



International
Labour
Organization



► **Samoa**
Decent Work Country Programme
2024 - 2028

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LIST OF ACRONYMS

ACC	Accident Compensation Corporation
AGO	Attorney General's Office
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIP	Country Implementation Plan
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
DWCP	Decent Work Country Programme
FEEP	Foreign Employee Employment Permit
GDP	Gross Domestic Product
LEEP	Labour & Employment Export Program
LERA	Labour and Employment Relations Act 2013
MCIL	Ministry of Commerce, Industry and Labour
MOF	Ministry of Finance
MSME	Micro, Small and Medium-sized Enterprise
NPF	National Provident Fund
NPGERWG	National Policy on Gender Equality and Rights of Women and Girls 2021 - 2031
NPPD	National Policy for Persons with Disabilities 2021-2031
NSPPF	National Social Protection Policy Framework 2023
OSH	Occupational Safety and Health
P&B	(ILO) Programme and Budget 2024-25
Pacific UNSDCF	United Nations Sustainable Development Cooperation Framework
PDS	Pathway for the Development of Samoa
PSC	Public Service Commission
PSET	Post-School Education and Training
RAS	Rapid Assessment of the COVID-19 Impact on Businesses, Employment and Households in Samoa
SAME	Samoa Association of Manufacturers and Exporters
Samoa 2040	Samoa 2040 - Transforming Samoa to a Higher Growth Path
SBS	Samoa Bureau of Statistics
SCCI	Samoa Chamber of Commerce and Industry
SDGs	Sustainable Development Goals
SEA	Samoa Export Authority
SFU	Samoa First Union
SLFCLS	Samoa Labour Force and Child Labour Survey 2022
SNEP 2	Samoa National Employment Policy 2021-2026
SNTF	Samoa National Tripartite Forum
SWC	Samoa Workers Congress
TVET	Technical and Vocational Education and Training

1. INTRODUCTION

- 1 The Samoa Decent Work Country Programme [DWCP] 2024-2028 is the 4th since 2005. It is an integral part of the wider UN Sustainable Development Cooperation Framework [UNSDCF] for the Pacific and the 2050 Strategy for the Blue Pacific Continent. The UNSDCF is reflected at the country level in the Samoa Country Implementation Plan [CIP] 2023-2024, which will be updated in 2025 for the period 2025-2027. The DWCP 2024-2028 is aligned with the current CIP and will be reviewed and adjusted as necessary in line with the CIP 2025-2027.
- 2 The DWCP provides a time-bound cooperation framework for the ILO Office and tripartite constituents (the Ministry of Commerce, Industry and Labour (MCIL), the Samoa Chamber of Commerce and Industry (SCCI), and the Samoa Trade Union Congress (STUC), as well as other national partners. The DWCP further provides the ILO's primary basis of accountability and guidance at country level for cooperation to achieve the shared goal of decent work for all. In particular, the DWCP for Samoa reflects the shared priorities of the ILO Office and Samoan tripartite constituents, which are:
 - **Priority 1:** *Promoting decent work at the core of Samoa's Post-COVID economic recovery and response to climate change through inclusive and resilient economic growth and employment development;*
 - **Priority 2:** *Enhanced worker rights and comprehensive social protection; and*
 - **Priority 3:** *Improved labour market governance, including strengthened capacity of workers' and employers' organizations to effectively participate in social dialogue and influence policy and decision-making processes.*
- 3 In implementing the DWCP, the ILO will draw on its distinctive global normative decent work mandate. This is centred on the promotion of social justice, international labour standards and social dialogue, its unique tripartite base and its decent work expertise, in order to promote decent work for all in Samoa, thus leaving no one behind.
- 4 The ILO's four pillars of decent work provide the foundation of the DWCP. These being: promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue, with gender equality and leaving no one behind as cross-cutting commitments. These pillars are crucial to advancing the entire sustainable development agenda in Samoa.
- 5 The DWCP is fully aligned to and designed to support implementation of decent work elements of Samoa's:
 - *Pathway for the Development of Samoa FY2021/22-FY2025/2026 [PDS];*
 - *Samoa 2040 – Transforming Samoa to a Higher Growth Path 2021 [Samoa 2040];*
 - *Samoa National Employment Policy FY2021/22-FY2025/26 [SNEP 2];*

- *National Social Protection Policy Framework 2023 [NSPPF];*
 - *National Policy on Gender Equality and Rights of Women and Girls 2021 – 2031 [NPGERWG] and*
 - *National Policy for Persons with Disabilities 2021 – 2031 [NPPD].*
- 6 Apropos to the ILO’s global policy frameworks, the DWCP aligns with the 3 pillars of the *ILO Centenary Declaration for the Future of Work (2019)*; the *ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021)*; the *ILO Declaration on Social Justice for a Fair Globalization (2008)*; the *ILO Strategic Plan 2022-2025* and the *Singapore Statement* adopted by 17th Asia and the Pacific Regional Meeting, Singapore, 6–9 December 2022. The *Singapore Statement* includes an agreement by governments and social partners across the broader region to engage in consultations towards the development of the Global Coalition on Social Justice, both as a contribution to the United Nations (UN) ‘*Our Common Agenda*’ for a new global social contract and to promote decent work in line with international labour standards. The DWCP further reflects the outcomes set out in the ILO Programme and Budget for 2024–2025 (P&B). P&B outcome alignments are detailed in Figure 2 of this document.
- 7 As an integral part of the Pacific UNSDCF 2023-2027, the DWCP aligns with and contributes to the achievement of the following Pacific UNSDCF 2023-2027 outcomes:
- (a) **Planet** - *By 2027, people, communities and institutions are more empowered and resilient to face diverse shocks and disasters, especially related to climate change, and ecosystems and biodiversity are better protected, managed and restored.*
 - (b) **People** - *By 2027, more people, particularly those at risk of being left behind, benefit from more equitable access to resilient, and gender-responsive, quality basic services, food security/nutrition and social protection systems.*
 - (c) **Prosperity** - *By 2027, more people, especially those at risk of being left behind, contribute to and benefit from sustainable, resilient, diversified, inclusive and human-centred socio-economic systems with decent work and equal livelihoods’ opportunities, reducing inequalities and ensuring shared prosperity.*
 - (d) **Peace** - *By 2027, people enjoy and contribute to more accountable, inclusive, resilient and responsive governance systems that promote gender equality, climate security, justice, and peace, ensure participation, and protect their human rights.*

These UNSDCF outcomes are underpinned by the Sub-outputs under the Samoa Country Implementation Plan (CIP) 2023-2024 as set out in Annex 4.

- 8 The formulation of the DWCP involved extensive engagement with ILO constituents and other key stakeholders. This included workshops and discussions based on lessons learnt

from the DWCP 2017-2020, with a view to identifying the key areas to be addressed in the new DWCP. Additionally, consultations were held individually with the Ministry of Commerce, Industry and Labour [MCIL], Samoa Chamber of Commerce and Industry [SCCI], Samoa Workers Congress [SWC], Samoa First Union [SFU], Public Service Commission [PSC] and Samoa Bureau of Statistics [SBS] in order to ascertain priority areas, issues as well as the relevant statistics on labour and employment. Priorities and outcomes were routinely reaffirmed by constituents throughout the drafting process. This DWCP as such, reflects the priorities which are in the context of Samoa.

- 9 The DWCP builds on the past experience and lessons of the previous DWCP. In particular, it carries forward the following targets for the period 2017-2020 which includes: at least three additional strategies regarding the Future of Work, Green Jobs for Green Work, and Outreach developed and adopted under Priority 1, and at least one additional convention related to social protection ratified and applied (including *C189 – Domestic Workers Convention (No. 189)*, which incorporates social protection for this category of workers). Both outstanding items under the DWCP 2017-2020 fall within the constituents’ priorities in the DWCP 2024-2028.
- 10 The DWCP was developed and will be implemented in the context of post COVID-19 recovery as well as the climate impacts affecting the entire country. The DWCP accordingly focuses on a human-centred economic recovery, building climate change resilience and the implementation of programmes which are responsive to vulnerable persons (especially women, youth and persons with disability) in order to address labour market challenges arising from the combined impacts of the pandemic and climate change, including with respect to the existing disparity between the able workforce and the vulnerable members of society.
- 11 Tripartite governance is a cornerstone of the DWCP concept and operationalization. The DWCP will be overseen, implemented and monitored in close partnership between the ILO and the tripartite constituents in Samoa under the umbrella of the SNTF, chaired by the Chief Executive Officer of the MCIL.
- 12 Implementation of the DWCP will be supported by a mix of financial and human resources from the Government of Samoa, the ILO social partners, ILO internal sources, relevant special UN Funds and development cooperation projects supported by international partners (as appropriate). Tripartite constituents will work together to strengthen and expand national ownership of the DWCP and ensure its long-term impact and sustainability.
- 13 This DWCP for Samoa for the period 2024-2028 was formally endorsed by the ILO tripartite constituents meeting of the SNTF on 26 August 2024.

2. COUNTRY PROGRESS TOWARDS DECENT WORK AND SUSTAINABLE DEVELOPMENT

In the context of the Common Country Assessment and ILO Centenary Declaration

- 14 The 2021 United Nations Common Country Assessment for Samoa¹ and the 2023² underscore the country's vulnerabilities as a Small Island Developing State, facing frequent natural disasters exacerbated by climate change. The COVID-19 pandemic and the 2019 measles outbreak severely impacted the economy, leading to a sharp decline in GDP, particularly due to the tourism shutdown. Samoa's reliance on remittances and foreign grants has helped mitigate some effects, but rising debt, inflation, and outward migration, pose ongoing challenges. To recover, Samoa seeks to diversify its economy, enhance climate resilience, improve governance and promote labour mobility, while international partnerships remain crucial.
- 15 Despite economic improvements, poverty remains a critical issue in Samoa. According to the Third Voluntary National Review (VNR) Report, 22.7% of the population lives below the national poverty line however the report does not disaggregate the statistics by gender. (Government of Samoa, 2023). The government has implemented a range of social protection measures, including cash transfers for low-income families, aimed at reducing poverty.³
- 16 Poverty and inequality were exacerbated by the COVID 19 pandemic. This placed additional economic pressures on families in contexts where child labour is an ongoing concern, with family survival dependent on children working in informal sectors such as agriculture, street vending and domestic work which can interfere with their education, development and future employment prospects.
- 17 Samoa's economic rebound in 2023 was largely driven by the tourism sector, which saw a 230.3 percent increase in earnings, contributing significantly to GDP growth (Samoa Bureau of Statistics, 2023). The Asian Development Bank also revised Samoa's economic growth to 6% in 2023 due to a strong recovery in tourism and service sectors (Rheeney, 2023) (Samoa News). However, a labor shortage has been identified as a potential drag on future growth if not addressed (Rheeney, 2023) (Samoa News).⁴
- 18 In 2019, Samoa alongside other ILO Members celebrated the 100th anniversary of the creation of the ILO and its pursuit of social justice in the world of work. All Members agreed in the commemorative Centenary Declaration for the Future of Work to develop

¹ https://minio.uninfo.org/uninfo-production-main/91371b4a-52b2-4e73-a3e5-850109bd486e_Samoa_CCA_2021_Final_Report.pdf

² Common Country Assessment (CCA) Update 2023: Review of Developments in Samoa, Cook Islands, Niue, and Tokelau.

