping in each half. These containers were described as very hot and uncomfortable, with no air conditioning. This was contrary to what was outlined in their contracts.

Annex 1

1. General Overview

1.1 How old are you?

Gender	Average Age
Female	35.47
Male	33.41

1.2 What is your marital status?

De Facto/ Customary Marriage	Currently Married	Divorced	Never Married	Widowed	Separated
34%	40%	0	21%	1%	4%

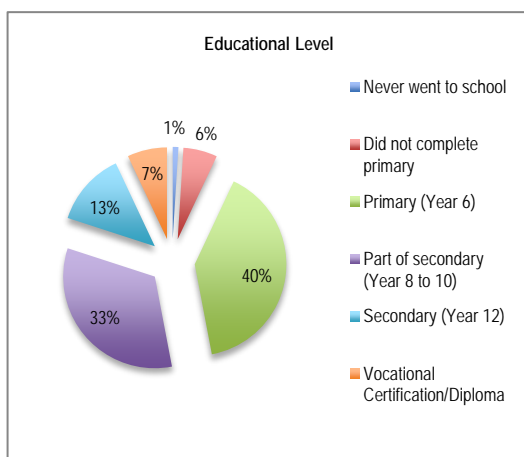
Gender	De Facto/ Customary Marriage	Currently Married	Divorced	Never Married	Widowed	Separated
Female	21%	44%	0	26%	3%	6%
Male	41%	38%	0	18%	0	3%

1.3 What are your religious beliefs?

Catholic	No religion	Hindu	Protestant	Muslim	Other
5%	1%	0	93%	0	1%

1.4 What is the highest level of education you have completed?

Never went to school	Did not complete primary	Primary (Year 6)	Completed part of secondary (Year 8 to 10)	Secondary (Year 12)	Vocational Certificate 1	Vocational Certificate 2	Vocational Certificate 3	Vocational Certificate 4	Diploma or Advanced Diploma	University degree or higher
1%	6%	40%	33%	13%	4%	1%	0	1%	1%	0



Gender	Never went to school	Did not complete primary	Primary (Year 6)	Completed part of secondary (Year 8 to 10)	Secondary (Year 12)	Vocational Certificate 1	Vocational Certificate 2	Vocational Certificate 3	Vocational Certificate 4	Diploma or Advanced Diploma	University degree or higher
Female	3%	6%	41%	26%	12%	9%	3%	0	0	0	0
Male	0	6%	39%	36%	14%	2%	0	0	2%	1%	0

1.5 What is your 'home province'?

Malampa	Torba	Tafea	Shefa	Penama	Sanma
21%	2%	18%	40%	12%	7%

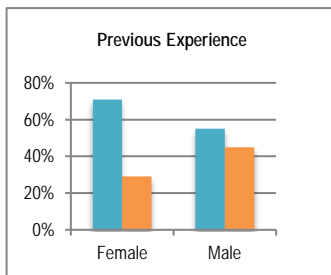
1.6 Do you normally live in a rural or urban area?

Provincial town	Capital	Rural/village
4%	63%	33%

1.7 Before this trip had you previously worked overseas?

No	Yes
60%	40%

Gender	No	Yes
Female	71%	29%
Male	55%	45%



1.8 If you had previously worked overseas, with which program did you work?

Australian Seasonal Worker Programme (SWP)	New Zealand RSE Programme	Other migration labour
57%	34%	9%

1.9 Have any members of your immediate family participated in the SWP or RSE in the past?

No	Yes
63%	37%

Gender	No	Yes
Female	47%	53%
Male	71%	29%

1.10 Which members of your immediate family have participated in the SWP or the RSE

Spouse/partner	Mother	Father	Son	Daughter	Sister	Brother
11	2	4	9	2	18	53

Gender	Spouse/ partner	Mother	Father	Son	Daughter	Sister	Brother
Female	17%	4%	8%	12%	4%	12%	42%
Male	5%	0	0	5%	0	24%	66%

1.11 What are your future intentions in regards to the SWP?

No further work in the SWP	Not sure	Work in the SWP for one or two more years only	Work in the SWP for as many years as possible	Take a 1 or 2 year break and then work on SWP again
0	1%	7%	89%	3%

Gender	No further work in the SWP	Not sure	Work in the SWP for one or two more years only	Work in the SWP for as many years as possible	Take a 1 or 2 year break and then work on SWP again
Female	0	3%	9%	88%	0
Male	0	0	6%	89%	5%

1.12 Were you a team leader?

No	Yes
81%	19%

Gender	No	Yes
Female	88%	12%
Male	77%	23%

Team leader by agent	No	Yes
Agent 1	80%	20%
Agent 2	87%	13%
Agent 3	64%	36%
Agent 4	86%	14%
Other	0	100%

1.13 If you were a team leader, how were you selected?

Selected by agent	Selected by team	Selected by Approved Employer	Other
70%	24%	1%	5%

2. Pre Departure Processes

2.1 How did you find out about the SWP?

Through an agent	Through friends	Through a team leader	Through family	Through the media	Through ESU / DoL	Other
23%	27%	1%	37%	4%	3%	5%

Gender	Through an agent	Through friends	Through a team leader	Through family	Through the media	Through ESU / DoL	Other
Female	9%	26%	0	47%	3%	6%	9%
Male	30%	27%	2%	32%	5%	2%	3%

2.2 Before participating in the SWP, had you moved to a new location in your country to improve your chances of being recruited for the SWP?

