

PART 1

DWCP Implementation in the Pacific Island Countries 2006-2007: Issues and Challenges

**ILO Tripartite Technical Meeting on Decent Work:
Pacific Island Countries
Nadi, Fiji
26-28 November 2007**

1. Introduction

Within the international community, the ILO's mandate is *to promote opportunities for all women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity*. Decent Work Country Programmes (DWCPs) are the primary means for translating this mandate into action, including setting priorities, harnessing resources and delivering coordinated support to advance decent work at national level. DWCPs also provide a framework for the integration of the ILO's contribution to national development initiatives, the identification of opportunities for United Nations joint programme development, and the promotion of decent work in the wider development and poverty alleviation context.

This paper¹ presents an overview of the major issues and challenges in implementing DWCPs in Pacific Island Countries (PICs) with a view to identify and develop a framework for a Pacific decent work strategy and establishing the related priorities for the period (2008-2015). The paper also highlights the following:

- i) Key areas of ILO's work in the PICs
- ii) Regional policies, programmes and the institutional framework
- iii) ILO in the Pacific – an assessment
- iv) The way forward

This paper has been prepared on the basis of field mission to all seven ILO Pacific Member States (ILO PMS) wherein extensive consultations were held with all the ILO constituents as well as NGOs donor agencies and other government ministries. The main purpose of the field mission was to review the approaches followed, progress made, and lessons learned from the implementation of National Plan of Action for Decent Work (NPADW) and DWCPs in the Pacific (Annex 1 provides details on NPADW and DWCPs).. The paper also highlights ILO's programming, its relevance, efficiency, effectiveness and includes recommendations to focus on priorities, strengthen strategies and improve organizational effectiveness. The paper draws on the information and statistical data from secondary sources including reports and documents on the activities of donors, regional/international agencies as well as national plans and strategy documents of all ILO PMS.

¹ This paper was prepared by Dr. Asif Chida, Consultant. The views expressed in the paper are those of the author and do not necessarily reflect the views of the ILO.

2. The Pacific regional context

Social and economic challenges

The 2007 United Nations Development Framework (UNDAF) for the Pacific region states that “the development challenges in the Pacific are significant because it is geographically vast,² culturally and ecologically diverse and, in human development terms, highly variable region. Societies in the Pacific have been experiencing dramatic social, economic and environmental transformations over the past decades. Governance systems have struggled to meet the human development needs of their populations, and often co-exist uneasily alongside traditional forms of governance. A myriad of factors have led to political instability and civil conflict in several countries in recent years. Gender inequality is pervasive, and half of the population of the region is under 25 and faces limited social, economic and political opportunities”.³ The following socio-economic factors capture the current state of affairs in the Pacific Island Countries (PICs).

High population growth: About 20 per cent of the total population of PICs (7.8 million people) is aged between 15 and 24 years old. This translates to approximately 1.6 million youths, 53 per cent of whom are females. The age group between 10 and 24 year olds consists of 2.5 million people. With the present rate of population growth (2.5-2.9 per cent), it is estimated⁴ that the population in the PICs (including seven ILO Member States) will double in the next 28 years, which means that more people will have to share the same level or even less resources than that currently being used. Implications of these population dynamics are growing and sustained pressures on land, the provision of services and infrastructure, such as health and education, water supply and access to employment outside traditional occupations for a growing number of young and, relatively more educated people with aspirations beyond village-based and family-oriented agricultural and fishing activities.⁵

High rates of school drop-outs: On average, less than 50 per cent of the population in the seven selected countries has attained primary education, with a low of 25 per cent in Solomon Islands (see Table 1). It is clear that many children either do not enter school or drop out before the end of primary education, a problem that is attributed mainly to parents’ inability to meet school fees and related costs. Transition rates from primary to secondary education are also quite low (i.e. 30 per cent or less). Economic factors account for low retention rates in secondary schools but there are also concerns about the quality of the education young people receive. Education systems in the Pacific tend to be biased towards white collar careers for which the appropriate preparation is 10-12 years of formal education, with an emphasis on academic skills.⁶

High Level of Poverty:⁷ The UNDP estimates⁸ that nearly 43 per cent of the total population in the Pacific lives close to the poverty line. Of this group 95 per cent lives in the Melanesian group of PNG, Solomon Islands and Vanuatu. In Kiribati, it is estimated that more than 25 per cent of the population lives in poverty. The tradition of mutual support in the extended family and the community often conceals the extent of poverty or deprivation. These

² A total 22 PICs covering 30 million square kilometers mostly ocean.

³ UNDAF 2008-12, UNDP 2007.

⁴ SPC, Pacific Population Estimates by age and sex 2000-2020.

⁵ SPC, “Current Pacific population dynamics and recent trends”

⁶ See *State of Pacific Youth 2005*, p.4.

⁷ Refer to Table 2 “Poverty indicators for Pacific in the paper on “Labour Market Scenarios for the Asian Work Decade in the PICs”

⁸ UNDP Human Development Report, 1999

cultural and social values continue to contain the incidence of poverty, but there are clear indications that the systems and the values that support them are slowly eroding.⁹ On average about one-in-four households suffers from basic needs poverty across 10 of the 15 PICs, and a significant proportion of the population in the Pacific may be living on less than US\$1 per day (an estimate of 20 per cent or higher in six of nine countries). The share of the poorest 20 per cent of the population is less than 5 per cent of national consumption for the seven PICs for which data are available.¹⁰

Stagnant Economic Growth: The overall economic performance of PICs in the last ten years has been mixed, with low or negative rates of per capita income growth being experienced in most countries. While forecasts predict growth of up to 2.9 – 3.0 per cent in 2006-2007, it is widely accepted that without a sustained acceleration in economic growth coupled with sustained investment in the social sectors, the region will be unable to overcome its development challenges and will likely fall short in the overall achievement of the MDGs.¹¹ In addition to the above issues, other factors such as natural disasters, remoteness, colonial legacy, dominant public sector, poor governance and corruption have also contributed to the poor economic performance in almost all PICs over the last five years. The two exceptions are Samoa which has had a better growth performance and Fiji until December 2006, after which time growth has fallen. In the case of the Solomon Islands and Vanuatu, living standards have fallen significantly over the period and for Vanuatu in particular, real per capita incomes in 2004 are the same as they were at independence in 1980.

Low levels of private sector development and FDI: According to the World Bank “The role of the private sector has been marginal in the Pacific, in large part a reflection of the constraints posed by small population sizes and the marked remoteness of these island states. Cultural standards opposing the development of dynamic private entrepreneurship, communal ownership of land that renders it unavailable for collateralization, and large flows of foreign aid that have supported bloated public sectors have also combined to constrain private sector development. These have in turn been found to particularly impede the inflow of foreign direct investment. Key public utilities, such as those in the power, telecommunications, and water sub-sectors, are too often inefficient and unreliable, imposing large costs on private sector activity. Furthermore, planning and management in natural resource-based sectors, such as forestry and fisheries, has been weak or subject to corruption undermining the ability of these sectors to contribute to growth.”¹²

The World Bank’s work on benchmarking the Doing Business Indicators in 2005 had pointed out various regulatory constraints to private sector growth in PICs. While the data do show significant variation in the performance of the individual PICs, common features include a lack of disclosure on ownership and business financials, time consuming and costly contract enforcement, and weak bankruptcy resolution practices.

Undiversified Exports: Due to their endowments, size, and remoteness from large foreign markets, the PICs produce a relatively narrow range of goods and services, but they consume and therefore need to import a wide range of consumables that are required on day to day basis while for some PICs, merchandise imports are a multiple of exports, implying large merchandise deficits. According to the World Bank “The reliance on a small number of export

⁹ ADB, “Better Learning, Better Future”, 2006

¹⁰ Federated States of Micronesia, Kiribati, Marshall Islands, Tuvalu, PNG, Samoa, Tonga and Vanuatu .UNDAF 2008-2012.

¹¹ UNDP, UNDAF 2007

¹² World Bank, Defining Features of Pacific Island Countries, 2004

goods makes the economies susceptible to terms of trade shocks, and in particular those economies that are almost entirely reliant on commodity exports often face correlated falls in prices. Preferential access into developed markets based on historical factors has also played a role in distorting trade competitiveness and left these small economies vulnerable to the duration of these special terms.”¹³

Traditional versus modern culture: Traditional Pacific society is extremely cohesive. Although cultures vary between island groups, the predominant form of social organization is a highly structured, hierarchical, village-based community. The key to understanding Pacific economies is to recognise that the traditional and modern economic sectors, as well as traditional and modern culture exist side by side. This is in marked contrast to the usual Western perception that the transition from traditional to modern life (rural to urban) is a continuum along which individuals progressively become less traditional and more modern.¹⁴

Old legislations and weak law enforcement mechanisms: In many of the PICs, key legislations were enacted in the old era, often way back to the colonial period, and have not been reformed or adapted to the major changes in the society. Labour legislations are among the top list of those needed to be modernized, particularly in view of their membership with the ILO and to have conformity with the ILO Constitution and fundamental principles and rights at work.

Weak tripartite, social dialogue institution, and employers’ and workers’ organizations: Most of the PICs are still new to the ILO and its tripartite principle, thus it is quite understandable that the national institutional arrangements and culture for effective tripartism need to be further strengthened. One of the key challenges is very weak institutional arrangements to support and ensure the right to organize and collective bargaining. In many PICs, employers’ and workers’ organizations have still very limited representation and institutional capacity, thus making it difficult for the state to strengthen and develop effective social dialogue mechanism.

Gender Inequality: Despite increases in their participation in the labour force, women remain disadvantaged in the formal sector, with evidence that occupations remain stratified by sex; women are paid less, are less likely to be promoted, and continue to suffer stereotyping, direct discrimination in hiring practices, and unequal access to training programmes.¹⁵ They also tend to be restricted to lower earning types of production in rural areas is evident in lower secondary education participation rates for young women particularly in Papua New Guinea, Solomon Islands and Vanuatu. Often, when faced with limited resources parents prefer to invest in the education of their sons and not lose their daughters’ vital contribution to the household economy. The gender gap remains large in terms of differences in income and in women’s access to productive resources, credit and business or livelihoods.¹⁶ On average, across the region, women earn the equivalent of 88 per cent of male wages. A major contributing factor is that more women than men work in manufacturing and processing industries that are renowned for their low wage rates, poor and insecure working conditions.¹⁷

¹³ *ibid*

¹⁴ Christine McMury’s ILO publication “Youth Employment in the Pacific” 2001.