³ Ibid

⁴ Ibid

a human-centred approach to the future of work that is fundamental for sustained development, that puts an end to poverty and leaves no one behind. This section presents an analysis of the country's decent work and sustainable development in the context of the three pillars of the *ILO Centenary Declaration*. Samoa currently has a comprehensive suite of policies as outlined in the following table:

Table 1: Key national policies of relevance to the DWCP

	Policy document	Focus areas
1.	<i>Samoa 2040 - Transforming Samoa to a Higher Growth Path 2021</i>	Its vision is to transform the economy over the next 20 years to sustainably increase the incomes and employment of all Samoans, allowing each citizen the opportunity to pursue the best, most productive life possible. The 4 focus sectors are: tourism, agriculture and fishing, digital economy and labour mobility.
2.	<i>Pathway for the Development of Samoa FY2021/22-FY2025/26 (PDS)</i>	Focuses on 3 thematic areas to support long-term vision, which are empowering communities, building resilience and inspiring growth. These thematic areas are envisaged to result in 5 strategic outcomes being: Improved social development; Diversified and sustainable economy; Security and trusted governance; Secured environment and climate change; and, Structured public works and infrastructure.
3.	<i>Samoa National Employment Policy FY2021/22-FY2025/26 (SNEP 2)</i>	Comprises of 3 Pillars, which are: ➤ Strengthen Labour Market Demand; ➤ Strengthen Labour Market Supply; and ➤ Strengthen Employment Policies, Institutions and Regulatory Environment.
4.	<i>National Social Protection Policy Framework 2023</i>	Complements other national policies and sector plans to ensure equitable access to services and opportunities for those in hardship, including the elderly and persons with disabilities, and strengthen social security for all workers
5.	<i>National Policy on Gender Equality and Rights of Women and Girls 2021-2031</i>	Its first priority is the 'Economic' aspect of empowering women and girls. That is, to increase the economic empowerment of all women and girls especially women and girls facing multiple and intersecting barriers and forms of discrimination
6.	<i>National Policy for Persons with Disabilities 2021-2031</i>	Aims to provide a national disability-inclusive development agenda for Samoa. The ongoing key concerns for persons with disabilities include negative stereotyping and discrimination, lack of access to quality services (education, health, information and communication, facilities, etc.),

		limited meaningful participation in public policy and programmes, and lack of access to employment.
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Pillar 1: The capacities of all people to benefit from the opportunities of a changing world of work

- 19 Like all other countries, Samoa was significantly impacted by COVID-19. The SNEP 2 reflects the impact on employment particularly in the private sector. At the industry level, the most affected sector in terms of annual job losses between 2019 and 2020 was “Accommodation” which registered 529 job losses (213 women; 316 men;). This was followed by “Transportation”, “Construction”, “Restaurant” and “Personal Services” sectors. This decline was offset by increases in “Commerce”, “Public Administration” and “Finance Services”. Total wages declined between 2019 and 2020 by: SAT\$4.1 million in “Accommodation”; SAT\$0.47 million in “Transport”; SAT\$0.3 million in “Personal Services”; and SAT\$0.1 million in “Restaurants”. Data contained in the Samoa Labour Force and Child Labour Survey (SLFCLS) 2022 shows that COVID-19 resulted in 11,992 employed persons to take a work break or were temporarily absent from work. COVID-19 further led to 8,032 employed persons to experience reduced working hours. Further, that approximately 1,365 persons/businesses lost employment/employees. The Rapid Assessment of the COVID-19 Impact on Businesses, Employment and Households in Samoa (RAS) provided a detailed insight into the affected industries. The RAS covered 119 enterprises most affected and reported 893 job losses with 64 percent women and 36 percent men reflecting that these affected industries were dominated by women.
- 20 Employment in Samoa is an assortment of different operating factors regarding gender. The managerial level of the public sector is predominantly occupied by women, reflecting a natural trend as more boys tend to drop out at secondary and tertiary education levels, as highlighted by the Ministry of Education, Sports, and Culture (MESC). Boys are more likely to be engaged in child labour. Samoa's 2022 Labour Force Survey further found that boys living in rural areas are at a higher risk of engaging in child labour, compared to girls and boys who live in urban areas. Thus, it appears more focus should be directed towards either improving education attainment or providing an alternative education stream for boys in rural areas so they could be employed in more decent employment opportunities in order to ensure that they are not left behind.
- 21 According to the SLFCLS, Samoa has a population of approximately 207,624 persons, with the working age population (all aged 15+ years) estimated at 127,758⁵. The labour force comprises 55,960 people for a labour force participation rate of 43.8%, which is an increase of 1.2% from the last labour force survey in 2017. The labour force consists of 63.6%men and 36.4%% women.

⁵ 2022 Samoa Labour Force and Child Labour Survey https://www.sbs.gov.ws/documents/social/LFS/2022_SLFCLS_Report.pdf

- 22 54.3 per cent of workers are classified as waged or salaried employees, with the rest being self-employed (as employers, own account workers and contributing family workers). 25.3 per cent of employed persons are in informal employment. Employment in the informal economy is usually characterized by a lack of structure and a lack of access to legal protection, secure benefits, welfare protection or representation. A higher proportion of employment (30 per cent) are in agriculture; followed by 18.6 per cent in wholesale and retail, and 8.7 per cent in public administration and defence. Unemployment is 5 per cent, again this rate is higher for women at 7.8 per cent as against 3.5 per cent for men. 13.4 per cent of youth are unemployed, and 30.1 per cent of youth are not in employment, education or training.
- 23 The 2023 UN Common Country Assessment (CCA) Update highlights youth unemployment as a pressing issue in Samoa, with young people being left behind in the post-COVID-19 recovery driven by construction and tourism.
- 24 One of the policy objectives of SNEP 2 is to *Support the access of Female, Youth, and People with Disabilities to decent employment opportunities*. This would entail conducting research on the underlying barriers for women in the labour market; provision of PSET training, upskilling and re-skilling opportunities targeting women and youth – building on the research on women employability; and, tailoring employment services specifically for women.
- 25 Samoa has in place a legislative framework to address gender equality and has committed to the same by way of national policies. Recent amendments to the *Labour and Employment Relations Act 2013* (LERA), which came into effect in February 2024, have reinforced provisions on violence and harassment in the workplace, non-discriminatory practices, which is inclusive of pregnancy, persons with disabilities as well as equal pay for work of equal value. Samoa has further notably ratified C190 – Violence and Harassment Convention, 2019, in May 2024.

Table 2: Data on the status of women in the world of work

Women in the workforce ⁶	The labour force participation rate was 31.5% for women and 55.0% for men in 2017. The unemployment rate in 2017 was 21.3% for women and 10.6% for men. In 2017, an estimated 20.6% of female and 21.7% of male non-agricultural employment was informal. The top three industries for formal employment in March 2021 were public administration (31.2% of female formal employment, 20.8% of male formal
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⁶ UN Women (undated). Gender Equality Brief for Samoa

	employment), commerce (14.7% female, 16.3% male) and other services (12.2% female and 10.5% male). The majority of the population rely on subsistence agriculture and coastal fishing. Women collect many species of shellfish, but typically use only basic tools, equipment, and techniques in comparison to their male counterparts. Women's involvement in subsistence agriculture and limited access to cash also leaves them vulnerable as Samoa transitions to a monetized economy.
Women's leadership in business ⁷	According to the 2018 Household Income and Expenditure Survey, 37.5% of managers in Samoa were women in 2018. In 2021, women held an estimated 43% of senior management positions in Samoa, including Chief Executive Officer, Chief Operating Officer, and Chief Financial Officer roles. Women were most likely to work as CEOs in state-owned enterprises (31%). By sector, the highest proportion of female CEOs was found in the utilities (67%) and finance (33%) sectors. 33% of Director positions, including 26% of Director roles on the boards of state-owned enterprises. Women also held 19% of Board Chair positions, including 8% of Board Chair positions for state-owned enterprises. By sector, women were most highly represented as Directors on the boards of organizations in the tourism (57%), finance (31%) and utilities (31%) sectors.
Senior executives in the public sector ⁸	56.7% of senior executive roles in the public sector were held by women in 2020. 43 out of 181 Directors (23.7%) on public boards were women in 2019. An estimated 33% of Directors in Samoa were women in 2021, including 26% of the Directors on the boards of state-owned enterprises.
Unpaid care work ⁹	The overall female to male ratio of unpaid care work is 1:1. Second, when broken into the three categories of unpaid care work, the female to male ratio in the category of care work is 2:1. The female to male ratio

⁷ Ibid

⁸ Ibid

⁹ United Nations Development Programme (2022). Sāmoa Pilot Time Use Study Report

	in the category of house chores is 1:1. The female to male ratio in the category of voluntary work is 1:2.
Urban vs. rural women (% ¹⁰)	19.6% of women lived in urban areas in 2016.
Women's access to land ownership ¹¹	Titleholders of land are overwhelmingly men. Thus, they decide and administer how land is inherited within the family. This has the potential for women to be discriminated against in the process. Moreover, the lack of inheritance rights for spouses means that individuals who move to their partners' residence and village – who are likely to be women – are vulnerable, particularly after the death of their partner, where they may be evicted from home or village at the behest of the family matai, as they possess no rights to land.

- 26 According to the analysis in SNEP 2, there continues to be a mismatch between what the labour market demands and the supply that is provided by Samoa's education system. This is further amplified by two notable problems: firstly, the limited data and information on labour market demands (for example: skills shortages, training needs, etc.); and secondly, the limited inclusion of current labour demand and supply statistics into the planning framework of the Education Sector. One of the constituents highlighted that there is a mismatch between what students entering the workforce have been taught in school and the skills necessary for the marketplace, especially in terms of skills for the future. The need for digital skills gained pre-eminence during the COVID-19 pandemic, particularly during the lockdown when the work from home modality became the most preferred form of work. The Education Sector is continuously reforming, but the challenge is to translate these changes to an optimal matching of labour supply to demand.
- 27 Another key consideration in national workforce planning is the upskilling of youth as a strategy to address labour migration through seasonal employment schemes, which also impacts Samoa's domestic labour supply. This is a critical concern given Samoa's demographic profile, with 15% of the population aged over 65 and 75 % in the working-age category.
- 28 Issues related to skills mismatches and links to seasonal employment schemes are likely to be addressed by the National Workforce Plan being developed in 2024 by the Samoa Public Service Commission (PSC). This proposed National Workforce Plan encompasses both the private and public sectors and will consider the disparity in skills as well as the labour market supply and demand. The launch for this Plan is scheduled for early 2025.

¹⁰ UN Women (undated). Gender Equality Brief for Samoa

¹¹ Ibid

29 Noteworthy questions in this context are:

- *Whether the public and private investment in skills development has been sufficient in terms of scale and focus to enable specific occupational development in strategic growth areas?*
- *Whether skills development and workforce supply have been sufficient to meet the needs of Samoa's main economic sectors?*

30 Skills development is, firstly, vital to securing and encouraging decent work, and secondly, can be the catalyst for the transition of workers from the informal to the formal economy. Life-long upskilling and capacity building for workers is inevitable in the face of rapid technological advancements and the resultant fast-changing demands for diversified skill sets. This is more so with the 'digital economy' forming part of Samoa's vision to transform its economy. Ultimately, there needs to be a supply of a skilled workforce in order to meet the labour market demand.

Pillar 2: Institutions of work to ensure adequate protection of all workers

31 Ensuring that all workers, irrespective of their contractual status, are covered by key labour standards is critical. Equally, social dialogue is an important aspect of this process.

ILO international labour standards

32 Samoa became a member of the ILO in 2005, consequently ratifying 12 ILO conventions. This includes nine (9) out of ten (10) Fundamental Conventions and 1 out of four (4) Governance Conventions. The most recent ratifications are *C187 – Promotional Framework for Occupational Safety and Health Convention, 2006* and *C190 – Violence and Harassment Convention, 2019*, both ratified in May 2024. The complete list of ratified conventions can be found in Annex 1.

33 The ILO *C155 Occupational Safety and Health Convention, 1981 (No. 155)* and the *P029 - Protocol of 2014 to the Forced Labour Convention, 1930* are two fundamental standards that have not been ratified. The *Labour Inspection Convention (C081), 1947 (No. 81)*, the *Employment Policy Convention (C122), 1964 (No. 122)*, and the *Labour Inspection (Agriculture) Convention (1969) (No. 129)* are the three Governance or Priority Conventions that have not yet been ratified. Samoa has prioritized *C155* for future ratification. The Government of Samoa has indicated that it will consider the ratification of this and other conventions pertaining to rights and working conditions once it has conducted the necessary legislative compliance review of its national legislative framework vis-à-vis the international labour conventions and standards.

34 The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) raised questions and concerns about the rights of seafarers, in particular the regulation of their hours and entitlement to leave. CEACR also requested that Samoa confirm the right of collective bargaining in the law. Related to concerns around child labour, the CEACR encouraged the Government to pursue its efforts to identify and protect

children engaged in street trading from the worst forms of child labour’ and intensify efforts to improve the functioning of the education system in light of the dropout rates.vi In their 2018 concluding observations, the Committee on the Elimination of Discrimination Against Women noted concern that maternity leave is limited to six weeks in the private sector; the persistent gender pay gap; and the lack of comprehensive legislative definition of sexual harassment.