No	Yes
75%	25%

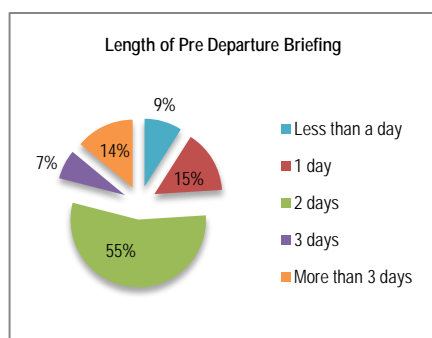
Gender	No	Yes
Female	85%	15%
Male	70%	30%

2.3 Did you participate in a pre-departure briefing before going to Australia this most recent time?

No	Yes
1%	99%

2.4 How long was your pre-departure briefing?

1 hour	2 hours	1/2 day	1 day	2 days	3 days	More than 3 days
2%	5%	2%	15%	55%	7%	14%



2.5 Who carried out your pre-departure briefing?

Agent	Someone else	Vanuatu Employment Services Unit
19%	4%	91%

2.6 Please rate the effectiveness of the various topics in the pre-departure briefing?

Briefing Topic	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Where you would be working	21%	10%	15%	24%	30%
The type of work you would be doing	10%	18%	10%	26%	36%
The rate of pay you were going to get	11%	9%	11%	27%	42%
The deductions that would be made from your pay	17%	11%	26%	21%	25%
The accommodation you were going to live in	26%	13%	8%	20%	33%
Your rights and responsibilities*	7%	12%	18%	27%	31%
The rights and responsibilities of your employer**	12%	21%	14%	15%	34%
Your visa conditions	8%	9%	23%	33%	27%
Your role and responsibilities with respect to occupational health and safety	10%	18%	8%	34%	30%
Australian culture, and how it differs from the culture of Vanuatu	15%	14%	18%	29%	24%
Australian laws	19%	29%	10%	14%	28%
How to stay physically healthy while in Australia	2%	9%	13%	44%	32%

How to maintain a happy and healthy attitude while in Australia	2%	7%	10%	38%	43%
Gender attitudes in Australia and how they may differ from Vanuatu	8%	8%	16%	33%	35%
Overall how well prepared were you for work and life when you arrived in Australia?	21%	21%	14%	30%	14%

*Please note that 5% indicated that they did not know what rights were in response to this question

**Please note that 4% indicated that they did not know what rights were in response to this question

The following tables represent the information above, disaggregated by gender:

2.6.1 Where you would be working:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	38%	12%	9%	15%	26%
Male	12%	9%	18%	29%	32%

2.6.2 The type of work you would be doing:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	12%	24%	9%	9%	47%
Male	9%	15%	11%	35%	30%

2.6.3 The rate of pay you were going to get:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	21%	12%	6%	18%	44%
Male	6%	8%	14%	32%	41%

2.6.4 The deductions that would be made from your pay:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	18%	6%	29%	15%	32%
Male	17%	14%	24%	24%	21%

2.6.5 The accommodation you were going to live in:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	29%	21%	6%	12%	32%
Male	24%	9%	9%	24%	33%

2.6.6 Your rights and responsibilities:

Gender	Did not know what rights were	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	15%	15%	12%	15%	15%	29%
Male	0	3%	12%	20%	33%	32%

2.6.7 The rights and responsibilities of your employer:

Gender	Did not know what rights were	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	12%	24%	21%	21%	3%	21%
Male	0	6%	21%	11%	21%	41%

2.6.8 Your visa conditions:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	15%	12%	21%	29%	24%
Male	5%	8%	24%	35%	29%

2.6.9 Your role and responsibilities with respect to occupational health and safety:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	15%	29%	3%	24%	28%
Male	8%	12%	11%	39%	30%

2.6.10 Australian culture, and how it differs from the culture of your country:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	24%	15%	15%	18%	29%
Male	11%	14%	20%	35%	21%

2.6.11 Australian laws:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	32%	41%	21%	0	6%
Male	12%	23%	5%	21%	39%

2.6.12 How to stay physically healthy while in Australia:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	3%	15%	12%	26%	44%
Male	2%	6%	14%	53%	26%

2.6.13 How to maintain a happy and healthy attitude while in Australia:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	6%	9%	6%	29%	50%
Male	0	6%	12%	42%	39%

2.6.14 Gender attitudes in Australia and how they may differ from Vanuatu:

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	21%	6%	18%	18%	38%
Male	2%	9%	15%	41%	33%

2.6.15 Overall, how well prepared were you for your work and life when you arrived in Australia?

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	18%	21%	18%	32%	12%
Male	23%	21%	12%	29%	15%

2.7 When you first started work, were you physically fit enough to do the work you were given?

No	Yes	Not Sure
11%	88%	1%

Gender	No	Yes	Not Sure
Female	24%	76%	0
Male	5%	94%	1%

2.8 What, if anything, could have been done to improve your preparation?

Better physical preparation	Better understanding of work environment	Better understanding of SWP rules and conditions	Better orientation to living in Australia	Better understanding of financial aspects	There is nothing to improve - everything was good/fine	Other
27%	22%	11%	9%	4%	19%	7%

Gender	Better physical preparation	Better understanding of work environment	Better understanding of SWP rules and conditions	Better orientation to living in Australia	Better understanding of financial aspects	There is nothing to improve - everything was good/fine	Other
Female	20%	26%	0	11%	4%	26%	13%
Male	30%	20%	16%	9%	4%	16%	4%

