**In the Spotlight**

**15th Asia and the Pacific Regional Meeting postponed**

In light of the tragic events which have recently taken place in Japan and following consultations with the Japanese authorities it has been decided not to hold the 15th Asia-Pacific Regional Meeting on the foreseen dates (10-13 April 2011). Consultations continue in order to determine the best alternative scenario for the Regional Meeting. A note has been sent to the member States of the Region as well as to the organisations which had been invited to attend the meeting.

Visit the webpage: [http://www.ilo.org/aprm2011](http://www.ilo.org/aprm2011) for the Director General’s Report, Information Note and more.

**Most Recent**

**New Director appointed for the CO-Suva ILO Country Office for South Pacific Island Countries**

Mr David Lamotte (Australia) has been appointed Director to be based in Suva, with effect from 1 April 2011. Mr. Lamotte has worked for 15-years with the International Labour Office (ILO), primarily in the fields of entrepreneurship, enterprise development and job creation. Most recently, he has been part of the ILO’s team supporting the application of the Global Jobs Pact. As part of his work, David has lived and worked in the Pacific Islands. He has supported projects and provided policy support in Fiji, Solomon Islands, Kiribati, Vanuatu and Papua New Guinea. The technical spheres of this work included employment, skill and enterprise development policy, and natural disaster and armed conflict crisis responses.

In addition to working with the ILO, David has had contracts with other United Nations agencies and private companies operating internationally. Before developing an international career, he held senior policy and management positions in the Western Australian Government and operated businesses in the service and manufacturing sectors. David is excited to take-up his new post and looks forward to working with all constituents for the promotion of Decent Work for all.

David’s arrival allows Laila Harré, who has served as Officer in Charge since late September 2010, to focus on developing her role as Strategies for Decent Work Specialist.

**“Pathway to decent work for women”**

8th March 2011 was celebrated around the world as the 100th anniversary of International Women’s Day. The official theme of International Women’s Day 2011 is “Equal access to education, training and science and technology: Pathway to decent work for women”. On the day, the ILO highlighted the importance of the Equal Remuneration Convention 100 and Discrimination Convention 101 as the basis for national legislation. It also drew attention to the impacts of gender violence and sexual harassment on women’s employment opportunities. According to the latest ILO data [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_151285.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_151285.pdf), both women and men continue to feel the impact of the economic crisis, with the global unemployment rate for men standing at 6 per cent in 2010 and 6.5 per cent for women.

**ILO Pacific Trade Union Workshop on Decent Work and Capacity Building**

(10-11th February 2011)

This workshop brought together unionists from 7 ILO Pacific Island member countries, NZ and Australia and representatives of ITUC and many global union federations. Its aim was to facilitate greater understanding of the key priorities and outcomes in the Decent Work Country Programme and the Pacific Action Plan for Decent Work and to develop a coordinated work plan for trade union development in the Pacific. The workshop had a strong focus on labour law reform, and learned from recent policy developments in Fiji, Australia and New Zealand. Key legislative issues included the relationship between minimum wages and collective bargaining, and machinery for dispute resolution. Unions also discussed options for cooperation with each other. Associated meetings endorsed the revitalisation of SPOCTU in the form of a network to be co-ordinated initially from ACTU.
Pacifi c Sub-Regional Workshop for Workers’ Organisations on “Social Dialogue and Child Labour”
(7th to 9th February 2011)
The main objectives of this workshop were to train child labour focal points for trade unions, develop a global trade union network of child labour focal points, develop trade union national action plans for the elimination of child labour, facilitate a greater understanding of the key issues regarding child labour, and to refl ect on the role of workers’ organisations in combating child labour. The child labour project team in Suva are now working on follow up actions with many participants.

Kiribati (KCCI) SIYB training initiative underway
(February)
The Kiribati Chamber of Commerce and Industry (KCCI) has secured funding from the “Canada Fund” to conduct a series of Start & improve your business (SIYB) training courses and will utilise ILO developed and locally adapted SIYB material and training tools. Certification of local trainers and institutionalisation of SIYB into the KCCI has proven to be very fruitful.

DWCP Implementations Plans
(February)
Detailed reviews of progress on Decent Work Country Programmes and tripartite consultation on the implementation plans for Papua New Guinea, Fiji, Vanuatu and Kiribati were carried out from January 2011. A review is scheduled in April with Solomon Islands and planning is underway for similiar consultations in Samoa and Tuvalu. The implementation plans are important steps towards delivery of programmes to achieve the outcomes of DWCP’s and the Pacifi c Action Plan for Decent Work.

Solomon Islands Workers Education Project Strengthened
(February)
On the sidelines of the ILO Pacifi c Trade Union Workshop on Decent Work and Capacity Building, The Solomon Islands Council of Trade Unions (SICTU) was provided with a desktop computer and printer to assist its work to boost networking amongst affi liate organisations and boost membership from the private sector and to fully implement the Solomon Islands Decent Work Country Programme.