¹⁵ The State of Pacific Youth 2005, UNICEF and A Woman’s Place is in the House – the House of Parliament: A Regional Study, Pacific Islands Forum Secretariat

¹⁶ *ibid*

¹⁷ Huffer “Desk Review of the Factors which enable and constrain the advancement of women’s political representation in Forum Island Countries”

Key areas of ILO work in the Pacific

Complying with the changes of organizational focus, ILO activities in the South Pacific have taken different shapes since the establishment of its Suva office in 1975. In the initial period, ILO Suva was pursuing technical cooperation projects and activities mainly to promote institutional capacity of ILO constituents in different areas including International Labour Standards. This was done by developing national and sub-regional projects, organizing seminars, workshops and training programmes. These initiatives, later on, took the shape of Country Programmes which included:

- Framework for Action – Fiji
- Structural Adjustment at Minimum Social Cost – PNG
- Promoting Change – Solomon Islands
- Partnership for Development – Kiribati

The ILO initiative of Country Programmes and subsequently transformed into “Decent Work Country Plans of Action” were developed with the involvement of almost all government ministries, employers’/workers’ organizations, training institutions and in certain cases, leading NGOs. The process was very participatory to identify the most pressing national issues as an entry point. These entry points were used to identify policy interventions and activities and mainstream strategies to develop an integrated approach. The “Decent Work Country Action Plans” that have been implemented generally center around the four strategic global objectives of the ILO: (a) To promote and realize standards and fundamental principals and rights at work; (b) To create greater opportunity for women and men to secure decent employment and sufficient incomes; (c) To enhance the coverage and effectiveness of social protection for all; and (d) to strengthen tripartism and social dialogue.

The hallmark of ILO’s interventions identified below has been to keep in view the specificity of the region’s cultural and historical sensitivities and can be broadly classified into three areas of bringing added value to the existing and planned initiatives in the Pacific: **Labour Market Governance, Employment Promotion and Social protection.**

(a) Labour Market Governance

Governance is the key development issue for the Pacific. Poverty is ultimately linked to poor governance, especially weak leadership and corruption.¹⁸ AusAID’s assistance programme focuses on key governance issues – building of law and order, peace and stability, eliminating corruption and improving fiscal management. While the European Union’s Pacific priorities also cover governance among the three priorities, the other two include regionalism and sustainable management of natural resources. The governance component of the EU emphasizes the “need to establish good governance by strengthening credible institutions and encouraging greater compliance with international standards as regards workers”.¹⁹

Within the umbrella of broader governance, labour market governance plays a critical role. The ILO initiatives mentioned below can provide its member countries in the Pacific with both institutional capacity building of its constituents as well as cost-effective tangible impacts.

¹⁸ AusAID Pacific Regional Aid Strategy 2004-2009.

¹⁹ EU Policy Statement -revised Cotonou Agreement 2005

International Labour Standards (ILS): A significant number of PICs are new ILO members and thus the ILO's on-going projects in the Pacific member states can further be strengthened by helping them in the ratification and implementation of various Conventions, which is vital for reducing decent work deficits in the region. Annex 2 provides details on Conventions ratified by ILO Member States. Constituents across the region have expressed a need for more awareness workshops on ILO's Conventions, their obligations and benefits. Exposure to ILS has been provided by the ILO at the Decent Work Regional Forum in Melbourne in 2005 as well as at the 30th Anniversary of the ILO in the Pacific in 2006. Several fellowships to the ILO International Training Centre in Turin have been extended to individuals from the PICs.

Labour Law Reforms: Almost all PICs are engaged in labour law reforms to both update and modernize them and to bring them into conformity with ILO Fundamental Rights Conventions. This reform should also permit the strengthening of tripartism and tripartite institutions as well as providing the appropriate legislative and institutional framework for better labour market governance. The active participation of the social partners in this process is essential.

Social Dialogue and Tripartism: Tripartism and social dialogue are not only underdeveloped in the region but they often come under threat when a country faces political turbulence such as the military coups of 2000 and 2006 in Fiji, civil unrest in the Solomon Islands (1998-2003 and 2006), political upheaval in Papua New Guinea (2002) and the nationwide civil service strike in Tonga (2005 and 2006). The ILO's role due to such events have become far more critical in the recent years. In the past, the ILO used various means to bring conflicting parties into dialogue that proved, in many cases, an effective way to re-establish peace at the national level. One such example was the introduction of an Informal Decent Work Consultative Monthly Meeting in Fiji, which has paved the way for bringing social partners to the discussion table with the new government after the coup of 2000. Similar efforts are now under way to encourage dialogue among the social partners on the Employment Relations Bill that was recently passed by the interim administration. However, implementation of this has been postponed until April 2008.

The ILO has been instrumental in developing tripartite institutions to provide a forum for dialogue and negotiation such as Tripartite Labour Advisory Boards, Tripartite Committees on Economic Affairs, tripartite boards of training and social security institutions, and tripartite committees for employment promotion.

Capacity Building of Tripartite Constituents: Capacity building of constituents should be central ingredients of ILO's Pacific strategy in order to strengthen the tripartism, and to promote social dialogue on economic and social policies. ILO-SRO Manila, in cooperation with the ILO Suva Office and international, regional and national trade union solidarity organizations, has supported a number of capacity building programmes of the national trade union organizations in the PICs. Most of the PICs are still faced with weak trade union organization in private sectors, due partly to traditional industrial structure and cultural factors, but also due to legislative restrictions that make it difficult for workers to freely organize and bargain collectively, and then strengthen their organizational capacity in key technical areas for effective contribution to Decent Work.

Similarly, there have been efforts to strengthen the capacity of employers' organizations in the Pacific through training activities. Subregional training workshops and study visits have been organized in 2006 and 2007 focusing on institutional management, direct and representation services and revenue generation. As a result, an informal "network" of Pacific

employers' organizations, including the Australian Chamber of Commerce and Business New Zealand has been formed to facilitate exchanges and assistance. "Effective Employers' Organization" course was organized in 2007 in collaboration with the ILO International Training Centre in Turin and International Organization of Employers.

Partnership between employers' and workers' organizations is important for any progress and one such ILO initiative a joint project with UNFP entitled "Men as Partners in Reproductive Health", which targets employers' and workers' organisations in Fiji and the Solomon Islands. The project aims at training male workers of different enterprises who are affiliated to employers' organisations and in unionised environments. This initiative has been successful in bringing the two organisations to work together under one project to achieve a common goal of promoting gender equality and social dialogue.

b) Employment

Youth Employment: Unemployment and under-employment among youth has become one of the most critical issues in the region within the broad issue of employment creation. Many regional and international agencies have now focused their priorities on this growing problem, which has been described by some observers as a "time bomb". DWCPs for the region therefore align with the national/regional priorities of addressing the issue of youth employment. *The ILO's Sub Regional Programme on Education, Employability and Decent Work for Youth in the PICs*²⁰ is timely and the need is stressed to collaborate with similar programmes initiated both at national and regional levels by various donor agencies.

In Papua New Guinea (PNG), it is estimated that of the approximately 123,000 young people who leave the school system every year less than 10,000 are absorbed by the formal labour market. The rest remain unemployed; have to resort to illegal activities; or end up as self-employed or underemployed in the informal economy - usually with low earnings, poor working conditions, no career prospects and uncertain protection aside from what is provided under traditional social safety nets. In Fiji, At least 17,000 individuals join the labour market annually. The formal sector absorbs about 8,000 individuals resulting in 9,000 youth to look for employment in the informal sector. The informal sector work replacements estimate stands at 2,000 jobs and thus the balance of 7,000 individuals represent the additional new job opportunities that have to be created in the informal sector annually". In Samoa, where the labour market is less tight, only about 1,000 of the around 4,500 who were leaving school every year in the mid-1990s were able to find work or continue to higher education. In Vanuatu, it is estimated that there are only 500 new formal sector jobs available each year leaving the 3,500 school leavers unable to secure wage employment in the formal labour market. In Kiribati, just 400-600 jobs are available each year to some 10,000 youth who are neither attending school nor working in the formal sector

Source: SPC and national consultations by ILO mission-2007)

²⁰ Specifically, the TC.-RAM project funded by Dutch will target three groups of ultimate recipients:

- Young women and men who have dropped out of education and are in a precarious labour market situation, including child labourers;
 - Young women and men who are at school but are not gaining employable skills nor exposure to an entrepreneurial mindset; and
 - Young women and men in selected urban and rural locations who have completed school but are unemployed or struggle to make a living as self-employed or casual workers in the informal economy.
- Direct recipients will be young people involved in the pilot programme activities as well as staff of labour, education, training, youth and planning authorities at the provincial and national level; employers' and workers' organisations at local and national level; teachers, tutors and instructors in formal and non-formal education and training institutions, and staff of agencies for small enterprise development. The beneficiaries from implementing partners will have strengthened capacity to plan, deliver, manage and replicate interventions that ensure youth are better prepared for entry into the labour market.