2.9 Did your employer conduct an on arrival briefing?

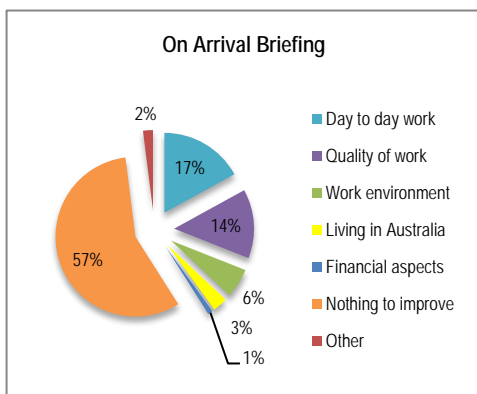
No	Yes
21%	79%

2.10 Did the briefing provide the extra information you needed to feel ready for your time and work in Australia?

Gender	1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
Female	0	8%	0	29%	63%
Male	5%	6%	9%	51%	29%

2.11 What, if anything, could have been done to improve your on arrival briefing from your employer?

More explanation of my day to day work	Better understanding of quality of work needed	Better understanding of work environment	Better orientation to living in Australia	Better understanding of financial aspects	There is nothing to improve - everything was good/fine	Other
17%	14%	6%	3%	1%	57%	2%



2.12 What were your pre-departure expenses before going to work in Australia?

Pre Departure Expenses	No	Yes	Average Cost (VUV)
Passport	13%	87%	7,795
Police clearance	1%	99%	2,556
Medical clearance	25%	75%	5,169
Transport to Port Vila	75%	25%	2,238
Port Vila accommodation	92%	8%	960
Pre departure briefing	100%	0%	n/a
Other pre departure expenses	90%	10%	833

2.13 How did you pay for these pre-departure expenses?

Own savings	With support from my immediate family	Formal loan from bank/money lender	With support from my extended family	Informal loan from family or friend
74%	15%	8%	2%	1%

3. Experience working in Australia

3.1 How would you rate the accommodation provided in terms of quality and comfort?

Gender	1 Not very good	2 Okay but not too good	3 Good	4 Quite good	5 Very good
Female	0	3%	15%	12%	70%
Male	6%	6%	6%	33%	49%

3.2 How would you rate the accommodation provided in terms of value for money?

Gender	1 Not very good	2 Okay but not too good	3 Good	4 Quite good	5 Very good
Female	9%	6%	9%	18%	59%
Male	20%	8%	9%	30%	33%

3.3 How would you rate any rules that were imposed that controlled your activities while staying in your accommodation?

Gender	1 Not very good	2 Okay but not too good	3 Good	4 Quite good	5 Very good
Female	0	3%	9%	24%	65%
Male	6%	5%	5%	53%	32%

3.4 How many people shared your bedroom?

Gender	Shared bedroom (average)
Female	3.82
Male	3.55

3.5 How many people shared your bathroom?

Gender	Shared bathroom (average)
Female	8.94
Male	7.73

3.6 How many people shared your kitchen?

Gender	Shared kitchen (average)
Female	23.47
Male	28.05

3.7 What kind of amenities were available at or near your living quarters?

Amenities at or near living quarters	Yes	No	Don't know	Not applicable
Internet access	28%	62%	2%	8%
Transport to and from work	90%	3%	0	7%
Transport to go shopping	89%	4%	0	7%
Transport for recreation	81%	10%	0	9%
Assistance to open a bank account	99%	0	0	1%
Opportunities for recreation	83%	16%	0	1%
Opportunities for religious observance	79%	20%	0	1%
Access to medical/dental treatment if required	96%	3%	0	1%
Cash advances or in kind supplies (food, toiletries, etc.)	78%	20%	1%	1%

3.8 What kind of amenities were available at or near your work site?

Amenities at or near work site	Yes	No	Don't know	Not applicable
Suitable toilet, hand washing facilities and fresh water at your work site	93%	7%	0	0
Provision of protective equipment for work	76%	24%	0	0
Necessary language translation at workplace	41%	42%	0	17%

3.9 How would you rate the care for your wellbeing that was provided by your employer while you were in Australia?

Gender	1 Not very good	2 Okay but not too good	3 Good	4 Quite good	5 Very good
Female	0	0	15%	21%	64%
Male	2%	9%	11%	39%	39%

3.10 What if anything could be done to improve the care that was provided for your wellbeing?

Improvements to care for wellbeing	Female	Male
There is nothing to improve – everything was fine	83%	44%
Improved work safety	0	11%
Improved transportation	0	7%
Support for religious observance	3%	2%
Better opportunities for recreation	0	3%
Improved worksite	3%	4%
Having someone to help with questions about my care	0	5%
Help with finances and banking	0	2%
Better access to internet	3%	4%
Improved work equipment	0	3%
Help with access to medical care	0	5%
Assistance with cash advances	3%	2%
Other	5%	8%

3.11 How would you rate the extent to which your employer was helpful and considerate?

Gender	1 Not very good	2 Okay but not too good	3 Good	4 Quite good	5 Very good
Female	3%	0	15%	29%	53%
Male	2%	9%	14%	44%	32%

3.12 What kind of work were you mainly engaged in during this most recent trip?

Gender	Working as a Supervisor	Picking fruit/vegetables	Pruning trees	Packing fruit/vegetables	Flower picking	Other vegetable farm work	Other
Female	3%	82%	3%	6%	3%	3%	0
Male	2%	73%	3%	8%	0	15%	0

