



International
Labour
Organization



***Celebrating 50 Years of ILO in the Pacific
&
“Designing for Disruption”
Conference on Decent Work, Climate Change and Security***

***Crown Plaza – Fiji Nadi Bay Resort & Spa
01-04 September 2025, Nadi, Fiji***

Agenda



International
Labour
Organization



Celebrating 50 Years of ILO in the Pacific

Time (Fiji Time)	Agenda	Speaker/ Facilitator
DAY 1: MONDAY, 1 SEPTEMBER 2025 FOUNDATIONS AND CLIMATE RESILIENCE		
8.00am-8.30am	Registration of Participants & Networking	
8.30am-11.00am	Inaugural Ceremony Arrival of chief guests and national anthem Opening prayer – Rev Upolu TBC Traditional ceremony (Qaloqalovi – i-Taukei Affairs) Welcome Remarks and conference overview: Mr. Jone M Nemani (Permanent Secretary for Employment – Fiji) Opening Address: - Hon. Agni Deo Singh – Minister for Employment, Productivity & Workplace Relations - Mr. Felix Anthony – Workers' representative - Mr. Vinay Narsey – Employers' representative - Mr. Dirk Wagener – UN Resident Coordinator - Ms. Kaori Nakamura-Osaka - Assistant Director-General and Regional Director for Asia and the Pacific – Reflections and milestone achievements in the region) Cultural performance and flag parade-ILO Pacific member States Chief Guest Keynote Address: Honorable Sitiveni Ligamamada Rabuka – Prime Minister of the Republic of Fiji. Launch of ILO 50 Years in the Pacific 1974-2025: RD and Honorable Prime Minister	MC: Michelle Singh Facilitated by: CO Suva Director
11.00am-11.30am	Group Photo and Morning tea	

11.30am-12.30pm	Theme: <i>Laying the Groundwork for Understanding Employment, Climate Change, and Security.</i> Session 1 – Setting the Scene: Regional & Global Perspectives on Employment, Climate Change and Security.	Moderated by: Mr. Peter Emberson (USP) Speakers: 1.Reverend Professor Upolu Luma Va'ai (Pacifica Community Uni): Pacific holistic approaches to development 2.Ms. Desna Solofa (Deputy SG PIFS) Regional cooperation frameworks 3.Branch Chief of the ILO Employment Department Dorothea Schmidt-Klau (Online): Global employment trends and local Pacific impacts 4.Professor Satish Chand (UNSW - Australia)
12.30pm-13.30pm	Lunch	
13.30pm-14.30pm	Session 2 - The Future of Work in the Pacific Region This session explores the future of work in Pacific nations, how emerging technologies and green economies are reshaping job markets, and ensuring a future of work that is inclusive, resilient, and sustainable. Discussions will focus on Digital Transformation & the Future Workforce, Remote Work & the Gig Economy in the Pacific, Education & Workforce Readiness, ensuring principles of 'leave no one behind' is embedded particularly with respect to marginalized groups such as women, youth, persons with disability, migrant workers, etc.	Facilitated by: CO ILO Director; Regional recognition of ILO's 50-year contribution of International Labour Standards to Decent Work in the Pacific. Tripartite Panel: 1.Mr. Jone Maritino Nemani (PS Employment-Fiji); Hon. Minister Ngiraibelas Tmetuchl (Minister for Employment, Palau) 2.Mr. Semisi Turagabaleti (Workers' representative-PICTU 3.Mr. Howard Politini (Employers' representative (PIPSO).
14.30pm-15.00pm	Coffee break	
15.00pm-16.30pm	Labour Ministers' Meeting (Closed Breakout session) <i>(Continuation of program for the rest of the participants).</i> Session 3 - International Labour Standards, Employment Laws & Policies in a changing world of work. Expert Panel Discussion: This session will explore how employment laws and policies have adapted to past economic challenges and the lessons learned. Panelists will discuss how these frameworks can be improved to build resilience for future crises and global disruptions. Session also explores ILS-driven policy shifts, institutional reforms, and legal developments.	Facilitated by: ILS Specialist (Ms. Maria V. Cabrera) Expert speakers: 1. Dr Andrew See (Employment Law Expert). 2. Professor Daiji Kawaguchi (Minimum Wage expert – Economic Faculty, Tokyo University) (online). Tripartite Panel: 1.Ms. Shirley Warimari (Deputy Secretary – Department of Labour & Industrial Relations) 2.Saina Tetu (Samoa Workers' representative SWC) 3. Employer Representative (FCEF) - Speaker TBC
18.00pm-22.00pm	Welcome Networking Dinner (“Theme: “Pacific Resilience”)	
End of Day 1		