The main reasons for high levels of youth unemployment and underemployment are:

- *Difficulties faced by youth entering the labour market:* Economic uncertainties and limited private sector development make it hard for the new entrants to the labour market to find formal employment. Additionally, the present education system focuses on preparing pupils for examinations in core academic subjects. It is very formal in character, and it does not encompass the needs of students from rural areas whose future will be earning an income from the land. Moreover, most of the employment opportunities in many PICs are in the trade and general skills areas, where many university graduates would not be able to make effective contributions. A good example of this is found in an assessment of remittances – which for countries such as Kiribati, Tuvalu, Fiji, and Vanuatu are primarily from people being employed in jobs that require technical and vocational skills, yet national education policy analysts are still putting the bulk of resources into formal education. According to SPC, “current education policies in many PICs are not responding to the skills required in the job market”. This, in turn, means that “governments and administrations must devote much greater time, effort and resources in skills education, through technical and vocational education and non-formal education.”
- *School to work transition:* The high levels of unemployed but qualified youth in the region could be attributed primarily to poor economic growth that obviously depresses demand for jobs and the mismatch between qualifications or aspirations of school leavers or even graduates and, the demands of the private sector when recruiting young workers. According to the SPC (2004), “a common problem throughout the Pacific is the lack of a coherent policy framework within which appropriate services are planned and delivered for young people as they move from childhood to adulthood.” This results in ad hoc approaches by government agencies and the non-government sector to meeting the specific needs of young people. .
- *Youth are low in social hierarchy and under peer pressure:* Young people are, by definition, low on the social hierarchy, with many obligations to relatives and the community. The preference of jobs to youth therefore tends to be accorded lower priority relative to providing jobs to older workers with more experience and responsibilities. The consequences of lack of employment opportunities among youth have started to take a heavy toll on young people’s health, law and order, political stability, population growth rates, which affect both the individual and communities. Suicide rates are amongst the highest in Samoa, while serious substance abuse is on the increase in PNG, Solomon Islands and Vanuatu²¹.
- *Entrepreneurship education and TVET:* The concept of entrepreneurship education is unheard of in many schools in the region. Though some business skills are taught, teaching entrepreneurship has potential especially due to fact that job opportunities are limited and the option of being self employed has significant scope. The ILO has accumulated a wealth of knowledge as well as a number of practical tools and model approaches that, if properly adapted, can benefit the implementation of beneficial policies for youth in the Pacific. Those include career guidance materials, Start and Improve Your Business (SIYB) training modules, Women's Entrepreneurship Development and Gender Equality (WEDGE) programmes, Training for Rural Economic Empowerment (TREE) methodologies, HIV workplace training kits, training and toolkits for Local Economic Development and Decent Work (LDDW). Similarly in the field of TVET, ILO’s proven track record in designing and delivery of appropriate TVET training programmes will help Pacific member states significantly. Employment through self-employment and in particular through micro- and small-business

²¹ UNICEF, “State of Pacific Youth” 2005

initiatives is high on the list of ILO and country priorities and underpinning the ILO's work in this area is the ILO Business Development Strategy (BDS).

- Recently Australia has announced the establishment of a regional technical and vocational skills training institute in Fiji basically to train youth in the fields which has potential for jobs in Australia as well as in the region.

Emerging Problems of Child Labour: While official statistics are unavailable on the scale of child labour in the Pacific, given the large numbers of children that are not attending school, it is likely that the problem is significant. Child labour is most prevalent in PNG. There is an emerging problem of child labour linked to tourism and the inability to enforce compulsory education in Samoa and Vanuatu. There are also reports of children exploited in commercial sexual activities linked to the rise of HIV/AIDS in Kiribati and the Solomon Islands.²²

Strong links can be made with the ILO's International Programme on Child Labour (ILO-IPEC) which is working to combat the worst forms of child labour for those below 18 years of which many fall between 15 – 17 years. Particularly in PICs, many young people above the minimum working age and below 18 years do not have a smooth transition from school to work. ILO-IPEC has been supporting countries to develop tools, methodologies, and good practices to better reach vulnerable youth in the areas of education and skills training as well as OSH in the work place in order to prevent the worst forms of child labour and ease the transition from school to work. ILO's intervention and support in this important area will help the Pacific member states to ensure smooth school to work transitions. The forthcoming European Commission/ILO-IPEC 4-year "*Tackling Child Labour through Education*" (TACKLE) project in Fiji and PNG is particularly relevant. The programme which is expected to start in 2008, aims to address child labour issues through strengthened legal frameworks and policies in place, strengthened capacity leading to improved implementation of child labour and education interventions and enhanced knowledge base and networks on child labour and education.

Local Economic and Enterprise Development: The need to create jobs is clearly evident and enormous challenge for PICs. Small domestic and disperse markets make it difficult for entrepreneurs to start and grow enterprises. In the past, many programmes have been tried and results have been mixed. However there is significant potential to create more jobs in traditional and emerging sectors under ILO's Sustainable Enterprise theme. Traditional sectors (tourism, agriculture and forestry, fisheries and marine) could be highly targeted to specific value chains and include a comprehensive set of interventions for policies to direct interventions (e.g. coconut and palm oil industry linked to cosmetic and pharmaceutical industry; tourism's backward and forward linkages to agriculture; hospitality services and handicrafts).

There is also an opportunity in emerging sectors and in particular, those related to environmental issues (green jobs) such as waste and sanitation processing/recycling, alternative energy supply, water purification, artificial reefs and marine resource protection under eco tourism, and information and communications technology (ICT), among other new emerging opportunities.

Gender Inequality: In active recognition that the situation and perspectives of young women and men in the Pacific are different, ILO's expertise can provide support to ensure that women are not only represented in sufficient numbers but that they are also provided with appropriate opportunities and means to have their views recorded and incorporated. ILO can assist each country to develop a local gender mainstreaming strategy in close collaboration with

²² ILO Subregional programme project document on Employability, Education and Decent Work for Youth, 2006.

local gender experts. It can also help to examine the differences in causal factors leading to unemployment for young women and men as well as their differences in education, training and employment opportunities in order to improve the knowledge base and strengthen capacity building and policy development efforts. A particular focus can be on the gender dimension of the school-to-work transition. This will involve working with the ILO in the region to more closely examine the training curricula to avoid gender stereotyping, support efforts towards equal employment opportunity, and move towards the equal representation and participation of women and men in all facets of economic and social development.

Labour Market Statistics: None of the seven countries has a regular labour force survey. Most data on the labour market are derived from population censuses, which are carried out every five or 10 years, or from household income and expenditure surveys, which do not usually provide sufficient data related to employment status.²³ Labour market or informal sector surveys are available for some countries, but not in systematic manner. Filling this gap in the regularity, scope and availability of public information on trends and features of the labour market would clearly improve the design and implementation of employment and social policies and encourage greater accountability of public policy.

c) Social Protection

The extended families and the culture of the PICs are believed to provide some sort of social protection. The introduction of modern technologies and the transformation of economies are breaking down the way of living and community values. An important challenge to be addressed is how to extend the formal social protection systems to a large portion of the population who live in rural areas or to self-employed workers and workers in urban informal economies. In addition, the management and benefit levels of social security systems need improvement.

- *Social security* studies undertaken under the on-going ILO TC-RAM Project (funded by the Netherlands) show that the South Pacific countries are increasingly recognizing the need for health insurance, old age benefits and unemployment benefits. The project covers Vanuatu, Solomon Islands, Samoa, Kiribati and Fiji, and assistance is being provided to develop base line studies with the aim of determining the areas of productivity improvement of provident fund institutions as well as the possible extension of coverage. Other assistance includes: technical advice and support to Provident Funds of Fiji, Solomon Islands, Kiribati and Vanuatu. An ILO/UNDP Project in Tonga is designed to promote a pension scheme for private sector employees. A review mission of the PNG Provident Fund has been planned to recommend ways of harmonizing and improving the PNG Provident Fund for possible expansion of its coverage.
- *Occupational Safety and Health (OSH):* The Pacific sub-region is characterized by different levels of compliance on occupational safety and health measures. There is a great need to improve safety measures in agriculture, including fisheries and forestry. The ILO has assisted member states by way of organising sub-regional seminars on OSH, supporting fellowships to the ILO Turin Training Centre, training of factory inspectors, and providing technical support and advice to modernise safety measures. However, more technical assistance is needed to ensure compliance.

²³ In Kiribati, the results of the 2005 Census of Population and Housing are now available; the previous survey was carried out in 2000. Population census surveys will be conducted in Samoa in November 2006 and in PNG in 2007. For Vanuatu and Solomon the latest census data date to 1999. The new surveys will take place in 2009.

- *Maternity protection* is getting more and more attention in the Pacific Island countries as a result of the on-going dialogue and national seminars. Fiji's new Employment Relations Bill (which has been passed by interim administration as ordinance but to be implemented only in April 2008) has incorporated paid maternity leave for 84 days. Other countries (for instance Samoa) are also considering the improvement of maternity protection in the light of ILO Convention 183. Technical assistance would be required for these countries to ratify the revised Maternity Protection Convention.
- *HIV/AIDS* has been emerging as a serious social and labour problem, especially in Papua New Guinea, Kiribati and Fiji. The pandemic is impacting negatively on employment, particularly in small scale enterprises and the informal sector, and on the overall labour supply. The ILO is attempting to address this devastating problem through a Code of Practice on HIV/AIDS and the world of work. The Code is instrumental in helping to prevent the spread of the epidemic, and mitigate its impact on workers and their families. It covers key principles, such as the recognition of HIV/AIDS as a workplace issue, non-discrimination in employment, gender equality, screening and confidentiality, social dialogue, prevention, care and support, as the basis for addressing the epidemic in the workplace. The ILO initiatives include development of workplace policies. ILO is also participating in a current UN Inter-Agency Initiative promoting a joint programme to combat HIV/AIDS. UNDP/ILO Project in Papua New Guinea has developed toolkits and is now in the process of promoting workplace policies. Fiji has incorporated HIV/AIDS workplace policy in its Employment Relations Bill. Other countries, such as Kiribati and Vanuatu are also considering to developing workplace policies.
- *Working conditions and the welfare of maritime workers* has been identified as an area which needs greater attention in the Pacific region. Due to the involvement of a considerable number of workers in foreign flag ships and the fishing industry, Kiribati, Fiji, Vanuatu, Papua New Guinea, Solomon Islands and Samoa are keen to promote better working conditions and welfare of workers in the maritime industry. A study has been completed on the conditions and the welfare of maritime workers of Fiji, Kiribati and the Solomon Islands, with specific recommendations for action. Furthermore, the Convention pertaining to Seafarers' Identity Documents (C.185) has been drawing interest in the Pacific Island Countries. The Secretariat of the Pacific Community (SPC) has organised a sub-regional seminar with the participation of ILO on the Seafarers' Identify Document and is keen to implement some of the recommendations by developing a technical cooperation project.
- *Disabilities*: The number of persons with disabilities continues to increase in Pacific Island Countries with more than 10 percent population affected by disability. The cost of providing benefits for these large and growing groups would be enormous. It is, therefore, in both the social and the economic interest of the society to invest in persons with disabilities so that they can more easily become active contributors to the community rather than passive recipients of benefits. ILO activities in this area include assistance to disability organisations in conducting national seminars and awareness programmes. The ILO also assisted in the ratification of Convention 159 and its application in Fiji.