- 35 In addition, Samoa has ratified the following key international human rights treaties: The *International Covenant on Civil and Political Rights* [ICCPR], the *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment* [CAT] the *Convention on the Rights of Persons with Disabilities* [CRPD], the *Convention on the Elimination of all forms of Discrimination Against Women* [CEDAW] and the *Convention on the Rights of the Child* [CRC]. The Government of Samoa has indicated that it will consider ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families before 2030.¹²

Occupational Safety and Health

- 36 There has been positive progress in the development of a national OSH legal and policy architecture. Samoa passed the *Occupational Safety and Health Act in 2002*, made the *Occupational Safety and Health Regulations in 2017*, and made the *National Occupational Safety and Health Framework in 2018*. While there is a legislative and policy framework in place, there are issues revolving around OSH, which are notably: data and information sharing between the MCIL, which is the national authority, and other relevant agencies, and more significantly, recording and notification of occupational accidents and diseases by employers, and low levels of compliance with and enforcement of the law.
- 37 The Samoa National Tripartite Forum [SNTF] members have recognized the need to increase workplace awareness and capacity in rights and duties of workers (employees) to ensure a safe and healthy working environment. More often than not, OSH trainings and awareness programmes usually targeted only the employers and information rarely filters down to the employees. As a result, many employees are unaware of the OSH framework and their rights and duties under the same.

Child Labour – Child Vendors

- 38 Despite the Government’s efforts to eliminate child labour and having a law for compulsory education, child labour exists in Samoa, primarily in the form of child street vendors and unpaid labour or work for the households. The child vendors carry out street vending activities during school hours as well as nighttime, despite legislation prohibiting such activity. According to the data in the SLFCLS, the activity status of children in the age group of 5 – 14 years shows that 42,465 children (81.7%) were attending school only; 6,230 children (12.0%) were both working and attending school;

¹² https://www.ohchr.org/sites/default/files/udhr/publishingimages/75udhr/Samoa_EN.pdf

2,955 children (5.7%) were neither working nor attending school while only 337 children (0.6 %) reported to be working only. It is important to note that 3,293 children (6.3%) of this age group were not attending school when they should be attending school as it is compulsory.¹³ The survey conducted for the SLFCLS reported that 6,567 children of the same age group were in employment when they should be in school and not be employed, as it is illegal.¹⁴ Overall, the survey found that 14.3% of boys and 8.5% of girls are engaged in child labour, which was more common in rural areas than in the urban area. The higher level of child labour involving boys is likely linked to their higher rates of drop out from school, linked to family coping strategies in rural areas. For the purposes of the SLFCLS, child labour includes but is not limited to unpaid domestic or household chores. This provides an impetus for MCIL to support the implementation of the Alliance 8.7 National Action Plan [NAP] on the Elimination of Child Labour, by strengthening national coordination mechanisms, specifically the Child Labour Taskforce through technical assistance and capacity building and knowledge sharing; and supporting activities under the NAP and utilize networks for coordinating support from partners. Compliance with and enforcement of the laws is an issue which needs to be addressed.

- 39 The *Labour and Employment Relations Amendment Act 2023* increased the age when a child can carry out ‘light work’, from 15 to 16 years old. One of the key requirements for children to be engaged in light work is that it must not affect the child’s attendance at school. This aligns with the law pertaining to compulsory education that during school hours, children must be in school. These laws must be enforced to ensure the elimination or decrease in the numbers of child vendors during school hours.

Social dialogue and tripartite forum

- 40 The SNTF is established by legislation, and which provides for its membership, meetings, functions and duties. The SNTF is the principal body of the tripartite that deals directly with all work-related matters. It consists of all 3 constituents [Government, Employers and Workers] represented by 4 members for each constituent. The SNTF thus acts as the DWCP governance body for Samoa. The ILO Country Office in Samoa works closely with the SNTF and the ILO sits in as an observer, providing updates on ILO matters of significance to Samoa.
- 41 The SNTF is mandated to have an advisory, consultative and investigative role in labour and employment matters. The SNTF holds regular meetings and as such, strong social dialogue exists between the tripartite stakeholders in Samoa. The SNTF advises the Minister responsible for MCIL on any matter affecting labour and employment relations. Of note, the SNTF is now required under the LERA¹⁵ and supported by the Minimum Wage Policy to review the minimum wage every 2 years after consultation with employers and employees. In June 2024, MCIL announced a rise in minimum wage from

¹³ SLFCLS 2022, p. 66

¹⁴ Section 51, *Labour and Employment Relations Act 2013*

¹⁵ Section 18 of the *Labour and Employment Relations Amendment Act 2023* substituting Section 32(3) of the LERA.

WST \$3.00 WST \$4.84, to be implemented incrementally. The minimum wage was set at WST \$4.00 on July 1, 2024, and will reach WST \$4.84 (approximately USD \$1.80) by July 1, 2025.

- 42 The preparatory work for this DWCP included consultations with tripartite constituents regarding their priorities. Initial consultations, as well as the review of the DWCP 2017-2020, were conducted by the ILO Office. Additional individual consultations with the constituents were subsequently carried out after the ILO led workshops to reconfirm issues and priorities.

Pillar 3: Sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

- 43 In 2014, Samoa graduated from LDC status to developing country status, making Samoa less eligible for certain foreign aid and other international concessions. Samoa was, for decades, a model of a politically stable country in the Pacific with a Prime Minister who had served for almost 23 years. This perception was altered with the April 2021 general elections which saw for the first time in almost 30 years a change in government leadership, with a high level of voter engagement and participation, reflecting the citizens' active involvement in the democratic process and their desire for change. Despite initial disputes and legal challenges, the eventual peaceful transition of power has been praised as a testament to Samoa's commitment to democratic principles and the rule of law.
- 44 Prior to the COVID-19 pandemic, Samoa had mixed progress in terms of decent work and economic growth. The effect of COVID-19 on the economy was largely through the impact of border closure on the tourism and hospitality sectors, as well as a suppressed domestic demand due to the State of Emergency.
- 45 Post-COVID economic recovery faced obstacles in late 2022 and throughout 2023 due to double-digit annual inflation primarily caused by the Russia-Ukraine conflict starting in March 2022. The increased prices of food and fuel had a widespread impact on the economy, burdening businesses attempting to recover from COVID-19 with substantial rises in operating expenses. Real Gross Domestic Product returned to pre-COVID levels by 2023 and the economy is expected to grow by 4.2% and 4% in 2024 and 2025 respectively.¹⁶

Labour mobility

- 46 Labour mobility is a resounding priority area for Samoa. Two key strategy documents, the *Samoa 2040* and *PDS*, refer to increasing economic revenue from labour mobility schemes (remittances, foreign exchange, etc). The *Samoa 2040* refers to labour mobility as a key economic transformative opportunity while a key priority area in the *PDS* is "Increase Labour Mobility", with the expected outcomes to be increased mobilization numbers, expanded number of opportunities, and increased professional workers'

¹⁶ <https://www.adb.org/where-we-work/samoa/economy>

footprint in the region. In 2024, the Labour and Employment Export Program Division [LEEP], the Government division responsible for facilitating overseas employment schemes, was transferred from MCIL to the Ministry of Finance [MOF], with the possibility of a final placement under the newly established Samoa Export Authority [SEA].

- 47 One of the Government's fundamental concerns regarding labour mobility is *the population and skills loss that is accruing to private businesses, public sector, and village economy due to the current operations of the labour mobility schemes, with little research to date showing that participation in the temporary labour migration schemes lead to upskilling or more transformative contributions, other than greater purchasing power*.¹⁷ The labour mobility scheme has created an ambivalent state for Samoa in relation to opportunities and losses. Samoa has benefited from the inception of labour mobility in terms of overseas employment and inward remittances; however, issues have arisen over the years, specifically concerning the impact these schemes are having on the supply of labour for local industries. COVID-19 aggravated the issues resulting in the collapse of processes and revelation of other operational issues.¹⁸ This resulted in the development and approval of the *Policy for Temporary Labour Migration under the Labour Mobility Schemes of Australia and New Zealand* [Labour Mobility Policy 2023] in August 2023. LEEP is currently drafting a second iteration of the document to be launched in 2024. The benefit from these labour mobility schemes must be balanced with ensuring the safest and secure opportunities for its people and the protection of their human rights in the recipient countries, and safeguarding the interests of Samoa's domestic industries.

Youth unemployment

- 48 SNEP 2 highlights that youth unemployment remains a challenge as they continue to face considerable disadvantages in their search for jobs. Essentially, the number of school leavers seeking employment far exceeds the number of formal employment opportunities created annually. The SLFCLS 2022 survey reported a total of about 1,344 youth who were actively looking for employment compared to about 3,100 youth reported in 2017. The majority of the unemployed youth were females constituting 59.2 compared to 40.8 percent reported by males indicating that female youth tend to seek employment more than males. This can be attributed to more female youth attaining higher education compared to male youth (Samoa Youth Monogram 2020) The decrease in the number of unemployed youth could be attributed to the opening of international borders and employment opportunities found in the hospitality industry as well as labour mobility schemes.
- 49 There is a need to develop a conducive environment for youth to pursue the option of being self-employed if they wish and to fully utilize opportunities offered by Information

¹⁷ *Policy for Temporary Labour Migration under the Labour Mobility Schemes of Australia and New Zealand* 2023, p.5

¹⁸ *Ibid*, p.3

and Communications Technology in light of *Samoa 2040's* prioritisation of a digital economy, as well as changing market conditions as a result of COVID-19.

- 50 The public sector has absorbed tertiary graduates in the past, but this trend is not sustainable given the size of the public sector and its available resources. In the past 2 decades, the following areas have been explored, namely:
- Providing support for youth [Financial Management, Business Planning] to set up business ventures through the Samoa Business Hub;
 - Providing business incubators for youth;
 - Providing support to match youth skills to employers MCIL thus improving alignment of skills and labour market demand. This includes the apprenticeship scheme; and
 - Keeping youth in the education system by providing more vocational studies.

Persons with disabilities

- 51 Persons with disabilities are undoubtedly in a situation of disadvantage, whether it is access to education, social protection or decent work. The lack of access to decent employment and economic livelihoods by persons with disabilities relates directly to the notional obstacles existing within the environment. Unfortunately, despite awareness programmes and Samoa ratifying the CRPD, negative stereotypes and discrimination still exist which can create barriers for persons with disabilities to be allowed access to either employment or education. Persons with disabilities need to be empowered in order for them to access employment and education. This will require measures to change negative stereotyping and discriminatory attitudes towards persons with disabilities; ensure reasonable accommodation in the workplace; ensure both physical and content accessibility; ensure provision of assistive technologies; and enable them to access education and employment.
- 52 Samoa has not ratified the ILO *Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons)*. This convention contributes towards improving the living conditions and status of persons with disabilities through the right to decent work and prohibiting discrimination on the basis of disability. However, it must be noted that the 2023 amendment to the LERA provides for non-discrimination on the basis of disability as well as requiring employers of persons with disabilities to comply with specific conditions which will be provided for in regulations.
- 53 According to the SLFCLS 2022, of 5,479 persons with disabilities aged 15 years and above, 12.6 % (688) were reported to be in the labour force while the remaining 87.4% (4,791) were outside the labour force.

Primary sector large employer

- 54 The primary sector [agriculture, forestry and fishing] has been relatively stable, and remains important as an informal employer as well as contributor to livelihood security.

This sector accounted for 10% of the country's GDP in 2022. With the return of tourism in the second half of 2022 when borders opened, the private sector witnessed an economic boost in both direct and ancillary services for the industry, of which agricultural produce is included.

SDGs

- 55 In order for Samoa to progress in fulfilling SDG targets and for the ILO's mandate for social justice and decent work to succeed, the quality and quantity of decent work opportunities need to improve. Moreover, the economy needs to be diversified in order to create decent work opportunities, particularly in light of a digital economy which is identified as a priority in *Samoa 2040* and advancements in technology and the use of the same.
- 56 Samoa prioritizes the following SDG Targets:
 - (a) **4.4:** Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship;
 - (b) **8.2:** Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation;
 - (c) **8.5:** Achieve higher levels of productive employment and decent work for all women and men, including for young people and persons with disabilities, as well as equal pay for equal value.

3. PRIORITIES AND COUNTRY PROGRAMME OUTCOMES

ILO Comparative Advantage

- 57 The ILO is the only UN agency that is tripartite, which brings together governments, employers and workers' representatives of its members to set labour standards, develop policies and devise programmes to promote decent work for all. The ILO is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace. Social dialogue, tripartism and international labour standards are the core of the ILO's mandate and are the foundation for the engagement of and cooperation with the ILO's constituents and other stakeholders around shared interests and priorities, with a view to promoting and implementing the Decent Work Agenda in Samoa.
- 58 International labour standards are the foundation for promoting opportunities for women and men to secure decent and productive work in conditions of freedom, equity, security and dignity. They are an essential component of ensuring that economic growth provides benefits for all. In essence, social dialogue, tripartism and international labour standards will maximize the impact of constituents' joint contributions to Samoa's post-COVID-19 recovery and the country's achievement of its long-term development goals and the SDGs, all the while ensuring that no one is left behind.