3.13 How well did your supervisor brief you before you started your work?

1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
2%	2%	8%	33%	55%

3.14 Did your supervisor give you any ongoing advice/help on how to improve your work?

No	Yes
4%	96%

3.15 Was this through formal training, or showing you on-the-job – or both?

On-the-job learning	Formal training	Both
55%	7%	34%

3.16 How many days per week did you typically work?

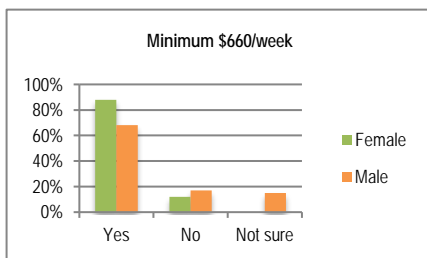
Gender	Days per week (average)
Female	6.68
Male	6.36

3.17 How many hours per day did you typically work?

Gender	Hours per day (average)
Female	8.21
Male	8.55

3.18 Do you estimate that you earned an average minimum of \$660/week across the time you were in Australia (total income before deductions)?

Gender	Yes	No	Not Sure
Female	88%	12%	0
Male	68%	17%	15%



3.19 Were any changes made to the deductions outlined in your Letter of Offer while you were in Australia?

Gender	No	Never saw the letter	Yes	Not Sure
Female	91%	0	9%	0
Male	73%	2%	20%	6%

3.20 What were these changes?

They made fewer deductions	They made more deductions	I didn't understand the changes	Other
7%	67%	13%	13%

3.21 Did the employer explain these changes to you?

No	Yes
56%	44%

3.22 Did the employer ask you to sign the changes to your agreement with them?

No	Yes
63%	37%

3.23 Did you work on piece rates at all?

Gender	Yes - for all of my work	No - for none of my work	Yes - for most of my work	Yes - for some of my work
Female	41%	26%	32%	0
Male	24%	61%	8%	7%

3.24 Did you fill/pick as many bins/units per day as you expected?

Gender	No	Yes
Female	16%	84%
Male	4%	96%

3.25 Did the bin/unit payment rates change from the rates specified in your Letter of Offer during your time in Australia?

No	Daily	Occasionally (less than once per week)	Regularly (every week)
47%	20%	16%	17%

3.26 Was your rate of pay calculated as a team and then divided between team members, or calculated on an individual basis – or both?

Combination of both	Calculated as a team	Calculated individually
2%	14%	84%

3.27 Were you given a pay slip every week (either hard copy or email)?

Gender	No	Yes
Female	3%	97%
Male	11%	89%

3.28 Would you please be able to show me copies of some of your pay slips?

No	Yes
64%	36%

3.29 Did you understand the information in your pay slip?

Gender	No	Yes	Not sure
Female	3%	97%	0
Male	10%	87%	3%

3.30 Did you need to visit a doctor or hospital while in Australia?

Gender	No	Yes
Female	88%	12%
Male	85%	15%

3.31 Did your health insurance cover the cost?

Some of the cost	None of the cost	Not sure	All of the cost
14%	50%	14%	21%

3.32 Did your employer help you to organize this?

No	Yes
29%	71%

3.33 How many days, if any, did you need to take off work as sick leave, on days when work was available?

Gender	Sick days (average)
Female	0.71
Male	0.86

3.34 When you were working in Australia which organizations or groups provided the most useful support and social opportunities to you and the workers in your group?

Pastoral Care	Percentage
Churches in the area	38%
Australian community groups near where I lived	22%
Other workers in the group	11%
My Approved Employer	8%
A union (includes the Fairwork Ombudsman)	6%
The farmer I mostly worked for	5%
Workers from other SWP groups working the area	4%
Other people from Vanuatu (living close by or further away)	2%
Other Pacific Island communities	2%
Community sports groups near where I lived	1%
Other	1%

3.35 Did any of the pastoral care or support groups above create any complications or problems in their interaction with you or other workers in your group?

No	Yes
99%	1%

3.36 How much do you your deductions were per week while you were in Australia?

Estimated weekly deductions	AUD \$ (average)
Income tax	\$ 83.68
Mobilisation costs	\$ 46.63
Health insurance	\$ 18.26
Accommodation	\$ 94.02
Transportation	\$ 45.40
Clothes	\$ 1.93
Total estimated weekly deductions:	\$ 289.92

3.37 What do you estimate your weekly expenditures were through your time in Australia?

Estimated weekly expenditures	AUD \$ (average)
Clothes	\$ 18.79
Food	\$ 71.50
Sports and entertainment	\$ 8.35
Kava, cigarettes, alcohol and soft drinks	\$ 11.20
Communications	\$ 23.02
Other	\$ 20.20
Total estimated weekly expenditures:	\$ 153.06

3.38 What do you think your total income and expenditures were through your time in Australia?

Estimated overall income and expenditures	AUD \$ (average)
Total income	\$ 19,730
Savings	\$ 8,529
Estimated savings consist of:	
Remittances	\$ 1,205
Value of goods purchased	\$ 773
Cash I returned with	\$ 7,054
Money left in a bank in Australia	\$ 99

4. Reintegration Process

4.1 Were you provided with any form of re-integration briefing when you returned from your most recent seasonal work assignment in Australia?