3. Regional Programmes and Institutional Framework

There is a growing awareness in the region that reforms are necessary to create conditions for economic prosperity and social stability in the face of globalizing markets for capital, products, services and labour. The drive towards reform is also visible at the regional level – as “Pacific” institutions and initiatives are gaining momentum and there is a concerted push towards regional economic integration. The most recent and comprehensive is the development of the Pacific Plan²⁴. Its goal is to: “Enhance and stimulate economic growth, sustainable development, good governance and security for Pacific countries through regionalism”. To meet this goal, the Pacific Plan has developed strategic objectives which are provided in the box:

Pacific Plan	
a) Economic Growth	
1.	Increased sustainable trade (including services), and investment
2.	Improved efficiency and effectiveness of infrastructure development and associated service delivery
3.	Increased private sector participation in, and contribution to, development
b) Sustainable Development	
4.	Reduced poverty
5.	Improved natural resource and environmental management
6.	Improved health
7.	Improved education and training
8.	Improved gender equality
9.	Enhanced involvement of youth
10.	Increased levels of participation and achievement in sports
11.	Recognised and protected cultural values, identities and traditional knowledge
c) Good Governance	
12.	Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific
d) Security	
13.	Improved political and social conditions for stability and safety

Along the lines of the Pacific Plan, the UNDAF²⁵ framework aims to achieve the following outcomes:

²⁴ The Pacific Plan is based on the concept of regionalism: that is, countries working together for their joint and individual benefit. Regionalism under the Pacific Plan does not imply any limitation on national sovereignty. It is not intended to replace national programmes, only to support and complement them. A regional approach should be taken only if it adds value to national efforts. Pacific Leaders have called for the serious challenges facing the countries of the Pacific to be met through sharing scarce resources, aligning policies to strengthen national capacities to support their people and to strengthen regional cooperation and integration as the main instrument for realizing the Pacific Vision.

²⁵ The UN has estimated that it will be able to mobilise and contribute around US\$309.7 million overall to UNDAF outcomes 2008 – 2012, directing approximately US\$93.8 million towards economic growth and poverty reduction, US\$38.3 million towards good governance and human rights, US\$95.3 million towards equitable social and protection services, and US\$60.3 million towards sustainable environmental management. Though the UNDAF will guide the majority of UN agencies’ work in the region 2008 – 2012, a small proportion (around 7%) of agency work, generally that which is highly specialised and undertaken by a single agency, will fall outside of the framework of the UNDAF.

**UNDAF Framework For Pacific
(except Papua New Guinea)**

Equitable economic growth and poverty reduction, by supporting the development and implementation of evidence-based, regional, pro-poor National Sustainable Development Strategies to address population, poverty and economic exclusion issues, stimulate equitable growth, create economic opportunities and decent employment, and promote sustainable livelihoods.

Good governance and human rights, by enhancing national and regional governance systems that exercise the principles of inclusive good governance, respecting and upholding human rights; and supporting the development of resilient Pacific island communities participating in decision-making at all levels.

Equitable social and protection services, through support to the development of evidence-based and inclusive policies and plans; improved systems to deliver accessible, affordable, well-managed, gender sensitive quality social and protection services; and individual and community behaviour that reflects healthy lifestyles, social protection and better use of social services.

Sustainable environmental management, by mainstreaming of environmental sustainability and renewable energy into regional and national policies, planning frameworks and programmes; and supporting Pacific communities to sustainably use their environment, natural resources and cultural heritage.

In the case of Papua New Guinea, the UN Country Programme (UNCP) 2008-2012 has identified five thematic areas for assistance within the country's Medium Term Development Strategy 2005-2010:

UN Country Programme for Papua New Guinea 2008-12

- a) Governance and crisis management: (Parliament, MDGs in planning, provincial planning and development, human rights, crisis prevention and recovery and disaster management)
- b) Foundations for human development: (Health, education and child protection)
- c) Sustainable livelihoods and population; (environmental management and sustainable livelihoods and population control)
- d) Gender: (women in leadership, gender based violence, girls education)
- e) HIV/AIDS: (prevention, treatment and management)

The UNDAF for the south Pacific subregion and the UNCP for PNG have come together with governments to forge a regional framework for the pursuit of equitable economic growth, poverty reduction, human rights, good governance, equitable social and protection services and sustainable environment management for all countries in the region. The ILO in collaboration with 14 other UN agencies has committed to work together and improve the aid coordination and effectiveness.

The ILO is identified as a partner in most programme outputs under the priorities "equitable economic growth and poverty reduction", "good governance and human rights" and "equitable social protection services". ILO is the lead partner in the output "enabling environments support employment friendly micro, small and medium size enterprises" under the first UNDAF objective. The ILO has been identified by UNDAF as an important partner in three of the four objectives and lead partner in one output. This partnership provides an opportunity for ILO to collaborate with other UN agencies in the Pacific.

In fact within the above framework, the ILO's DWCP agenda complements the overall objectives and goals to help make the aspirations of the Pacific peoples a reality. However while the ILO generally aims to mainstream its "Decent Work" agenda into UNDAFs, none of the two UNDAFs in the Pacific explicitly mention "Decent Work". The UNDAFs have identified opportunities for ILO's involvement and potential partnerships, but the challenge lies in the implementation. Additionally, there are challenges and opportunities for the ILO to collaborate with various regional and international organizations including bilateral donors and areas not included as partner in the UNDAFs. A few examples include:

- The Asian Development Bank's major infrastructure programme: Through EMP/INVEST programme ILO could partner with ADB to provide labour-intensive technical advisory services.
- Micro finance and entrepreneurship programmes supported by UNDP
- Private sector development programmes focused on SMEs and micro enterprises by PIFS, EU, AusAID, NZAID, among others.
- The Australian government's community development programme which has a strong orientation towards livelihoods and skills development.
- Small business incubator and management programmes initiated by the University of South Pacific
- National capacity building programmes initiated by the Pacific Islands Private Sector Organisation and supported by UNDP, PIFS, etc.

4. The ILO in the Pacific – An assessment

The ILO technical mission²⁶ to the South Pacific during September – October 2007 conducted extensive field visits to all seven ILO PMS and captured the views, opinions and suggestions from stakeholders and constituents with regard to ILO's past and current functioning as well as the future directions it needs to undertake to address the ever increasing issues and challenges of the region. The team also met NGOs, donor agencies and the ILO staff in the Suva office to ascertain the future role of ILO in the region as well as its relevance, efficiency, effectiveness and sustainability of the on-going and future DWCPs and related projects.

Key aspects covered were:

- The role and relevance of ILO in PICs including its niche and comparative advantage, and United Nations (UN) partnership experience;
- Tripartite participation and partnership;
- The focus and coherence of the programme's design and strategies;
- Evidence of the direct and indirect results of ILO's contributions; and
- The efficiency and adequacy of organizational arrangements

Role and relevance of the ILO in the PICs

As mentioned earlier, the PICs continue to face major development challenges, including chronic poverty and a growing youth population. Resolving labour market issues and ensuring decent work to attain adequate incomes are central to the region's development agenda. The ILO has worked closely with the tripartite constituents to address policy frameworks for employment and competitiveness, local economic development, and interventions to improve the situation within the informal economy.

ILO initiatives in the PICs have fostered a formal process of social dialogue and the institutions created have evolved into legitimate mechanisms for resolving complex labour market issues. However, these mechanisms in some PICs receive lukewarm political support, suffer from a lack of resources, and have weak institutional capacity. The ILO continues to actively support efforts to strengthen tripartite dialogue, particularly to address a wider economic and social spectrum to better encompass women, small businesses and people active in the informal economy. The ILO's contribution is also an integral part of a larger UN effort which aims to respond to key underlying causes of poverty and exclusion, including inequitable economic growth and ownership of assets, weak governance, and unequal access to opportunities and basic social services.

Overall, the ILO's programme and associated interventions demonstrate a good "fit" with national priorities within the decent work plans. In addition, the ILO has focused its work on priority areas where standards, rights and social dialogue are integral.

²⁶ Mission comprised of officials from ROAP and ILO Suva Office as well as an independent consultant.

Appropriateness of the ILO's evolving programming framework

The ILO is now reasonably positioned to link decent work with national development frameworks.

The ever increasing demand from Pacific member States and limited local ILO technical capabilities has complicated efforts to develop proper programming and work plans in the region. Limited capacity and resources have also diluted efforts to sustain major programmes in Fiji (IHRDPEP) and PNG (SIYB), which after initial successes showed signs of “fatigue”. These programmes, some of which are more than 10 years old, need a new infusion of ideas and technology responding to changing local needs.

The Suva Office has been modifying its programming progressively to reflect feasibility of activities based on available resources and technical capacities. However, interviews with ILO constituents and UN partners suggest that there is need to further clarify ILO's vision at country level. It is expected that the process of drafting a new framework for a Pacific decent work strategy will provide such an overarching framework, and clear vision.

Focus and effectiveness of ILO technical support in the PICs

ILO interventions have been many and generally dispersed across the four decent work strategic areas. The calibre of work was found to be high and was generally considered very effective. Work supported through technical cooperation resources has aimed to (i) create awareness of international labour standards; (ii) address child labour within targeted sectors and eliminate the worst forms of child labour; (iii) enhance social security awareness and its relevance; (iv) facilitate employment and vocational skills development; (v) promote gender equality and indigenous peoples' rights; (vi) help mainstream decent work at national, regional, and community levels; and (vii) help employers' and workers' organizations to build and improve their technical capacity in the strategic areas of the Decent Work Agenda.

