

ALLIANCE



**JOINING FORCES
GLOBALLY** TO END
FORCED LABOUR,
MODERN SLAVERY,
HUMAN TRAFFICKING
AND CHILD LABOUR

Developing a Joint Roadmap for Fiji as a Pathfinder Country to Achieve SDG Target 8.7

**National Strategic Planning Forum
22-23 August 2019
Suva, Fiji**

**REPORT
AUGUST 2019**



International Organization for Migration (IOM)
The UN Migration Agency



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SOCIAL JUSTICE
DECENT WORK

INTRODUCTION

The National Strategic Planning Forum to Develop a Joint Roadmap for Fiji as a Pathfinder Country to Achieve SDG Target 8.7, was held from the 22-23 August 2019 at the Novotel House in Lami, Fiji.

The forum brought together over 70 policy makers and practitioners from multi- sectoral Government Ministries and Departments, Trade Unions and Workers' Organisations, Employers' Organisations and the Private Sector, Civil Society Organisations, Academic and Research Institutions, Regional Agencies, United Nations Agencies including UNICEF, UN Women, UNDP and UNOHCHR, and international development partners from the Delegation of the European Union to the Pacific, Embassy of France, British High Commission, Australian Department of Foreign Affairs and Trade (People Smuggling and Human Trafficking Unit), New Zealand Ministry of Foreign Affairs and Trade (New Zealand High Commission) and Walkfree Initiative.

The overall aim of the forum was to reinforce national commitment and accelerate actions towards the achievement of SDG Target 8.7, in line with Fiji's status as a Pathfinder Country for Alliance 8.7.

Specifically, the purpose of the forum was to:

- Review Fiji's progress and enabling environment for achieving the SDG Target 8.7 and identify the existing limitations and gaps.
- Provide input into a national roadmap for achieving SDG 8.7, specifying priority focus areas, roles of national working groups, and integrating organisational and institutional strategies;
- Agree to the optimal role of a National Alliance 8.7 coordinating mechanism for achieving SDG 8.7

The forum was organised jointly by the Ministry of Employment, Productivity and Industrial Relations (MEPIR), Fiji Trades Union Congress (FTUC), Fiji Commerce and Employers Federation (FCEF), International Labour Organization (ILO) and the International Organization for Migration (IOM). Mr. Vilimone Baledrokadroka, Deputy Secretary MEPIR was the Master of Ceremony, supported by Mr. Atish Kumar, Director Labour Standards.

The forum was officially opened by the Minister for Employment, Productivity and Industrial Relations, Hon. Mr. Parveen Bala, who was introduced by Mr. Osea Cawaru, the Permanent Secretary, MEPIR.

Welcome remarks were made by the Officer in Charge of the ILO Office for the Pacific, Mr. Gagan Rajbhandari and the Chief of Mission of IOM Fiji, Ms. Mahym Orazmuhamedova.

KEYNOTE ADDRESS

By the Minister for Employment, Productivity and Industrial Relations and Youth and Sports, Honourable Mr. Parveen Kumar Bala.

Bula Vinaka and warm greetings!

Today marks an important event in our commitment to fight and eliminate child labor, forced labor and human trafficking from Fiji, and indeed from all our nations.

Ladies and Gentlemen, I begin with a brief background on the Alliance 8.7 Agenda which was agreed by the Fijian Government as part of Buenos Aires Declaration on 16th November 2019 in Argentina.

The Fijian Government has continued to strengthen its policies to ensure we meet our obligations on Alliance 8.7. Fiji is identified as one of the countries to be a pathfinder nation in the 2017 area of eliminating all forms of Child Labor, Forced Labor in Human Trafficking. I commend you all for joining hands in this fight. Together we can give our children a future that is free and for them to make informed decisions.

I acknowledge the International Labour Organization (ILO) for their continued guidance and supports towards the Fijian Government in ensuring that we meet our timeline and quest in reaching towards identified Sustainable Development Goals. And, our commitments to the SDG Alliance 8.7 to ensure the whole of Government's approach.

Ladies and gentlemen, we need this approach to continuously review Plans, Policies and Programs to accelerate the action to eliminate child labor, forced labor and modern slavery from our societies. We must ensure that we give the best possible

care and protection to our children as they are the future. The task ahead requires a multisectoral approach and working together. I am grateful to see many stakeholders today to work together on our common goals. And I commend you and your work in this area.

I also thank the United Nations development partners, including the International Office for Migration for their guidance and assistance towards the Fijian Government in implementing plans for the 17 SDG goals. It's only through hard work and coordinated effort that we will achieve and make Fiji a better place to live and work.

Ladies and Gentlemen, sadly Child Labor and Forced Labor are still prevalent in the 21st Century. The Fijian Governments stands with the International Community making it clear that persistence of child labor; forced labor and human trafficking in today's world is intolerable. They represent a violation of fundamental human rights and undermine economic and social development.

In Fiji this year, the government held events to mark the 140th year of the end of indentured Indian labor to Fiji. In many ways and forms, this form of labor migration was forced labor, and commonly called out by human rights activists at the turn of the 1900, as another form of slavery. These commemorative historical events have been inclusive of awareness of blackbirding of Pacific islanders known as "Kanakas", particularly from the Solomon Islands, Vanuatu as another disgraceful form of forced labor, to Fiji, Queensland in

Australia and as far as Peru. In both instances, the use of forced child labor, was institutionalized, and children as young as 9 years old worked adult hours and adult tasks in Fiji's colonial plantations.

Ladies and gentlemen, it seems unthinkable that almost a century and half later, we are still addressing issues from that era. Thankfully, global opinion is united against such oppression of people, and such acts are illegal across the world.

The 2030 Agenda for Sustainable Development Goals universally adopted by all 193 United Nations member states calls for ***“immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of worst forms of child labor including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.*”**

Ladies and Gentlemen the 2013 Fijian Constitution under Chapter 2 of the Bill of Rights provides for a wide range of human as well as social and economic rights guaranteed to all Fijians. As we move towards a child Labor free society, Section 10 of the Constitution provides for freedom from slavery, forced labor and Human Trafficking. Section 31 provides for Right to Education. While Section 41 provides for Rights of children, to name a few. We are indeed proud of our Government's achievement in ensuring and giving a Constitution that provides these guarantees for all Fijians.

Through progressive labor reforms and tripartite consultation, we have developed and enforced the Employment Relations Act 2007. This is strengthened by Health and Safety at Work Act 1996 and National Employment Centre Act 2009.

Across these legislations and policies, the provisions and fundamentals of the ratified ILO 8 Core conventions, 4 priority conventions and 26 technical conventions, are being met in Fiji.

This is indeed an achievement for all Fijians. For our tripartite partners - the employers and workers organization. We must continue to work hand in hand in ensuring that we attain decent work and employment growth for all Fijians. My Ministry through the Labor standard services and the National Occupational Health and Safety services enforces laws for better and safe working conditions. We will continue to reform laws through our progressive Labor reforms programs to ensure better protection for all workers and employers in Fiji.

Ladies and Gentlemen the fourth Global Conference on Sustained Eradication of Child Labor, hosted by the Government of Argentina in November 2017 provided an opportunity to further discuss the challenges faced.

The Fijian Government through my Ministry has pledged to act on child labor, forced labor and Human Trafficking. Not only that, but Fiji volunteered to be a pathfinder country in the Pacific on Alliance 8.7. And we remain committed to leading the region in the eradication of all forms of forced labor, particularly that of children. Today provides an opportunity to reaffirm our actions and commitment on this. It is an opportunity to protect and nurture the innocence of our children and the dignity of all people to choose when it comes to the right and opportunities to work.

Let us join hands and ensure that we move towards a better Fiji by eliminating all forms of child labor forced labor and Human Trafficking from our Society.

Globally we are all deeply concerned with the horrors of child labor. And while I am happy to report that we have minimal instances of it in Fiji, it remains a sad and more widespread problem in many parts of the world. It not only deprives the young but also deprives the nation of their potential to rise beyond labor through education.

Ladies and gentlemen allow me to leave you with the words of Nelson Mandela-

“There can be no keener revelation of a society's soul than the way in which it treats its children.”

I wish you all the best for the two days of robust and informed deliberation and look forward to seeing dynamic resolutions and plans in your outcome statements.

Thank You, Vinaka Vakalevu!

REMARKS, INTERNATIONAL LABOUR ORGANIZATION

By Mr. Gagan Rajbhandari, Officer in Charge, ILO Office for the Pacific

Good morning! On behalf of the ILO and the Office in the Pacific, I welcome you warmly to the National Strategic Planning Forum to Develop a Joint Roadmap for Fiji to Achieve the Sustainable Development Goal 8, Target 7 on eliminating child labour, forced labour, modern slavery and human trafficking.

The ILO is directly involved in achieving the UN Sustainable Development Goal 8 on decent work and economic growth. Through its flagship international programme on the elimination of child labour and forced labour (IPEC+), ILO provides technical support to countries to achieve the SDG 8.7.

The ILO's involvement in protecting the rights of children, men and women from labour exploitation is not new and dates back to 1919 when the ILO was founded. Convention No.5, adopted by the ILO in 1919 was the first international labour standard establishing the Minimum Age for Admission of Children to Industrial Employment.

The effective abolition of child labour, the elimination of all forms of forced or compulsory labour, freedom of association

and the right to collective bargaining, and the elimination of discrimination in respect of employment and occupation are accepted by the ILO and the international community as fundamental principles and rights at work.

These four categories of principles and rights are embedded in the ILO Constitution; elaborated in ILO Conventions and Recommendations; and recognised in the 1998 Declaration on Fundamental Principles and Rights at Work, the 2008 ILO Declaration on Social Justice for a Fair Globalization, and within the Decent Work Agenda.

The ILO Centenary Declaration for the Future of Work, adopted by the 2019 International Labour Conference further re-commits the ILO to directing its efforts to eradicating forced and child labour and promoting decent work for all, fostering cross-border cooperation, and promoting decent work in labour migration.

The ILO Office for the Pacific has worked closely with the Fiji tripartite plus partners for over 50 years, providing a range of technical support for manpower, assessments, vocational training, workers' education programmes, trades training,

testing and certification schemes, legislative reviews, local enterprises and co-operatives, and programmes on social protection, labour migration, just transition to climate change, and child labour.

The ILO programmes were, and still are, designed and executed at the request of Governments, Workers' and Employers' organisations, in response to issues and objectives identified by the constituents. This has formed the basis of ILO engagement in the Pacific over the years and has ensured that technical assistance is relevant and sustainable.

For example, in 2008 in response to the Fiji Decent Work Country Programme which prioritised the elimination of child labour, technical support was provided to the government and constituents through the ILO EU-funded Tackling Child Labour through Education Programme (TACKLE) which was very successfully implemented in Fiji, in phases from 2008 to 2017.

As the secretariat to the Alliance 8.7, a global partnership for eradicating forced labour, modern slavery, human trafficking and child labour around the world, the ILO Office is committed to supporting Fiji's efforts to achieve the sustainable

development goals, and in particular SDG target 8.7.

