



International
Labour
Organization

100
1919-2019

ILO⁴⁵ years in the PACIFIC

1974 - 2019

ILO Office for Pacific Island Countries
July 2019



ILO Office for Pacific Island Countries
July 2019

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ILO - 45 years in the Pacific
1974 - 2019

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FOREWORD

Since 1919, the International Labour Organization (ILO) has worked with governments, employers and workers of 187 Member States to set labour standards, develop policies and devise programmes to promote decent work for all women and men.

The ILO Office for Pacific Island Countries (PICs) based in Suva, Fiji, geographically covers twenty-two Pacific Island Countries and territories, all with their own unique cultural, social and economic characteristics and challenges, commonly related to being small in size, geographically dispersed and isolated from major markets. PICs labour markets are characterised by informality, gender disparity, high youth unemployment and underemployment, skills shortages, labour administration challenges and increasingly significant emphasis on labour migration. Three of the major sectors in PICs providing most of the employment - agriculture, fisheries and tourism including rural based micro enterprises - are especially vulnerable to climate change and natural disasters.

Fiji joined the ILO as the first Pacific Island Member State 45 years ago on the 19th April 1974. A year later, the ILO opened its Pacific Islands Office in Suva, Fiji.

Today, ILO's membership in the Pacific has expanded to 11 PICs, namely, Fiji (1974), PNG (1976), Solomon Islands (1984), Kiribati (2000), Vanuatu (2003), Samoa (2005), RMI (2007), Tuvalu (2008), Palau (2012), Cook Is (2015) and Tonga (2016). To date, the ILO has already firmly engaged over fifty years throughout the Pacific with its technical assistance programmes in following areas: ensuring all workers enjoy fundamental rights and freedoms, improving labour standards and conditions of work, promoting tripartism and social dialogue, enhancing social protection supporting employment creation, and modernize labour law.

To celebrate the ILO Centenary in 2019, the ILO Office for Pacific Island Countries looks back and reflects on the ILO presence in the Pacific and its work with tripartite and other social partners. The publication "ILO - 45 years in the Pacific" is a selective and reflective documentation of the ILO's work in the region, to illustrate the diversity, the 'journey', and some of the activities and achievements of ILO technical assistance in the Pacific over 45 years. From the early ILO programmes on introducing manpower surveys and establishing vocational training, introducing workers' education programmes, institutionalising trades training and testing and certification schemes, legislative drafting and reviews, improving access for women in vocational trades and developing local enterprises, pension schemes and co-operatives, to the later and more complex technical assistance programmes on social protection, labour migration, just and sustainable transition to climate change, and child labour, the ILO in the Pacific Islands has journeyed far and wide.

The ILO programmes were, and still are, designed and executed to respond to the demands of Governments,

Workers' and Employers' organisations, supporting their priorities. ILO achievements in the Pacific are also the achievements of its' constituents - the Governments, Workers' and Employers' organisations - who have been the main implementing partners of all technical assistance programmes.

It is our sincere hope that this publication gives readers an interesting retrospective glimpse of the ILO in the Pacific, propels the future of work and advances ILO values and relevance in the region.

I would like to acknowledge the ILO constituents of Fiji, Papua New Guinea, Kiribati, Solomon Islands, Vanuatu, Samoa, Tuvalu, Palau, Marshall Islands, Cook Islands and Tonga for their congratulatory messages and contributions to this publication.

I am thankful to former ILO colleague, Ms. Marie Jane Fatiaki, who researched, conceptualised, authored and edited this publication.

My thanks also go to the staff of the ILO Office for Pacific Island Countries who have contributed to the publication, to Ms. Elena Gerasimova, Decent Work and International Labour Standards Specialist, for coordinating this publication, Mr. Peter Blumel for providing technical lead on the layout and design, to the National Coordinators and Programme Officers: Mr. Tomasi Peni, Mr. Thomas Kugam, Ms. Surkafa Katafono, Mr. Edward Bernard and Mr. Bimlesh Raj for their technical inputs into the publication.

A big thank you also to our former staff member Ms. Arthurleen Lilo for her assistance with identifying project codes, former Directors, Mr. Warren McGillivray (ILO in the Pacific: Review of ILO Activities from 1970-1990) and Mr. AM Zakaria (Development for Dignity: Celebrating 30 Years of ILO in the South Pacific). Their publications became the starting point for the research of this publication.

Finally, I acknowledge, with the greatest appreciation, the commitment, dedication and hard work of all former Country Directors, Associate Experts, CTAs and Specialists, Consultants, Programme Officers, all former staff members of the ILO Office in the Pacific, and all Pacific Island constituents. Together they ventured into uncharted territories in the world of work in the Pacific transforming it for the better. They left us a legacy to build on.