No	Yes
84%	16%

Reintegration briefing by agent	No	Yes
Agent 1	86%	14%
Agent 2	95%	5%
Agent 3	100%	0
Agent 4	36%	64%
Other	100	0

4.2 Which of the following did the reintegration briefing cover?

Opportunity to provide feedback on your experience in Australia	Reintegrating successfully into your home and community	Advice on the support available if you want to get a job, start a business or pursue further training	Basic financial management	Superannuation information and banking
53%	0	6%	29%	12%

4.3 How helpful was the reintegration briefing?

1 Not at all helpful	2 Not very helpful	3 Somewhat helpful	4 Very helpful	5 Extremely helpful
0	0	25%	63%	12%

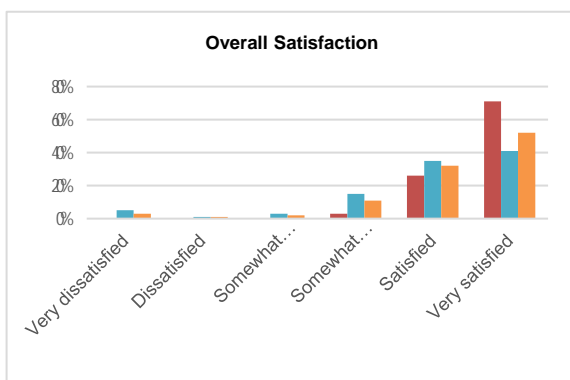
4.4 Have you had any difficulty adjusting back to life in your home country after you returned home, from this or previous seasonal work assignments?

Gender	No	Don't know (or don't know yet)	Yes
Female	94%	0	6%
Male	95%	2%	3%

4.5 Overall, how satisfied are you with this recent experience as a seasonal worker in Australia?

1 Very dissatisfied	2 Dissatisfied	3 Somewhat dissatisfied	4 Somewhat satisfied	5 Satisfied	6 Very satisfied
3%	1%	2%	11	32	51

Gender	1 Very dissatisfied	2 Dissatisfied	3 Somewhat dissatisfied	4 Somewhat satisfied	5 Satisfied	6 Very satisfied
Female	0	0	0	3%	26%	71%
Male	5%	1%	3%	15%	35%	41%



4.6 If you indicated that you were dissatisfied, why were you dissatisfied?

Problems with my accommodation	Environment / weather	Issues with boss/work	Money was not enough	Other
27%	13%	20%	33%	7%

4.7 If you indicated that you were satisfied, why were you satisfied?

Gender	Money	Environment/ weather	Learned new things	Friendly people	Happy to be away from family/ freedom	Work was good	Other
Female	37%	1%	15%	4%	3%	28%	12%
Male	39%	12%	11%	9%	2%	24%	4%

4.8 Do you understand that you have money to claim in superannuation?

Gender	No	Yes
Female	0	100%
Male	3%	97%

4.9 Do you understand how to claim your superannuation?

Gender	No	Yes	Not Sure
Female	6%	88%	6%
Male	6%	89%	5%

4.10 Have you claimed your superannuation in Australia?

Gender	No	Yes
Female	57%	43%
Male	65%	35%

4.11 Have you received your superannuation in Australia?

Gender	No	Yes
Female	100%	0
Male	100%	0

4.12 What will be your main activity for the next six months?

Gender	Will look for a new job	Will not do anything and live off my SWP savings	Will start a business	Will continue my previous business / occupation / work I had before I went to Australia	Other
Female	21%	15%	15%	44%	6%
Male	11%	3%	20%	56%	11%

4.13 Has your recent employer indicated that he/she will engage you again in the future?

Gender	No	Yes	Not sure
Female	0	100%	0
Male	1%	94%	5%

5. Development Impacts

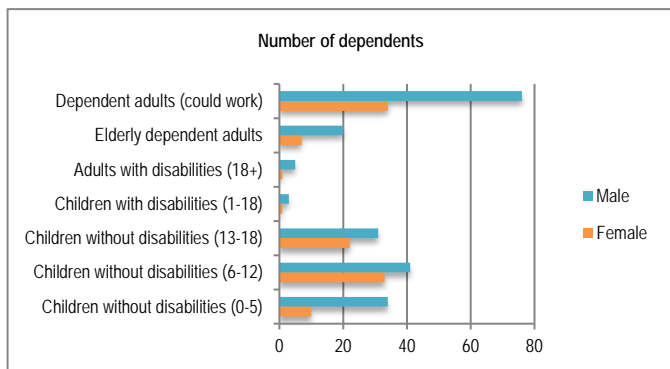
5.1 How many people live in your household?

Gender	People in household (average)
Female	4.91
Male	4.59

5.2 Were any people primarily dependent on you before you left for the SWP?

Gender	No	Yes
Female	21%	79%
Male	20%	80%

Dependents	Children without disabilities (0 to 5)	Children without disabilities (6 to 12)	Children without disabilities (13 to 18)	Children with disabilities (0 to 18)	Adults with disabilities (18+)	Elderly dependent adults	Dependent adults (who could work)
Female	10	33	22	1	1	7	34
Male	34	41	31	3	5	20	76



5.3 While you were away, who was responsible for looking after the dependents listed above (children, older dependents or people in your household with a disability)?