At the sub-regional level, dialogue on achieving SDG 8.7 has already started. In 2017, Pacific delegates identified priorities for the Pacific to achieve the SDG target 8.7 including strengthening partnership, improving data and statistics, enhancing legislation and enforcement, ensuring access to quality education for all children, and creating opportunities for employment, decent work and social protection.

I sincerely congratulate the Fiji government for volunteering to become one of 15 Pathfinder Country's globally, and taking the steps through this forum to map concrete and practical actions to achieve SDG 8.7.

It is critical that we are able to progress from priorities to actions to results. We need to accelerate actions, be innovative and accountable. We owe this to the 152 million children who are still trapped in child labour and the 40 million people who are in forced labour, slavery or trafficked.

Thank you and congratulations to the Fiji government and partners for organizing this event. I wish you all the best in your deliberations over the next two days!



REMARKS, INTERNATIONAL ORGANIZATION FOR MIGRATION

By Ms. Mahym Orazmuhamedova, Chief of Mission, IOM Fiji

Your Excellency Mr. Parveen Bala - Minister for Employment, Productivity and Industrial Relations of Fiji, Mr. Gagan Rajbhandari – ILO Regional Officer in Charge for Pacific, Distinguished delegates, ladies and gentlemen,

It's my pleasure to represent the International Organization for Migration, the UN Migration Agency, as part of the organizing committee for this National Strategic Planning Forum of Fiji under Alliance 8.7. Let me express our sincere gratitude *to the Ministry of Employment, Productivity and Industrial Relations of Fiji, the Fiji Commerce and Employers' Federation, the Fiji Trades Union Congress and International Labor Organization* for close collaboration and cooperation for organizing the forum and express our appreciation to everyone here for their contributions towards achieving Sustainable Development Goals, particularly Target 8.7 so far.

As the regional hub in the Pacific, Fiji plays an important role as an origin, transit and destination country in the context of international migration. And now we are here today, discussing Fiji's nomination to become a pathfinder country under the global Alliance 8.7 partnership. Fiji's intention to accelerate its actions towards achieving SDG 8.7 is ambitious, and precisely what is needed in today's globalized world.

Using the opportunity would like to commend on Fiji's ratification of *International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families* and accession of *the United Nations Convention against Transnational Organized Crime and the*

three Supplementary Protocols. In addition, the development of National Action Plan to eradicate trafficking, providing sheltering support to victims of trafficking, investigating and prosecuting trafficking cases provide profound basis for Fiji further to strengthen the fight against trafficking and eliminate this phenomenon.

Excellencies, ladies and gentlemen,

Migration is an increasingly important cross-cutting issue globally and in the Pacific. Pacific Islanders have been described as one of the most mobile groups in the world, characterized by movements between the thousands of islands across blue ocean. Human mobility brings many benefits, improving livelihoods for millions of individuals and communities.

However, the vulnerable situations in which so many people find themselves, in the absence of effective protection mechanisms and regular migration options, is too often exploited by traffickers, smugglers and other criminals. No country in this world escapes the effects of this horrible phenomenon, with criminals taking advantage of people's vulnerabilities, and unfortunately Fiji is no exception. It affects women and men; girls and boys.

Everyday people around the world are bought, sold, traded, and tricked into forced labour, prostitution or begging, to work in agriculture or fishery, in construction, in food processing, in the sex industry or as domestic helpers. 40 million people are trapped in modern slavery situations globally and annually 800,000

people are trafficked across international borders to meet the demand for cheap labour, sexual services and criminal activities. Trafficking for sexual exploitation and child trafficking are certainly the worst human rights violations and represent aggravated forms of the crime. Together with drugs and arms, trafficking in persons ranks amongst the three most profitable sectors of organized crime.

Since 1997, following the global role of protecting migrants, IOM has provided direct protection, humanitarian, medical, legal, and migration support close to 100,000 men, women and children who were trafficked for sexual and labour exploitation, slavery or practices similar to slavery, servitude, and or for organ removal.

While we are acting to alleviate the suffering of the victims, our primary aim is to prevent trafficking in persons and to protect victims from trade while offering them options of safe and sustainable return and reintegration, in keeping with the “do no harm” principle.

Over time, we have witnessed and been part of important developments in global negotiations, which has seen migration and human mobility addressed in a very positive and encouraging way. This includes the Sustainable Development Agenda including a specific target relating to migration for the first time – target 10.7 of the Sustainable Development Goals to facilitate orderly, safe, regular and responsible migration and mobility of people, including relating to modern slavery and human trafficking.

And the development of the Global Compact for Safe, Orderly and Regular Migration, which all the countries of pacific islands developing states have signed up to. The decision to develop such a

comprehensive framework for international migration is a momentous one. The promise is that migration, like other areas of international relations, will at last be guided by a set of common principles and approaches.

IOM is proud to play a leading role globally in the Alliance 8.7 partnership, co-chairing the Alliance 8.7 Action Group on Migration alongside with UNICEF. This Action Group focuses on the varying dynamics of migration within or across borders, and the increased vulnerability to abuse and exploitation that migrants may face, whether they are moving irregularly or through regularized channels.

IOM has supported and collaborated with many Pacific countries to counter human trafficking, particularly in RMI, FSM, Palau, Solomon Island, PNG and Vanuatu in the areas of prevention, protection, and prosecution. Along with the capacity building activities, establishment of Protection Frameworks for Victims of Trafficking, strengthening Anti-Trafficking Taskforces and National Action Plans were implemented in partnership with the governments and civil society organizations.

IOM’s cooperation and collaboration with the Government of Fiji has advanced since Fiji became an IOM Member State in 2013. We have supported the Government with capacity building of law enforcement agencies, developing migration profile for Fiji with trends and data on trafficking issues, supporting to improve the national multi-sectorial response to trafficking and plans for this workshop, and we stand ready and willing to continue this support as we develop the roadmap for Fiji’s actions under the Alliance. We have been engaging with the Government in many discussions relating to human trafficking issues in recent months, and we see that our collaborations can indeed make a

positive contribution to Fiji's efforts in this area over time.

IOM's vision is for a world in which migrants move as a matter of genuine choice and not desperate necessity, in which the rights of migrants are protected throughout their migration story, and in which migration is well-governed so it is a positive force for all the world's peoples and societies. We are sincerely grateful to see all these dedicated faces in the room, for the cooperation and joint efforts in this field. Fighting against these issues remains impossible if we do not act together.

In closing, I know you are here because you care, and we look forward to working with

you all over the coming months and years under this partnership.



SESSION 1: FORUM OVERVIEW

By Mr. Vilimone Baledrokadroka, Deputy Secretary, Ministry of Productivity, Employment and Industrial Relations

An overview of the forum objectives and structure of the sessions was presented, and participant introductions made.

Government Ministries were well represented from the:

- Ministry of Employment, Productivity, Industrial Relations (MEPIR) and Youth and Sports
- Ministry of Education and National Substance Abuse and Advisory Council
- Prime Minister's Office and the Department of Immigration
- Ministry of Economy- Fiji Bureau of Statistics
- Ministry of Infrastructure and Transport and National Disaster Management Office
- Ministry of Agriculture
- Ministry of Women, Children and Poverty Alleviation
- Ministry of Health and Medical Services
- Ministry of Defence and National Security
- Fiji Police Force
- Ministry of Fisheries
- Ministry of Industry, Trade and Tourism
- Ministry of Lands
- Ministry of Forestry

Workers' Organisations were represented by members of the Fiji Trades Union Congress (FTUC) and Women's Committee,

National Union of Workers and teachers unions. Employers' Organisations and the Private Sector were represented by Fiji Commerce and Employers Federation (FCEF), Women's Entrepreneurship and Business Council, Fiji Hotels and Tourism Association and British American Tobacco.

Civil Society Organisations included Fiji Council of Social Services, Save the Children Fiji, Homes of Hope, Medical Services Pacific, Empower Pacific, Fiji Women's Crisis Centre, Fiji Women's Rights Movement, FRIEND Fiji, The Salvation Army Fiji and Pacific Dialogue.

Research Institutions and Regional Agencies included the University of the South Pacific, Fiji National University, University of Fiji, Council of Pacific Education, Regional Rights Resources Team from the Pacific Community (SPC) and the Pacific Conference of Churches.

United Nations Agencies and international development partners were represented by UNICEF, UN Women, UNDP and UNOHCHR, the Delegation of the European Union to the Pacific, Embassy of France, British High Commission, Australian Department of Foreign Affairs and Trade (People Smuggling and Human Trafficking Unit), New Zealand Ministry of Foreign Affairs and Trade (New Zealand High Commission) and Walkfree Initiative from Australia.

SESSION 2: SUSTAINABLE DEVELOPMENT GOAL 8, SDG TARGET 8.7 & ALLIANCE 8.7

By Ms. Bharati Pflug, ILO Specialist

The session presented statistics from the ILO global estimates on child labour and forced labour and introduced SDG 8 on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Policy priorities for achieving SDG Target 8.7, which also contributes to other SDGs on poverty, quality education, gender equality and reduced inequalities, were outlined and the role of Alliance 8.7 and Pathfinder countries, elaborated.

According to the ILO Global Estimates on Child Labour, 152 million children are still trapped in child labour, the majority in the agriculture sector (70.9%). Global trends were similar to trends in the Asia- Pacific region, and those of major concern were:

- Large number of very young children between 5-11 years are still trapped in child labour and the numbers are not decreasing
- Many child labourers attending school and working (71.4% children in child labour between 5-11 years old attending school)
- A significant number of children are in hazardous child labour (73 million)
- 58% of child labourers are boys (88 million)
- Large number of children in child labour are contributing family workers
- While the Africa region has recorded an increase in child labour, the Asia- Pacific region has recorded a significant decline.

According to the ILO Global Estimates on Modern Slavery, 40 million people are

victims of modern slavery, including 25 million people in forced labour and 15 million people in forced marriage. Women and girls accounted for 71% and children accounted for 25% of modern slavery victims. At least half the victims of forced labour (50%) were in debt bondage. In the Asia- Pacific region, the number of women and girls in forced marriages were higher than adults who were more commonly trapped in forced labour situations. The number of boys and men victims in forced labour was more than double the number of girls and women.

Policy priorities for achieving SDG 8.7 were outlined, including expanding access to free, quality public education; extending social protection systems, including floors; ensuring fair and effective migration governance; protecting vulnerable populations in situations of conflict and disaster; and addressing debt bondage.

Alliance 8.7 is a global alliance of over 200 partners supporting efforts to achieving the SDG Target 8.7, with four major objectives, to accelerate and coordinate action; conduct research and share knowledge; drive innovation; and increase and leverage resources.

Alliance 8.7 is coordinated by a Global Coordinating Group, previously chaired by Australia and currently chaired by France. Alliance 8.7 Action Groups have been established to support country-level implementation by conducting research, disseminating knowledge, developing tools and mobilizing resources, covering four themes- migration, rule of law and governance, conflicts and humanitarian

settings, and supply chains. The ILO provides secretariat support to the Alliance 8.7 and has established an Alliance 8.7 website and Delta 8.7 knowledge platform for knowledge sharing.