ILO to Chair the UN Working Group for Youth (UNWGY)
(February)
The UN Working Group for Youth (UNWGY) has agreed, with the support of all UN Agencies, that ILO will be the next chair of the UNWGY. The group coordinates and facilitates youth initiatives and information sharing amongst the different UN agencies in the Pacifi c and advocates for the concerns and interest of Pacifi c Youth within the UN. The members of the WG-Y are UNFPA, UNICEF, UNDP, UNESCO, UNESCAP, UNIFEM, OCHA, WHO, ILO, UNAIDS and FAO.

ILO Pacifi c Vacancies
(February)
A Youth Employment Project Coordinator position has been advertised in Vanuatu to work this year on activities to help address youth unemployment in SHEFA Province. The project will be implemented under the governance of SHEFA Provincial Council. Sustainable local employment will be created by applying the ILO ‘Training for Rural Economic Empowerment’ (TREE) tools and methodology.

Recruitment is underway the position of Senior Programme Assistant to be based in Suva, Fiji, following the resign- nation of Tasneem Ali.

Recruitment is also underway for a PNG National Co-ordinator and project team for the PNG Tackle Child Labour Project.

Internal candidates are being sought for the Suva Finance Assistant role which Abdul Hafiz Ali leaves after 13 years at the end of April.

Vanuatu Tripartite Labour Advisory Committee (TLAC)
(February)
Gazetting formalities to establish the Tripartite Labour Advisory Committee (TLAC) in Vanuatu have been completed by the State Law Offi ce - which has called for nominations. Plans are also underway to organise a large scale tripartite celebration of Labour Day public holiday in Vanuatu May 2nd 2011- ILO has been assisting the Department of Labour with their internal funding process.
Pacific Youth Employment Conference “Investing in youth employment and youth enterprise”
ILO Suva is very involved in planning for the Commonwealth Youth Programme - Pacific Youth Employment Conference “Investing in youth employment and youth enterprise” in March 2011 and will have a significant input to the conference with technical support.

ILO(ACTRAV) / VNWU(VCTU) Organising project for Vanuatu Hospitality Workers
The Vanuatu Council of Trade Unions/ Vanuatu National Workers Union project to organise hospitality workers to VNWU has succeeded in organising over 600 workers in the industry in Port Vila. This initiative has been supported by ACTRAV. The VNWU Hospitality Industry Council was also recently formed at a workshop for 18 prospective union leaders in January 2011. Many issues have been identified by these new union members.

Tuvalu “Good governance workshop”
A Good Governance workshop facilitated by ACTEMP’s Dragan Radic for employer organisations was attended by around 60 participants. The Tuvalu National Private Sector Organization (TNPSO) and its members understood well the important concepts of good governance. In consultation with TNPSO leadership, a TNPSO Governance Charter was developed. The charter provides a number of simple governance tools that will be (as indicated by TNPSO) adopted by the organisation.

OIC delivers Keynote address at conference of Association of Industrial Relations Academics of Australia and New Zealand
The OIC, Office for PIC’s, Laila Harré delivered a keynote address aimed at raising the profile of the ILO’s Pacific Work and promoting interest among IR academics and practitioners in research and support opportunities in the PICs. The OIC also briefed DOL(NZ), NZCTU and Business NZ on ILO and constituent activities in the Pacific and indicated priority areas for resource/support. She met with the Minister of Labour (Hon. Kate Wilkinson). She was able to follow up with further discussions on potential co-operation between NZ constituents and ILO PIC members when she presented at the recent 2nd Outgames Human Rights Conference in Wellington on the ILO and workplace discrimination based on sexual orientation.

Minimum Wage Determination in Kiribati
Tripartite constituents in Kiribati have been actively considering the introduction of a new minimum wage determination mechanism, that aims to improve social protection while promoting full employment and decent work. Although labour laws in Kiribati have allowed for the establishment of such a mechanism for some time, this has never occurred and as a result no minimum wage orders have been made. In February this year consultations were convened by locally engaged ILO consultant Dr Iete Routou, which saw around 60 tripartite constituents and other relevant stakeholders share their views on a minimum wage. Dr Iete is now finalising his report for the Ministry of Labour and Human Resources Development and it is hoped that with further ILO technical assistance, a functioning tripartite minimum wage determination mechanism will be in place before the end of the year.

Projects on the Ground

Global Jobs Pact Framework for Labour Governance and Migration Project underway
Following commencement of the GJP Project in October 2010, a considerable number of activities have been carried out. National missions to conduct initial tripartite consultations on the project and to commence promotion of governance Convention ratification and labour law reform have taken place in Samoa and Kiribati. Consultations with PNG constituents have also been held and an ILO assisted study tour to Australia for a tripartite PNG delegation is currently being organised for March. This study tour aims to facilitate enactment of the Industrial Relations Bill and the establishment of the new industrial institutions that this legislation envisages. Significant progress in promoting social dialogue and tripartite institutions in accordance with Convention 144 has been achieved through ILO facilitated workshops to establish the Tripartite Labour Advisory Council in Vanuatu and the development of a new minimum wage fixing body in Kiribati.