As we navigate together to promote social justice and decent work in the Pacific, as companions in a canoe with a common purpose, let us weave a prosperous future under the framework of the UNPS and the SDGs, for our Pacific people.



.....
Donglin Li

Director, ILO Office for Pacific Island Countries
Date: 1 July, 2019

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ABBREVIATIONS

ADB	Asian Development Bank
AIDAB	Australian International Development Assistance Bureau
ARTEP	Asian Regional Team for Employment Promotion
APSDEP	Asian and Pacific Skill Development Programme
ARPLA	Asian Regional Centre for Labour Administration
AUSAID	Australian Agency for International Development
CBEE	Community Based Emergency Employment
CEARC	Committee of Experts for the Application and Ratification of Conventions
CHRIS	Computerised Human Resources Information System
CIRP	Community Infrastructure Rehabilitation Programme
CPO	Country Programme Outcome
CTC	Community Training Centre
DANIDA	Danish International Development Agency
DFAT	Australian Department of Foreign Affairs and Trade
DWCP	Decent Work Country Programme
EMPLA	Employment Promotion, Manpower Planning and Labour Administration
EU	European Union
FAO	Food and Agricultural Organization
FINNIDA	Finnish International Development Agency
FLO	Fairtrade Labelling Organization
FSM	Federated States of Micronesia
GDP	Gross Domestic Product
HDI	Human Development Index
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
IHRDPEP	Integrated Human Resources Development Programme for Employment Promotion
ILO	International Labour Organization
ILS	International Labour Standards
IMF	International Monetary Fund
IPEC	International Programme for the Elimination of Child Labour
ISCO	International Standard Classification of Occupations
IYB	Improve Your Business
KAB	Know About Business
LAPTAP	Labour and Population Team for Asia and the Pacific
LMIA	Labour Market Information and Analysis
MATCOM	Material and Techniques for Cooperatives Management Training
MLC	Maritime Labour Convention
NCD	Non Communicable Diseases
NLAC	National Labour Advisory Council
NTTT	National Trades Training and Testing Unit
NZAID	New Zealand Agency for International Development
ODA	Official Development Assistance
OSH	Occupational Safety and Health
PCCM	Pacific Climate Change and Migration
PICs	Pacific Island Countries
PIFS	Pacific Islands Forum Secretariat
PNG	Papua New Guinea

ROAP	Regional Office for Asia and the Pacific
SBAU	Small Business Advisory Unit
SBDC	Small Business Development Corporation
SDGs	Sustainable Development Goals
SEAPAT	South East Asia and Pacific Multi-disciplinary Advisory Team
SIYB	Start and Improve Your Business
SIDA	Swedish International Development Agency
SPA/NORMES	Special Accounts Programme/ International Labour Standards Department
SPC	Secretariat of the Pacific Community
SPLM	South Pacific Labour Ministers Meeting
SSN	Social Safety Net (Fund from the Japanese Government)
STI	Sexually Transmitted Infections
TACKLE	Tackling Child Labour through Education
TUC	Trade Union Congress
TVET	Technical and Vocational Education and Training
UNCT	United Nations Country Teams
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNFPA	United Nations Population Fund
UNIFEM	United Nations Development Fund for Women
UNHSTF	United Nations Human Security Trust Fund
UNPS	United Nations Pacific Strategy
USP	University of the South Pacific
VIC	Vocational Information Centre
WISE	Work Improvement in Small Enterprises
YEC	Young Entrepreneurs Council
YEP	Youth Employment Programme



**BRIEF INTRODUCTION
TO THE ILO**

1. Brief introduction to the ILO

■ Preamble to the ILO Constitution

Whereas universal and lasting peace can be established only if it is based upon social justice;

And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required; as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of equal remuneration for work of equal value, recognition of the principle of freedom of association, the organization of vocational and technical education and other measures; Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries;

The High Contracting Parties, moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world, and with a view to attaining the objectives set forth in this Preamble, agree to the following Constitution of the International Labour Organization.....