The initiatives have been integrated with regular budget technical assistance to collectively support a rights- and standards-based approach to decent work. Sub-regional and Headquarters expertise has been deployed in support of ratification and implementation of ILO standards, including tripartite review of constraints to ratifying remaining ILO Core Conventions, as well as other areas of technical assistance. Cross-cutting issues that have been addressed include gender equality and, integration of the social partners through increased capacity building initiatives and direct participation in project planning and implementation.

Organizational Performance

- a) *Organisational Structure.* Staffing at the ILO Suva is at a minimal level making it dependent on technical expertise from the Region or Headquarters which has adversely affected the visibility of the ILO in the region, as well as increasing response time to requests for support.
- b) *Managing for results.* There is a need to broaden the vision of the Office and more explicitly to identify direct and indirect linkages between the DWCPs and broader issues of poverty reduction and achieving the millennium development goals (MDGs). In line with results-based management procedures of the ILO and guidelines for DWCPs, a clear programme logic needs to be developed with high-level strategies cascading to

semi-structured levels of actions and outputs. Outcomes with associated progress indicators and targets as well as systems for monitoring and review need to be refined.

- c) *Resource mobilization.* In developing and implementing its programme of support to the PICs, the Suva Office operates within a constrained budget envelope, with no core functions dependent upon the availability of external financial resources. Within evolving aid modalities, the Office recognizes the need for more innovative approaches to developing its programme and is taking steps to identify alternatives for extra budgetary support. The Suva Office has done a reasonably good job in mobilizing resources from donors and budgetary support from national governments. However, there are significant opportunities available to source funding for the DWCPs from various regional and international agencies and donors. These sources of funding can be tapped if the Suva office has sufficient in-house expertise to prepare project documents as well as engage with donors and agencies on one-to-one basis as well as through participation in various regional forums.
- d) *Knowledge management systems and performance.* The ILO Suva Office's strategy for supporting decent work recognizes the need to generate knowledge through research, assessments, development of tools, and customization of technical products for local applications. All technical cooperation initiatives reviewed had well-defined knowledge components as integrated parts of multi-pronged interventions. There is scope to improve knowledge sharing, knowledge management and communications strategies, including upgrading the web site, constructing an electronic filing system, introducing electronic newsletters, and exploring new ways to communicate with stakeholders.

5. The way forward

With its expertise, tripartite constituency and global alliances, the ILO can act as a catalyst in mobilizing support and implementing integrated policies and programmes to effectively support national and regional commitments to decent and productive work. The proposed elements identified for a Pacific decent work strategy provide immense opportunities for the ILO to address the above mentioned issues and challenges and to share its expertise in the Pacific region, which is being developed by combining the specific priorities of the ILO constituents with the key areas of ILO's mandate contained in the Pacific Plan and UNDAF. ILO can therefore play a critical role in addressing some of those challenges faced by PICs and is in a unique position to bring added value especially in the areas of decent work deficits and employment creation. In fact the need for ILO's expertise is arguably greater than ever before as some of the Pacific member states are in the process of implementing core conventions that they ratified earlier, while the new member states are looking for technical guidance as well as assistance in ratifying and implementing the core conventions. This can be done by:

Responding to constituent's priorities

Constituents' priorities as reflected in the draft framework for a Pacific decent work strategy focus on:

- a) Labour market governance (labour standards and practices, social dialogue and tripartism, institutional capacity building of the constituents, migration laws, social protection and social security)
- b) Employment creation for poverty reduction and sustainable livelihoods with a focus on youth (skills development, entrepreneurship and enterprise development programmes, sustainable enterprises, labour market statistics, capacity development of delivery institutions)

The ILO Suva office should design a responsive work programme – one that will be effective and focused given the available resources and timelines and transparent to constituents. Decent work strategic objectives and outcomes for Pacific member states could be kept at minimum numbers in order to be effective and efficient and achieve the desired results

Strengthen capacities of social partners

There is a significant need to strengthen the capacities of social partners. Earlier efforts of piecemeal technical assistance have had mixed results. There is need for sustained engagement to enhance their technical capabilities by focusing on building the capacities of the social partners for strategic planning and results-based management, including incorporation of regular, joint risk assessment into planning, implementation and review. This can include involving constituents in development of technical cooperation and in training on project cycle management.

Forge stronger relationships with regional agencies and donors

There is scope to engage more with UN agencies, donors (AusAID, NZAID, EU, Japan, China, France) and regional institutions (PIFS, SPC and ADB) on division of programming specialization and related responsibilities. Clarity is also needed among UN partners on such

issues as joint programmes and how the visibility of the UN partnership is to be understood, handled, and promoted. Additionally, special efforts need to be made in the areas of advocacy, raising public awareness and mobilizing resources and actions to achieve outcomes envisioned in the decent work agenda.

In order to maintain an on-going relationship, the office could conduct basic reviews of recently implemented pilot projects to track and report on their status on a regular basis (at least quarterly). Such an exercise would help identify more effective direct action to be considered by the ILO, partners, and donors, as well as reinforce continued dialogue on initiatives for which extra budgetary resources are no longer available.

NATIONAL PLAN OF ACTION FOR DECENT WORK (NPADW) AND DECENT WORK COUNTRY PROGRAMMES (DWCP)

DWCPs were established as a tool for results based management and have two objectives. First, they promote decent work as a key component of development policies so that decent work becomes a national policy objective of governments and social partners as well as of other local actors and cooperating agencies. Second, DWCPs put the ILO's Knowledge, instruments and advocacy at the service of our tripartite constituents to advance the Decent Work Agenda within the fields of competence of the organization.

NPADWs have national ownership and belong to tripartite constituents and are driven and owned by them, taking into account national situations, development frameworks, priorities and concerns.

In short, the DWCPs are the ILO's time-bound and resourced programmes to contribute to the implementation of the NPACDW. Box below presents a very simplified illustration of these distinctions.

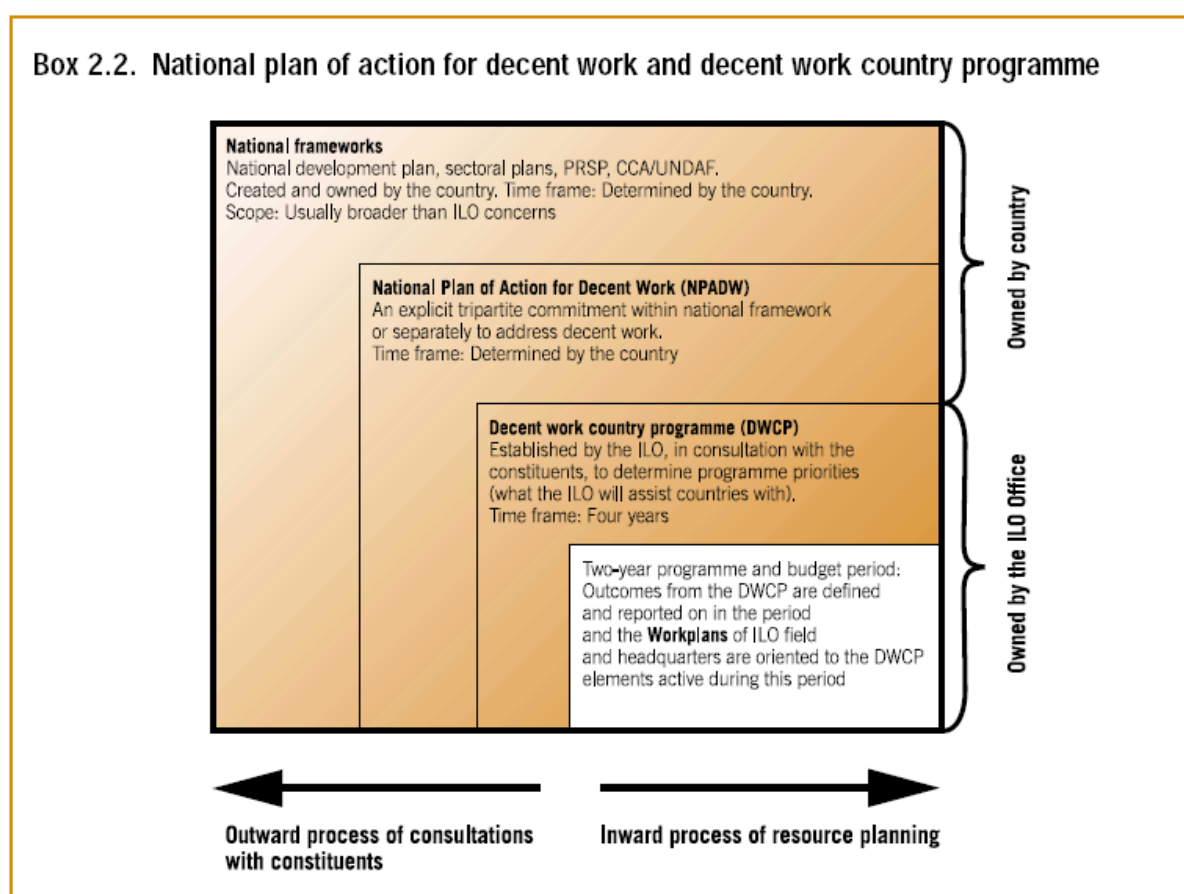


Table 1: Low school enrolment rates

Country	Human Development Index (HDI) Rank(2006)	Primary school enrolment	Primary school Attained (%) (population 15 yrs and older)	Secondary school enrolment	Secondary school attained (%) (population 15 yrs and older)
Kiribati	n.a.	93.5 ¹	49.2 ²	38.5	27.0 ²
Papua New Guinea	139	77.4 ¹	33.9	n.a	18.6
Samoa	75	87.0 ¹	46.8	16.6	6.7
Solomon Islands	128	56.0 ¹	25.6 ³	n.a	8.8 ³
Vanuatu	119	78.2 ¹	35.2	18.3	13.4