Anne Boyd has been recruited as Labour Law Expert/Project Manager and has commenced work as of 7th March 2011. Anne Boyd will be based in the ILO’s Suva Office. Anne has longstanding experience in labour and human rights issues working for Government, unions and non-government organisations. This has included working for the New Zealand Department of Labour to deliver changes to labour legislation and implementing best practice projects with unions and employers. Caroline Scott is continuing to work on both this project and other labour law and international labour standards initiatives.
Protecting seafarers & improving maritime competitiveness in the Pacific
In October 2010 the ILO Office for Pacific Island Countries convened a Pacific regional tripartite workshop in Nadi to promote ratification of the Maritime Labour Convention, 2006 (MLC). Labour and maritime government officials joined representatives of trade union congresses, seafarers’ unions, employers’ organisations and shipping owners for a week long session lead by the ILO’s Director of International Labour Standards, Cleopatra Doumbia-Henry. At the conclusion of the workshop country delegations presented ‘Action Plans’, where each of the seven participating member States committed to promoting MLC ratification in their countries and working with all relevant stakeholders to ensure its full implementation.

Since that workshop the ILO is aware that tripartite constituents in Fiji, Kiribati, Samoa and Tuvalu have been actively working towards MLC ratification. In November the Fiji Islands Maritime Safety Authority convened a stakeholder consultation with ILO technical assistance, to consider, revise and update the Fiji MLC gap analysis. In Tuvalu a Tripartite MLC Committee has been established and has already finalised their review of the Tuvalu gap analysis and made submissions to Cabinet for approval to ratify the MLC.

In Samoa submission to Cabinet has similarly been made to establish a Tripartite MLC Forum, which would consider MLC ratification and implementation in more detail. While on mission to Samoa in December 2010, Caroline Scott, Labour Law Expert, presented an MLC awareness raising workshop for staff of the Samoa Shipping Corporation and Samoa Shipping Services, who are key stakeholders in MLC implementation in Samoa.

A similar workshop for tripartite constituents and other relevant stakeholders took place at the Maritime Training Centre in Kiribati earlier this month. Kiribati will further push ahead with MLC ratification when the MLC, revised gap analysis and Ministry of Labour and Human Resource Development’s ratification proposal are tabled before Parliament in April.

The ILO Office for Pacific Island Countries encourages all Pacific member States to maintain the momentum generated in Nadi and continue to work towards ratification of this critical Convention for the Pacific. Once the MLC enters into force, which is now expected to occur in 2012, Pacific member states that have ratified the Convention will enjoy better working conditions for seafarers and increased efficiency for their shipping fleets and ports. These results can only be of great benefit to the Pacific maritime industry.

Follow up
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Child Labour research report launched
The research report “A survey of working children in commercial sexual exploitation, on the streets, in rural agricultural communities, in informal and squatter settlements and in schools” was officially launched in Suva, Fiji on 16.12.2010. The Consolidated Report of Child Labour in Fiji provides an overview of the processes, key findings and recommendations of the Child Labour Research Surveys, supported through the TACKLE Project, in five sectors in Fiji, including:

- The Commercial Sexual Exploitation of Children in Fiji Survey (CSEC)
- Street Children in Child Labour Survey in Fiji (Street)
- Child Labour Survey in Rural Agriculture Communities in Fiji (Agriculture)
- Child Labour Survey in Informal and Squatter Settlements in Fiji (Informal and Squatter)
- Fiji Child Labour School-based Survey (Education)

Action programmes begin
A main outcome of the research has been the resourcing of three action programmes which will begin to tackle some of the issues identified in the research. The three action programmes are titled:

- Establishing the Child Labour Unit & National Action Plan to Eliminate Child Labour in Fiji coordinated by the Ministry of Labour, Industrial Relations and Employment;
- Building the Capacity of Communities to Tackle Child Labour and Poverty in Squatter Settlements, coordinated by the People’s Community Network;
- Eliminating the worst forms of child labour: preventing and removing children from commercial sexual exploitation in Fiji coordinated by Save the Children, Fiji

Research in PNG
A research study was conducted in PNG (December 2010 - January 2011) to generate reliable data to develop and assist with current interventions targeting the worst forms of child labour in PNG. Dr. Kaitani from the USP was contracted by the ILO to coordinate the research. Her work included designing the PNG Worst Forms of Child Labour Research Study and arranging for all research logistics for field research, including selection and training of Research Assistants to conduct the PNG Worst Forms of Child Labour Research in targeted areas around Port Moresby. Dr Kaitani will present research findings to PNG TACKLE Project Advisory Committee and stakeholders for endorsement, and submit a research report on the Worst Forms of Child Labour in PNG.