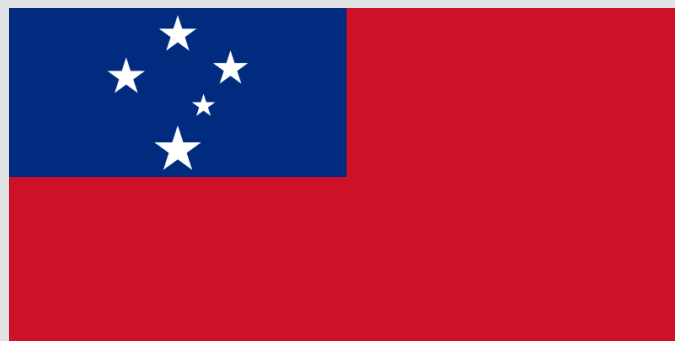


## Background

- In 2006, Samoa's population was approximately 180,000;
- The population is highly youthful with a median age of only 19.7;
- The estimated annual population growth rate is only 0.8% which, due to considerable emigration, is lower than in most other PICs;
- Sound economic management and high governance standards have led to strong economic growth in recent years. The performance of the tourism industry has been particularly good;
- The Samoan economy remains vulnerable due to remoteness, income volatility, limited economic diversification, susceptibility to natural disasters, environmental damage and limited institutional capacity. Samoa relies heavily on development assistance as well as on private remittances from overseas;
- Samoans have a long history of emigrating to New Zealand, the United States and Australia. Samoa participates in the pilot scheme of the "Recognised Seasonal Employer" (RSE) Work Policy in New Zealand under which New Zealand employers can recruit workers from some Pacific Island Countries for seasonal work in the horticulture and viticulture industries since April 2007. By April 2008, 640 workers had been recruited;
- The major challenges faced by Samoa's many young people are rural to urban migration and the inability of the Samoan economy to provide sufficient paid employment to the majority of its youth;
- Currently, there is not a complete labour force survey in Samoa nor is there a plan to conduct one in the near future.

## ILO in Samoa

- Samoa became a member of ILO in 2005;
- Samoa ratified the eight Fundamental Conventions in 2008;
- Achieving the desired international labour standards, implementing ILO Conventions ratified by Samoa as well as fulfilling the reporting obligations have been a focal area between ILO and the constituents;
- The tripartite constituents are the Ministry of Commerce, Industry and Labour (MCIL), Samoa Trade Union Congress (STUC), represented by the Samoa Public Service Association (SPSA), and the Samoa Chamber of Commerce and Industry (SCCI) as well as the Samoa Manufacturers and Exporters Association (SMEA);



National Flag

- Some of the relevant labour issues in Samoa include weak labour legislation, an inadequate minimum wage, insufficient OSH, a workforce that is unaware of their rights at work, incidences of illegal workplace practices, lack of collective bargaining, lack of involvement of workers' organisations in the ratification of ILO conventions, and inadequate maternity protection.
- ILO has developed an in-depth understanding of the particular needs of the constituents and has helped to build the capacity of the tripartite constituents through technical assistance, training programmes and the supply of equipment;
- ILO has assisted with the review and reform of Samoa's labour law;
- Under the past technical cooperation project "Social Security in Pacific Island Countries", funded by the Netherlands, ILO has conducted a social security study in Samoa;
- Under the past technical cooperation project "Samoa Qualifications Authority", funded by UNDP, the Samoa Qualifications Authority was established;
- ILO's "Sub-regional Programme on Education, Employability and Decent Work for Youth in the Pacific Island Countries", funded by the Netherlands, was also launched in early 2008.

# *Decent Work Country Programme (DWCP)*

The first Decent Work Programme (DWCP) which details ILO cooperation activities with Samoa for the period 2009 – 2012, based on tripartite consultations, was signed on the 28th April 2009 in Apia, Samoa.

## *Priority 1. Modernisation of labour laws*

Outcome 1.1: International Labour Standards are broadly ratified and significant progress is made in their application.

Outcome 1.2: Improved protection of the rights of migrant workers in Samoa.

Outcome 1.3: Increased awareness about their rights among Samoan seasonal migrant workers.

## *Priority 2. Promotion of decent employment opportunities, particularly for young women and men, and inclusive of persons with disabilities*

Outcome 2.1: Improved decent employment opportunities for youth through entrepreneurship development and support services.

Outcome 2.2: Improved decent employment opportunities for youth through skills training.

Outcome 2.3: The capacity of production, analysis and use of sex-disaggregated labour market statistics is increased.

## *Priority 3. Capacity building of tripartite partners and improvement of social dialogue*

Outcome 3.1: The social partners are strengthened to provide meaningful services to their members and to extend the representation of their organisations.

Outcome 3.2: Tripartite partners are strengthened and an effective tripartite social dialogue mechanism is established to make tangible progress in promoting Decent Work.

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