Sources: Secretariat of the Pacific Community

¹ Source: Pacific Islands Regional Millennium Development Goals Report 2004, SPC and the UN/CROP MDG working group. ² Population 5 years and older. ³ Population 7 years and older

Country	Year	Unemployment rate for ages 15-24 (%)	Unemployment rate for ages 16-24 (%)	
			Male	Female
ILO Member States				
Kiribati	2000	1.6**	2.0*	2.2*
Papua New Guinea	2000	2.8	9.6*	7.4*
Samoa	2001	5.1	10.6*	15.4*
Solomon Islands	1999	10.9**	19.4*	12.3*
Vanuatu	1999	1.6	4.0*	2.1*
Fiji	2000	12.1	n.a.	n.a.
Marshall Islands	1999	31.3	59.8*	67.0*
Non-ILO Member States				
Cook Islands	2001	13.3	22.1*	26.3*
Federated States of Micronesia	2000	22.5	35.0*	35.4*
Nauru	2002	17.0	20.8	27.2
Niue	2001	2.8	n.a.	n.a.
Palau	2000	2.3	5.5	6.0
Tonga	2003	5.2	9.9*	15.1*
Tuvalu	2002	6.5	7.6	12.7

Source: Secretariat of the Pacific Community (2004), Notes: * Population 15-24 years old,** Population 15 years and older

ILO ongoing projects in 5 selected Member States

Country	Project Details	Total budget	Start Date	End Date	Donors
Kiribati	Social Security for Pacific Island Countries	231,540	2004	2006	SPC
	HIV&AIDS workplace policies at enterprise level	12,000	2007	2007	Netherlands
		243,540			
Papua New Guinea	SIYB Project, PNG - Institutionalisation & Consolidation Phase	803, 920	2003	2007	AusAID
	HIV&AIDS workplace policies at enterprise level	12,000	2007	2007	SPC
		101,000			
Samoa	HIV&AIDS workplace policies at enterprise level	12,000	2007	2007	SPC
	Social Security for Pacific Island Countries	231,540	2004	2006	Netherlands
	Samoa Qualifications Authority	190,600	2004	2007	UNDP
	434,140				
Solomon Islands	HIV&AIDS workplace policies at enterprise level	12,000	2007	2007	SPC
	Social Security for Pacific Island Countries	231,540	2004	2006	Netherlands
	Men as Partners in Reproductive Health	150,700	2005	2007	UNFPA
	394,240				
Vanuatu	Social Security for Pacific Island Countries	231,540	2004	2006	Netherlands
	HIV&AIDS workplace policies at enterprise level	12,000	2007	2007	SPC
		243,540			
GRAND TOTAL		1,416,460			

PART 2

A proposed draft strategic framework for Decent Work in Pacific Island Countries (2008-2012)

1. Background

At the 14th Asian Regional Meeting (ARM) held in Korea in 2006, the tripartite delegates (including Pacific Island Countries) launched an Asian Decent Work Decade up to 2015 and committed themselves to the achievement of specific decent work outcomes during this period in accordance with their respective national circumstances and priorities, and to cooperate on specific initiatives at the regional level where joint action and sharing of knowledge and expertise will contribute to the realization of decent work.

The conclusions of the 14th ARM also welcomed the development of decent work country programmes (DWCPs), which are the primary means of setting priorities, harnessing resources and for delivering coordinated support to advance decent work at national level, and requested the ILO to assist governments and the social partners in developing these initiatives, with the means available, to consolidate and integrate action.

This paper attempts to propose a draft strategic framework for promoting the realization of decent work in the Pacific Island countries (PICs) and supporting country efforts in making decent work a national reality. The proposed draft reflects the critical issues and problems of common concern to PICs as identified in their national decent work agenda, the DWCPs, and the medium-term vision of the South Pacific labour market scenario for the Asian Decent Work Decade. The paper has also taken into account the priorities and objectives of other regional initiatives particularly, the Pacific Plan, UNDAFs and the donor community plans and programmes to integrate the objectives of economic growth, full and productive employment and decent work, and poverty alleviation. Programme synergy for policy coherence, capacity building of the constituents, regional cooperation and partnerships, knowledge sharing and advocacy for change towards decent work, and resource mobilization are an integral part of the proposed Pacific Strategic Framework.

This draft Strategic Framework has been prepared after in-country consultations with ILO's constituents and key partners in all seven ILO Pacific Member States (Fiji, Kiribati, Marshall Islands, Papua New Guinea, Samoa, Solomon Islands and Vanuatu) in the process of the ILO's biennial country programme reviews and the formulation of a new phase of DWCPs (October-December 2007). It serves as "fruit for thought" for all concerned and is expected to be evolved based on the outcome of the technical consultation on decent work among the Pacific member States in Nadi, Fiji on 26-28 November 2007.

DWCPs - An Overview

DWCPs are established as a tool for results based management²⁷ and have two objectives. First, they promote decent work as a key component of development policies so that decent work becomes a national policy objective of governments and social partners as well as of other local actors and cooperating agencies. Second, DWCPs put the ILO's knowledge, instruments and advocacy at the service of tripartite constituents to advance the national Decent Work Agenda within the fields of competence of the organization.

²⁷ Results based management systems emphasize the results or outcomes that are achieved, rather than the outputs that are produced or the activities that are carried out. In the case of the ILO, the dominant outcomes that are sought are more effective policies, better aligned with the ILO's tripartite policy guidance.

A DWCP therefore identifies a limited number of priority areas of cooperation, within the priorities identified by the country, in which the ILO is likely to make a significant contribution and achieve genuine impact. Intended outcomes define the expected results of ILO cooperation in national action to advance the decent work agenda. A DWCP is a means to inform constituents and partner institutions of the nature and level of ILO's programme²⁸.

Relevant ILO Terminologies

Decent Work (DW): is a country goal to promote opportunities for all women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.

Decent Work Country Programme (DWCP): is the primary means of translating the DW goal into action, including setting priorities, harnessing resources and delivering coordinated support to advance DW at national and lower levels. It also provides a framework for the integration of the ILO's contribution to national development initiatives, the identification of opportunities for United Nations joint programme development, and the promotion of DW in wider development and poverty alleviation contexts.

National Plans of Action for Decent Work (NPADW) have national ownership and belong to tripartite constituents and are driven and owned by them, taking into account national situations, development frameworks, priorities and concerns.

²⁸ ILO: The Director General's Programme and Budget proposals for the biennium, Governing Body 292nd session, Geneva, March 2005.

2. A draft strategic framework on Decent Work for PICs – Priorities and strategies

This draft Strategic Framework on Decent Work for the PICs has been developed by combining the specific priorities of the ILO constituents with the key areas of the ILO's mandate contained in the Pacific Plan and UNDAFs, as well as a vision on the labour market scenario of the PICs up to 2015. The Pacific Strategic Framework and its corresponding DWCPs provide the frameworks for ILO's contributions to UNDAFs and the basis for reporting on UNDAF results. The Strategic Framework has been formulated on the basis of the Pacific Plan and UNDAFs which provide an analysis of the development challenges of the Pacific Region. The UN's Country Action Plans which are currently being conducted in parallel will further provide the support to the Medium Term Development Plan.

The regional priorities in PICs reflect the areas where ILO is considered to be the lead agency for UNDAF outcomes and provide the basis for ILO engagement in UN joint programme development. It is expected that the ongoing UN reform process will offer further opportunities for the ILO that will be reflected in the Pacific DW strategies, and increasingly reflect ILO's visibility as a strategic partner for One UN Programmes in the Pacific.

With gender, tripartism, social dialogue and normative action as mainstreamed issues, TWO Priorities (with their corresponding Outcomes, Strategies, and Indicators of Achievement) have been identified for the ILO work in the Pacific, reflecting the circumstances and priorities of the Governments of Pacific Member States, the ILO mandate, and the focus of the ILO constituents. The ILO's leadership and comparative advantage on the identified priority areas are evidenced by its status as the lead agency in coordinating various UNDAF sub-outcomes and track records on technical cooperation.

Broadly the TWO main Pacific DW priorities and corresponding outcomes are as follows:

<p>I. Labour Market Governance</p>	<p>II. Employment creation for poverty reduction and sustainable livelihoods with a focus on youth</p>
<p>Pacific Decent Work Outcome 1: Labour market institutions and labour administration authorities apply international labour standards and good practices in social dialogue and labour market governance for policy formulation, labour administration and systems development</p>	<p>Pacific Decent Work Outcome 2: Pacific member states have an integrated and coherent employment policy framework and better management and operational capacity for promoting employment and livelihood opportunities employability and entrepreneurship skills for young people</p>

Other areas of work

Beyond these two common priorities, there are other issues that are instrumental to the overall successful implementation of the Pacific Strategic Framework for Decent Work and DWCPs, and could be mainstreamed into policy interventions and action programmes at the regional and country levels. These include the effective dissemination of information on the prevention of HIV/AIDS in formal and informal workplaces, effective implementation and monitoring of national occupational safety and health policies and programmes, and the improvement of social protection for workers in the region.

Priority I: Labour Market Governance – Programme Focus and Strategies

The ILO's *Declaration on Fundamental Principles and Right at Work* stimulates efforts by Member States to ensure social progress goes hand-in-hand with economic progress and development through:

- Freedom of association and the recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination in respect of employment and occupation.

The ILO Pacific Member States have ratified some of the ILO core Conventions covered by the Declaration Principles (See Annex 1 for details), which are the basis for addressing legislative and other development challenges. Relevant legislation and regulations have been put in place or are being formulated/ reformed to provide a legal framework within which labour rights can be promoted and respected. As tripartism and social dialogue are central to achieving decent work, improving policy planning and labour administration capacity, and building the ability of employers' and workers' organizations to influence socio-economic and labour market governance policies, including the regional integration process are crucial for all PICs.

