

Programme

Tripartite Technical Meeting on Decent Work: Pacific Island Countries

Nadi, Fiji, 26-28 November 2007

Sunday, 25 November 2007

16:00-18:00 Registration

Monday, 26 November 2007

08:00-08:30 **Traditional Welcome Ceremonies**

08:00-08:30 **Registration**

08:30-09:30 **Opening Session**

Chair: Mr. A. M. Zakaria, Director, ILO Suva

- Ms. Sachiko Yamamoto, Regional Director, ILO ROAP
- Mrs Bernadette Rounds-Ganilau, Minister for Labour, Industrial Relations, Tourism and Environment, Fiji
- Mr. Kenneth Roberts, Chief Executive Officer, Fiji Employers' Federation, Fiji
- Mr. Felix Anthony, National Secretary, Fiji Trade Union Congress, Fiji
- Ms. Linda Wirth, Sub Regional Director, ILO Manila

09:30-10:00 **Coffee Break**

10:00-11:00 **Group Meetings**

Worker, employer and government groups review the programme, identify priority issues and select their speakers for the sessions.

Setting the scene

11:00-12:30 Labour market scenarios in the Pacific region: Looking ahead to 2015

Chair: *Lemalu* Tate Simi, Chief Executive Officer, Ministry of Commerce, Industry and Labour, Samoa

Facilitator: Mr Sanjesh Naidu, Economic Adviser, Pacific Island Forum Secretariat

Over the last decade, the Pacific region has been lagging behind the dynamism of Asia in terms of economic growth. The number of jobs created to absorb the growing number of new labour market entrants as well as the quality of jobs is inadequate to reduce poverty sufficiently. The session will set the stage for the Meeting by providing perspectives on the key opportunities and challenges facing the Pacific island countries in the area of productive employment and decent work. It will consider projections on economic growth, labour supply, employment opportunities, international migration, and social development. This session will also serve to identify specific policy areas that deserve the most attention, economic sectors with the greatest potential for growth and jobs, and common needs for strengthening labour market governance. Critical needs for improved labour market information will also be reviewed.

Keynote speaker:

- Professor Ron Duncan, University of the South Pacific, Fiji

Tripartite representatives:

- Mr John Paska, General Secretary, PNG Trade Union Congress
- Mr David Oliver Va'ai, Executive Council Member, Samoa Chamber of Commerce and Industry
- Mr Taakei Taoaba, Secretary, Ministry of Labour, Kiribati

Resource person:

- Dr Ganesh Chand, Director, Fiji Institute of Technology

Discussion

12:30-14:00 Lunch Break

14:00-15:00 Lessons learned from recent DWCPs

Chair: Ms. Taupisioletoga Faamau, Secretary for SPSA Executive Council, Samoa Trade Union Congress

Facilitator: Mr Guy Thijs, Regional Deputy Director, ILO ROAP

The session will review lessons drawn from a recent extensive evaluation of Decent Work Country Programmes (DWCPs). It will look at common challenges in terms of the appropriateness and adequacy of DWCP designs, outreach and partnerships, implementation modalities and constraints and overall performance, e.g. what have been the results of the programmes and what are the remaining gaps and existing opportunities?

- Dr Asif Chida, Consultant

Discussion

15:00-15:30 Coffee Break

Monday, 26 November 2007 (cont'd)

15:30-17:00

Group Work I

Against the backdrop of the labour market scenarios and the lessons learned from the review of country programmes, the aim of the session is to identify common needs and priorities for the design of a new strategic framework for decent work in the Pacific.

17:00-17:30

Feedback to plenary on group meetings

Chair: Mr. John Adifaka, Management Board Member, Solomon Islands Chamber of Commerce and Industry

Facilitator: Ms Linda Wirth, Sub Regional Director, ILO Manila

- Brief presentations by group moderators, followed by questions and answers

19:00-22:00

Reception hosted by ILO Regional Director

08:30-10:00

Thematic Discussions

Theme 1: Creating an enabling environment for growth and decent work and seizing the opportunities in expanding sectors

Chair: Mr Aree Redfern, Executive Member, Kiribati Chamber of Commerce

Facilitator: Ms Suliana Siwatibau, Vice President, Fiji Council of Social Services