Theory of Change

- 59 The Pacific UNSDCF's vision for the region is that by 2030, *All people in the Pacific, leaving no place behind, are equal and free to exercise their fundamental rights, enjoying gender equality and peace, resilient to the existential threats and living in harmony with the blue continent.* The UNSDCF is contextualized at the country level in the Samoa Country Implementation Plan [CIP] 2023-2024 [Annex 4], detailing the on-the-ground actions of the UN in support of UNSDCF outcomes. This CIP will be subject to an updated design for the period 2025-2027.
- 60 The theory of change for this DWCP fits within and supports implementation of the Pacific UNSDCF's theory of change. In line with the UNSDCF, the DWCP's outcomes are aligned to, and designed to support, the implementation of the decent work-related elements of Samoa's relevant policies, strategies, plans and programmes. The theory of change for the Pacific UNSDCF recognises that the *progress for the Pacific islands towards the SDGs cannot happen unless global, regional and national efforts converge towards overcoming the impact of the pandemic, enhancing resilience to shocks and adapting to climate change ... are key prerequisites.* This DWCP is consistent and in alignment with the UNSDCF's 4 Pillars of Planet, People, Prosperity and Peace and its outcomes.
- 61 The DWCP theory of change will guide the ILO's contributions to the implementation of the Decent Work Agenda within the context of the UNSDCF's goal and outcomes and the associated CIP in Samoa for the 2024-2028 period.
- 62 The goal of the DWCP for this timeframe is ***Advancing Samoa's sustainable development by fostering inclusive economic recovery, securing worker protection and social safety nets, and empowering effective social dialogue and governance within the labour market.*** Supporting this goal are 3 interrelated priorities which reflects the ILO's comparative advantage.
- 63 In line with the UNSDCF, the DWCP's outcomes are aligned with, and designed to support, the implementation of the decent work-related elements of *Samoa 2040, SNEP 2, PDS* as well all relevant policies, strategies, plans and programmes at the national and sectoral levels. In addition, the DWCP's outcomes reflect the ILO's 4 pillars of decent work: *promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue, with gender equality and leaving no one behind* as intersecting commitments.

Table 3: Alignment between UNSDCF & DWCP Outcomes for period 2024-2028

UNSDCF Outcomes to which the DWCP will particularly contribute.	DWCP Outcomes
UNSDCF Outcome 1: Planet - <i>By 2027, people, communities and institutions are more empowered and resilient to face diverse shocks and disasters, especially related to climate change, and ecosystems and biodiversity are better protected, managed and restored.</i>	DWCP Outcome 1.1: By 2028, enhanced post-COVID recovery through bolstered economic resilience, stimulated local economic growth, increased formal economic participation, alignment with relevant national policy frameworks, and promotion of sustainable job creation in environmentally conscious sectors.
UNSDCF Outcome 2: People - By 2027, more people, particularly those at risk of being left behind, benefit from more equitable access to resilient, and gender-responsive, quality basic services, food security/nutrition and social protection systems.	DWCP Outcome 2.2: By 2028, improved compliance with existing social protection infrastructure as provided for in LERA and other related legislation and policies.
UNSDCF Outcome 3: Prosperity - By 2027, more people, especially those at risk of being left behind, contribute to and benefit from sustainable, resilient, diversified, inclusive and human-centred socio-economic systems with decent work and equal livelihoods' opportunities, reducing inequalities and ensuring shared prosperity.	DWCP Outcome 1.1: By 2028, enhanced post-COVID recovery through bolstered economic resilience, stimulated local economic growth, increased formal economic participation, alignment with relevant national policy frameworks, and promotion of sustainable job creation in environmentally conscious sectors. DWCP Outcome 1.2: By 2028, improved workforce sustainability through enhanced gender-responsive labour mobility strategies, fostering local skill retention, and empowering workers for success in diverse international work settings. DWCP Outcome 3.2: By 2028, optimized workforce alignment with industry needs resulting from informed decision-making based on accessible, accurate labour market data.
UNSDCF Outcome 4: Peace - By 2027, people enjoy and contribute to more accountable, inclusive, resilient and responsive governance systems that promote gender equality, climate security, justice, and peace, ensure participation, and protect their human rights.	DWCP Outcome 2.1: By 2028, enhanced workplace safety, health, gender-responsiveness, and freedom from violence and harassment due to the reinforcement of occupational safety and health (OSH) policy and legal framework. DWCP Outcome 3.1: By 2028, more informed and proactive workforce as a result of workplace empowerment and improved labour dynamics, inclusive of active social dialogue, training and participation.

- 64 The following DWCP theory of change diagram [Figure 1] sets out the key inter-related conditions which are relevant for achieving the DWCP's goal and outcomes over time, the outputs that will support each outcome, as well relevant enabling policy and normative frameworks, key partners, cross-cutting themes, key strategies and SDG alignment. The outputs are derived from the UNSDCF, where relevant, and supplemented with additional outputs, where necessary.
- 65 To achieve the outcomes in the DWCP and especially the goals in Samoa 2040 and PDS, it is important for Samoa to:
- a. *diversify the economy to create opportunities of decent work and strengthen the sources of development financing while enhancing climate-resilience;*
 - b. *promote and enable a higher degree of labour mobility and labour force participation, especially among women and young people;*
 - c. *strengthen governance and improve the efficiency and efficacy of social spending and public service management and delivery; and*
 - d. *implement targeted measures to address informal employment challenges and promote the formalization of informal sector activities, ensuring workers' access to social protection and labour rights; and*
 - e. *ensure that no one is left behind.*

[Figure 1]

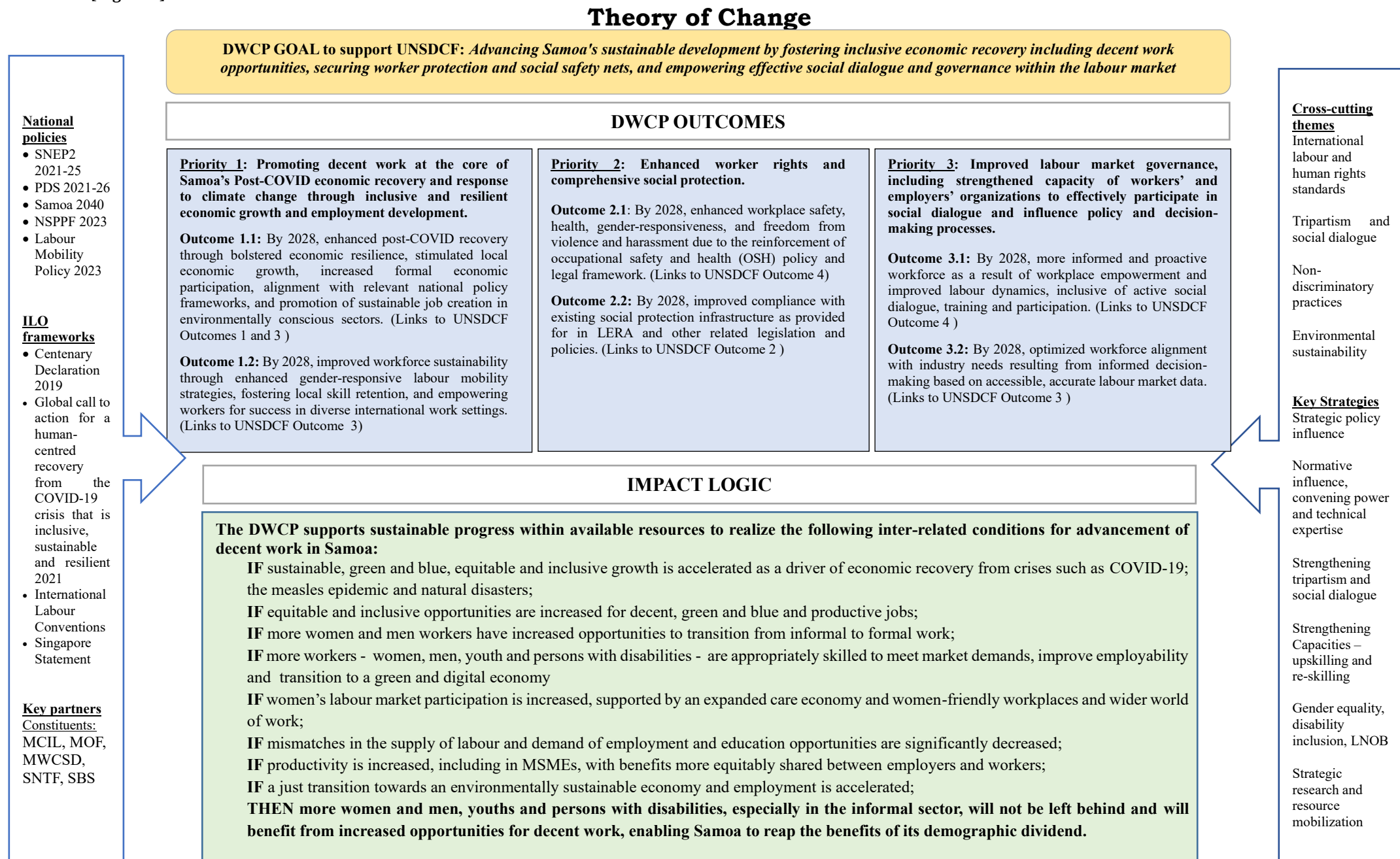


Figure 2: DWCP Goal, Priorities, Outcomes and Outputs supporting the Theory of Change

Refer to the DWCP Results Matrix [Annex 2] for the full set of DWCP outcomes, outputs, indicators and targets.

DWCP Goal: Advancing Samoa's sustainable development by fostering inclusive economic recovery, securing worker protection and social safety nets, and empowering effective social dialogue and governance within the labour market.
Samoa Policy, Strategy and Planning Alignments: • <i>Samoa 2040 - Transforming Samoa to a Higher Growth Path 2021;</i> • <i>Pathway for the Development of Samoa FY2021/22-FY2025/2026;</i> • <i>Samoa National Employment Policy FY2021/22-FY2025/2026; [SNEP 2];</i> • <i>National Labour Mobility Policy 2023;</i> • <i>National Social Protection Policy Framework 2023;</i> • <i>National Policy on Gender Equality 2021 – 2031; and</i> • <i>National Policy for Persons with Disabilities 2021 – 2031.</i>
Key ILO Strategic Alignments: • <i>ILO Centenary Declaration for the Future of Work (2019);</i> • <i>ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021);</i> • <i>The Singapore Statement, 17th Asia and the Pacific Regional Meeting Region (6–9 December 2022); and International Labour Conventions and Standards ratified by Samoa.</i>
Sustainable Development Goal Target Alignments • SDG 1.3 [IMPLEMENT SOCIAL PROTECTION SYSTEMS - Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.]; • SDG 4.3 [EQUAL ACCESS TO AFFORDABLE TECHNICAL, VOCATIONAL AND HIGHER EDUCATION - By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.]; • SDG 4.4 [INCREASE THE NUMBER OF PEOPLE WITH RELEVANT SKILLS FOR FINANCIAL SUCCESS - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.]; • SDG 4.5 [ELIMINATE ALL DISCRIMINATION IN EDUCATION - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.]; • SDG 5.1 [END DISCRIMINATION AGAINST WOMEN AND GIRLS - End all forms of discrimination against all women and girls everywhere.]; • SDG 5.2 [END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.]; • SDG 5.4 [VALUE UNPAID CARE AND PROMOTE SHARED DOMESTIC RESPONSIBILITIES - Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.]; • SDG 8.2 [DIVERSIFY, INNOVATE AND UPGRADE FOR ECONOMIC PRODUCTIVITY - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.]; • SDG 8.3 [PROMOTE POLICIES TO SUPPORT JOB CREATION AND GROWING ENTERPRISES - Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.];