Gender	Other family members	Our older children	Family friends	My or my spouse's siblings	My spouse	My parents/ spouse's parents	Other
Female	9%	6%	0	15%	39%	27%	3%
Male	6%	0	2%	5%	74%	13%	0

5.4 Before you participated in the SWP, were you responsible for work on the family garden or farm?

Gender	No	Yes
Female	59%	41%
Male	35%	65%

5.5 While you were away, who did the work on your family garden or farm?

Gender	Other family members	No one	Our older children	Family friends	My or my spouse's siblings	My spouse	My parents/ spouse's parents	I did the work before I left for Australia	Other
Female	20%	0	7%	7%	7%	33%	27%	0	0
Male	7%	6%	0	7%	2%	54%	22%	2%	0

5.6 Did your household receive any other additional support during your absence?

Gender	No	Yes
Female	50%	50%
Male	68%	32%

5.7 Who was this additional support from?

Gender	Church	Other family support	Other community support	Other
Female	0	100%	0	0
Male	0	95%	5%	0

5.8 What kind of support was provided by other family?

Gender	Financial help	Gardening	Care of dependents	Household help	Other
Female	14%	14%	37%	34%	0
Male	5%	73%	9%	14%	0

5.9 How often did you communicate with your household whilst in Australia?

Daily	More than once a week	About once a week	Never	About once every two weeks	About once a month	Only once or twice
27%	11%	23%	0	12%	23%	4%

Gender	Daily	More than once a week	About once a week	Never	About once every two weeks	About once a month	Only once or twice
Female	29%	12%	26%	0	12%	18%	3%
Male	26%	11%	21%	0	12%	26%	5%

5.10 Which main channels of communication did you use?

Gender	Mobile phone	Social Media	Skype, Facebook Messenger, Viber (or other internet calling system)
Female	73%	14%	14%
Male	75%	16%	10%

5.11 Did your ability to communicate meet the needs of yourself and your family?

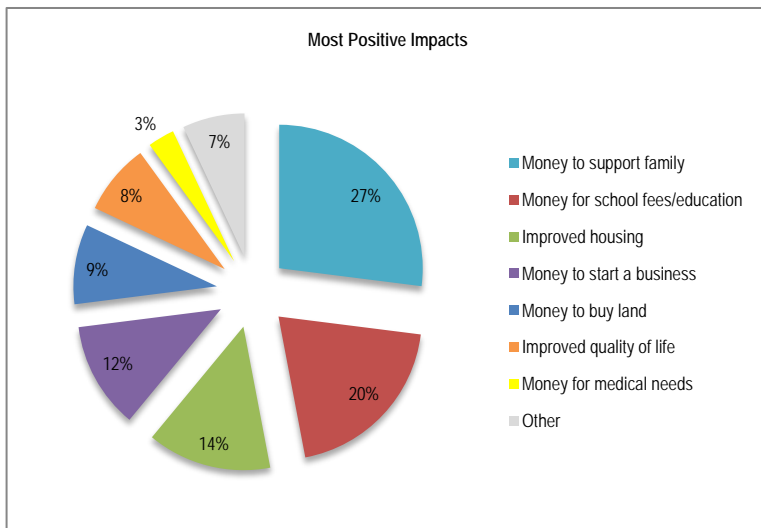
Gender	No	Yes
Female	3%	97%
Male	0	100%

5.12 Has there been any positive or negative impact on people in your household as a result of your participation in the SWP?

Gender	No impact	Positive impact	Both positive and negative impacts	Negative impact
Female	6%	94%	0	0
Male	3%	94%	3%	0

5.13 What were the most positive impacts on people in your household?

Positive Impacts	Percentage	Worker Ranking
Money to support family	27%	2nd
Money to pay for school fees and education	20%	1st
Improved housing	14%	4th
Money to start a business	12%	3rd
Money to buy land	9%	4th
Improved quality of life	8%	
Money for medical needs	3%	
Improved relationships	1%	
Money to improve transportation	1%	
Money to buy goods and equipment	1%	
Money to pay for more help/support at home	1%	
Partners trust each more	1%	
Other	2%	



5.14.1 Before you went to Australia, how well could you speak English?

Gender	Not able to speak	Able to, but with difficulty	Able to without too much difficulty	Very well (fluent)
Female	3%	35%	41%	21%
Male	3%	55%	32%	11%

5.14.2 After you went to Australia, how well could you speak English?

Gender	Not able to speak	Able to, but with difficulty	Able to without too much difficulty	Very well (fluent)
Female	0	24%	50%	26%
Male	3%	29%	52%	17%

5.15.1 Before you went to Australia, how well could you read and write in English?

Gender	Not able to read or write	Able to, but with difficulty	Able to without too much difficulty	Very well (fluent)
Female	12%	38%	38%	12%
Male	3%	50%	41%	6%

5.15.2 After you went to Australia, how well could you read and write in English?

Gender	Not able to read or write	Able to, but with difficulty	Able to without too much difficulty	Very well (fluent)
Female	6%	47%	38%	9%
Male	3%	44%	45%	8%

5.16 What was your main occupation in the 12 months before first working in Australia?

Gender	Self-employed	Unpaid worker in family business	Home duties (looking after dependents)	Home garden/ subsistence farming	Not working at all	Student	In paid employment	Other
Female	15%	3%	18%	6%	18%	0	41%	0
Male	11%	2%	0	32%	11%	2%	42%	2%

5.17 Were you working full time or part time?

Gender	Full time	Part time
Female	84%	16%
Male	77%	23%

5.18 What sector were you mainly working in?

Private company	Self-employed/own business	Non governmental organization	Government employment	International development/foreign embassy	Other
70%	11%	2%	11%	2%	4%

5.19 Did you resign from your job to participate in the SWP?

Gender	No	Yes
Female	58%	42%
Male	57%	43%

5.20 Why did you resign from your job to participate in the SWP?

Wanted to do something new	Underemployed	Tired of my work	Would earn more with SWP	Not earning enough	Other
4%	9%	0	43%	35%	9%