To create an enabling environment for growth and decent work, better macroeconomic management, investment climate and employment policies are needed in the Pacific region. Equally important that the policies pay a particular attention to key sectors with potential for growth and job creation, such as fisheries, forestry, tourism, mining and petroleum, agriculture and agro processing, and other niche product markets. The session will focus on how to promote competitiveness, raise productivity and attain decent work through improving skills training, supporting enterprise development, and boosting entrepreneurship especially for youth and women. What are the tools, programmes, and lessons learned from the region and beyond? How to manage intra-regional migration in such a way that the rising mobility of Pacific's human resources, both skilled and unskilled, can become a source of comparative advantage in particular sectors in the region?

Tripartite representatives

- Ms Alison Tate, International Officer, Australian Council of Trade Unions
- Mr Allan Phillip Maino, Executive Member, The Employers' Federatoion of PNG
- *Lemalu* Tate Simi, Chief Executive Officer, Ministry of Commerce, Industry and Labour, Samoa

Resource persons

- Professor Jim McMaster, University of the South Pacific, Fiji
- Ms Evelyn Ng, Papua New Guinea and the Pacific Islands, World Bank
- Mr Henry Sanday, Interim Executive Officer, Pacific Islands Private Sector Organization, Fiji

Questions and Answers

10:00-10:30 Coffee Break

10:30-12:00 Thematic Discussions

Theme 2: Promoting inclusive development

Chair: Mr David Kerrod Gaar Tibu, Secretary, Department of Labour and Industrial Relations, Papua New Guinea

Facilitator: Ms Carol Beaumont, Secretary, New Zealand Council of Trade Unions

The decent work agenda seeks to make globalization fair to all. It contributes to poverty reduction through the four pillars of rights at work, employment, social protection and social dialogue. Gender equality is mainstreamed across the board. Fair globalization means guaranteeing of rights and putting in place safety nets for pro poor growth and development. This session will identify the most pressing issues to be addressed in the Pacific. These may include gender equality concerns, labour market discrimination, HIV/AIDS, child labour, youth employment, social security, and safety and health.

Tripartite representatives

- Mr. Ephraim Kalsakau, National Secretary Treasurer, Vanuatu National Workers' Union
- Mr. William (Dick) Grozier, Director, Industrial Relations, Australian Chamber of Commerce & Industry
- Mr. Johnson Wabaiat, Director General, Ministry of Internal Affairs, Vanuatu

Resource persons

- Mr Lionel Yee, former Head of National Provident Fund, Fiji
- Mr Mike Ingpen, Pacific Education Coordinator, ITUC-AP
- Ms Urmila (Uma) Sarkar, Child Labour and Youth Employment Specialist, ILO Bangkok

Questions and Answers

12:00-13:30 Lunch

13:30-15:00 Group Work II

Building on the discussion in Group Work I to design a new strategic framework for decent work in the Pacific and the thematic sessions 1 and 2, the aim of the group work is to review DWCP priorities and outcomes related to sectoral focus, social inclusion and policy coherence.

15:00-15:30 Coffee Break

15:30-16:00 Feedback to plenary on group meetings

Chair: Mr. William (Dick) Grozier, Director, Industrial Relations, Australian Chamber of Commerce & Industry

Facilitator: Mr Gyorgy Sziraczki, ILO Regional Office for Asia and the Pacific

- Brief presentations by group moderators, followed by questions and answers

16:00-17:30 Technical Discussions

Theme 3: Building institutions and supporting dialogue

Chair: Mr John Paska, General Secretary, PNG Trade Union Congress

Facilitator: Dr Benedict Imbun, University of Western Sydney, Australia

Effective labour market governance should be at the centre of any strategy to promote and sustain economic growth, equitable development and decent work. To utilize opportunities and offset challenges created by globalization, countries need regulatory regimes, institutions and processes to maximize the efficiency of their labour markets. Pacific island countries are reforming their labour legislation, particularly in light of growing ratifications and strengthening labour institutions to achieve the balance between flexibility and security. Tripartism, underpinned by strong and capable social partners, needs to be promoted as an inclusive process to achieve sustained policy and action outcomes. The session will review both key challenges and good examples, including the modernization of labour laws, the promotion of social dialogue and the capacity of social partners, and respect for fundamental principles and rights at work. It will seek to identify lessons which may have potential for wider replication and adaptation. Challenges for good labour market governance due to the dominance of the informal economy would also be considered.