• SDG 8.5 [FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.]; • SDG 8.6 [PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING - By 2020, substantially reduce the proportion of youth not in employment, education or training.]; • SDG 8.7 [END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.]; • SDG 8.8 [PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.]; • SDG 8.9 [PROMOTE BENEFICIAL AND SUSTAINABLE TOURISM - By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.]; • SDG 10.1 [REDUCE INCOME INEQUALITIES - By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.]; • SDG 10.4 [ADOPT FISCAL AND SOCIAL POLICIES THAT PROMOTE EQUALITY - Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.]; • SDG 17.3 [MOBILIZE FINANCIAL RESOURCES FOR DEVELOPING COUNTRIES - Mobilize additional financial resources for developing countries from multiple sources.]; • SDG 17.H [ENCOURAGE EFFECTIVE PARTNERSHIPS - Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.]	
DWCP Priority 1: Promoting decent work at the core of Samoa's Post-COVID economic recovery and response to climate change through inclusive and resilient economic growth and employment development (aligns with UNSDCF Outcomes 1 and 3).	
Outcome 1.1: By 2028, enhanced post-COVID recovery through bolstered economic resilience, stimulated local economic growth, increased formal economic participation, alignment with relevant national policy frameworks, and promotion of sustainable job creation in environmentally conscious sectors. <i>Aligns with:</i> • <i>Pillar 1 of the SNEP 2 [Strengthen Labour Market Demand]</i> • <i>SDG Targets 4.3; 4.4; 4.5; 5.4; 8.2; 8.3; 8.6; 8.9</i> • <i>UNSDCF Outcomes 1 and 3</i> • <i>UNSDCF CIP Sub-outputs 1,4,7</i> <i>ILO P&B 2024-25 linkages¹⁹:</i> • <i>Outcome 1: Strong, modernized normative action for social justice;</i> • <i>Outcome 3: Full and productive employment for just transitions</i> • <i>Outcome 4: Sustainable enterprises for inclusive growth and decent work</i>	Output 1.1.1: Dual circulation economy-enhancing policies and strategies updated or developed and identified interventions implemented. <i>Aligns with SDG Targets 8.2 and 8.3</i>
	Output 1.1.2: Targeted initiatives implemented by constituents to facilitate the registration and compliance of informal workers and businesses with formal sector requirements. <i>Aligns with SDG Targets 5.4 and 8.3</i>
	Output 1.1.3: Samoa's National Employment Policy [SNEP 2] implemented. <i>Aligns with SDG Targets 4.3; 4.4; 4.5; 8.3; and 8.6</i>
	Output 1.1.4: Targeted initiatives to create and promote decent green and blue jobs implemented for women and men. <i>Aligns with SDG Targets 4.3; 4.4; 4.5; 8.3; 8.6; and 8.9</i>

¹⁹ The 2024-2025 ILO Programme and Budget (P&B) was current at the time of finalization of this DWCP. The linkages will be updated to incorporate relevant 2026-2027 P&B linkages once these are formally adopted.

• <i>Outcome 8: Integrated policy and institutional responses for social justice through decent work</i> Output linkages: • Outcome 1 – Output 1.1, 1.2, 1.4, 1.5 • Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5 • Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5 • Outcome 8 – Output 8.1, 8.2, 8.3, 8.4, 8.5	
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Outcome 1.2: By 2028, improved workforce sustainability through enhanced gender-responsive labour mobility strategies, fostering local skill retention, and empowering workers for success in diverse international work settings. <i>Aligns with</i> • <i>SDG Targets 1.3; 4.3; 4.4; 4.5; 5.1; 5.2; 5.4; 8.3; 8.5; 8.8; 10.1; 10.4</i> • <i>UNSDCF Outcome 3</i> • <i>UNSDCF CIP Sub-outputs 1,2,4,7</i> <i>ILO P&B 2024-25 linkages:</i> • <i>Outcome 3: Full and productive employment for just transitions</i> • <i>Outcome 5: Gender equality and equality of treatment and opportunities for all.</i> • <i>Outcome 8: Integrated policy and institutional responses for social justice through decent work</i> Output linkages: • Outcome 3 – 3.2, 3.3, 3.4, 3.5 • Outcome 5 – 5.1, 5.2, 5.3 • Outcome 8 – 8.1, 8.2, 8.3, 8.4, 8.5	Output 1.2.1: Local workforce and skills shortages caused by overseas work schemes addressed, including utilising strategies for retention of key skills in Samoa. <i>Aligns with SDG Targets 1.3; 4.3; 4.4; 4.5; 5.1; 5.2; 5.4; 8.3; 8.5; 10.1 and 10.4</i> Output 1.2.2: Skills and capacity building programmes for workers entering foreign culture and work environments under the temporary labour migration schemes of Australia and NZ. <i>Aligns with SDG Target 8.8</i>
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Key National Partners

Ministry of Commerce, Industry and Labour

Ministry of Finance

Ministry of Women, Community and Social Development

Samoa Bureau of Statistics

Samoa Chamber of Commerce and Industry

Samoa First Union

Samoa Workers Congress

DWCP Priority 2: Enhanced worker rights and comprehensive social protection (aligns with UNSDCF Outcomes 2 and 4)

Outcome 2.1: By 2028, enhanced workplace safety, health, gender-responsiveness, and freedom from violence and harassment due to the reinforcement of occupational safety and health (OSH) policy and legal framework.

Aligns with

- *SDG Targets 1.3; 5.1; 5.2; 8.5; 8.8*
- *UNSDCF Outcome 4*
- *UNSDCF CIP Sub-outputs 2,3,7*

ILO P&B 2024-25 linkages:

Output 2.1.1: Establishment and deployment of a comprehensive, gender responsive OSH inspection framework to improve workplace compliance rates targeted by the DWCP.

Aligns with SDG Targets 1.3 and 8.8

Output 2.1.2: Legislative and policy amendments adopted for implementation of C190 and C187, including OSH policy and legislative framework reviewed and updated with attention to gender dimensions, and the Foreign Employee Employment Permit (FEEP) Policy, in line with ILO standards.

• <i>Outcome 1: Strong, modernized normative action for social justice;</i> • <i>Outcome 2: Strong, representative and influential tripartite constituents and effective social dialogue</i> • <i>Outcome 4: Sustainable enterprises for inclusive growth and decent work</i> • <i>Outcome 6: Protection at work for all</i> • <i>Outcome 7: Universal social protection</i> Output linkages: • Outcome 1 – Output 1.2, 1.3, 1.4, 1.5 • Outcome 2 – Output 2.2 & 2.3 • Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5. • Outcome 6 - Output 6.1, 6.2, 6.3, 6.4 • Outcome 7 - Output 7.1, 7.2, 7.3	<i>Aligns with SDG Targets 8.5 and 8.8</i> Output 2.1.3: Capacity building programmes for constituents to report on the implementation of International Labour Standards as required under the ILO supervisory system (ILO Articles 19 and 22 reports). <i>Aligns with SDG Targets 1.3; 8.5 and 8.8</i> Output 2.1.4: 2023 amendments to the Labour and Employment Relations Act (LERA) 2013, implemented, including the establishment of an effective enforcement mechanism and monitoring system to ensure compliance with the new regulations. <i>Aligns with SDG Targets 1.3; 5.1; 5.2; 8.5 and 8.8</i>								
Outcome 2.2: By 2028, improved compliance with existing social protection infrastructure as provided for in LERA and other related legislation and policies. <i>Aligns with</i> • SDG Targets 1.3; 8.5; 8.8; 10.4 • UNSDCF Outcome 2 • UNSDCF CIP Sub-outputs 2,3,7 <i>ILO P&B 2024-25 linkages:</i> • <i>Outcome 3: Full and productive employment for just transitions</i> • <i>Outcome 5: Gender equality and equality of treatment and opportunities for all.</i> • <i>Outcome 6: Protection at work for all</i> • <i>Outcome 7: Universal social protection</i> • <i>Outcome 8: Integrated policy and institutional responses for social justice through decent work</i> Output linkages: • Outcome 3 – Output 3.2, 3.3, 3.4, 3.5 • Outcome 5 – Output 5.1, 5.2, 5.3 • Outcome 6 - Output 6.1, 6.2, 6.3, 6.4 • Outcome 7 – Output 7.1, 7.2 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	Output 2.2.1: A monitoring and evaluation framework established to track and assess adherence to social protection guidelines and regulations. <i>Aligns with SDG Targets 1.3 and 8.8</i> Output 2.2.2: Minimum wage policy implemented. <i>Aligns with SDG Target 10.4</i>								
Key National Partners <table border="0"> <tr> <td><i>Ministry of Commerce, Industry and Labour</i></td> <td><i>Accident Compensation Corporation</i></td> </tr> <tr> <td><i>Ministry of Finance</i></td> <td><i>Samoa Chamber of Commerce and Industry</i></td> </tr> <tr> <td><i>Ministry of Women, Community and Social Development</i></td> <td><i>Samoa First Union</i></td> </tr> <tr> <td><i>Samoa Bureau of Statistics</i></td> <td><i>Samoa Workers Congress</i></td> </tr> </table>		<i>Ministry of Commerce, Industry and Labour</i>	<i>Accident Compensation Corporation</i>	<i>Ministry of Finance</i>	<i>Samoa Chamber of Commerce and Industry</i>	<i>Ministry of Women, Community and Social Development</i>	<i>Samoa First Union</i>	<i>Samoa Bureau of Statistics</i>	<i>Samoa Workers Congress</i>
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<i>Ministry of Women, Community and Social Development</i>	<i>Samoa First Union</i>								
<i>Samoa Bureau of Statistics</i>	<i>Samoa Workers Congress</i>								
DWCP Priority 3: Improved labour market governance, including strengthened capacity of workers' and employers' organizations to effectively participate in social dialogue and influence policy and decision-making processes (aligns with UNSDCF Outcomes 3 and 4).									
Outcome 3.1: By 2028, more informed and proactive workforce as a result of workplace	Output 3.1.1: Capacity-building programmes for trade unions implemented to increase membership and enhance								

empowerment and improved labour dynamics, inclusive of active social dialogue, training and participation. <i>Aligns with:</i> • Pillar 2 – SNEP 2 [Strengthen Labour Market Supply] • SDG Targets 8.3; 8.7; 8.8; 17.3; and 17.H • UNSDCF Outcome 4 • UNSDCF CIP Sub-outputs 1,5,6 <i>ILO P&B 2024-25 linkages:</i> • <u>Outcome 1</u>: Strong, modernized normative action for social justice • <u>Outcome 2</u>: Strong, representative and influential tripartite constituents and effective social dialogue • <u>Outcome 3</u>: Full and productive employment for just transitions • <u>Outcome 8</u>: Integrated policy and institutional responses for social justice through decent work <i>Output linkages:</i> • Outcome 1 – Output 1.2, 1.3, 1.4, 1.5 • Outcome 2 – Output 2.1, 2.2, 2.3, 2.4 • Outcome 3 – Output 3.2, 3.3, 3.4, 3.5 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	engagement in the private sector and enhance awareness and understanding of labour rights among workers and employers. <i>Aligns with SDG Targets 8.3 and 8.8</i> Output 3.1.2: Increased capacities of constituents on strategic planning, leadership, and effective representation. <i>Aligns with SDG Targets 8.3; 17.3; and 17.H</i> Output 3.1.3: The issue of child street vendors will be addressed through the Alliance 8.7 Initiative by strengthening legal and policy frameworks, enhancing community engagement with vulnerable families, and improving data collection and reporting systems. <i>Aligns with SDG Target 8.7</i>
Outcome 3.2: By 2028, optimized workforce alignment with industry needs resulting from informed decision-making based on accessible, accurate labour market data. <i>Aligns with</i> • SDG Targets 4.3; 4.4; 4.5; 4.6; 8.3 • UNSDCF Outcome 3 • UNSDCF CIP Sub-outputs 3,4,7 <i>ILO P&B 2024-25 linkages:</i> • <u>Outcome 2</u>: Strong, representative and influential tripartite constituents and effective social dialogue • <u>Outcome 3</u>: Full and productive employment for just transitions • <u>Outcome 4</u>: Sustainable enterprises for inclusive growth and decent work • <u>Outcome 5</u>: Gender equality and equality of treatment and opportunities for all • <u>Outcome 8</u>: Integrated policy and institutional responses for social justice through decent work <i>Output linkages:</i> • Outcome 2 – Output 2.1, 2.2, 2.3, 2.4 • Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5	Output 3.2.1: Labour market data collection, analysis and dissemination policies and mechanisms which provide accurate disaggregated data to monitor progress are developed. <i>Aligns with SDG Target 8.3</i> Output 3.2.2: Targeted gender-responsive skills training programmes or strategies implemented, aligned with labour market demands and aimed at reducing the mismatch between available skills and the needs of employers. <i>Aligns with SDG Targets 4.3; 4.4; 4.5; 4.6</i>

• Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5 • Outcome 5 – Output 5.1, 5.2, 5.3 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	
Key National Partners Ministry of Commerce, Industry and Labour Ministry of Finance Ministry of Women, Community and Social Development Ministry of Education Sports and Culture Samoa Bureau of Statistics Samoa Qualifications Authority Samoa Chamber of Commerce and Industry Samoa First Union Samoa Workers Congress	

Table 4: Risk assessment and mitigation

Risk	Degree of risk	Risk mitigation
1. Impact of climate-change induced natural disasters and associated disruption of employment and livelihoods.	High	Proactively monitor such developments and their likely impact on the implementation of DWCP outcomes. Adjust outputs and activities as necessary.
2. Impact of global developments (e.g. international conflicts) on trade and aid flows.		Ensure resilience considerations are part of activity planning and implementation, with particular regard for gender dimensions.
3. Impact of regional developments (e.g. natural disasters or economic downturn) on trade and aid flows, labour migration flows and remittances.	Medium	Also refer to risk 4 with regards to the aid dimension.
4. Lack of resources to support planned activities under the DWCP	Medium	Develop the planned DWCP resource mobilization strategy, aligned to that of the UNSDCF (2022) and including a donor mapping. Ensure proactive resourcing planning is a key element of DWCP annual and activity planning. Leverage available funding sources within the wider UN system and actively engage with key donors to build confidence and trust. Maximize the in-kind contributions of constituents.