5.21 How much notice did you give your employer?

I just left	Less than a week	Two weeks notice	One month	Three months notice
26%	17%	26%	22%	9%

5.22.1 Do you want to go back to your previous employment?

No	Don't know	Yes
52%	13%	35%

5.22.2 Will you be able to go back to your previous employment?

No	Don't know	Yes
39%	4%	57%

5.23.1 Did you regularly smoke cigarettes, cigars, pipes at home before you went to work on the SWP?

Gender	No	Yes
Female	88%	12%
Male	77%	23%

5.23.2 While in Australia did your smoking of cigarettes, cigars, pipes:

Gender	Decrease	Stay the same	Increase
Female	50%	25%	25%
Male	73%	20%	7%

5.24.1 Did you regularly drink alcohol at home before you went to work on the SWP?

Gender	No	Yes
Female	97%	3%
Male	74%	26%

5.24.2 While in Australia did your drinking of alcohol:

Gender	Decrease	Stay the same	Increase
Female	100%	0	0
Male	71%	29%	0

5.25.1 Did you regularly drink soft drinks (Coke, Fanta, Red Bull etc.) at home before you went to work on the SWP?

Gender	No	Yes
Female	68%	32%
Male	74%	26%

5.25.2 While in Australia did your consumption of soft drinks (Coke, Fanta, Red Bull etc.):

Gender	Decrease	Stay the same	Increase
Female	73%	18%	9%
Male	41%	47%	12%

5.26 Did the amount of money you saved and were able to send or bring home match the expectations you had before going to Australia?

Gender	No, I saved more than expected	Yes	No, I saved less than expected
Female	21%	50%	29%
Male	8%	53%	39%

5.27 If you saved more than expected, why was that so?

I spent less money in Australia than I expected	The pay rate was higher than expected	I worked more hours than expected	Other
31%	6%	38%	25%

5.28 If you saved less than expected, why was that so?

The pay rate was lower than expected	I spent more than expected on items to bring home	There were more deductions from my pay than expected	I spent more than expected on essential living items	Don't know	I worked less hours than expected	I stayed less weeks than expected	I didn't work hard enough to earn enough	Other
9%	9%	19%	6%	2%	30%	7%	4%	15%

5.29 Did you send home (remit) money while you were in Australia?

Gender	No	Yes
Female	12%	88%
Male	15%	85%

5.30 Roughly how often did you send money home while you were in Australia?

Gender	Monthly	Only once while I was away	Every 2 to 3 months	More than once per month	Other
Female	23%	20%	57%	0	0
Male	23%	39%	29%	9%	0

5.31 How did you send money home?

Relative or friend hand carried money for me	Bank transfer	Money transfer operator	Other
1%	1%	98%	0

5.32 What was your main reason for choosing to send money home this way?

I understood how it works	It was the cheapest	It was the safest	My employer suggested it	Family or friends at home advised me	It was the only option available	The rest of my team used it	It was the quickest	It was the most convenient for my family	It was the most convenient for me in Australia	Other
3%	8%	6%	2%	3%	14%	22%	17%	6%	18%	0

5.33 How well informed were you about the best way of sending money home?

1 Not at all	2 Slightly	3 Somewhat	4 Quite well	5 Very well
3%	17%	16%	41%	22%

5.34 Who did you send money to from Australia?

Spouse/partner	Parents/grandparents	Other family members	Non-dependent children	Business partner	Dependent children	Other
63%	20%	10%	1%	1%	5%	0

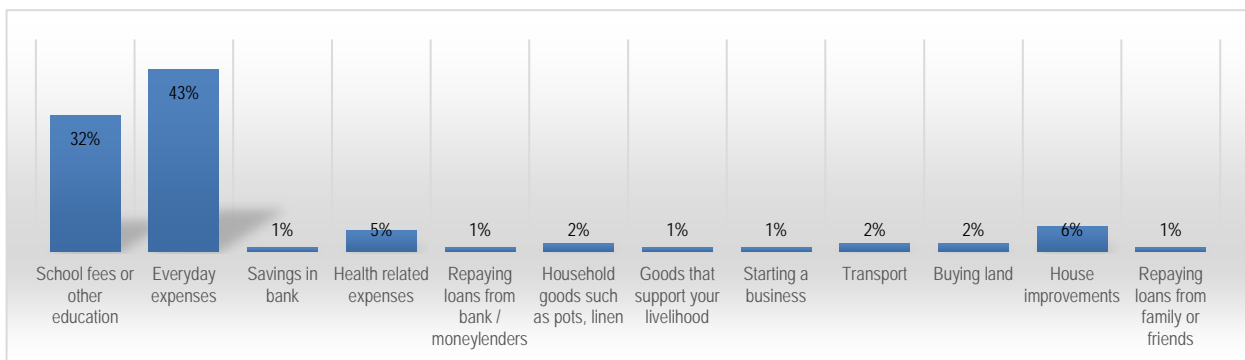
Gender	Spouse/partner	Parents/grandparents	Other family members	Non-dependent children	Business partner	Dependent children	Other
Female	44%	35%	6%	3%	0	12%	0
Male	73%	11%	13%	0	1%	2%	0

5.35 Who did you send the most money to?

Spouse/partner	Parents/grandparents	Other family members	Non-dependent children	Dependent children	Other
67%	19%	8%	1%	5%	0