The Pacific DW Framework thus, focuses on strengthening the institutional capacity of the ILO constituents and other labour market institutions to effectively develop and implement labour law, strengthen labour administration, and improve systems and good practices in industrial relations, tripartism and social dialogue at work place, national and regional levels.

This includes monitoring, and evaluation of the implementation and application of labour laws and policies, as well as the effective representation of the interests of employers and workers in relation to workplace concerns, and those who are unorganised. It also includes consideration and relevant follow-up regarding issues raised on the application of labour standards.

Fair terms of employment, decent working conditions, and socio-economic development for the benefit of all can only be achieved with a broad-based effort, and consent, of workers, employers, and government. Strengthening tripartism, and bipartite workplace relations, are strategies that can strengthen the ILO's tripartite constituents, especially their capacity to engage in, and promote, the use of social dialogue to address workplace, as well as local and national socio-economic concerns.

The box below highlights the compatibility of the Labour Market Governance Priority and the Pacific Decent Work Outcome 1 within the framework of other regional initiatives namely: the Pacific Plan, the regional UNDAF, and the Millennium Development Goals (MDGs).

Priority I: Labour Market Governance
Pacific Plan objectives: <ul style="list-style-type: none">• Increased sustainable trade (including services) and investment (Economic Growth)• Increased private sector participation in, and contribution to, development (Economic Growth)• Reduced poverty (Sustainable Development)• Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific (Good Governance)

Millennium Development Goals:

1. Eradicate extreme poverty and hunger
- 3.. Promote gender equality and empower women
8. Develop a global partnership for development

UNDAF Outcome 2:

National and regional governance systems exercise the principles of inclusive good governance, respecting and upholding human rights; and resilient Pacific island communities participate in decision-making at all levels.

Pacific Decent Work Outcome 1:

Labour market institutions and labour administration authorities apply international labour standards and good practices in social dialogue and labour market governance for policy formulation, labour administration, and systems development

PROGRAMME STRATEGY:

- a) Advisory services on labour law reforms and improve knowledge and understanding of relevant laws, regulations and practices.
- b) Support sound and harmonious industrial relations system and share good practices, including on effective machinery for collective bargaining and dispute settlement.
- c) Strengthen the institutional capacity of employers' and workers' organisations in relation to socio-economic changes affecting the world of work (i.e. employment and labour market policies in ILOMS in the Pacific).
- d) Improve tripartite consultative mechanisms for dialogue on labour and social policy issues through technical assistance on labour market flexibility and job security issues.

Capacity building in labour administration at regional, national and local levels, particularly in employment services and labour inspection.

Performance Indicators	Targets
(iii) Labour laws, supplementary decrees and implementation regulations respect the Fundamental Rights	(a) All implementing regulations drafted and adopted
(ii) Measures to improve labour administration and industrial relations system at national level developed and implemented	(a) Effective mediation and bipartite cooperation result in a -- % drop in the number of registered IR disputes that reach the Labour Court system (b) Dispute settlement institutions are operationalized by trained personnel and make decisions justly with specific reference to ILO core conventions (c) Integrated employment services and modern labour inspection systems developed in line with ILO recommendations.
(iii) Employers' and workers' organisations provide improved and new services to their members, and extend the representation of their organizations	(a) Regional and national level structures have membership increases , develop workplans, and mobilize resources for service expansion.
(iv) Employers' and workers' organisations participate in labour and employment policy development at national and/or local levels, through bipartite and tripartite dialogue, and influence good practices in labour market governance and the regional integration policy	(a) Consensus on labour market flexibility and job security implemented through regulations and tripartite agreements (b) Pacific tripartite labour forums and joint research and action programmes in partnership with regional institutions including the Pacific Forum Secretariat

Technical Cooperation Projects:**Ongoing:**

- Social Security in PICs: ILO/TC-RAM (Netherlands) project in Fiji, Kiribati, Samoa, Solomon Islands, Vanuatu
- Developing HIV/AIDS Work Policy Project in PNG - ILO/UNDP/PNG
- Men as Partners in Reproductive Health project in Fiji and Solomon Islands- ILO/UNFPA Suva
- Tonga Retirement Schemes Project in Tonga – ILO/UNDP Suva

Pipeline: N.A.

Priority II: Employment creation for poverty reduction and sustainable livelihoods with special focus on youth – Programme focus and strategies

As mentioned in the previous section, national population growth remains high in the Pacific countries while annual population growth rates are significantly reduced through emigration in some Polynesian and Fiji, and youth comprises more than half of the population in many countries. As the economies remain relatively small, there are limited opportunities for formal employment. Enlarging opportunities for youth in both economic and social spheres is essential to providing productive and healthy futures for Pacific people, and may help to mitigate rising crime and delinquency, youth suicide, HIV/AIDS and teen pregnancies.

Within the framework of the Global Employment Agenda, and building on the ILO's World Employment Report 2004 – 2005, the conclusions of the ILO 14th Asian Regional Meeting, the focus under this common DW priority is on pro-poor growth, investment, and employment. The strategies for the achievement of the Pacific Decent Work Outcome under this priority will focus on supporting Pacific member states to develop integrated and coherent employment policy frameworks, capacity and knowledge for promoting local economic strategies, employment opportunities, and skills and employability, for sustainable livelihood, youth employment, and poverty reduction.

Apart from supporting the ILO's constituents in their efforts to promote quality jobs and economic growth with improved distributional effects, an important focus of the work is the mainstreaming/integration of employment concerns in socio-economic planning and policy development, i.e. helping to create an employment-friendly macro-policy environment and strengthening the capacity of the constituents to engage in socioeconomic policy development and implementation. At the national level, this entails building alliances, and developing policy coherence, with other UN agencies, Regional Agencies (PIFS and SPC), ADB and the World Bank, and the donor community (AusAID, NZAID, Japan, EU, etc.) embedding Decent Work as a central concern in macro-economic, financial, trade, and investment policies.

The youth question is very high in the policy agenda in the region. This reflects the implications the restlessness of the youth has for security and political stability, a matter of common concern to all countries in the Pacific whatever their level of development. It also reveals the preoccupation that the process of adjustment to a more liberal market environment might at least in the short-term affect particularly the most disadvantaged groups of society, of which young people constitute the largest share.

To respond to such concern, the *Pacific Youth Strategy 2010 (PYS 2010²⁹) – Youth Empowerment for a secure, prosperous and sustainable future* was formally adopted at the 2nd Conference of Youth Ministers of the Pacific Community in 2005. The strategy is intended to provide a regional framework for youth development in the Pacific region to the year 2010 and beyond. It acknowledges the range of challenges that young people face in finding jobs and incomes, for which Pacific Islands education and training systems do not prepare them. It builds on a number of other regional dialogue sessions and policy documents including the PYS 2005. Countries in the region are now working on developing strategic plans as part of their commitment to PYS 2010

The ILO is the lead agency in coordinating the UN System's initiatives under the UNDAF sub-outcome on youth employment, which focuses on employment creation,

29

employability, entrepreneurship, and equal opportunities. Transition from schools to work is a key strategy for linking child labour and youth employment issues.

Priority II: Employment Creation for Poverty Reduction and Sustainable Livelihoods with a focus on youth	
<p>Pacific Plan objectives:</p> <ul style="list-style-type: none"> ▪ Improved efficiency and effectiveness of infrastructure development and associated service delivery (Economic Growth) ▪ Improved health (Sustainable Development) ▪ Improved education and training (Sustainable Development) ▪ Enhanced involvement of youth (Sustainable Development) ▪ Recognized and protected cultural values, identities and traditional knowledge (Sustainable Development) ▪ Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific (Good Governance) <p>Millennium Development Goals:</p> <ol style="list-style-type: none"> 2. Achieve universal primary education 3. Promote gender equality and empower women 5. Improve maternal health 6. Combat HIV/AIDS, malaria and other disease 7. Ensure Environment Sustainability 8. Develop a global partnership of development <p>UNDAF Outcome 1:</p> <ul style="list-style-type: none"> ▪ Pacific island countries develop and implement evidence-based, regional, pro-poor and National Sustainable Development Strategies (NSDS) to address population, poverty and economic exclusion issues, stimulate equitable growth, create economic opportunities and quality employment, and promote sustainable livelihoods. <p>UNDAF Outcome 3:</p> <ul style="list-style-type: none"> ▪ Strengthened equitable social and protection services through support to the development of evidence-based policies and enabling environments; and improved capacity to deliver affordable, quality, basic social services with strengthened safety nets and an emphasis on equality, inclusiveness and access. <p>UNDAF Outcome 4:</p> <ul style="list-style-type: none"> ▪ The mainstreaming of environmental sustainability and sustainable energy into regional and national policies, planning frameworks and programmes; and Pacific communities sustainably using their environment, natural resources and cultural heritage. <p>Pacific Decent Work Outcome 2:</p> <ul style="list-style-type: none"> ▪ Pacific member states have an integrated and coherent employment policy framework and better management and operational capacity for promoting employment and livelihood opportunities employability and entrepreneurship skills for young people <p>PROGRAMME STRATEGY:</p> <ol style="list-style-type: none"> a) Mainstream employment concerns in socio-economic planning and policy development through international, regional, national and/or local planning collaboration, and the influence of the tripartite constituents. b) Support the development and implementation of national and regional integrated employment policy frameworks, including strengthening institutional capacity for formulating and implementing labour market policies and programmes at national, provincial and local levels. c) Support the establishment, maintenance and use of Labour Market Information Systems (LMIS) for employment policy and planning purposes at national, district and sub-district levels. d) Assist in the formulation of labour migration policies and labour migration management. e) Improve quality and effectiveness of training policies, institutions and programmes, through the formulation of vocational training policy frameworks and guidelines for selected local governments to improve employability of young people f) Support the development of skills and employability policies and programmes for young women and men and the transition from school to work through the promotion of relevant ILO tools and methodologies with key Government ministries and in cooperation with ILO constituents 	
Performance Indicators	Targets
(i) National employment policy in place that reflects the principles of the Global Employment Agenda	(a) At least 3 sectoral or regional policies make explicit reference to employment promotion and decent work