“Left-behind” / vulnerable groups in the population don’t benefit from DWCP implementation.	Medium	Ensure that all activity planning and M&E pays specific attention to engagement with, inclusion of and benefits to women, persons with disabilities and other left-behind groups. Ensure that DWCP mid-term and end-of term review/ evaluation processes pay specific attention to this area.
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66 At the same time, **opportunities** exist to advance the decent work agenda in Samoa through:

- A stable macro-economic outlook through to 2026 linked to increased tourism revenue (20% of GDP) and remittances (33% of GDP). Samoa is expected to exceed the IMF’s projections for global economic growth of 3.2% for the 2023/24 financial year, with the Asian Development Bank projecting Samoa’s growth at 4.2%. Samoa’s Ministry of Finance is projecting an even more optimistic figure of 6.6%.
- Government commitments to expand investment in people-centred priorities such as the District Development Programme, education, health, private sector development (including a significant increase in funding to the Samoa Business Hub), and civil society.
- Increased employment opportunities through an increased focus on green and blue skills and job creation as well as infrastructure development projects, such as: the Savai’i Courthouse, the Alaoa Multipurpose Dam, and other climate resilience-targeted investments.²⁰

4. MANAGEMENT, GOVERNANCE, IMPLEMENTATION, MONITORING, REPORTING AND EVALUATION

67 The Government of Samoa, the SCCI and the STUC) are mutually key beneficiaries as well as implementers of the DWCP. In this respect, the Government and social partners are expected to participate fully in the management, governance, implementation, monitoring, reporting and evaluation of the DWCP throughout the term of the DWCP. The Director for the ILO Office for Pacific Island Countries provides oversight of implementation of the DWCP, including within the context of the Pacific UNSDCF and the associated Samoa CIP. The ILO National Coordinator based in Apia provides the primary focal point for DWCP planning, implementation, monitoring, partnerships and relations at country level. The ILO’s technical specialists in the ILO Regional Decent Work Team (DWT) based in the Regional Office for Asia and the Pacific in Bangkok, and technical units at ILO headquarters in Geneva, will provide technical assistance and support through advisory services, seminars and capacity building activities.

²⁰ New Zealand Ministry of Foreign Affairs and Trade (July 2024). MFAT Market Intelligence Reports Samoa: budget & economic update

- 68 Samoa's legislation and structuring of the SNTF gives the country a unique outlook in that there is no specifically-established DWCP Tripartite Steering Committee to provide a governance framework for the country programme. As earlier noted, this function is carried out by the SNTF under sections 3 and 9 of its Terms of Reference. In turn, this SNTF function, through the DWCP, supports the implementation of the Samoa CIP under the oversight and the Joint Steering Committee of the CIP.
- 69 The DWCP will be overseen, implemented and monitored collaboratively between the ILO Country Office and tripartite constituents in Samoa, under the guidance of the SNTF which is chaired by the MCIL. The ILO and its constituents will be equal partners in ensuring the implementation of this DWCP and will be jointly responsible for achieving the results. They will be actively involved in resource mobilization, including leveraging national resources and corporate social responsibility initiatives to support the implementation of specific outputs. Similarly, the parties will also be actively involved in the formulation, implementation and oversight of specific international donor-funded development cooperation projects, which are a key means of action to deliver specific DWCP outcomes and outputs.
- 70 The ILO Country Office and the SNTF will continuously monitor and update the results and monitoring framework and the implementation plan, with re-planning as needed in order to integrate necessary adjustments to the programme. In active consultation with the constituents, the ILO Country Office will prepare annual progress reports on DWCP implementation for the SNTF and the UNRCO, in line with UNSDCF and CIP reporting requirements. Drawing on these progress reports, the ILO Office will also meet internal reporting requirements.
- 71 The experiences and lessons learned through the implementation of the DWCP will be documented, and good and innovative practices will be highlighted and shared. The contributions of development cooperation projects are subject to separate evaluation as required by ILO evaluation policies. The results of such project evaluations will be incorporated in the monitoring and reporting of the DWCP. See Annex 3 for a list of current development cooperation projects.
- 72 A mid-term internal review and end-of term Country Programme Review (CPR) will be conducted of the DWCP. The ILO Evaluation Office may also conduct an independent DWCP evaluation.

5. FUNDING PLAN

- 73 Apart from limited resources available from one regional development cooperation project (on forced labour) which carries forward into this DWCP period (see annex 3 for project details), the DWCP is unfunded and is not provided for in the national budget.

The ILO Office and tripartite constituents will work together to identify, mobilize and monitor national and external resources to achieve the outcomes and outputs proposed for the DWCP for the period 2024–2028. The decent work elements of national policies such as Samoa 2040 will provide a key reference in this regard, including with respect to the financing of relevant SDG targets. The DWCP serves as a resource mobilisation tool in this regard.

- 74 The main components of the resourcing of the DWCP are as follows:

Extra-budgetary technical cooperation projects funded through various multi/bilateral development partners: These are the primary source of funding for DWCP implementation. The main funders of activities carrying forward into the DWCP period 2024-2028 are the governments of Australia and New Zealand.

For details on ILO-managed development cooperation projects that will contribute to DWCP implementation and its contribution to the UNSDCF (as confirmed at the time of DWCP signing), refer to Annex 3 or to the ILO Development Cooperation Dashboard, available at: <https://www.ilo.org/DevelopmentCooperationDashboard/#altay3m>

Joint UN programmes of which the ILO is part: The ILO will work jointly with other relevant UN agencies to develop and implement UN Joint programmes and mobilize resources jointly.

ILO global and regional programmes: The ILO implements various programmes at global and regional levels to address the common issues faces by the countries covered. These are supported by various funding sources, including bilateral funding partners, multilateral agencies and private foundations. Central to ILO global efforts and resourcing are the following flagship programmes which are relevant to Samoa: Social Protection Floors for all; International Programme on the Elimination of Child Labour and Forced Labour (IPEC+); and Safety + Health for All.

ILO Regular Budget Supplementary Account (RBSA): Programmes of strategic significance can be funded for specific periods by the RBSA, which is based on unconditional funding to the ILO by various development partners.

Global UN funds and programmes: Relevant global funds will be explored as potential fundings sources, including the UN. Global Accelerator on Jobs and Social Protection for Just Transitions.

Building on the above, the ILO Country Office will develop a short **resource mobilization strategy** within the six months of the DWCP commencement, in alignment with the resource mobilization approaches of the UNCT. The ILO strategy will be based on a resourcing gap analysis and a funding source mapping to enable the setting of realistic targets.

- 75 In addition, it is envisaged that the tripartite constituents may provide in kind support and resources such as:

- contribution of skills and expertise for skilling, upskilling and reskilling of workforces as well as workers participation in initiatives for decent work and workplace cooperation;
- policy engagement by employers' and workers' organizations in areas that facilitate the increased availability of national and international resources to support the implementation of the DWCP's outcomes and outputs; and
- the use of constituents' facilities and services, and constituents' facilitating access to wider constituencies and networks, as appropriate.

6. ADVOCACY AND COMMUNICATION PLAN

- 76 A significant portion of the work of the ILO is advocating for decent work. As such, the ILO's advocacy and communication activities will target primarily the tripartite constituents as well as donor organizations, civil society organizations, other international and regional agencies working in Samoa and the broader public.
- 77 In this context, the ILO will use and support UN joint communication and advocacy efforts (via the UN Communications Team in Samoa) to promote decent work-related messages.
- 78 A key message of ILO advocacy and communications will be that advancing the Decent Work Agenda, including international labour standards and effective social dialogue, is an essential contributor to:
- Samoa achieving the SDGs, and national development priorities and objectives;
 - economic recovery from COVID-19, the Measles epidemic, cyclones and other crises that has decent work, social justice, universal social protection and inclusion at its core; and
 - creation of decent jobs for more Samoans, respect for labour rights, social protection for all, safe and healthy workplaces, gender equality and an end to any form of discrimination, violence and harassment in the sphere of work.

Annex 1 – List of ILO Conventions Samoa has Ratified

Fundamental

Convention	Date	Status
C029 - Forced Labour Convention, 1930 (No. 29)	30 Jun 2008	In Force
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	30 Jun 2008	In Force
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	30 Jun 2008	In Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	30 Jun 2008	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	30 Jun 2008	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	30 Jun 2008	In Force
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	29 Oct 2008	In Force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	30 Jun 2008	In Force
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	31 May 2024	Not In Force (until 31 May 2025)

Governance (Priority)

Convention	Date	Status
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	05 Dec 2018	In Force

Technical

Convention	Date	Status
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) <i>In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; sickness benefit and employment injury benefit.</i>	21 Nov 2013	In Force
C190 - Violence and Harassment Convention, 2019 (No. 190)	31 May 2024	Not In Force (until 31 May 2025)

Annex 2 – DWCP Results Matrix

DWCP GOAL: Advancing Samoa's sustainable development by fostering inclusive economic recovery, securing worker protection and social safety nets, and empowering effective social dialogue and governance within the labour market.					
Strategic Priority 1: Promoting decent work at the core of Samoa's Post-COVID economic recovery and response to climate change through inclusive and resilient economic growth and employment development. <i>[Adapted from UNSDCF Outcomes 3 and 4]</i> <i>Aligned with SDG targets: 1.3; 4.3; 4.4; 4.5; 5.1; 5.2; 5.4; 8.2; 8.3; 8.5; 8.6; 8.8; 8.9; 10.1; 10.4 and UNSDCF CIP Sub-outputs 1,2,4,7</i>					
Results	Performance indicators	Baseline (year)	Target (end of programme)	Source/MoV	Assumption Statement
Outcome 1.1: By 2028, enhanced post-COVID recovery through bolstered economic resilience, stimulated local economic growth, increased formal economic participation, alignment with national policy frameworks, and promotion of sustainable job creation in environmentally conscious sectors. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 • Outcome 4 • Outcome 8	1.1(a): % Increase in annual real Gross Domestic Product (GDP) per capita.	WST \$1,021 real GDP per capita.	Average annual growth of 2% or higher in annual real GDP per capita. <i>(ILO will contribute along with other UN agencies and development partners in the achievement of this target.)</i>	SBS	Assuming no major offsetting global economic shocks or natural disasters.
	1.1(b): Increase in Formal Labour Force Participation Rate (FLFPR) (disaggregated by sex) and Labour Force Participation Rate (LFPR) for persons with disabilities.	FLFPR all - 33.3% FLFPR male – 42.2% FLFPR female – 24.6% LFPR persons with disabilities – 12.6% (2022 Samoa Labour Force and Child Labour Survey)	20% increase by 2028 FLFPR all - 40% FLFPR male – 51% FLFPR female – 30% LFPR persons with disabilities – 15%		

Output 1.1.1: Dual circulation economy-enhancing policies and strategies updated or developed. ²¹ <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5	1.1.1(a): Number of gender-responsive policy and strategy documents updated or developed to enhance domestic production.	2 – MSME Policy and Strategy and Trade, Commerce & Manufacturing Sector Plan	At least 3 gender-responsive policy and strategy documents updated or developed, as follows: At least 1 new gender responsive policy/strategy document developed, (e.g. National Industry Development Policy). ⁷ At least 2 current documents updated, (e.g. MSME Policy, Trade, Commerce & Manufacturing Sector Plan).	MCIL SCCI SFU SWC SAME	Assuming effective collaboration with stakeholders, sustained political will, and adequate resource allocation for policy development and updates.
Output 1.1.2: Identified programmes and interventions in dual circulation economy-enhancing policies implemented. <i>ILO P&B 2024-25 linkages:</i> • Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5	1.1.2(a): Number of programmes/interventions revised/renewed or developed to increase domestic production, including revision of existing interventions for increased access by the private sector (e.g. “Buy Local” campaigns, duty concessions, tax incentives, Private Sector assistance programmes, etc.)	15 programmes/interventions to enhance domestic production (Guide to Private Sector Development Programmes in Samoa 2023). 4 ILO-backed programmes. (see Annex 3)	At least 5 existing programmes /interventions revised/renewed. At least 5 new programmes/interventions developed		
Output 1.1.3: Targeted initiatives implemented by constituents to facilitate the registration and compliance of	1.1.2(a): Percentage increase in the number of women and men informal workers transitioned to the formal economy.	Proportion of formal employment in total employment by sex: Male – 73.7% Female – 76.5%	A 15% increase for males and a 20% increase for females in formal employment as part of total employment Male – 85% Female – 88%	SBS	Assuming effective interventions and supportive policies lead to increased formal employment for both genders.