Source: ILO Website (NORMLEX) ²

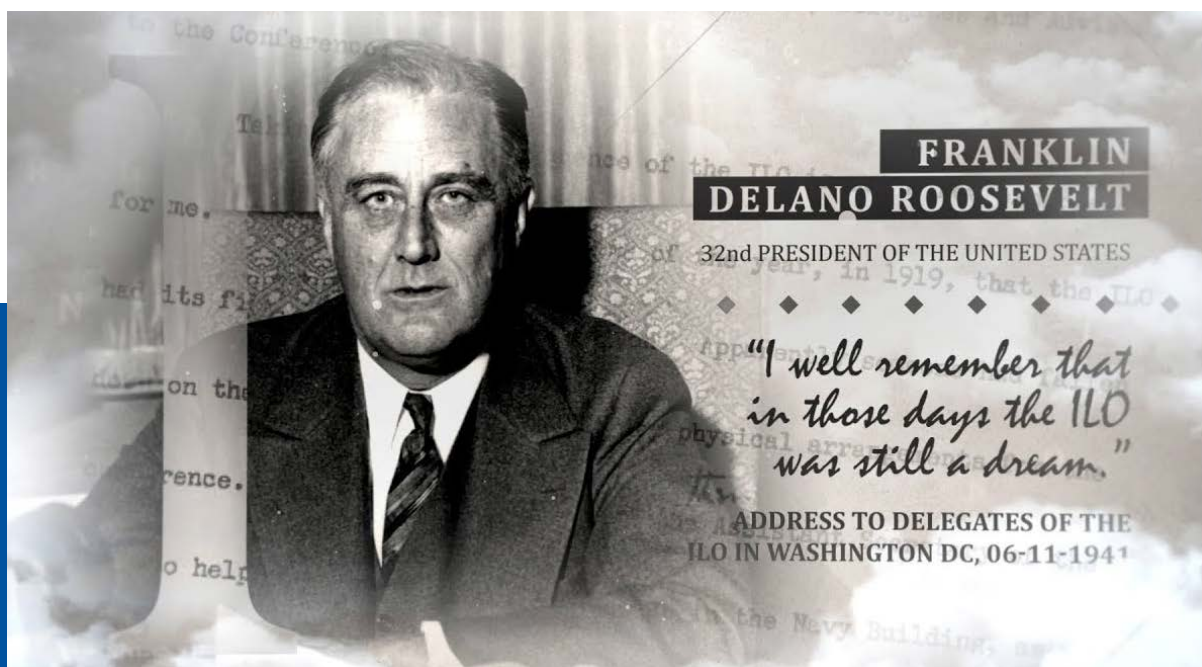


1.1 Origins

The International Labour Organization (ILO) was born in a time of turmoil and rapid social and technological change. In a world struggling to rebuild and rebound from the ravages of war, the ILO was created in the belief that social justice was essential to universal and lasting peace.¹

The immediate years following World War 1 was a period of unrest, strikes and protests, fueled by poverty and inequality. Workers demanded that the peace settlement should include measures to ensure fairer working conditions, promoted through international labour legislation and trade union rights. These demands were so insistent and the social situation so explosive that one of the main concerns of the Peace Conference was about "...unrest so great that the peace and harmony of the world are imperilled...".

The Commission on International Labour Legislation, that was set up by the Paris Peace Conference, met between January to April 1919 and drafted the ILO Constitution, which became part of the Treaty of Versailles. The ILO – bringing together governments, workers' and employers' representatives – was created in 1919 as Part XIII of the Versailles Peace Treaty, which ended World War I.



"I well remember that in those days the ILO was still a dream. To many it was a wild dream. Who had ever heard of governments getting together to raise the standards of labor on an international plane?"

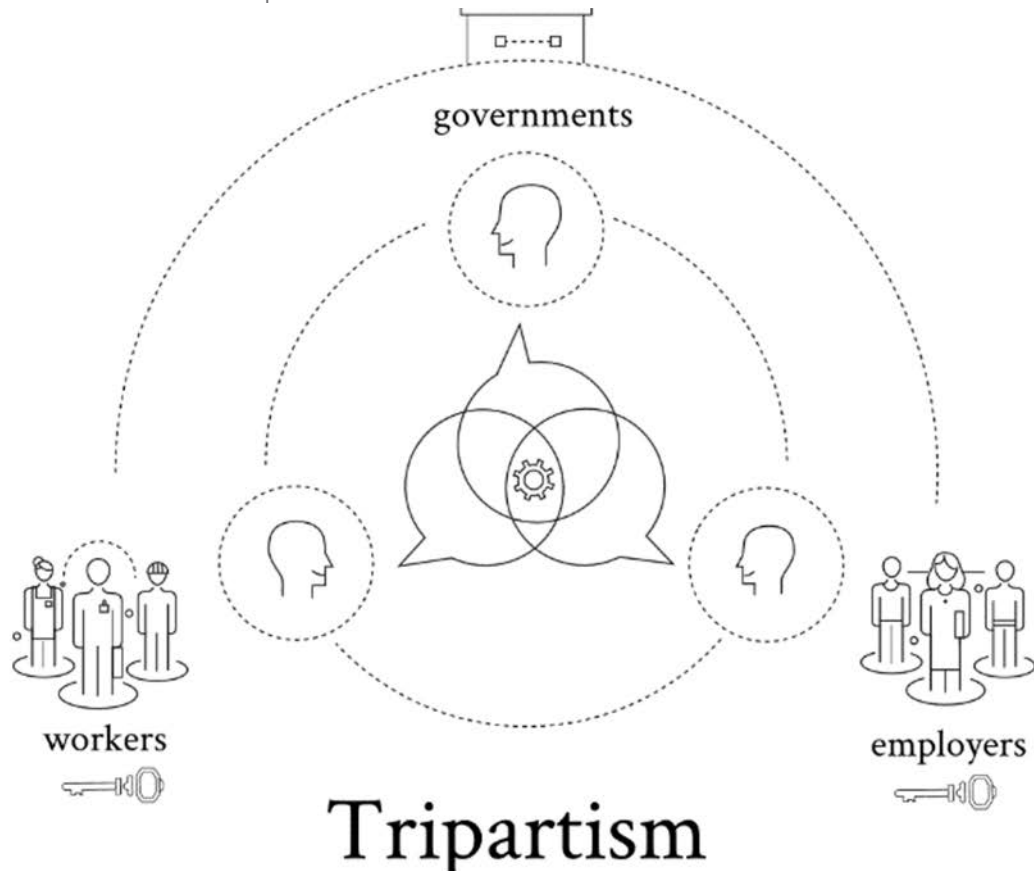
"Wilder still was the idea that the people themselves who were directly affected – the workers and the employers of the various countries – should have a hand with government in determining these labor standards."