Pathfinder countries are those that commit to going further or faster to achieve target 8.7. Currently there are 15 Pathfinder Countries- Albania, Chile, Fiji, Madagascar, Malawi, Mauritania, Mexico, Morocco, Nepal, Nigeria, Peru, Sri Lanka, Tunisia, Uganda and Viet Nam. Opportunities for Pathfinder Countries include:

- Development and economic benefits that come from reduced forced labour, modern slavery, human trafficking and child labour
- New resources through the attractive power of a demonstrated willingness to act
- Leverage reputational benefits
- Showcase progress and successful interventions
- Benefit from access to knowledge and expertise

- Serve as a catalyst for wider change
- Benefit from technical support to prepare reports under the Voluntary National Review (VNR) of the SDGs

National strategic planning workshops are organized in pathfinder countries to develop road maps for achieving SDG 8.7

Following the presentation, participants raised concerns on the global estimates on child labour and modern slavery related to the inclusion of the Pacific region in the statistics for Asia- Pacific, which did not represent the true statistics for the Pacific. The need for data to be collected from the Pacific region to give a correct reflection of the region at the Global level was recommended. (Raised by representative from FCEF)

A request was also made for international guidelines on fair recruitment to be shared with employers. (Request by representative from BAT)



SESSION 3: PANEL ON CHILD LABOUR, FORCED LABOUR, MODERN SLAVERY & HUMAN TRAFFICKING IN FIJI

Moderated by Ms. Mahym Orazmuhamedova, IOM Chief of Mission

Panelists:

- **Mr. Atish Kumar, Director Labour Standard Services, Ministry of Productivity, Employment and Industrial Relations**
- **SSP Mr. Aporosa Lutunauga, Director Strategic Planning, Policy, Research & Development, Fiji Police Force**
- **Mr. Josua Naisele, Director, National Substance Abuse Advisory Council (NSAAC)**
- **Ms. Linnie Roche, Executive Director, Homes of Hope**

The panel aimed to provide an overview of challenges and priorities in the area of child labour, forced labour, slavery and human trafficking in Fiji and different initiatives/ programmes addressing these issues. The panellists were given three questions:

- To provide a general overview of child labour, forced labour, slavery and human trafficking issues that their agency has contributed to and the specific trends, vulnerabilities and particular risk factors noted;
- What is in place to address these issues, what has worked and what hasn't worked, the challenges and bottlenecks; and
- What should be the key priorities/ recommendations to achieve the SDG 8.7 target?

Panellists were asked to consider the need for accelerating action and innovation when proposing recommendations.

Mr. Atish Kumar focused on outlining the provisions in the Employment Relations Act 2007 related to child labour including the prohibition of the worst forms of child labour, the minimum ages and conditions of employment, the responsibilities of employers and the penalties for contravening the law, in line with the provisions of the ILO Conventions on child labour (Minimum Age Convention No.138 and Worst Forms of Child Labour

Convention No.182) that the government has ratified. He briefly highlighted the Buenos Aires Declaration which the Fiji Government and other Governments at the Fourth Global Conference on the Eradication of Child Labour pledged to take immediate action towards eradicating child labour in all its forms by 2025.

SSP Mr. Aporosa Lutunauga outlined the provisions of the 2009 Crimes Act which criminalizes some forms of labour trafficking and all forms of sex trafficking. The Fiji Police Force has registered 7 TIP cases and 1 case of domestic trafficking which is before the Court. A total of 5 TIP cases from 2016 are under investigation and 3 TIP cases were successfully prosecuted in 2010, 2012 and 2014. With regards to child labour, Mr. Lutunauga highlighted the issue of children on the street engaged in begging, crime, drugs, substance abuse and prostitution. Specific trends, vulnerabilities and risk factors identified included:

- Street kids are desperate for livelihood
- Children are in desperate situations to support families and guardians
- People in human trafficking trade exploit the vulnerability of the child, poor family and isolation
- Low income parity resulting in child servitude, low salary, prostitution, sexual favours.

Challenges identified related to:

- Lack of coordination and awareness on legislation, enforcement, reporting procedures amongst law enforcement and stakeholder agencies.
- Isolated and long intervals in audits, inspections, monitoring, visitations, training and awareness- often Fiji Police Force is not in the picture.
- Hidden or isolated nature of child labour, forced labour, modern slavery and human trafficking in Fiji
- Under- resourced Human Trafficking Unit
- Long process of enforcement, prosecution

Proposed priority actions:

- Improve surveillance and whistleblower avenues/platforms for reporting of breach in the law and establish easier “single window” reporting, and investigation platforms to avoid delays, collusion and bribery;
- Motivate the business community to identify and report child Labour, forced labour and human trafficking;
- Create working group and appoint focal point officers in various agencies (for Alliance 8.7 coordination);
- Address the issues of poverty, school dropout and unemployment (root causes);
- Develop and implement formal victim identification and referral procedures;
- Proactively screen groups vulnerable to trafficking, such as persons in prostitution, and exploited children;
- Increase efforts to investigate and prosecute trafficking offenses, and convict and punish traffickers, including by convening the Inter-Agency Working Group on People Trafficking;
- Pursue to amend trafficking related provisions of the Crimes Act to criminalize all forms of trafficking;

- Conduct TIP training to a greater number of police officer and Police prosecutors.

The Fiji Police Force has implemented successful community policing and preventative programmes such as the Blue Light Programme, school cadet programmes, and family parliament, which provide avenues for replication and lessons learnt.

Mr. Josua Naisele presented on the programmes implemented by NSAAC to conduct awareness with students, teachers, parents and communities on drugs and substance abuse, human trafficking and cyber safety. NSAAC is a statutory body of the Ministry of Education and currently is addressing drugs, smoking and alcohol abuse in schools. He highlighted that although the MOE did not have data on Child Labour and Human Trafficking, they do have 11 cases of students trafficking drugs in schools and over 700 cases of students dropping out of school, and it may be possible that they have dropped out to look for work. The MOE has a Child Protection Policy for all schools to adopt and counselling services in schools. Currently the presence of illicit synthetic drugs is a major concern and children may become easy targets as a result of their vulnerabilities.

Challenges related to lack of coordination and networking among stakeholders who are dealing with child labour and the unavailability of data on child labour.

Proposed priority actions:

- Strengthening partnership with MEPIR and NGOs that deal with child labour
- Accessing data on child labour from MEPIR and Ministry of Women, Children and Poverty Alleviation (Child Welfare Decree) to identify target age

group and socio-economic status of children

- Awareness programmes in schools on child labour, human trafficking, forced labour and modern slavery
- Identify relationship between drug abuse and child labour, human trafficking, forced labour and modern slavery
- Expand counselling services to victims
- Improve coordination, research and knowledge sharing, communal-based strategies and education opportunities.

Ms. Linnie Roche shared the experience of Homes of Hope (HoH) on addressing modern slavery, forced labour, child labour and sex trafficking in Fiji. HoH have dealt with cases involving forced sex and sex trafficking of girls and women and linked to these cases, issues of modern slavery, human trafficking, and the commercial sexual exploitation of children (CSEC-categorised as a worst form of child labour).

According to HoH, factors that put women and girls at risk included being sold or forced by their own family members, the culture of silence, lack of family support, absence of a parent, rejection by a step-parent. Vulnerability factors involved broken homes, sex offenders living nearby, ignorance of issues surrounding forced sex, sexual abuse in their past, no safe housing, doing poorly in school and school dropout, sex worker in the family, no existing sex offender registry and no reporting/ referral mechanism. These issues are prevalent in urban areas, particularly in Suva where the population has exploded. Younger girls are now involved in CSEC and easier access to pornography and social media is fueling the demand. Stories were presented to illustrate these issues.

HoH provides restorative care for victims of forced sex and sex trafficking on campus and works to sensitize and educate communities leading to establish community safety nets and combat the culture of silence. Successful approaches involves family style care, long-term care, having trauma-informed staff, regular follow up after survivors are reintegrated with their families, connecting efforts with existing service providers. Issues of untrained and un-sensitized care staff, long prosecution process and lost files, legal and court system which is not child-friendly and the workshop culture were cited as examples of what has not worked. The culture of silence, shame and stigmas, lack of information flow to publics, lack of Social Welfare Officers, pimps too powerful and gaining control and poor coordination between government agencies were on-going challenges.

Proposed priority actions:

- Challenge the culture of silence through updated research and reported statistics on forced sex, improving CSO and government networking, sensitizing the public and empowering leaders to take action
- Provide tools of trauma-informed care for victims and their support communities
- Create safety nets in communities by developing community action plans, improving the referral system and training communities.

Key questions to panelists referred to:

- Issue of a centralised database. Need to explore how relevant government agencies and other key stakeholders can share data to improve monitoring and decision to address issues. *Response (MEPIR): The MEPIR has a national child labour database and can improve access to stakeholders.*

- Query raised on whether the workers at Grace Road were in slavery or forced labour. *Response (Police): No comment as investigations are on-going.*
- Concerns regarding the removal of school counsellors and chaplains from schools who play important roles in working with students when they are facing difficult situations. *Response (NSAAC): The MOE is currently training 30 counsellors and has referred some schools to access counselling services provided by Empower Pacific and MSP. Schools also have a child protection officer and school chaplains can be retained and paid for by school owners (different religious groups).*
- Recommendation to implement the NAP on Human Trafficking and coordinate the contributions of government agencies and key stakeholders to implementing the NAP.
- Issue raised on the need for real political will to lead and support all actors and sectors to implement their services successfully.

The moderator summed up key priorities raised by panelists including strengthening coordination and partnership, improving data management, statistics and services for victims and increasing awareness and training.



SESSION 4: PANEL ON UNDERSTANDING THE NEXUS BETWEEN HUMAN TRAFFICKING AND MIGRATION IN FIJI

Moderated by Ms. Elena Gerasimova, ILO Specialist

Panelists:

- **Mr. Nemani Vuniwaqa, Director, Department of Immigration**
- **Ms. Mahym Orazmuhamedova, Chief of Mission, IOM Fiji**
- **Rev. James Bhagwan, General Secretary, Pacific Conference of Churches (Represented on the Panel by Mr. Netani Rika, Communications Officer, PCC)**
- **Mr. Chris Evans, Lead Strategic Engagement, Minderoo Foundation, Walk Free**

This session aimed to explore situations of irregular migration and human trafficking in Fiji, identifying the trends and vulnerabilities of migrants and victims of trafficking and assessing what has been achieved, any gaps identified and way forward. Panellists were given the following questions:

- What is your agency experience and contributions to combating or countering human trafficking issues in Fiji and in what ways are these linked to migration/ irregular migration?
- What does your agency have in place to address the issues, what has worked and hasn't worked? Where are the challenges or bottlenecks?
- From your organizations experience, what should be the key priorities/ recommendations to achieve the SDG 8.7 target?

Mr. Nemani Vuniwaqa began his presentation by outlining the international and national legal framework related to trafficking in persons and migration. Forms of irregular migration in Fiji were identified as overstayers, working without a valid work permit, exploitation by employers, outlaw motorcycle gangs and related drugs and criminal syndicates, fake travel documents, travel documents obtained by fraud, marriages to acquire Fiji citizenship, and false promises to migrants using Fiji as

a stepping stone to travel to Australia, New Zealand or the USA. An average of 13,000 to 18,000 permits are issued each year (permits for research, student, investor, residence, short term, work, visitor, business extension and exemption status), with the highest number of permits issued in 2015 (18,197) and 2017 (18,167).