²¹ Dual circulation economy is a key concept in the current Samoa National Employment Policy (SNEP 2). The term concerns increasing demand for (and production of) local products.

informal workers and businesses with formal sector requirements.					New percentages would be checked against total employment figures to account for major changes in the workforce.
<i>ILO P&B 2024-25 linkages:</i> • Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5 • Outcome 8 – Output 8.1, 8.2, 8.3, 8.4, 8.5	1.1.2(b): Number of awareness campaigns enhanced/established with a special focus on formal sector requirements.	Periodic awareness programmes conducted by MCIL on a variety of topics	At least 2 awareness campaign enhanced/established with a special focus on formal sector requirements	MCIL SCCI SWC	Assuming the necessary resources to support such a campaign.
Output 1.1.4: Samoa's National Employment Policy [SNEP 2] implemented. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5	Implementation rate of strategies and achievement rate of objectives.	SNEP 2 – n/a	SNEP 2 – 90% of strategies implemented and 80% of objectives achieved, with a particular focus on employment of youth and persons with disabilities.	MCIL PSC SCCI SWC SFU MWCSO	Assuming dedicated efforts and resources, with a particular focus on employment of youth and persons with disabilities.
Output 1.1.5: Targeted initiatives to create and promote decent green and blue jobs implemented for women and men. <i>ILO P&B 2024-25 linkages:</i>	Percentage increase in green/blue employment opportunities for women and men, with attention to sectors in which the employment of women is concentrated.	8% of employment opportunities are green/blue jobs (1,157 jobs). (Labour Market Survey 2022)	At least 18% of all employment opportunities are green/blue jobs for both women and men, with attention to sectors in which the employment of women is concentrated. The ILO's Guidelines for a just transition towards environmentally sustainable economies and societies for all	SBS MCIL SCCI SFU SWC	Assuming effective implementation of targeted initiatives

• Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5 • Outcome 8 – Output 8.1, 8.2, 8.3, 8.4, 8.5			(2016) provide a key reference in this regard.		
Outcome 1.2: By 2028, improved workforce sustainability through enhanced gender-responsive labour mobility strategies, fostering local skill retention, and empowering workers for success in diverse international work settings. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 • Outcome 5 • Outcome 8	1.2(a): Implementation rate of updated Labour Mobility Policy 2023.	10% implementation of targeted activities (June 2024)	90% implementation of targeted activities	MOF-LEEP SEA MCIL SCCI SFU SWC	Assuming effective implementation of the updated Labour Mobility Policy and targeted activities.
	1.2(b): Reduction in skills shortages reported by employers.	499 employers reported skills shortage amongst their organization (46.5% of all employers surveyed). (Labour Market Survey 2022)	15% reduction in reported skills shortages (40% of all employers surveyed), with particular attention to skill gaps for women.	SBS MCIL	
Output 1.2.1: Local workforce and skills shortages caused by overseas work schemes addressed, including utilising strategies for retention of key skills in Samoa.	1.2.1(a): Implementation rate of National Workforce Plan.	N/A (yet to be finalized)	80% of strategies implemented and 70% of objectives achieved.	PSC MCIL SCCI SFU SWC	Assuming effective implementation of the National Workforce Plan and development of strategies for skills retention in Samoa
	1.2.1(b): Number of strategies developed aimed at retention of skills in Samoa, with particular	0	At least 1 strategy developed for the retention of skills in Samoa, with particular attention to opportunities for women.	MCIL MESC PSC	

<i>ILO P&B 2024-25 linkages:</i> • Outcome 3 – Output 3.2, 3.3, 3.4, 3.5 • Outcome 5 – Output 5.1, 5.2, 5.3 • Outcome 8 – Output 8.1, 8.2, 8.3, 8.4, 8.5	attention to gender dimensions.				
	1.2.1(c): National Human Resource Development (HRD) priority list developed identifying key skills shortages, with particular attention to gender dimensions.	National HRD priority list is in draft form.	National HRD priority list to guide the allocation of scholarships to address skills shortages in the private sector, with particular attention to opportunities for women.	PSC	
	1.2.1(d): % increase in positive opinion amongst private sector employers as to the purpose of overseas worker schemes and its impact on business operations.	Baseline to be established	30% increase in positive opinion amongst private sector employers of overseas worker schemes	SNTF constituent survey	
Output 1.2.2: Skills and capacity building programmes for workers entering foreign culture and work environments under the temporary labour migration schemes of Australia and NZ. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 – Output 3.2, 3.3, 3.4, 3.5	1.2.2(a): Percentage of outgoing workers receiving pre-departure training in thematic areas of workers' rights, and foreign culture and work environments.	Limited coverage of these topics, and/or to certain groups only, such as Samoa First Union members	100% of outgoing workers receive comprehensive pre-departure training on these themes	MOF SEA MCIL SWC SFU	Assuming effective coordination between RSE scheme stakeholders and trainers, and effective communication to outgoing workers.
	1.2.2(b): Establishment of a Training of Trainers (ToT) programmes to support workers entering foreign culture and work environments under temporary labour migration schemes.	Currently only 1-2 organizations capable of delivering said trainings. No ToT programme established.	ToT programme established	MOF-LEEP SEA SWC MCIL	Assuming the necessary resources to support such a programme

• Outcome 5 – Output 5.1, 5.2, 5.3 • Outcome 8 – Output 8.1, 8.2, 8.3, 8.4, 8.5					
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Strategic Priority 2: Enhanced worker rights and comprehensive social protection. <i>[Adapted from UNSDCF Outcome 3].</i> <i>Aligned with SDG targets: 1.3; 5.1; 5.2; 8.5; 8.8; 10.4 and UNSDCF CIP Sub-outputs 2,3,7</i>					
Results	Performance indicators	Baseline (year)	Target (end of programme)	Source/MoV	Assumption Statement
Outcome 2.1: By 2028, enhanced workplace safety, health, gender-responsiveness, and freedom from violence and harassment due to the reinforcement of occupational safety and health (OSH) policy and legal framework. <i>ILO P&B 2024-25 linkages:</i> • Outcome 1 • Outcome 2 • Outcome 4 • Outcome 6 • Outcome 7	2.1(a): Percentage reduction in the number of workplace accidents, both reported/notified and non-reported/notified.	110 occupational accidents & diseases (annual avg ACC claims 2017-2019) 30 - 40 incidents and accidents reported to MCIL (2011-12/ 2012-13) 50 accidents reported to MCIL in 2015-2016	At least 20% reduction in the number of workplace accidents per year.	MCIL ACC MOP MOH	Assuming effective implementation of occupational safety and health (OSH) policies and procedures Acknowledging an increase in reported/notified accidents may reflect a shift from unreported to reported and not necessarily an overall increase in accidents.
	2.1(b): Increase in reporting rate of workplace incidents and accidents by employee to employer per year.	90% of all incidents and accidents are reported	95% of all workplace incidents and accidents reported to employer	MCIL	
	2.1(c): Increase in notification rate of workplace incidents and accidents by employer to MCIL per year.	10% of all accidents are notified to MCIL by the employer (2018-2023 average) 45% come through ACC to MCIL and 5% from others	30% of all workplace incidents and accidents notified to MCIL	MCIL	

		sources (workers, media, public) 27 – annual average # of accidents formally notified to MCIL (2011-2017)			
Output 2.1.1: Establishment and deployment of a comprehensive, gender responsive OSH inspection framework to improve workplace compliance rates targeted by the DWCP. <i>ILO P&B 2024-25 linkages:</i> • Outcome 6 - Output 6.1, 6.2, 6.3, 6.4	2.1.1(a): Percentage increase in number of OSH inspections per year.	150 inspections per year to businesses, organization and ministries	At least 5% increase in OSH inspections per year 5% increase per year	MCIL	Assuming no extraordinary trends in business closures or economic shocks
	2.1.1(b): Percentage increase in OSH compliance rate.	Currently, at least 30% compliance rate	At least 50% OSH compliance rate At least 50% compliance		
Output 2.1.2: Legislative and policy amendments adopted for implementation of C190 and C187, including OSH policy and legislative framework reviewed and updated with attention to gender dimensions, and the Foreign Employee Employment Permit	2.1.2(a): Percentage of LERA and other adopted provisions for application of C190 and C187 which are implemented.	C190 and C187 ratified on 31 May 2024. LERA includes specific provisions for implementation of C190.	100% of LERA provisions for C190 and adopted provisions for C187 are applied.	MCIL SWC SFU AGO	Assuming dedicated efforts and resources are allocated to conduct thorough legislative compliance and policy reviews, implement the actions proposed and develop a gender-responsive M&E framework.
	2.1.2(b): Availability of updated gender-responsive National OSH Framework.	Current National OSH Framework has expired/in need of review	Gender-responsive OSH legislative and policy framework reviewed, updated, adopted and disseminated through annual public awareness programmes conducted among SNTF, employers, employees, public service.	MCIL Social Partners	

(FEEP) Policy, in line with ILO standards. <i>ILO P&B 2024-25 linkages:</i> • Outcome 1 – Output 1.2, 1.3, 1.4, 1.5 • Outcome 2 – Output 2.2 & 2.3					
	2.1.2(c): Availability of an updated FEEP policy.	Current policy under review	Gender-responsive FEEP policy reviewed, endorsed and implemented by 2028		
Output 2.1.3: Capacity building programmes for constituents to report on the implementation of International Labour Standards as required under the ILO supervisory system (ILO Articles 19 and 22 reports). <i>ILO P&B 2024-25 linkages:</i> • Outcome 1 – Output 1.2, 1.3, 1.4, 1.5 • Outcome 2 – Output 2.2 & 2.3	2.1.3(a): Percentage of Samoa reports and responses to ILO supervisory bodies regarding ratified Conventions which are submitted in a timely basis.	N/A (Background note: At least 90% of reports and responses submitted on time (2019-2023) according to MCIL 33% of reports submitted on time in 2023 according to ILO-CEACR/Normlex	100% of reports and responses submitted on time	MCIL ILO-CEACR/ Normlex	Assuming effective capacity-building initiatives are implemented
	2.1.3(b): Number of cases of progress in the application of ratified Conventions noted with satisfaction by the supervisory bodies.	N/A (Background note: One case of progress in 2020 CEACR Report on C138)	At least two cases of progress noted with satisfaction		
Output 2.1.4: 2023 amendments to the Labour and	2.1.4(a): Implementation rate of LERA 2013 as amended.	At least 80% implemented (current status)	100% implemented	MCIL SCCI SFU	Assuming effective implementation of the 2023 amendments to