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

DAY 2: TUESDAY, 2 SEPTEMBER 2025 WORKFORCE RESILIENCE & CLIMATE ADAPTATION THROUGH SOUTH-SOUTH AND TRIANGULAR COOPERATION (SSTC)		
8.00am-8.30am	Registration of Participants & Networking	
8.30am-9.30am	Theme: <i>“Building a Future-Ready Workforce: Strengthening Resilience, Adapting to Climate Challenges and the role of SSTC”</i> Session 4 – Climate Change & Employment: Social & Economic Impacts and Opportunities. Panel Discussion with Breakouts This session will focus on the multifaceted impacts of climate change on employment sectors in Fiji and the Pacific. It will explore how climate disruptions affect existing industries, create new job opportunities, and necessitate shifts in workforce development to enhance productivity in a changing environment.	Moderated by: Peter Emberson (USP) Expert speakers: 1. Mr. Moustapha Kamal Gueye, Director Action Programme on Just Transitions (online). 2. Mr. Isoa Talemaibua (PS Regional Development & Disaster Management – Fiji) 3. Ms. Selai Toganivalu (Fiji Council of Social Services) - Community-Led Climate Resilience & Social Protection for Vulnerable Workers. Tripartite Panel: 1. Dr. Sivendra Michael (PS Environment & Climate Change – Fiji) 2. Workers representative (Industry sector specific) TBC 3. Employers' representative (Vanuatu Chamber of Commerce)
9:30 am – 10:30 am	Session 5 - From Displacement to Employment: The Role of Statistics in Addressing Climate-Driven Labour Market Shocks in the Pacific. This session will explore how climate-induced displacement affects labour market outcomes, with a focus on employment security in and the wider Pacific region. Emphasizing the critical role of data and statistics, the discussion will highlight challenges in measuring the scope of displacement and its economic repercussions. Additionally, it will examine opportunities for enhancing labour market monitoring through South-South collaboration, fostering regional resilience and evidence-based policymaking.	Moderated by: Mr. Ahmad Ali (ILO Suva) Expert Speakers: 1. Mr. Andy Calo KAP (Chief Statistician-Vanuatu) and Mr. Sione Lolohea (Tonga Bureau of statistics); Data on employment impacts of climate change (online). 2. Kemueli Naiqama (CEO- Fiji Bureau of Statistics) 3. Ken Shawa (ILO Head of RESA) - Enhancing resilience to climate change through labour statistics.



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

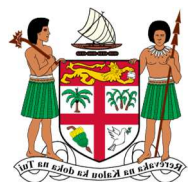
10.30am-11.00am	Coffee Break	
11.00am-12.00pm	Session 6 - Interactive Workshop: Mapping Climate-Employment Linkages. Group Activity Participants will work in small groups to map specific climate impacts on different employment sectors in Fiji and the Pacific, identify opportunity areas, and develop initial intervention points. This highly participatory session will document insights visually and create a foundation for solutions-oriented discussions on subsequent days. Expected outcomes: 1. Visual maps of climate-employment connections in key sectors 2. Preliminary intervention strategies for enhancing resilience 3. Priorities for further policy development.	Facilitator: Peter Emberson (USP) Expert Speaker: Climate change impacts on workplace health and safety (Dr. Ujita Yuka – ILO Regional OSH Specialist – (Online))
12.00pm-13.00pm	Lunch	
13.00pm-15.30pm	Theme: “Decent Work and Lifelong learning in a changing world of work” Session 7 – Life-long learning in Digital Economy Interactive Session: This forward-looking session will explore how Pacific Island countries can prepare their workforces for emerging digital economy opportunities. The discussion will focus on skill requirements, education system adaptations, and strategies for building inclusive digital workforces to enhance productivity.	Moderated by: Wade Bromley (ILO ACT/EMP Specialist - TBC) Expert speakers: 1. Anne Boyd (ILO Legal Specialist for workers’ protection) - Outcomes of the ILC Standard-setting on the Platform economy (online). 2. Ms. Mary Kent (ILO Skills and Employability Specialist (online)) Tripartite Panel: 1. Mr. Shaheen Ali/Ms. Tupou Baravilala - Fiji Ministry of Trade). 2. Mr. John Tini-CIWA – Cook Islands 3. Employer representative - Mr Nick Jong (Kiribati Chamber of Commerce) & (Fiji Commerce and Employers Federation – Fiji TBC) - Private sector representatives from emerging sectors – Challenges and Future Outlook for MSME’s.
15.30pm-16.00pm	Coffee Break	