	(b) Decent Work Indicators are consistently used in policy formulation and monitoring
(ii) Entrepreneurship training is provided to young people about to leave school, giving them clear information on opportunities in the labour market	<p>(a) Ministry of Education and Ministry of labour adopt the 'Careers Guideline' to provide career counselling to young people, developed with ILO assistance and implemented by local schools and colleges.</p> <p>(b) Entrepreneurship development products are adopted and implemented in government educational institutions. Select few model schools to test the model in Phase 1</p>
Technical Cooperation Projects:	
<p>Ongoing:</p> <ul style="list-style-type: none"> ▪ Integrated human Resources Development Programmes for Employment Promotion (IHRDPEP) in Fiji is a holistic approach to job creation by promoting balanced economic and social development in the formal and informal economies ▪ Pilot phase of Creation of Unemployment Free Zones in Sigatoka, Fiji. ▪ Walking out of Poverty: target skills training in Fiji ▪ New Beginning: targeting poverty alleviation in Solomon Islands ▪ Let's Start Fresh: poverty alleviation programme in Kiribati ▪ Let's Do it Ourselves: promote youth employment by developing non formal technical and vocational programmes in Vanuatu ▪ Start and Improve Your Business in Papua New Guinea – ILO/AusAID/PNG. ▪ Establishment of Samoa Qualification Authority – ILO/UNDP Samoa <p>Pipeline: Employment-intensive Growth for Pacific: Job Opportunities for Youth – “Sub Regional programme on Education, Employability and Decent Work for youth in Pacific Island Countries, <i>funded by the Government of the Netherlands (to be implemented in early 2008)</i>”</p>	

3. Management and implementation framework

As a framework to support and assist the Governments of PICs in their pursuit of national development objectives and the decent work goal, the achievement of the Pacific Decent Work Outcomes requires, at the very minimum the following changes in management and operational strategies of DWCPs:

i) Capacity Building of Constituents

- A coordinated approach to institutional development and capacity building, including through cooperation with the International Training Centre in Turin, to enhance the capacities of three core ministries - labour, planning, and education - as well as employers' and workers' organisations, and other stakeholders including NGOs relevant to the achievement of national development goals in relation to labour and employment issues and poverty alleviation;
- Specifically, the regional and country programmes need to support institutional development and capacity building of the ILO's constituents, capturing both their specific needs at national and decentralized levels, and the support and further development of the tripartite institutions and mechanisms of social dialogue;
- In addition to constituents capacity building, ILO-Suva needs to upgrade its technical and programme support capabilities for effective delivery services to countries on the agreed Pacific Decent Work Outcomes and DWCPs, including improved visibility and credibility of the ILO as a strategic partner for change in the Pacific region.

ii) Promoting Policy Coherence

- To promote and ensure policy cohesiveness with UNDAFs and other regional initiatives, there is a need to maintain regular dialogue with UN agencies, the donor community and other strategic partners to mainstream the Pacific decent work agenda in their national and regional operations;
- In addition to being beneficiaries of programmes, ILO constituents will be the Decent Work advocates and implementing partners in all priority areas, including through participation in governance mechanisms such as Project/Programme Advisory Committees;
- A Regional Advisory Team on the Pacific Decent Work Agenda can be established to guide, assist and facilitate the design and implementation of the regional, national and local decent work strategies for the achievement of the Pacific desired outcomes;
- Mainstreaming of gender across all interventions and programmes, in line with the equality priorities of the Governments of PICs, the UN system, and the ILO, including the design and implementation of gender-specific interventions based on gender-sensitive analysis;
- Mainstreaming of tripartism, social dialogue and normative action across all interventions and programmes.

iii) Communication, Knowledge Sharing and Advocacy

- ILO-Suva needs to strengthen its communication and advocacy strategy on decent work and the Pacific framework for action, including knowledge sharing on decent work experiences, available tools, and ILO approaches to decent work issues through web site upgrading, web-links and other means. An ILO Knowledge Network for Decent Work in Asia and Pacific, currently being developed by the ILO Regional Office, will provide a broader platform for knowledge sharing and networking among countries in the region.
- ILO-Suva is expected to become more proactive in regional forum and meetings to advocate its decent work agenda and make it compatible with other regional initiatives. The Office will also engage in some more formal agreements across UN, donor and regional (PIFS and SPC) agencies on the division of programme specialization and related responsibilities. Clarity is also needed among UN partners, as well as the constituents, on such issues as UN joint programmes and how the visibility and implications of the UN partnership are to be understood, handled, and promoted.

iv) Resource Mobilisation and Partnerships

- Resource mobilization for technical cooperation and partnership programmes is a joint responsibility of the ILO and the constituents. The ILO should consider setting time-bound resource mobilization goals by priority areas of DWCPs and common Pacific priorities and developing strategies to meet those goals.
- Through the channel of the Tripartite Advisory Team for the Pacific Decent Work Framework, a proactive resource mobilization strategy should be planned and the division of responsibility for a concerted effort be assigned.
- In order to maintain an on-going relationship, ILO-Suva should conduct a simple review of recent pilot projects/activities to track and report their status on regular basis (at least quarterly) after implementation. Such an exercise could help identify more effective direct action and follow-up work to be considered by the ILO, partners, and donors, as well as reinforce continued dialogue on initiatives for which extra budgetary resources are no longer available.

v) Monitoring and Evaluation

- The monitoring and evaluation of the implementation of the Pacific Strategic Framework for Decent Work and DWCPs provides a means of assessing the extent of the ILO's contribution towards supporting national development initiatives and the UNDAF. Monitoring and evaluation also serves to draw attention to where potential for improvements exist, and further actions need to be taken.
- Insights and lessons learned are expected to be fed back into the process of organizational learning, and the planning and programming of future activities. The DWCPs in PICs and the Pacific Decent Work Outcomes are monitored and evaluated on the basis of semi-annual progress reports and tripartite consultations, a biennial implementation report, more comprehensive biennial country programme reviews, and selected/ad-hoc DWCP evaluations.

- After formal endorsement of a DWCP and agreement on the results matrix are put in place including the baseline information, the ILO needs to establish monitoring and evaluation practice that build on coherence between UNDAF, project activities, and ILO Programme and Budget (P&B) results frameworks.
- ILO-Suva can also support and strengthen the constituents capacity to develop indicators and targets for their national action plans and regularize information sharing and discussion on work plans and progress monitoring. Special efforts have to be made by using ICT to share lessons learned at the country level with other member states in the region and to wider ILO's global data base.

Ratification of the Fundamental ILO Conventions (as of Nov. 2007)

Countries <i>(Year joined ILO)</i>	Freedom of association and collective bargaining		Elimination of forced and compulsory labour		Elimination of discrimination in respect of employment and occupation		Abolition of child labour	
	C. 87	C. 98	C. 29	C. 105	C. 100	C. 111	C. 138	C. 182
Fiji <i>(1974)</i>	X	X	X	X	X	X	X	X
Kiribati <i>(2000)</i>	X	X	X	X				
Marshall Islands <i>(2007)</i>								
Papua New Guinea <i>(1984)</i>	X	X	X	X	X	X	X	X
Samoa <i>(2005)</i>								
Solomon Islands <i>(1976)</i>			X					
Vanuatu <i>(2003)</i>	X	X	X	X	X	X		X

The Pacific Plan

The Goal of the Pacific Plan is to: **Enhance and stimulate economic growth, sustainable development, good governance and security for Pacific countries through regionalism.** To meet this goal, the Pacific Plan's strategic objectives are:

Economic Growth

1. Increased sustainable trade (including services), and investment
2. Improved efficiency and effectiveness of infrastructure development associated service delivery
3. Increased private sector participation in, and contribution to, development

Sustainable Development

4. Reduced poverty
5. Improved natural resource and environmental management
6. Improved health
7. Improved education and training
8. Improved gender equality
9. Enhanced involvement of youth
10. Increased levels of participation and achievement in sports
11. Recognized and protected cultural values, identifies, and traditional knowledge

Good Governance

12. Improved transparency, accountability, equity and efficiency in the management and use of resource in the Pacific

Security

13. Improved political and social conditions for stability and safety

United Nations Development Assistance Framework for the Pacific Sub-region 2008-2012 (covering 14 PICs including 6 ILO members states i.e. Fiji, Republic of the Marshall Islands, Vanuatu, Kiribati, Samoa and the Solomon Island)

Equitable economic growth and poverty reduction

UNDAF outcome 1: Pacific island countries develop and implement evidence-based, regional, pro-poor and National Sustainable Development Strategies (NSDS) to address population, poverty and economic exclusion issues, stimulate equitable growth, create economic opportunities and equality employment and promote sustainable livelihood

Good governance and human rights

UNDAF outcome 2: National and regional governance systems exercise the principles of inclusive good governance, respecting and upholding human rights; and resilient Pacific Island communities participate in decision-making at all levels

Equitable social and protection services

UNDAF outcome 3: Strengthened equitable social and protection services through support to the development of evidence-based policies and enabling environments; and improved capacity to deliver affordable, quality, basic social services with strengthened safety nets and emphasis on equality, inclusiveness and access

Sustainable environmental management

UNDAF outcome 4: The mainstreaming of environmental sustainability and sustainable energy into regional and national policies, planning frameworks and programmes; and Pacific communities sustainably using their environment, natural resources and cultural heritage.

**United Nations Country Programme major outcomes for Papua New Guinea
(2008 – 2012)**

Governance and crisis management

UNCP Outcome 1: Government develops and implements effective governance and crisis management policies and strategies.

Foundations for human development

UNCP Outcome 2: By 2012, children, youth, women and men benefit from basic quality health, education and protection.

Sustainable livelihoods and population

UNCP Outcome 3: By 2012 rural communities in selected provinces of each region use improved sustainable livelihood practices.

Gender

UNCP Outcome 4: By 2012, women and girls experience fewer gender inequalities in PNG.

HIV and AIDS

UNCP Outcome 5: By 2012, the rate of HIV and AIDS infection is halted or reduced and Government provides services to those people with and affected by HIV and AIDS.