Of the 26 TIP Fiji cases investigated, 22 cases involved false promises and business deals made to Indian nationals and 4 cases involved fraudulent travel documents held by Chinese nationals. The DOI has put in place measures to guard against insincere marriages through screening foreign nationals intending to marry locals before marriage certificate can be obtained. DOI is working on integrating the Interpol database into the immigration system.

Challenges identified include lack of funding and commitment from agencies to implement the NAP and lack of capacity to properly assess migrants, such as staff who are multi-lingual or able to converse in sign language, are gender- sensitized. Recommended priorities involved:

- Development/ update of the 2011 NAP on TIP
- Improve information sharing and collaboration with government and NGOs
- Network with regional and international forums such as PIDC and Bali Process

- Increase regional and international capacity building and training
- Review Crimes Act 2009 and Immigration Act 2003
- Set up an Intelligence Unit in the Department of Immigration

Ms. Mahym Orazmuhamedova provided a comprehensive overview of the IOM's response to migration and human trafficking, Fiji TIP trends and vulnerabilities, and challenges and ways forward. There are an estimated 258 million migrants globally. For most people, migration is seen an opportunity to work for higher wages, even at low skill levels. Migrants migrate via regular and irregular channels, but irregular migration exacerbates migrants' vulnerability since irregular migrants fall outside the scope and most protections of law, and are unlikely to report abuses because of fear of legal repercussions. Adults and children migrants may be at higher risk of trafficking due to irregular status, social isolation, language barriers, unethical recruitment processes, lack of access to formal job markets, lack of access to finance and loans, discrimination, complicated relationship to the law, and/or fear of authorities, detention, and deportation. Sites of vulnerability are private houses, businesses (factories, shops, hotel/restaurant industry, mines); border crossings, irregular migration routes, commercial sex industry, and locations affected by conflict, natural disaster, displacement, and presence of armed groups.

Different types of migrants are trafficked persons, smuggled migrants with protection needs, (rejected) asylum seekers, migrants in irregular situations, stranded migrants, unaccompanied and separated migrant children, and migrants subjected to violence, exploitation or

abuse. The IOM approach to TIP is within the wider context of managing migration, and is based on three principles:

- Respect for human rights
- Physical, mental and social well-being of the individual and his or her community
- Sustainability through institutional capacity building of governments and civil society

IOM counter-trafficking responses on prevention, protection, and prosecution include (i) information campaigns in source and destination countries on TIP to encourage people to report suspected cases, and equip vulnerable populations with information to better protect themselves from the recruitment tactics of traffickers; (ii) technical cooperation activities including training of NGOs and government officials, technical support in the development of counter-trafficking legislation, policies and procedures, and infrastructural upgrades; and (iii) direct assistance to victims including safe accommodation, medical and psychosocial support, skills development and vocational training, reintegration assistance, and voluntary, safe and dignified return to countries of origin, or resettlement to third countries in extreme cases. IOM has developed a '**determinants of migrant vulnerability' model** analysing factors at the individual, household/family, community and structural levels that contribute to vulnerability or those that contribute to resilience, mitigate vulnerability, reduce harm and can inform comprehensive and sustainable solutions. Actions are also taken with businesses to prevent and mitigate the risks of labour and human rights violations in their operations and supply chains, including

advisory services to private sector and public actors to ensure that remedies are available to victims where harm has occurred.

IOM has assisted more than 1.5 million migrants to return voluntarily to their countries since 1979; helped thousands of returning migrants reintegrate within their communities; assisted over 100,000 persons trafficked for forced labour or begging, sexual exploitation, organ removal and other purposes since the mid-1990s; and in 2015 and 2016, protected 130,000 migrants vulnerable to violence, exploitation, and abuse. Some actions in the Pacific include establishing protection frameworks for victims of trafficking, strengthening Anti-Trafficking Taskforces, and developing National Action Plan on TIP in Micronesia.

As the regional hub in the Pacific, Fiji is a high mobility country with emigrants accounting for 21.5 %. Fiji is a source, transit and destination country for men, women and children trafficked for the purpose of sexual and labour exploitation such as fishing. There is also evidence that source countries for victims of sex trafficking in Fiji are broadening, previously being from China and the Philippines, and now also from Thailand. Fiji is a source of temporary labour migrants for opportunities abroad, especially in the Middle East and in other Pacific countries. Total international migrant stock in Fiji was 13,751 as of 2015, which is 2 % of the total population (China, Korea, India, the Philippines, Bangladesh, Pakistan, Thailand and other Pacific Islands, such as Kiribati, Samoa, Vanuatu and Tonga). Fiji is a transit country for further international migration, and also a destination country for nationals from other Pacific Islands,

China, the Philippines, Thailand, South Korea and other Asian nationals coming with the purpose of labour/employment and education. Asian countries remain a primary source for smuggled migrants in the Pacific attempting to enter Australia, New Zealand and the United States. Climate change, displacement and relocation are also issues causing vulnerability.

Recommended priorities and ways forward for Fiji include:

Improving data and evidence-base for countering human trafficking

- Conduct research to identify current and future trends for trafficking and vulnerabilities
- Improve the national data on trafficking through the establishment of database and exchange of information

Prevention

- Address the root causes of trafficking, particularly among women
- Awareness campaigns and partnership with private sector on the risks of trafficking and exploitation.
- Improve assistance and reintegration of victims of trafficking

Protection

- Strengthen the identification of victims of trafficking through the development of Standard Operating Procedures, training and involving women officers for interviews of women and children victims
- Establishment and Implementation of National Referral Mechanisms (NRMs);
- Align the existing national legislation with the UN protocol to Prevent, Suppress and Punish Trafficking in Persons.
- Introduce changes and amendments to the law for the provision of special assistance to women and girls who are victims of trafficking, including shelter,

psychological and medical support, legal assistance and protection during trials.

Prosecution

- Build the capacity of law enforcement officers and judges on identification and referrals with focus on women and children, investigation, prosecution and conviction of trafficking cases;

Partnerships

- Strengthen the national response to trafficking through promoting comprehensive and multi-sectorial approach;
- Promote cooperation with the countries of destination for effective rehabilitation and safe return of women and children who are victims of trafficking.

Rev. James Bhagwan, through a video presentation briefly commented on the history of the Pacific labour traffic and indenture system and drew similarities to the current Pacific seasonal labour schemes and the potential of labour exploitation and slavery if these schemes are unchecked. He emphasised the importance of regulating the seasonal labour schemes to guard against forced labour, slavery and trafficking and provided an outline of the PCC Pacific Labour Mobility Programme to assist workers and their families.

Unemployment, lack of opportunities and lack of knowledge create vulnerabilities and increase the risks of Pacific Islanders being deceived or taken advantage of by subcontractors and agencies, leading to them working and living in harsh conditions, under threat of violence, with growing mistrust of authorities, shame and embarrassment at being duped. Sectors where forced labour, slavery or trafficking could occur were in fisheries, construction, agriculture and horticulture, hospitality

and domestic service. For example, in 2017, an Australian employer was sentenced for labour exploitation and luring vulnerable workers by false promises. The workers from Vanuatu picked tomatoes in Queensland under harsh working and living conditions, surviving on tomatoes or bread, sleeping on chairs or in a mini-bus, and earning \$150 for 6 months work instead of the \$15,000-\$20,000 promised.

These issues resulted in the leaders from 30 mainline churches and 9 national council of churches signing the Global Freedom Leaders Joint Declaration of Faith Leaders Against Modern Slavery in November 2018, mandating the PCC secretariat to engage in addressing modern slavery of Pacific Islanders and other migrant workers in the Pacific. The Pastoral and Practical Pathways approach taken by the PCC Pacific Labour Mobility Programme involves pre-departure training and preparation, pastoral care and support for workers and their families and reintegration support.

Rev. James also highlighted the issue of absconders and the need for governments to investigate reasons for absconding and possible breaches of conditions of conditions by employers before decisions are taken to penalize absconders and their communities. The need to protect the rights of irregular migrants in Australia and New Zealand and ensure they had proper referral to support agencies was also emphasised. In conclusion the PCC expressed their hopes to collaborate with the Fiji government to implement the Pastoral and Practical Pathways approach and support Fiji's efforts as a Pathfinder Country to achieve SDG 8.7.

Mr. Chris Evans acknowledged the presentations made by all the panelists

and the honest contributions made by the various agencies on their limitations to tackling the issues of child labour, forced labour, slavery and trafficking, and their commitments to working together to achieve the SDG 8.7 target.

The Minderoo Foundation's Walk Free Initiative has collaborated with the ILO and IOM on research on modern slavery and recently launched at the UN in July 2019 the '*Measurement, Action, Freedom*' report on the issue of modern slavery, which highlights that more needs to be done to accelerate action and to hold governments to account through an agreed set of measurement indicators on all forms of modern slavery. According to the report, 10,000 people need to be freed each day to eradicate modern slavery. For SDG 8.7, this is hampered by the lack of indicators on all forms of modern slavery under SDG 8.7. Without clear indicators to measure progress toward the 2030 goal, governments cannot report systematically and consistently, nor can they be held to account. Some priority actions to achieve the SDG 8.7 target include:

- Increase identification of and improve assistance for modern slavery victims by providing training to those who come into contact with potential

victims, including police, immigration officials, labour inspectors, and education and health officials.

- Ratify the 2014 ILO Protocol on Forced Labour (P29) and 2011 ILO Convention on Domestic Workers (No. 189)
- Strengthen human trafficking and related legislation to ensure that all forms of exploitation are criminalised and penalties are appropriately severe
- Empower women and girls by providing primary education for all and by supporting community empowerment initiatives
- Strengthen national laws to protect labour rights for all workers in both the formal and informal economy and in high risk sectors
- Ensure survivor voices are included in all aspects by consulting with victims and providing avenues for their input
- Enforce legislation by providing training and resources for police, prosecutors, judges, and defence attorneys to more effectively investigate and prosecute modern slavery cases. Develop evidence-based national action plans or strategies

Walkfree Initiative is currently undertaking research on forced labour and modern slavery in the Pacific.

SESSION 5: MAPPING THE NATIONAL SITUATION

By Ms. Christine Lemau, Child Protection Officer, Save the Children Fiji, in association with ECPAT International & Ms. Marie Fatiaki, ILO Consultant

Ms. Christine Lemau presented Save the Children Fiji's experience in addressing violence against children and the sexual exploitation of children in Fiji, and provided snapshots from two reports launched by ECPAT International - *Fiji Country Overview (2018)* and *Perception of Frontline Welfare Workers in SEC in the Pacific-Fiji, Sols, PNG, Tonga, Samoa Kiribati (June 2019)* and a report from Save the Children- *Unseen-Unsafe: The underinvestment in ending violence against children in the Pacific and Timor-Leste (2019)*.

Vulnerabilities and trends were identified from the survey of social workers. Conflicts between modern and traditional norms and certain conservative social practices underpin children's vulnerability to sexual exploitation in Fiji. Men's power and authority is dominant within the community and the family and can be reinforced with violence impacting on children's vulnerability to SEC. The deeply rooted tradition of shame and silence inhibits prevention attempts is common in Pacific nations. The frontline workers survey indicated that cultural taboos and stigma around sex and SEC were consistently a primary factor that prevented children from seeking help and accessing services. In addition, children without strong safety nets were less likely to access services continuum of care from identification to actually be free of SEC is a long process includes confronting norms, risk of being further stigmatized and victimized.