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

16.00pm-17.00pm	Session 8 – Resilience through Green Productivity and the Circular Economy (Life-long learning in the Green Economy)	Facilitated by: APO Specialist (Jun W Yeo) Expert Speakers: 1. Fredy Guayacan, ILO Just transition specialist (online) 2. Professor Yoichiro Matsumoto (Science and Technology Advisor to the Japan Minister for Foreign Affairs) 3. Dr Eci Naisele (Fiji Higher Education Commission) 4. Dr. Sivendra Michael (PS Environment & Climate Change – Fiji).
End of Day 2		
DAY 3: WEDNESDAY 3, SEPTEMBER, 2025 SECURITY, MOBILITY & WORKFORCE RESILIENCE		
8.00am-8.30am	Registration of Participants & Networking- Health Status check	
8.30am-10.00am	Session 9 – Unpacking the Security Paradigm in the world of work in the Pacific. Panel & Audience Engagement: This session will examine non-traditional security threats to employment, including drug-related workforce challenges. Discussions will cover labour market distortions, job insecurities, and economic inequalities that threaten productivity and social cohesion. The session will specifically address the growing concern of substance abuse impacts on the workforce of Pacific Island countries.	Moderated by: University of Adelaide Expert Speakers: 1. Professor Satish Chand (UNSW - Australia): Economic security dimensions 2. Mr. Mason Smith (PS Defense-Fiji) - National security perspectives on employment. 3. Lt. Colonel Sophie Waters (UK Defence Advisor) - Global security perspectives on foreign recruitment. 4. Isala Tito (FFA Labour Standards Advisor) - Human security, labour conditions and ocean governance. 5. Ms Batetaake Tatoa (Director of Labour - Ministry of Employment & Human Resource – Kiribati)
10.00am-10.30am	Coffee Break	



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

10.30am-11.30am	Session 10 - The Human Dimension: Job Insecurities, Social Cohesion & Health Integrated Discussion This session will explore the social and health impacts of job insecurity, examining how employment challenges affect community well-being, social cohesion, and public health. Particular attention will be given to mental health impacts and their effects on productivity.	Moderated by: University of Adelaide Guest Speakers 1. Mr. Joeli Ditoka (ADS-Ministry of i-Taukei Affairs - Fiji) 2. Ms. Rozia B (Ministry of Women, Children and Social Protection - Fiji) 3. Mr. Rusiate Tudravu (Commissioner of Police – Fiji). Tripartite Panel 1. Hon Minister (Government-Solomon Islands) 2. Workers’ representative (Ms. Mele Amanaki - Tonga) 3. Ms. Evelyn Hayden (Employer representative - Cook Islands)
11.30am-12.30am	Session 11 – Strengthening Social Protection for a Resilient Workforce and Ensuring Economic and Workplace Security through Dialogue. Panel Discussion: This session will focus on examining policies that ensure employment security and decent work and strengthening conflict resolution and workplace security through mediation and negotiation.	Moderated by: Mr. Edward Bernard (FCEF - CEO) Panelists: 1. Andre Gama (ILO Regional Social Protection Specialist). How effective are our Social Protection Policies? (online). 2. Mr. Pong Sul Ahn (ILO ACTRAV Specialist) 3. Mr. Jun Fan (UNICEF-Social security and children’s welfare) 4. George Lim (Singapore Mediation Centre (Mediation and Good Faith dialogue, policies, and best practices (online). 5. Ms. Finau Soqo (Pacific Resilience Facility).
12.30pm-13.30pm	Lunch	