Keynote speakers

- Tripartite presentation, New Zealand
Ms Nicola Crennan, Deputy Director, International Services, New Zealand Department of Labour
Ms Carol Beaumont, Secretary, New Zealand Council of Trade Unions
Mr Paul Mackay, Manager Employment Relations Policy, Business New Zealand

Tripartite representatives

- Mr John Lee Hatimoana, Solomon Islands Council of Trade Unions Executive
- Mr Paul Mackay, Manager Employment Relations Policy, Business New Zealand
- Mr Taito Waqa, Permanent Secretary, Ministry of Labour and Industrial Relations, Fiji

Resource person

- Mr Richard Dictus, Resident Coordinator, UNDP Fiji, Country Office
- Mr Temesgen Samuel, Senior Specialist, ILO Sub Regional Office, Manila

Questions and Answers

09:00-10:30 **Technical Discussions**

Theme 4: Working together: Regional cooperation

Chair: Anjanette Kattil, Chief of Labour and Industrial Relations, Ministry of Foreign Affairs, Republic of the Marshall Islands

Facilitator: Dr Jimmie Rodgers, Director-General, Secretariat of the Pacific Community

This session will review proposals for regional cooperation in particular areas and identify key partnerships for advancing the decent work agenda within the context of Pacific Forum strategies for development, multilateral support and UN reform, and the commitments and coordination efforts of international financial institutions and the donor community.

Tripartite representatives

- Mr Agni Deo Singh, National Treasurer, Fiji Trade Union Congress
- Mr William (Dick) Grozier, Director Industrial Relations, Australian Chamber of Commerce & Industry
- Mr David Tibu, Secretary, Department of Labour and Industrial Relations, Papua New Guinea

Resources persons

- Mr Sanjesh Naidu, Economic Adviser, Pacific Island Forum Secretariat
- Mr David Smith, Regional Advisor, Pacific Operation Centre, UNESCAP, Fiji

Questions and Answers

10:30-11:00 **Coffee Break**

- 11:00-12:30** **Group Work III**
- Building on the discussion in Group Work II and the thematic sessions 3 and 4 , the aim of the group work is to review DWCP priorities and outcomes related to labour market governance and regional cooperation including knowledge sharing.
- 12:30-13:00** **Feedback to plenary from group meetings**
- Chair: Mr. Kanata Tebebeku, Kiribati Trade Unions Congress Executive
- Brief presentation by group moderators, followed by questions and answers
- 13:00-14:30** **Lunch Break (Meet in Country Groups)**
- Conclusions*
- 14.30-15.30** **Next steps in formulating DWCPs and developing a Pacific decent work strategy**
- Chair: Mr Taakei Taoaba, Secretary, Ministry of Labour, Kiribati
- Facilitator: Dr Asif Chida, Consultant
- The aim of this session is to pull together in plenary the results of the discussions and group work that have taken place in an effort to determine remaining steps required in completing DWCPs for participating countries and developing a framework for a Pacific decent work strategy. The session will also consider the need for a high-level Pacific meeting to gain political commitment and strengthen partnership for the implementation of the DWCPs and the sub regional decent work strategy
- Discussion involving all constituents
- 15:30-16:00** **Coffee Break**
- 16:00-17:00** **Closing Session**
- Chair: Mr A M Zakaria, Director, ILO Suva
- Summary on outcomes of the technical meeting, by Ms Linda Wirth, Sub Regional Director, ILO Manila
 - Closing remarks by Mr Agni Deo Singh, National Treasurer, Fiji Trade Union Congress
 - Closing remarks by Mr Kenneth Roberts, Chief Executive Officer, Fiji Employers' Federation
 - Closing remarks by Mr David Tibu, Secretary, Department of Labour, Papua New Guinea
 - Closing remarks by Mr Guy Thijs, Deputy Regional Director, ILO Regional Office for Asia and the Pacific