In urban areas, children- mainly boys- are vulnerable to multiple forms of labour and

sexual exploitation, including prostitution and trafficking. Children with disabilities, especially girls are also vulnerable and are discriminated against by both children and adults. Evidence indicates that both boys and girls living in street situations engage in prostitution as a survival strategy. In the Pacific study while girls (68%) made up the majority of child victims in each category, boys still represented approximately a third of the total reported victims (32%). Additionally following natural disasters, children are most vulnerable to neglect, abuse and exploitation due to the pressure placed on the local capacity of victim support services, social workers and civil society to cope. As the threats from climate change intensify, efforts to enhance communities' resilience need to include developing strategies to reduce children's vulnerability to SEC in the context of natural disasters.

Amongst the primary offenders in Fiji, perpetrators included family members, foreign tourists, crew members on foreign fishing vessels, taxi drivers and businessmen. This is a trend confirmed by participants in the Pacific survey, where offenders were often found to be in the victim's circle of trust.

Key gaps include limited resources and lack of funding restricting NGO's from conducting critical community outreach activities and providing counselling, legal advice and victim services, particularly in rural areas and remote islands; lack of training; inadequate capacity and quality of psychological services for child victims; lack of protective practices to prevent growing attraction and demand for sexual exploitation of children in the tourism

sector and the traditional form of apology called bulubulu which should not be promoted as a means to accept the severity of the sexual exploitation of the child victim within the cultural and social norms. Priority actions include:

- Strengthen the National Coordinating Committee for Children (NCC);
- Improve training of law enforcement officials;
- Promote the inclusion of child protection and sexual exploitation of children in key youth groups such as the National Youth Council of Fiji;
- Implement the National Plan of Action to Eradicate Trafficking in Persons and Child Trafficking as well as mechanisms to monitor and evaluate its implementation;
- Promote strategies to address the shortcomings of traditional practice and raise awareness on how the practice further victimizes child victims of sexual exploitation
- Ratify and enact legislation to comply to the Optional Protocol to the Convention of the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography;
- Increase access and strengthen victim support services; where suitable, build on existing services for victims and ensure services for male victims
- Reduce cultural taboos around sex and the stigma associated with sexual exploitation through programmes coordinated at the family and community levels.

Ms. Marie Fatiaki began with an overview of the types of child labour, forced labour, slavery and human trafficking issues in Fiji including children in the worst forms of child labour involving children in the commercial sex trade- prostitution, pornography; children in illicit activities- trafficking drugs, begging, gambling,

robberies; and children in hazardous child labour such as deep sea diving, collecting seafood; agriculture and sugarcane harvesting; construction; scavenging and scrap metal collection.

Child labour below minimum age and conditions in Fiji involved children working in the informal sector work- street vending, garage, carwash, commercial farming etc., many of whom were either out of school or in-school working after hours. In many cases children were desperate and working more than one job.

Issues of forced labour, slavery and human trafficking involved:

- Migrant labourers working on farms, factories, construction industry, fishing vessels, car dealers/ garages
- Migrant women & local women and children in the sex trade
- Migrant labourers from Fiji in construction, agriculture, domestic work, services industry
- And isolated incidences of bonded labour

Fiji has ratified the relevant international Conventions such as the:

- Convention on the Rights of the Child (CRC), 1989
- ILO Minimum Age Convention, No.138, 1973
- ILO Worst Forms of Child Labour Convention, No.182, 1999
- ILO Forced Labour Convention, No. 29, 1930
- ILO Abolition of Forced Labour Convention, No. 105, 1957
- UN Convention against Transnational Organised Crime and Supplementary Protocols on trafficking, smuggling and firearms
- Agreement on Port State Measures to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing

- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families

Additionally national laws and policies are in place to protect against exploitation including:

- Employment Relations Act 2007
- Health and Safety at Work Act 1996
- Crimes Act 2009
- Juveniles Act Cap.56
- Adoption of Infants Act
- Child Welfare Decree 2010
- Immigration Act 2003
- Mutual Legal Assistance in Criminal Matters Act, 1997
- Education Act (Bill)
- Dangerous Drugs Act
- Illicit Drugs Control Act
- Online Safety Act 2018
- Inter-agency guidelines on Child Abuse and Neglect
- Child Protection Policy- Education
- Child Protection Guidelines- ODPP
- Child Protection Guidelines for Health Workers
- Draft National Child Protection Policy; National Child Labour Policy; and Provisions protecting children in light work and entertainment industry

The Fiji National Plan of Action to Eradicate Trafficking in Persons and Child Trafficking prioritises the following:

Prevention

- Training to identify and manage trafficking activity;
- Trafficking awareness campaigns
- Enhancing border security to prevent TIP
- Visa vetting
- Research on TIP
- Intelligence gathering and sharing
- Reporting trafficking progress to UN and US Department of State
- International collaboration

Protection

- Recognition of trafficking victims status
- Providing services to victims (health, housing, social services, financial, safety)
- Repatriation assistance

Prosecution

- Investigation of suspected TIP
- Support for victims during the criminal justice process

The draft Fiji National Action Plan to Eliminate Child Labour developed in 2012 prioritised:

Legislation and enforcement

- Mainstream child protection into each government ministry
- Develop national child labour policy
- Strengthen CL Sub-committee of NCCC

Education

- Establish NFE Certification training programme for out-of-school children
- Mainstream TVET into all schools
- Establish CPP in schools
- Amend Education Act

Social protection

- Upscale Family Assistance programmes/ conditional cash transfers
- Establish policy on job creation
- Scholarships to up skill health workers and Social workers
- Increase qualified and registered social workers
- Implement Poverty Alleviation Programme targeting WFCL

Labour market

- Conduct labour market surveys and school to work transition survey
- Regulate national minimum wage in informal economy
- Regulating scrap metal collection

Agriculture

- Promote fair trade certification
- Regulate hazardous child labour list

- Establish joint inspection task force between MOL, MoA, FSC and MOE
- Develop deep sea diving regulations to protect children

CSEC

- Develop guiding protocols for agencies addressing CSEC
- Strengthen PPP for victims
- Increase penalties for perpetrators
- Implement parenting education programmes
- Training of enforcement agencies and transport sector

In 2016, new priorities were proposed to strengthen and enforce child labour laws, victim assistance, implement prevention strategies, improve monitoring especially in schools, communities and the tourism sector and improve on data management.

Existing relevant coordinating mechanisms in Fiji are the:

- **National Inter-Agency Working Group on People Trafficking** chaired by the Department of Immigration and includes Police, Fiji Intelligence Unit, FIRCA, Transnational Crime Unit, DPP, Ministry of Foreign Affairs, Ministry of Finance, Ministry of Health, Ministry of Justice, Ministry of Information, MEPIR, DISMAC, Department of Social Welfare, Housing Authority, Public Rental Board, Save the Children Fiji, Red Cross, PIDC, ILO, UNICEF, IOM

- **National Coordinating Committee on Children** chaired by the Ministry of Women, Children and Poverty Alleviation and includes all agencies working with children. The NCCC has a Child Labour Sub-Committee comprised of the MEPIR, MOE, DoSW, FBOS, Police, FCEF, FTUC, FTU, ILO, and a CSEC Sub-Committee comprised of Homes of Hope, MOE, Police, DoSW, ILO and other CSOs.

The presentation emphasised that experience exists in Fiji to combat child labour, forced labour, slavery and human trafficking through programmes which have trialed and tested various approaches, and therefore there is no need to re-invent the wheel but plan what can be done better, faster and more effectively. Priorities identified by existing and draft national plans may still be valid and stakeholders were encouraged to check priorities of national development and action plans, sector plans, agency strategies and recommendations from reviews and reports of supervisory bodies on CRC, UPR, US TIP, US DOL WFCL; including the reports of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) which makes observations and requests to Fiji.

SESSION 6: IDENTIFICATION OF NATIONAL PRIORITIES & PLENARY (SESSION 7)

Group Exercise and Presentation

Group exercises were completed by participants using the templates provided and discussing the following questions:

- What are the main issues to eliminate child labour, forced labour, slavery and human trafficking?
- What currently exists and what and where are the gaps?

Groups were encouraged to consider innovative and accelerated actions, and ways to improve monitoring and accountability.

Main issues and challenges identified by groups related to:

- Poor compliance and enforcement of the law
- People unaware of the referral system to report child labour, forced labour, modern slavery and human trafficking and agencies and services that exist for victims
- Insufficient collaboration and coordination among relevant agencies, especially to prevent child labour, forced labour and human trafficking
- Inconsistency in reporting on child labour, forced labour, modern slavery and human trafficking
- Inadequate capacity and training, especially specialised training required by frontline officers for example trauma training, identifying victims of trafficking and forced labour
- Cultural norms, especially the culture of silence which allows these forms of exploitation to flourish
- Not enough information and updated research on child labour, forced labour, modern slavery and human trafficking and lack of public awareness on these issues
- Lack of resources and funding to mobilise actions and provide enough services for victims
- Poverty, family breakdowns and socio-economic situations
- Actions are not addressing the demand for child labour, forced labour

Priorities and actions identified by groups (below) were reviewed by participants on Day 2, in Session 10 on developing a roadmap.

For the SDG 8.7 target on all forms of child labour, especially the worst forms of child labour, four key priority areas were identified, with suggested actions:

PRIORITIES	ACTIONS
1. Stronger national legislation, policies and compliance mechanisms to protect all children from child labour, in particular the worst forms of child labour	Amend legislation to ensure the definition of child is harmonised
	Enact pending Bills on Education, Cybercrime, Adoption of Infants and Child Justice
	Incorporate child protection policies into all Government Ministries
	Conduct training on relevant legislation and policies in all sectors
2. Efficient data management and coordination mechanisms	Develop a policy framework on the collection and centralisation of data collected by all agencies on child abuse and neglect, including child labour and child trafficking
	Define privacy limits on data agreed by all relevant agencies
3. Expanded social protection, livelihood and employment programmes to benefit the most vulnerable	Improve existing Family Support Programmes to dissuade child labour as an option
	Develop child-centred preparedness and response strategy for national disaster situations to protect children impacted by natural disasters
4. Targeted policies and actions to combat the worst forms of child labour (children in slavery, commercial sexual exploitation, illicit activities, and hazardous labour)	Conduct a national baseline research on the worst forms of child labour
	Provide specialised and comprehensive training, including trauma training for all frontline workers, including authorities, social workers, teachers, school counsellors, community, youth and religious leaders and develop training curriculum and resources
	Develop awareness programmes between universities and national authorities on cybercrimes, drug trafficking and other illicit activities
	Introduce child protection into school curriculums
	Implement a targeted civic and moral education programme
	Enforcement
	Coordination mechanism
	Conduct national awareness and media campaign

For the SDG 8.7 target on forced labour, modern slavery and human trafficking, five key priority areas were identified, with suggested actions:

PRIORITIES	ACTIONS
1. Targeted policies and actions to address forced labour, slavery and human trafficking in the fishing sector	Ratify Work in Fishing Convention, 2007 No.188
	Conduct baseline research on the forced labour, slavery and human trafficking in the fisheries sector
	Develop and conduct training programmes for authorities on identification of victims of forced labour, slavery and human trafficking in the fisheries sector
2. Targeted policies and actions to combat trafficking in persons in vulnerable communities (<i>awareness campaigns, social protection and livelihood programmes</i>)	Develop training curriculum on trafficking in persons for schools and communities
	Develop awareness materials on trafficking risks, vulnerabilities, referral procedures and profiles of stakeholders and their roles, services provided and contact details
	Conduct TIP awareness programmes in schools and communities
3. Implement the NAP to eradicate Trafficking in Person & Children in Fiji	Update the NAP Framework to eradicate Trafficking in Person & Children in Fiji
	Develop a resource mobilization strategy to implement the NAP Framework to eradicate Trafficking in Person & Children in Fiji
4. Promote data management, coordination and collaboration to combat trafficking in persons	Develop a framework to guide and promote the collaboration of agencies on actions combating forced labour, modern slavery and human trafficking and sign MOUs with agencies for information sharing and joint actions
	Set a standard reporting mechanism for all Agencies to report and provide to help build on trends and calculate the future TIP
5. Increase capacity building and research on trafficking in persons	Implement a capacity building programme for officers from government and NGOs and establish a network of specialised trainers on trafficking in persons
	Provide trainers with training and awareness packages on trafficking in persons
	Establish a mechanism for information sharing and research and conduct research on trafficking in persons in collaboration with partner agencies
	Implement a targeted civic and moral education programme

SESSION 8: GLOBAL PROGRESS & GOOD PRACTICES OF ALLIANCE 8.7

By Ms. Bharati Pflug, ILO Specialist

This session provided an overview of Alliance 8.7 good practices and examples of coordinating mechanisms, and of the ILO Child Labour Platform and Global Business Network on Forced Labour.

Pathfinder countries are those that commit to going further and faster to achieve Target 8.7 of the SDGs and pave the way and inspire other countries, leaving no one behind. Products for countries include the Pathfinder Country Toolkit and Pathfinder Country Reports.

Examples of priority actions identified by Pathfinder Countries following national strategic planning workshops were shared including :

- Madagascar-** Strengthening the capacity and resources of labour inspectors; conducting a child labour survey and creating a child labour data base; establishing a national hub on the situation of human trafficking; and developing a bilateral labour agreement and revising the labour migration framework
- **Nepal-** align federal laws on child labour and forced labour with national laws by 2019 ; revise the Foreign Employment Act; integrated data on child labour, forced labour and human trafficking; 10 child labour free municipalities by 2020 ; sign MOUs and bilateral agreements with destination countries ; coherence between child labour policy and education laws in terms of children's ages; form committees at province and local levels for child labour inspection, child labour monitoring and rescue ; establish labour committees and employment

service centres, and integrate vocational education

- **Mauritania-** implement the national plan to eradicate forced labour; combat human trafficking through children education, more precisely within refugees-hosting wilayas; protect migrant workers in Mauritania and abroad through the implementation of the ILO Convention n° 142; eradicate the worst forms of child labour in at least 2 supply chains: artisanal fishery and dairy sector
- **Chile-** strengthen the knowledge base on child labour and on trafficking in persons, ; continue awareness campaigns on child labour and on forced labour/trafficking in persons, enhance the capacity of relevant officers and to improve child labour and forced labour/trafficking in persons detection / and derivation services; continue with legal modifications around child labour and forced labour/trafficking in persons; and improve the supply of employability projects for adults and youth of legal working age of vulnerable groups at risk of child labour, forced labour and trafficking.

In Uganda the national coordination committee was established under the leadership of the Ministry of Labour to monitor the actions taken and provide appropriate follow-up and sub-committees established on child labour, human trafficking, and forced labour.

In Nepal a high level SDG Alliance 8.7 coordination committee was established to coordinate action and review progress on SDG 8.7 areas and secretariat for Alliance 8.7 established at the Ministry of

Employment. Each Ministry, MOLESS, Ministry of Women and Ministry of Land Management was tasked to develop an integrated work plan for 2019 on child labour, forced and bonded labour.

Lessons learnt on establishing a national Alliance 8.7 coordinating mechanism and implementing the roadmap included:

- Endorsement at the highest political level possible
- Critical role of the national focal point to lead the process
- Involve different Ministries and coordinate with UN agencies and UN Resident Coordinator. All relevant stakeholders should be involved
- A resource mobilization strategy should be put in place to implement the roadmap and the Secretariat of Alliance 8.7 and GCG partners should support the Government in its effort to mobilize resources upon request
- Engagement of social partners has been important and involvement of civil society.
- Involve other government ministries to take leading roles
- Pathfinder Countries participation in global and regional events has been positive.

Upcoming global and regional events planned include the Asian Regional Meeting on Alliance 8.7 and the Forced Labour Protocol in Kathmandu, Nepal on 20-22 November 2019; the Child Labour Forum, The Hague, January 2020 organized by the Netherlands, the Global March against Child Labour and ILO- the event will combine a review of the pledges made during the IV Global Conference in Argentina and a discussion on the role of governments and business in the elimination of child labour in supply chains and focus on Pathfinder Countries and pledges and priorities made during strategic planning workshops; an HLPF side

event on A8.7 in New York in 2021; and the UN International Year for the Elimination of Child Labour 2021.

The ILO Child Labour Platform is a business-led initiative to eliminate child labour in supply chains and provides concrete solutions for buyers, factory owners and suppliers by supporting member companies through a comprehensive process of due diligence across tiers. It includes support for embedding strong policies and good business practice, measuring impact and addressing root causes through local and global dialogue with governments, employer's and workers' organizations and other stakeholders. By joining the Child Labour Platform a company can draw on the ILO's convening power among governments, workers' and employers' organizations, trade associations, chambers of commerce and industry to jointly address the root causes of the problem. Engagement with these stakeholders is essential for effective human rights due diligence, can head off problems before they materialize, and improve the sustainability of supply chains.

Companies also join ILO initiatives to prevent, assess risks and remediate child labour and violations of other fundamental principles and rights at work in sourcing countries; work with companies across sectors to develop innovative collaboration models to tackle child labour in supply chains with a decent work approach; receive guidance on how to improve company policies and practice in light of the ILO child Labour Conventions, other International Labour Standards and instruments and the UN Guiding Principles on Business and Human Rights; access practical tools for due diligence on such core topics as age verification, monitoring and remediation, coupled with state of the art training and capacity building, and

receive tailored-made training and guidance in the shape of easy-to-replicate materials that convey practical approaches on the identification, prevention and remediation of child labour in supply chains.

In conclusion, Ms. Pflug emphasized for National Focal Point to be established to be supported by UN Agencies and resources made available. Social partners and also

other government agencies and plus partners should be included in the national coordinating alliance. As a Pathfinder Country, next steps for Fiji were:

- Identify priority actions
- Set up a coordination structure
- Mobilise necessary resources
- Collect data
- Set up a monitoring system
- Share practices
- Intensify technical support

Ms. Celia Havesi, from the Australian Department of Foreign Affairs and Trade, People Smuggling and Trafficking Unit also contributed to the session on Australia's role as the former chair of Alliance 8.7 Global Coordinating Committee. She highlighted that the government's main focus was on people smuggling and human trafficking and targeting the business communities to be a major player and contributing to all discussions and actions. A good lesson learned is a more coherent coordination at the Global level supporting all national initiatives from all pathfinder countries. A terms of reference was developed for the Alliance 8.7 Global Coordinating Committee and various agencies and government partners are included in the group. Australia was the chair of the Alliance 8.7 for 18 months of before handing over to the French Government.

SESSION 9: PANEL DISCUSSION ON ESTABLISHING A NATIONAL ALLIANCE 8.7 MECHANISM

Moderated by Ms. Bharati Pflug

Panelists:

- **Ms. Ela Tukutukulevu, Assistant Director Child Services, Ministry of Women, Children and Poverty Alleviation**
- **Mr. Hem Chand, Director Primary Education, Ministry of Education, Heritage and Arts**
- **Mr. Nesbitt Hazelman, Chief Executive Officer, Fiji Commerce and Employers Mr. Agni Deo Singh, Executive Member & National Treasurer, Fiji Trade Union Congress and General Secretary, Fiji Teachers Union**

This session was aimed at exploring the establishment of a National Alliance 8.7 mechanism, identifying the role the focal point and how the National Alliance 8.7 should be coordinated and the organizational structure. Panellists were asked to:

- Share the potential contribution that your organization/ network towards achieving SDG 8.7. Previous efforts by your agency to combat child labour, forced labour or trafficking may be highlighted.
- What should be considered when establishing the National Alliance 8.7 mechanism? What contribution/ role would your organization play in this National Alliance 8.7?
- What should be the organizational structure of the National Alliance 8.7 mechanism in terms of partners (who should be involved), coordination mechanism (composition, chair, meetings, decision making), secretariat and communications.

Ms. Ela Tukutukulevu focused on child services and the coordinating mechanism in place for child protection. The vision of the Ministry of Women, Children and Poverty Alleviation is “Transformed communities with empowered women, children, older persons and the disadvantaged” and legislations that mandates the Ministry as the authority responsible for children include the Family Law Act, Juveniles Act, Adoption of Infants

Act, Child Welfare Act, Community- Based Corrections Act and the UNCRC and Hague Convention on the Protection of Children in respect of inter-country adoptions.

The MWCPA has a Child Services Unit in the Department of Social Welfare (DoSW) that monitors child abuse and neglect including child labour. Two major roles of the Department of Social Welfare under the MWCPA are Social Protection and Child Protection. The MWCPA has developed a child protection toolkit and conducts awareness in schools and communities including the annual Prevention of Child Abuse and Neglect (PCAN) campaign. Inter-agency committees from division to district level have been formed and guidelines on child abuse and neglect including child labour have been developed which identifies the roles of members of the inter-agency committees. In 2015 the MWCPA established the national child helpline.

Currently the MWCPA chairs the National Coordinating Committee on Children (NCCC) which was established when Fiji ratified the UNCRC and receives technical support from UNICEF. The NCCC has members from various government ministries, NGOs and UNICEF and ILO and discusses legislation, policies and issues on child protection. The NCCC has sub-committees including the Child Labour Sub-Committee and CSEC Sub-Committee. The NCCC has strengthened networks between members of the NCCC who may be called upon to address issues together,

working within existing structures and sharing information with each other.

Recommended actions and way forward include conducting more research, establishing a centralised data system on children and child exploitation, and improving the mechanisms to share information among stakeholders.

Mr. Hem Chand began his speech with a quote from Nelson Mandela “Education is the most powerful weapon where you can use to change the world”. He summarized role of the Ministry to provide quality education and awareness to the people of Fiji. Education is free from primary to secondary schools in Fiji. The current government policies from 2014 for free education and bus fares or free text books could have contributed to reduce in school dropouts. Currently, the number of dropouts in Fiji is 274, and the Ministry has taken the initiative to send Education Officials to visit the parents of the children that have dropout from schools. So far the Ministry has visited 200 students.