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

13.30pm-15.00pm	Session 12 - Migration and Labour Mobility: Addressing Labour & Skills Shortage & Reintegration (Economic and Social Impacts) Panel discussion This session will examine labour mobility as both a challenge and opportunity in the Pacific. Using data-driven approaches, the discussion will focus on addressing skills gaps, managing labour mobility, and ensuring successful and sustainable reintegration of returning workers to maximize productivity gains.	Moderated by: Ms Kolotia Fotu, Deputy CEO, Ministry of Commerce, Labour, Innovation & Trade, Tonga. Guest Speakers: 1. Government representatives (Ms. Wanderlyn Remeliik - Palau, Ms. Taraivini Savou – A/Director Immigration - Fiji) 2. Mr. Francino Rabilil (Workers representatives-Vanuatu) 3. Ms. Sophia Fowler (Employers representative-RMI) 4. Ms. Rachel Jolly (DFAT - PALM Schemes) 5. Maria Victoria Cabrera Ormaza (ILO ILS Specialist) 6. Mr. Sachindra Singh (IOM) - Regional mobility frameworks (Sustainable Reintegration)
15.00pm-15.30pm	Coffee Break	
15.30pm-17.00pm	Session 13- Enhancing Productivity and Skills through Workforce Resilience. Expert-led Group work: This practical session will focus specifically on productivity enhancement strategies that build on workforce resilience. Participants will learn frameworks for measuring and improving productivity while ensuring worker well-being. Expected outcomes: 1. Practical productivity measurement tools. 2. Sector-specific productivity enhancement strategies 3. Implementation of roadmaps for participants.	Facilitated by: APO George Wong
Day 3 Ends		



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

DAY 4: THURSDAY 4 SEPTEMBER, 2025 SOLUTIONS, PARTNERSHIPS & ACTION PLANNING		
8.00am-8.30am	Registration of Participants and Networking	
8.30am-10.00am	Session 14 – From Policy to Action: Collaborative Solutions Workshop. Working Session This action-oriented session will synthesize conference discussions into practical policy recommendations and implementation strategies. Participants will work in thematic groups to develop concrete action plans for enhancing employment resilience in specific contexts. Process: 1. Thematic working groups on key conference topics 2. Facilitated action planning using standardized templates 3. Presentation and refinement of recommendations 4. Commitment mechanisms for implementation Expected outcomes: 1. Comprehensive policy recommendation document 2. Implementation roadmaps with responsible parties 3. Commitment statements from key stakeholders	Facilitated by: MEPWR & ILO
10.00am-10.30am	Coffee Break	
10.30am-12.00pm	Session 15 – Mini Job Fair: Showcasing Resilient Opportunities. Interactive Exhibition: This dynamic session will combine a trade show of sustainable business practices with a job fair targeting climate-resilient and green economy sectors. The event will connect jobseekers with employers and training institutions, demonstrating concrete opportunities in resilient industries. Components: 1. Employment opportunities in resilient sectors (e.g. Tourism) 2. Skills demonstrations by training providers 3. Financing options for green businesses 4. Expected outcomes: 5. Direct employment connections for participants 6. Visibility for sustainable businesses 7. Practical demonstration of conference themes	“Rise Beyond the Reef” Excursion SMEs Experience Education
12.00pm-13.00pm	Lunch	



“Designing for Disruption”

Conference on Decent Work, Climate Change and Security

13.00pm-15.00pm	Final Session: Regional Cooperation & Implementation Strategies Formal Launch and Commitment Session This culminating session will establish ongoing mechanisms for regional cooperation on employment resilience. It will include the formal launch of the Regional PS Employment Talanoa Forum and appointment of a Technical Working Group to ensure implementation of conference outcomes. Components: 1. Launch of the Regional PS Employment Talanoa Forum 2. Appointment of Technical Working Group members 3. Presentations of key commitments from stakeholders 4. Timeline and accountability framework for implementation 5. Discussion on funding to host next Pacific Employment Forum Expected outcomes: 1. Established mechanism for ongoing regional dialogue 2. Clear implementation responsibilities and timeline 3. Monitoring and evaluation framework for commitments.	
15.00pm-15.30pm	Closing Ceremony (Chief Guest - DPM Viliame Gavoka)	