5.36 What was the money you sent home spent on?

School fees or other education	Everyday expenses	Savings in bank	Health related expenses	Repaying loans from bank / moneylenders	Household goods such as pots, linen	Goods that support your livelihood	Starting a business	Transport	Buying land	House improvements	Repaying loans from family or friends	Other
32%	43%	1%	5%	1%	2%	1%	1%	2%	2%	6%	1%	3%



5.37 Who was the main decision maker regarding what to do with the remittances?

Gender	Immediate family	You and your spouse	Wider family	Your spouse	You	Other
Female	37%	17%	3%	30%	10%	3%
Male	18%	4%	0	70%	9%	0

5.38 Did you buy anything in Australia to take or send back home?

Gender	No	Yes
Female	24%	76%
Male	15%	85%

5.39 What goods did you buy in Australia to take or send back home?

Computers	Solar panels/systems	Items to start or use in my own business	Mobile phones	Furniture	Large electrical goods	Children's educational items	Clothes/shoes	Household goods e.g. pots, linen	Small electrical or durable goods	Work tools or materials	Motorbike	Other
12%	2%	1%	13%	2%	6%	1%	34%	5%	14%	8%	1%	3%

5.40 Did you do any free additional training under the 'add on skills training' program while you were in Australia?

Gender	No	Yes
Female	97%	3%
Male	95%	5%

5.41 What was the main reason you didn't do any additional training?

Gender	There was no time for me to do extra training	Employer did not offer it/ provide it	Other
Female	3%	82%	15%
Male	2%	92%	6%

5.42 What skills did you develop through your time in Australia?

Skills developed	Women	Men
Fruit picking skills	27%	15%
Fruit packing skills	8%	15%
Working in groups	12%	10%
Punctuality	12%	9%
Leadership skills	5%	14%
Pruning	4%	5%
Healthy lifestyle	4%	4%
Planting	3%	5%
Using household appliances	4%	2%
Personal hygiene/appearance	3%	3%
Cooking	0	5%
Managing pests and disease	0	4%
Health and nutrition	2%	1%
Operating machinery	1%	2%
Working in a fast paced environment	2%	1%
Occupational health and safety	2%	1%
Operating a tractor	0	2%
Operating a forklift	0	1%
Working long hours	0	1%
Other	8%	1%

5.43 While in Australia, how were you generally feeling?

Very unhappy	Mostly unhappy	Mostly happy	Very happy
5%	5%	51%	39%

Gender	Very unhappy	Mostly unhappy	Mostly happy	Very happy
Female	6%	0	32%	62%
Male	5%	8%	61%	27%

5.44 Since you have worked in Australia, have your views of Australia changed?

No change in my views	I now think of Australia more positively	I now think of Australia more negatively
13%	87%	0

Gender	No change in my views	I now think of Australia more positively	I now think of Australia more negatively
Female	18%	82%	0
Male	11%	89%	0

5.45 What has influenced your positive views?

Gender	Learned new things	Opportunity to work	More freedom	People are friendly	Nice food	Opportunity to make money	Better services	Other
Female	2%	4%	13%	21%	13%	15%	25%	8%
Male	0	2%	19%	30%	11%	1%	36%	2%

5.46 Has working and living in Australia contributed to changes in your views of your own role in your family?

Gender	No	Yes	A lot	A little
Female	47%	47%	3%	3%
Male	18%	58%	2%	23%

5.47 Has working and living in Australia contributed to changes in your views of your role in your community?

Gender	No	Yes	A lot	A little
Female	56%	35%	3%	6%
Male	24%	45%	3%	27%

5.48 Do you think that seasonal work in Australia is equally suitable for men and women from Vanuatu?

Gender	Equally suited to both	More suitable for women	More suitable for men
Female	97%	0	3%
Male	73%	3%	24%

5.49 In your view what is the main reason for the low female participation rate in the SWP?

Gender	Family responsibilities prohibit or prevent women from participating	Culturally it is not acceptable in my country for women to participate	I don't know	Women are not aware of the SWP	Women are not permitted by their family to participate	Selection process in my home country disadvantages women	Australian employers often request men not women	The work is more suitable for men	Other
Female	15%	0	24%	0	15%	12%	15%	12%	9%
Male	15%	2%	5%	11%	6%	8%	47%	6%	2%

5.50 Did you notice women facing discrimination working on the property you worked on in Australia?

Gender	No	Yes
Female	94%	6%
Male	70%	30%

5.51 What were the major sources of this discrimination?

Gender	Other workers	Seasonal workers from my country	Seasonal workers from other Pacific countries	Backpackers	The employer or their management staff	Local workers	Other
Female	0	0	0	0	0	0	100%
Male	8%	31%	8%	15%	8%	23%	8%

5.52 Did women and men play different roles on the property you worked on?

Gender	No	Yes
Female	91%	9%
Male	68%	32%

5.53 Since you have worked in Australia, have your views of gender issues changed?

Gender	No	Yes	Not sure
Female	21%	68%	11%
Male	17%	73%	10%

5.54 Do you see women as more or less equal now?

Gender	More equal	Not sure	Less equal
Female	78%	18%	4%
Male	77%	11%	12%

5.55 Did this change impact your behaviour in Australia?

No	Yes
14%	86%

Gender	No	Yes
Female	22%	78%
Male	11%	89%

5.56 Did this change impact your behaviour within your family?

No	Yes
20%	80%

Gender	No	Yes
Female	31%	69%
Male	15%	85%