To combat child labour, the Ministry of Education, Heritage and Arts (MOE) has in place a policy on Child Protection in Schools which has zero tolerance on abuse, child labour trafficking, neglect and exploitation of children. The policy also provides a framework for the protection, identification, managing and reporting incidents of child abuse in schools, religious establishments, social centres and wherever organised educational programmes are conducted so that the delivery of MOE mission is realized. Under the Child Welfare decree of 2010, all teachers in schools and MOE officials are mandated to report any suspected case of child abuse or neglect, including child labour and trafficking. All schools are required to undertake a full child

protection risk assessment and develop strategies to address those risks. MOE is also working with Social Welfare department and Police Department to reduce school dropouts to reduce child labour and trafficking.

Efforts to end forced labour, human trafficking and child labour in all its forms requires concerted and focused actions involving all stakeholders and many actors:

- Increased awareness
- Powerful advocacy for high level commitment.
- More effective policies and action plans
- Support for innovative ideas
- Knowledge sharing
- Empowerment of Women, men and children to claim their rights.
- Strengthening partnership with other Ministries and NGO's
- Sharing of data/information between stakeholders

Mr. Nesbit Hazelman outlined the role of the Employers Federation and support it provides to over 500 members. FCEF services include advocacy and lobbying; training and development (both local and overseas); IR & HR consultancy; information dissemination; survey and research information; publications such as the cost of doing business in Fiji; business networking; council meetings, and sharing information through newsletters, website and facebook.

FCEF operates through 9 Councils:

- Retailers Council
- Mining & quarry Council
- Professional & Financial Services Council
- Human Resources Council
- Manufacturing, Trade & Export Council
- Tourism and Transport Council
- Women Entrepreneurs & Business Council
- Young Entrepreneurs Council

- Business Disaster Resilience Council

FCEF has recently extended its programme and support to the Non- formal sectors or the SMEs since 80% of businesses are from this sector. FCEF is currently working with the MEPIR and other stakeholders to review the current laws and this will guide the employers to update its guidelines and policies as well. The new reform has zero tolerance for Child Labour and there will be heavier penalties for breaches. FCEF has conducted child labour training for members, child labour awareness for retailers, students and teachers, and developed a child labour guide for employers.

Mr. Hazelman proposed the following considerations when establishing a national alliance coordinating mechanism:

- The purpose of the coordinating mechanism should be to strengthen commitment and collaboration amongst the different stakeholders to take ownership of their responsibilities. Therefore all stakeholders should be included.
- Data collectivity and accessibility to information and the importance of coordination and data sharing should be considered and the committee should nominate a designated unit for data collection or design a data bank.
- The coordination mechanism should consider financial support for stakeholders, and the issue of sustainability is particularly relevant for programme or projects that are funded by development partners- when the money ends the programme and the key players become idle or non-involved.
- The private sector will need clear strategies for them to be involved, and government will need to lead. Money is time for the private sector so proper

planning and a strategic plan is necessary.

- The 8.7 Alliance is a win-win situation for the involvement of the tripartite bodies as Child Labour, Forced Labour and Human Trafficking usually brings all parties to work together.
- FCEF councils can be avenues for engagement. For example, the Fiji Business Disaster Resilience Council is leading the training on Business Continuity Plan to train local businesses and their families to recover very quickly after disasters, and this also monitors and prevents children forced to work after a disaster. This Council was established after Cyclone Winston to coordinate support and relief works at the community level. Using this platform will be an opportunity to monitor or conduct surveys on children and people affected and support the recovery of families.

To move forward, the role of FCEF will be to advocate for Alliance 8.7 to the private sector and employers and support the development and implementation of guidelines.

Mr. Agni Deo Singh presented FTUC contributions to combating child labour, considerations for establishing an Alliance 8.7 mechanism and the role of the trade unions in this alliance and supporting the country in achieving the SDG 8.7 target.

In partnership with the TACKLE project the FTUC implemented an action programme titled *“Empowering Families and Communities To Prevent and Remove Children From Child Labour: Mobilising Schools and Communities to Prevent 300 at- risk children from engaging in child labour”*. This involved working with schools and communities to prevent 800 students from dropping out of school and into child

labour through education assistance for fees and remedial classes for students. Trade Union leaders, youth and women's committee representatives were trained as focal points at the divisional level at schools and workplaces and monitoring visits to monitor progress of student, teacher and families were conducted in the central, western and northern divisions, supported by referrals if needed to Social welfare, training for Income generating small businesses and assistance schemes, and referral to other agencies for skills trainings.

Good practices that were realised as a result of the action programme included:

- Existing networks were vibrant and active and new networks were formed with other stakeholders
- Early Identification of at risk children and face to face interviews
- Involvement of all stakeholders (parents, guardians/teachers, communities)
- Supplementing school financial needs with remedial classes, counselling, lunches
- Involvement of workers/employers to curb under-aged employment at workplaces

Additionally, other actions implemented by the FTUC has been leading the research survey on Children Working in Schools and supporting the survey on Commercial Sexual exploitation of Children in Fiji, supporting the child labour law review and hazardous child labour list, appointment of district level focal points, developing and publishing a Trade Union Handbook on Child Labour, setting up of a scholarship scheme by Fiji Teachers Union to assist children from less fortunate families to attend school and awareness in the hospitality sector on the use of children for illicit work.

Mr. Singh proposed the following considerations when establishing the national coordinating mechanism for Alliance 8.7:

- Tripartite composition as core members with Tripartite plus as stakeholders
- Coordination with NCCC
- Full time Secretariat
- Lead role by the Ministry of Employment and other ministries such as the Ministry of Economy who reports on SDGs should be included
- Formal appointment of stakeholder focal points to the national alliance for consistency
- Regular/ planned meeting schedules
- Dedicated time-bound workplan until the 2030 deadline
- Where are the resources? Importance of sustainability and strengthening national coordination and the need for government to put aside budget annually to support its coordinating role and actions to achieve the SDG target 8.7.
- Utilise existing platforms and expertise

In concluding he proposed that the role of trade unions in assisting government to achieve the SDG 8.7 would be to include the SDGs (and target 8.7) into regular trade union trainings including training of teacher unions and teachers through the existing union network. Trade union reps are the eyes and ears (monitoring) at workplace and schools and are focal points for reporting incidences of child labour and could undertake a trade union survey with Employers Group on incidence of child labour at the workplace and develop a plan of action. Trade unions can also lobby for implementation of core conventions. He also recommended:

- Role of media in public awareness is crucial

- Generic materials developed for dissemination to the public
- Greater Involvement of religious institutions and structure as they hold powerful roles in society and tradition
- Regular Roadshows to reach grassroots & communities
- FTUC can be one of the co-chairs of the Alliance 8.7 or technical groups
- SDG 8.7 networking with other countries who have similar platforms

Following the panel presentations, comments and queries were raised regarding reporting on child abuse, including child labour in schools by teachers and the issue of very large class sizes and impact on quality education.

The MOE representative responded that reporting child labour and child protection issues from teachers in school is mandatory and the MOE continues to remind teachers of this important responsibility. Reporting can be done by teachers to school child protection officers to school heads and also straight to the District Education Officers or through the Child Help Line. Collaborating with relevant NGOs and other government agencies to share information and data is important.

The issue of student teacher ratio was raised and concerns about class sizes where the number of students to one teacher is over 40/1. In the past class sizes were 25 students to one teacher which was more manageable and the teacher had more time for individual students. With large class sizes quality education was compromised.

The MOE representative explained that one of the problems causing the increase in class sizes in urban schools was the increased rural – urban drift. Currently, MOE working with schools to build more classrooms.

The FTUC representative noted that the teachers unions have been advocating for the provision of 2 teachers in classrooms of over 40 students to address student-teacher ratio issues. This teaching modality will need to be introduced in Teaching Training institutions

SESSION 10: DRAFTING OF THE SDG 8.7 ROADMAP & DEVELOPING SHORT TERM WORKPLANS (SESSION 11)

This session met the second objective of the forum, to provide input into a national roadmap for achieving SDG 8.7. Participants reviewed and changed (if necessary) the identified priorities and actions. The groups also set timeframes, and identified resources required, responsible agencies, measurable results, and related organisational strategies and national action plans, considering the four main drivers to achieve SDG 8.7- *acceleration, innovation, monitoring and accountability*.

The session began with a brief summary of key priorities and actions identified by groups in Session 7 on Day 1. The following priorities were identified to achieve the SDG Target on Child labour:

- Strengthen national legislation, policies and compliance mechanisms to protect all children from child labour, in particular the worst forms of child labour
- Efficient data management and coordination mechanisms
- Strengthen social protection, livelihood and employment programmes to benefit the most vulnerable
- Targeted policies and actions to combat the worst forms of child labour

For the target on child labour and the worst forms of child labour, Group 1 addressed priority 2 on data management, Group 2 addressed Priority 3 on social protection and Group 3 addressed Priority 4 on targeted worst forms of child labour. All the 3 groups were also required to address priority 1 on strengthening legislation, policies and compliance/enforcement.

The following priorities were identified to achieve the SDG Target on Forced Labour, Slavery and Human Trafficking:

- Targeted policies and actions to address forced labour, slavery and human trafficking in the fishing sector
- Targeted policies and actions to combat trafficking in persons in vulnerable communities
- Implement the NAP to eradicate Trafficking in Person & Children in Fiji
- Promote data management, coordination and collaboration to combat trafficking in persons
- Increase capacity building and research on trafficking in persons

For the target on forced labour, modern slavery and human trafficking, Group 4 addressed priority 1 on forced labour in fisheries and priority 2 on targeted actions in vulnerable communities. Group 5 worked on priorities 3,4, 5 on the National Action Plan on Trafficking In Persons, data management and capacity building and research. **The draft road maps are presented in Annex 1.**

Following the plenary, groups identified immediate actions for implementation (Session 11) which included:

- Establishing a national coordination or steering committee for Alliance 8.7 and working groups
- Introducing child protection into the school curriculum
- Reviewing the existing policy framework on the collection and centralisation of data collected by all agencies on child abuse and neglect, including child labour and child trafficking
- Conducting training programmes for authorities on identification of victims of forced labour, slavery and human trafficking in the fisheries sector
- Re-establishing the Inter-agency working group for trafficking in persons to review, update and implement the NAP on Trafficking in Persons 2011. The group also recommended seeking technical support from development partners such as DFAT and UN Agencies for a specialized officer to support the Department of Immigration in this process

SESSION 12: OVERALL SUMMARY, NEXT STEPS & CLOSING

By Mr. Vilimone Baledrokadroka, Deputy Secretary, Ministry of Employment, Productivity and Industrial Relations

Mr. Baledrokadroka wrapped up the forum, beginning by thanking all the participants, panellists, presenters, forum administrators, specialists and facilitators for investing their time and contributions into the forum.

He noted that the forum was successful in bringing participants together to commit to contribute to Fiji's effort as a Pathfinder country to achieve the SDG target 8.7 and commended the frank sharing by participants in identifying gaps, challenges and strengths, and proposing actions that should be taken to move forward. As a result the forum has succeeded in drafting a roadmap for achieving the targets on child labour/ worst forms of child labour, forced labour, modern slavery and human trafficking.