Employment Relations Act (LERA) 2013 implemented, including the establishment of an effective enforcement mechanism and monitoring system to ensure compliance with the new regulations. <i>ILO P&B 2024-25 linkages:</i> <i>Outcome 1 – Output 1.2, 1.3, 1.4, 1.5</i>	2.1.4(b): Increase in compliance rate with LERA 2013 as amended.	At least 80% compliance rate (current status)	90% compliance rate	SWC	the Labour and Employment Relations Act (LERA) 2013
Outcome 2.2: By 2028, improved compliance with existing social protection infrastructure as provided for in LERA and other related legislation and policies. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 • Outcome 5 • Outcome 7 • Outcome 8	2.2(a): Percentage increase in employer compliance with social protection infrastructure as measured by NPF and ACC enrollment rates above normal levels.	NPF – Average 3,691 new employee registrations per year and 167 new employer registrations per year. (2019-2023) ACC – Average 98 new employer registrations per year (2020-2023)	At least 15 % increase in employer enrollment rates above normal levels.	SBS ACC NPF	Assuming effective enforcement measures and employer education initiatives are implemented to increase compliance with social protection infrastructure
	2.2(b): Reduction in reported cases of employer non-compliance with social protection infrastructure, as evidenced by audits conducted by MCIL.	25% non-compliance (current status)	15% non-compliance	MCIL	

Output 2.2.1: A monitoring and evaluation framework to track and assess adherence to social protection guidelines and regulations developed and implemented. <i>ILO P&B 2024-25 linkages:</i> • Outcome 7 – Output 7.1, 7.2 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	2.2.1(a): Implementation rate of Monitoring and Evaluation Framework.	Not yet developed	100% implementation of M&E Framework	MCIL SCCI SWC SFU PSC ACC NPF	Assuming thorough development and implementation of a monitoring and evaluation framework
	2.2.1(b): Number of workplace inspections of social protection conducted.	Average 150 workplace inspections for SP infrastructure per year. (75% compliance rate)	5% increase in workplace inspections of social protection infrastructure conducted	MCIL	
Output 2.2.2: Minimum wage policy implemented. <i>ILO P&B 2024-25 linkages:</i> • Outcome 6 - Output 6.1, 6.2, 6.3, 6.4	Implementation rate of strategies and achievement rate of objectives.	N/A – recently developed	100% of strategies implemented and objectives achieved.	MCIL	Assuming sufficient resources and effort to implement the policy

Strategic Priority 3: Improved labour market governance, including strengthened capacity of workers' and employers' organizations to effectively participate in social dialogue and influence policy and decision-making processes <i>[Adapted from UNSDCF Outcomes 3 and 4].</i> <i>Aligned with SDG targets: 4.3; 4.4; 4.5; 4.6; 8.3; 8.7; 8.8; 17.3; 17.H and UNSDCF CIP Sub-outputs 1,3,4,5,6,7</i>					
Results	Performance indicators	Baseline (year)	Target (end of programme)	Source/MoV	Assumption Statement
Outcome 3.1: By 2028, more informed and proactive workforce as a result of workplace empowerment and improved labour dynamics, inclusive of active social dialogue, training and participation. <i>ILO P&B 2024-25 linkages:</i> • Outcome 1 • Outcome 2 • Outcome 3 • Outcome 8	3.1(a): Percentage of workers and employers reporting greater workplace empowerment and improved labour dynamics.	Baseline to be established	20% improvement in responses to questions on workplace empowerment and improved labour dynamics	SNTF constituent survey	Assuming effective implementation of initiatives promoting workplace empowerment, active social dialogue, training, and participation
	3.1(b): Percentage increase in the number of industrial disputes resolved by conciliation under LERA or mediation or arbitration, thus not undergoing litigation	80% of cases successfully resolved, thus avoiding litigation Average of 82 disputes per year (2021-2023)	15% increase in disputes successfully resolved, thus not undergoing litigation	MCIL SWC Ministry of Justice and Courts Administration	
Output 3.1.1: Capacity-building programmes for trade unions implemented to increase membership and enhance engagement in the private sector and	3.1.1(a): Percentage increase in union coverage of private sector workplaces as result of awareness programmes on amendments to the <i>Labour and Employment Relations Act 2013</i> relating to trade unions and employee organizations.	2,115 private sector union members (2024) This is 15% of the formal private sector workforce according to LMS 2022	20% increase in union coverage	SWC SFU	Assuming effective implementation of awareness programmes and focus workshops.

enhance awareness and understanding of labour rights among workers and employers. <i>ILO P&B 2024-25 linkages:</i> • Outcome 2 – Output 2.1, 2.2, 2.3, 2.4 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	3.1.1(b): Percentage increase in awareness and understanding of workers' rights amongst workers and employers resulting from awareness programmes and focus workshops.	Baseline to be established through benchmark survey.	20% increase in workers' rights	SNTF constituent survey	
Output 3.1.2: Increased capacities of constituents on strategic planning, leadership, and effective representation, with attention to participation of women. <i>ILO P&B 2024-25 linkages:</i> • Outcome 2 – Output 2.1, 2.2, 2.3, 2.4 • Outcome 8 – Output 8.1, 8.2, 8.4, 8.5	Percentage of constituent representatives, disaggregated by sex, age and persons with disabilities, demonstrating increased capacities in advanced training programmes focused on strategic planning, gender-balanced leadership and effective representation.	Baseline to be established through sex disaggregated benchmark survey.	25% improvement from baseline in demonstrated capacities of constituent representatives, at least 50% of whom should be women.	SNTF constituent survey	Assuming successful implementation of advanced training programmes focused on strategic planning, leadership, and effective representation.

Output 3.1.3: The issue of child street vendors will be addressed through the Alliance 8.7 Initiative by strengthening legal and policy frameworks, enhancing community engagement with vulnerable families, and improving data collection and reporting systems. <i>ILO P&B 2024-25 linkages:</i> • Outcome 1 – Output 1.2, 1.3, 1.4, 1.5 • Outcome 2 – Output 2.1, 2.2, 2.3, 2.4	3.1.3(a): Percentage of actions implemented as set out in Samoa National Strategy and Action Plan towards the Elimination of Child Labour in All its Forms – Alliance 8.7 (2024-2027).	80% of actions implemented (current status)	100% of actions implemented	MCIL MOP MWCSO	Assuming effective implementation of actions outlined in the Samoa National Strategy and Action Plan towards the Elimination of Child Labour in All its Forms – Alliance 8.7. Assuming no major economic or population shocks which could significantly affect child street vendor rates.
	3.1.3(b): Percentage decrease in the number of child street vendors.	135 child street vendors reported in 2022. (Rapid Assessment of Child Vendors in Samoa 2022)	10% decrease in the number of child street vendors		
Outcome 3.2: By 2028, optimized workforce alignment with industry needs resulting from informed decision-	3.2(a): Percentage decrease in unemployment rate, disaggregated by sex, age and persons with disabilities.	Unemployment Rates 2022: Male – 3.5% Female – 7.8% Youth 15-19 – 15.9% Youth 20-24 – 12.1% Persons With Disability – 1.4%	10% decrease across all demographics	SBS	Assuming effective coordination with and buy-in from Statistics Bureau

making based on accessible, accurate gender-responsive labour market data. <i>ILO P&B 2024-25 linkages:</i> • Outcome 2 • Outcome 3 • Outcome 4 • Outcome 5 • Outcome 8	3.2(b): Increased level of employer satisfaction over four-year period with regards to optimized workforce alignment with industry needs, with attention to opportunities for women, including in emerging sectors like green jobs.	Baseline to be established through benchmark survey.	20% increase in employer satisfaction, with attention to opportunities for women, including in emerging sectors like green jobs.	SNTF constituent survey	
Output 3.2.1: Labour market data collection, analysis and dissemination policies and mechanisms which provide accurate disaggregated data to monitor progress are developed. <i>ILO P&B 2024-25 linkages:</i> • Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5 • Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5 • Enabler A – Output A.1, A.2	Existence of data collection, analysis and dissemination policies and mechanisms providing accurate disaggregated data to monitor progress.	Labour market data gaps identified by constituents in the areas of collection, analysis and dissemination	Identified gaps fully addressed. MCIL’s function as ‘One-Stop-Shop’ implemented – relevant registries and portals functioning with up-to-date data; Data and labour market information are regularly updated and shared with SNTF in accordance with data collection, analysis and dissemination policies.	MCIL SBS SCCI SFU SWC MOF	Assuming successful development and implementation of labor market data collection, analysis, and dissemination policies and mechanisms

Output 3.2.2: Targeted gender-responsive skills training programmes or strategies implemented, aligned with labour market demands and aimed at reducing the mismatch between available skills and the needs of employers. <i>ILO P&B 2024-25 linkages:</i> • <i>Outcome 3 – Output 3.1, 3.2, 3.3, 3.4, 3.5</i> • <i>Outcome 4 – Output 4.1, 4.2, 4.3, 4.4, 4.5</i> • <i>Outcome 5 – Output 5.1, 5.2, 5.3</i>	Number of gender-responsive skills training programmes or strategies implemented.	ILO has provided Training of Training technical support. Additional baseline data to be collected during upcoming SNEP 2 review. Apprenticeship, Employment and Labour Market (AELM) division of MCIL conducts 2 Jobseeker trainings per financial year. This training is specific to assist unemployed people who are looking for jobs	At least 2 programmes or strategies implemented by higher educational institutions including TVET and PSET providers to accommodate for enhanced and diversified programmes and skills training.	MCIL SCCI SFU SWC PSC MESC SQA MWCSO	Assuming effective implementation of targeted gender-responsive skills training programmes or strategies aligned with labor market demands.
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Annex 3 – Development Cooperation Projects

Development Cooperation projects supporting implementation of the DWCP as of June 2024

	Project Name	Countries Covered	End Date
1	From Protocol to Practice: A Bridge to Global Action on Forced Labor – Phase II (The Bridge Project II)	Regional – all PICs	30/06/2025
2	Labour Standards on Fishing Vessels	Regional – all PICs	31/12/2024
3	Mainstreaming social protection into Pacific regional labour mobility initiatives and promoting the extension of social protection to migrant workers	Regional – all PICs	31/07/2024
4	Promoting Implementation of ILO Standards in Pacific Island Countries	Regional – all PICs	30/06/2024

Annex 4 – Country Implementation Plan (CIP) Sub-outputs

	Sub-Output	Sub-Output Description
1	Improved protection of the rights of migrant workers including increase in awareness about their rights (Pillar 4 - Peace)	The implementation of a comprehensive labour migration strategy will contribute directly to more accountable, inclusive, resilient and responsive governance systems that promote gender equality, climate security, justice and peace, ensure participation, and protect their human rights.
2	Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations (Pillar 4 – Peace)	The capacity of members states in the ratification and application of international labour standards, as well as on reporting obligations, is strengthened through different capacity building activities and support measures. This will contribute to more accountable, inclusive, resilient and responsive governance systems that promote gender equality, climate security, justice and peace, ensure participation, and protect their human rights.
3	Capacity for production, analysis and use of the sex-disaggregated labour market statistics is increased (Pillar 3 - Prosperity)	Labour market information systems are strengthened, contributing to better and evidence-based policy decision making, which will ultimately contribute to more accountable, inclusive, resilient and responsive governance systems that promote gender equality, climate security, justice and peace, ensure participation, and protect their human rights.
4	Improved decent employment opportunities for youth through entrepreneurship development and support services and skill training, including School To Work Transition surveys and tools (Pillar 3 – Prosperity)	The improvement of decent employment opportunities for youth through entrepreneurship development, support services and skills training contribute directly to sustainable, resilient, diversified, inclusive and human-centred socio-economic systems with decent work and equal livelihoods' opportunities, reducing inequalities and ensuring shared prosperity.
5	Strengthened institutional capacities of workers' organizations (Pillar 4 – Peace)	The institutional capacity of workers' organizations are strengthened through the provision of support and capacity building to worker associations, thereby contributing to sustainable, resilient, inclusive and human-centred socio-economic systems with decent work and equal livelihoods' opportunities, reducing inequalities and ensuring shared prosperity.
6	Strengthened institutional capacities of employers' organizations (Pillar 4 - Peace)	The institutional capacity of employers' organizations are strengthened through the provision of support and capacity building to the employer associations, thereby contributing to sustainable, resilient, inclusive and human-centred socio-economic systems with decent work and equal livelihoods' opportunities, reducing inequalities and ensuring shared prosperity.
7	Pro-poor and employment policy developed and implemented (Pillar 3 - Prosperity)	The labour market is enhanced through the design, adoption and implementation of a national employment policy, developed on the basis of consultations with government, social partners and other relevant national stakeholders, thereby contributing to sustainable, resilient, inclusive and human-centred socio-economic systems with decent work and equal livelihoods' opportunities, reducing inequalities and ensuring shared prosperity.

Annex 5 – Reference List

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