He advised that following the forum a report of the forum deliberations would be prepared and would include a draft of the roadmap which would be shared with participants. The organising committee of the forum would further discuss the establishment of the national coordination or steering committee for Alliance 8.7 and communicate with forum participants the outcome of these discussions. It was expected that participants would reconvene to review and finalise the roadmap and possibly technical working groups would be established. All presentations and working papers for the forum were given to participants on a flash-drive.

Mr. Baledrokadroka again expressed the appreciation of the Ministry of Employment, Productivity and Industrial Relations to all participating agencies for their commitment to combating child labour, forced labour, modern slavery and human trafficking in Fiji. He wished all participants safe travels and a good weekend, and closed the forum.

ANNEXES

Annex 1: Draft Road Maps

Annex 2: Agenda

Annex 3: Participant List

ANNEX 1

A: DRAFT ROADMAP: TARGET ON CHILD LABOUR/ WORST FORMS OF CHILD LABOUR

Priorities	Actions	Partners and existing committees/ workgroups	Timeframe	Resources required	Measurable results	Link to existing national policies/ plans
1. Stronger national legislation, policies and compliance mechanisms to protect all children from child labour, in particular the worst forms of child labour	Amend legislation to ensure the definition of child is harmonised	NCCC/ MWCPA ERAB/ MEPIR	2025	TBC	All national legislation specify age of child under 18 years	ERA 2007
	Enact pending Bills on Education, Cybercrime, Adoption of Infants and Child Justice	NCCC/ MWCPA MOE SG Office	2022	TBC	Number of Bills enacted	<i>Check also light work and protection of children in the entertainment sector</i>
	Incorporate child protection policies into Government Ministries	MWCPA All Govt Ministries	2021	TBC	5 Government Ministries adopt CPP	
	Conduct training on relevant legislation and policies in all sectors	MEPIR DOI Police MWCPA	December 2020	TBC	5 legislative training workshops conducted by end 2020	Inter-agency guidelines HT NAP Draft CL NAP
2. Efficient data management and coordination mechanisms	Review the existing policy framework on the collection and centralisation of data collected by all agencies on child abuse and neglect, child labour and child trafficking	MWCPA UNICEF FBOS	March 2020	Matrix of existing policies Resource personnel	Policy framework and action plan for centralisation of data developed by end 2020	Draft CL NAP Child Welfare Decree & Inter-agency Guidelines

	Develop an MOU between relevant government agencies for sharing of data, including access and privacy limits on data agreed by all relevant agencies	NCCC/ MWCPA FBOS Police MOE MEPIR UNICEF, ILO	End 2020	Resource personnel	MOUs for data sharing including access and privacy limits signed between government agencies by 2021	
	Establish a system for data collection, storage, analysis and sharing with key stakeholders	NCCC/ MWCPA FBOS, Police MOE, MEPIR UNICEF, ILO	End 2020	Technical assistance Resource personnel Capacity building	Database created and active	CL database, Police database, CWD database, MOE database, Child helpline database
	Establish a steering committee on Alliance 8.7 and technical working groups	MEPIR	September 2019	Resource personnel Capacity building	TOR developed for steering committee Members appointed TOR developed for working groups	Existing coordination mechanisms - Human trafficking task force/ working group - NCCC/ CL and CSEC subcommittees
3. Expanded social protection, livelihood and employment programmes to benefit the most vulnerable	Improve existing Family Support Programmes to prevent child labour	MWCPA/ DoSW/ NCC CSOs, FBOs	December 2019	Funding	Baseline report on existing social protection schemes Evaluation of social protection schemes	Check FWRM mapping of social protection schemes
	Develop child-centred preparedness and response strategy for national disaster	MOE MWCPA/ DoSW/ NCCC	2020	Funding Technical assistance	Child protection in DRR module added to MOE curriculum	MOE Policies Inter-agency guidelines

	situations to protect children impacted by natural disasters	FCOSS, FBOS NDMO			and teacher training course	
4. Targeted policies and actions to combat the worst forms of child labour- <i>(children in slavery, commercial sexual exploitation, illicit activities, and hazardous labour)</i>	Review, update and conduct a national baseline research on the worst forms of child labour referencing the 2009 research findings as baseline data and integrating right-based and gender-based approach and analysis	MEPIR MWCPA/ NCCC MCS, MOA FBOS, DOI CSOs USP, FNU ILO	2020-2021	Funding Data and information Local expertise (CSOs reps, research assistants, researchers)	Sectors with high incidence of WFCL identified Awareness and training on WFCL informed by research findings	Draft CL NAP
	Provide specialised and comprehensive training, including trauma training for all frontline workers, including authorities, social workers, teachers, school counsellors, community, youth and religious leaders and develop training curriculum and resources	Empower Pacific FWCC, MSP PTC, HoH FNU MWCPA MOE Police Legal Aid Youth & Sports	2020-2024	Training of trainers specialists for trauma therapy Funding	200 certified social workers	
	Develop awareness programmes between universities and national authorities on cybercrimes, drug trafficking and other illicit activities	FNU, USP, Police, NSAAC FHEC, DOI FRCS, Online Safety Commission	2020-2024	Technical expertise Funding Campaigns	10 education sessions conducted by 2021 to students through FNU, embedded in Ethics courses	
	Introduce child protection into school curriculums	MOE, MWCPA UNICEF, Save the Children, CSOs	2020	Technical expertise	Include module on WFCL into primary school curriculum	

	Implement a national civic and moral education programme	FNU, USP Save the Children, CSOs MWCPA, Police UNICEF	2020-2025	Funding Technical expertise	100 social workers, line & middle managers, prison warders, police officers, trained on civic and moral education	
	Enforcement of worst forms of child labour laws	MEPIR Police	2020-2025	Technical expertise Human resources Funding	Increase number of inspections in areas where there is WFCL Increase number of WFCL reported cases Increase number of children in WFCL accessing services Increase number of perpetrators prosecuted for exploitation of children in the WFCL	ERA 2007 Draft CL NAP Hazardous Child Labour List Crimes Act Juveniles Act Immigration Act NAP TIP

B: DRAFT ROADMAP: TARGET ON FORCED LABOUR, MODERN SLAVERY AND HUMAN TRAFFICKING

Priorities	Actions	Partners and existing committees/ workgroups	Timeframe	Resources required	Measurable results	Link to existing national policies/ plans
1. Targeted policies and actions to address forced labour, slavery and human trafficking in the fishing sector	Ratify Work in Fishing Convention, 2007 No.188	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police, Immigration, ILO	2025	Technical expertise	Convention ratified	
	Review and upgrade certification of seafarers to meet international standards	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration	2020-2025	Technical expertise Funding Human resources	Standard operating procedures for labour inspection, referral and monitoring of OSH of seafarers developed	NAP TIP
	Develop screening mechanism to proactively screen foreign migrant workers in the fisheries industry	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration	2021	Technical expertise Funding Human resources	Screening mechanism to proactively screen foreign migrant workers in the fisheries industry developed	NAP TIP

	Conduct baseline research on the forced labour, slavery and human trafficking in the fisheries sector	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration	2021	Technical expertise Funding Human resources	Research report endorsed and published	NAP TIP
	Develop and conduct training programmes for authorities on identification of victims of forced labour, slavery and human trafficking in the fisheries sector	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration	2021	Technical expertise Funding Human resources	Number of officers trained	NAP TIP
2. Targeted policies and actions to combat trafficking in persons in vulnerable communities (<i>awareness campaigns, social protection and livelihood programmes</i>)	Develop training curriculum on trafficking in persons for schools and communities, including trafficking risks, vulnerabilities, referral procedures and profiles of stakeholders and their roles, services provided and contact details	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration CSOs ILO, IOM	2021	Technical expertise Funding Human resources	Trafficking training curriculum developed Trafficking training resource materials developed	NAP TIP
	Conduct TIP awareness programmes in schools and communities	MEPIR/ ERAB FTUC/ FCEF Foreign Affairs Fishing Association FIMSA, Police Immigration	2021	Technical expertise Funding Human resources	Number of awareness programmes conducted Increased reports on forced labour,	NAP TIP

		CSOs ILO, IOM			slavery and human trafficking	
3. Implement the NAP to eradicate Trafficking in Person & Children in Fiji	Update the NAP Framework to eradicate Trafficking in Person & Children in Fiji	Re-establish TIP Inter-agency working group, chaired by DOI <i>Police, Fiji Intelligence Unit, FIRCA, Transnational Crime Unit, DPP, Foreign Affairs, Finance, Health, Justice, Information, MEPIR, DISMAC, MWCPA, HA, PRB, Save the Children, Red Cross, PIDC, ILO, UNICEF, IOM</i>	End 2019	Cabinet level endorsement and reporting		NAP TIP
	Develop a resource mobilization strategy to implement the NAP Framework to eradicate Trafficking in Person & Children in Fiji	TIP Inter-agency working group, DOI IOM	Early 2020	Budget for NAP implementation included in each government ministry submission in 2020	NAP TIP implemented Ministries including NAP TIP activities in their budget submissions	NAP TIP

4. Promote data management, coordination and collaboration to combat trafficking in persons, forced labour and modern slavery	Develop a framework and mechanism to guide data and information sharing and promote the collaboration of agencies on actions combating forced labour, modern slavery and human trafficking	TIP Inter-agency working group, DOI, IOM, CSOs, Regional organisations, UN agencies	Mid-2020	Secretariat for TIP Inter-agency working group	Cabinet level endorsement and reporting	Review privacy policies and data-sharing rules
	Set a standard reporting mechanism for all agencies (and other relevant people-teachers, counsellors etc) to report and provide to help build on trends and calculate the future TIP	Teachers, counsellors, TIP Inter-agency working group	Mid- 2020	Technical support to develop reporting mechanism	Reporting mechanism implemented	
	Sign MOUs with agencies for information sharing and joint actions	TIP Inter-agency working group, DOI, IOM, CSOs, Regional organisations, UN agencies	2020	Technical support	MOUs signed and reviewed every two years	Bilateral/ multi-lateral agreements
	Develop/ review national referral mechanism for Government Ministries and service providers to manage or refer trafficking cases	TIP Inter-agency working group, DOI, IOM, CSOs, NCCC, MWCPA, MEPIR	2020-2021	Mapping of current situation, Human resources	Referrals increased	Inter-agency guidelines/ referral mechanism
	Digitalisation of data in all relevant ministries	TIP Inter-agency working group, DOI, IOM, CSOs,	2020-2030	Funding, Technical assistance	Data digitalised	

		NCCC, MWCPA, MEPIR		Digitalisation officers (AVI)		
5. Increase capacity building and research on trafficking in persons, forced labour and modern slavery	Implement a capacity building programme for officers from government and NGOs and establish a network of trainers in the country	MEPIR, MOE, Regional organisations UN agencies, ILO, IOM	2020-2021		Network of trainers on trafficking, forced labour and modern slavery exists a Network of trainers conduct training nation-wide	
	Conduct research on trafficking in persons, forced labour and modern slavery in collaboration with partner agencies	USP, FNU Regional universities	2020-2021	Funding Researchers	Primary research on trafficking in persons, forced labour and modern slavery	NAP TIP