Franklin Delano Roosevelt, President of the United States of America when it joined the ILO in 1934.

¹ This section is adapted from the ILO Centenary website at <https://www.ilo.org/100/en/story>
²http://www.ilo.ch/dyn/normlex/en/f?p=1000:62:0::NO:62:P62_LIST_ENTRIE_ID:2453907:NO

1.2 Achieving social justice through tripartism

The ILO is the only international organization where employers' and workers' representatives have an equal voice with governments in its decision-making processes. This concept is known as "tripartism". In 1919, the decision to give "non-government" representatives a right to participate in international conferences was an entirely radical suggestion. In fact, even after the founding of the ILO, it would be many years before most countries practiced tripartism at the national level. This unique arrangement gives the ILO the advantage of incorporating "real world" knowledge about employment and labour issues into its work. Today, 85% of ILO member States have established tripartite institutions to deal with labour-related matters.



“When these three keys turn together, when governments, employers and workers are able to come together, doors open and social justice advances.”

Guy Ryder, ILO Director-General, 2012- present

1.3 Chronology of Key Events in ILO History

1919 - ILO created at the Paris Peace Conference

1920 - International Labour Office established in Geneva, with Albert Thomas (from France) as the first Director.

1926 - Committee of Experts on the Application of Conventions and Recommendations established to hold countries accountable to the ILO Conventions they have ratified.

1929 - ILO work is directly linked to finding solutions to the Great Depression.

1936 - First American Labour Conference, reaffirms that ILO actions must correspond with the needs of all peoples throughout the world in whatever social or economic regime.

1940 - ILO's operational centre is temporarily moved to Montreal during WWII.

1944 - Declaration of Philadelphia adopted, reasserting that labour is not a commodity, freedom of expression and of association are essential to sustained progress, and poverty anywhere constitutes a danger to prosperity everywhere.

1946 - ILO becomes the first specialized agency of the newly formed United Nations.

1947 - First ILO Asian Regional Conference in India, at a time of great change in the region.

1952 - ILO's first large-scale technical cooperation programme is launched, covering seven Andean countries, aimed at improving social and economic conditions of indigenous peoples. It lasts until 1972.

1955 - First ILO European Regional Conference, Geneva

1960 - First ILO African Regional Conference in Nigeria, takes place in a special context: the accession to independence of many new African States.

1964 - Declaration against Apartheid unanimously adopted by the ILC.

1990 - Nelson Mandela attends the ILC and pays tribute to the ILO for its contribution to the struggle against apartheid.

1969 - ILO awarded the Nobel Peace Prize on its 50th anniversary.

1982 - ILO promotes trade union freedom in Eastern Europe, giving full support to the legitimacy of Solidarno in Poland.³

1992 - International Programme on the Elimination of Child Labour (IPEC) launched. IPEC has contributed to removing over 86 million children from child labour worldwide.

1998 - Declaration on Fundamental Principles and Rights at Work adopted, committing members to respect and promote rights and principles relating to freedom of association, forced labour, child labour and discrimination - whether or not they have ratified the relevant Conventions.

1999 - Decent Work Agenda launched, with four pillars on promoting jobs and enterprises, extending social protection, promoting social dialogue and guaranteeing rights at work.

2002 - World Commission on the Social Dimension of Globalization established and examines the process of globalization through the eyes of ordinary people.

2008 - Declaration on Social Justice for a Fair Globalization promotes decent work.

2009 - Global Jobs Pact adopted, aimed at stimulating economic recovery, generating jobs and providing protection to working people and their families

2014 - ILO International Training Centre in Turin, Italy celebrates its 50th anniversary. The ITC has trained over 80,000 people from 172 countries since it opened in 1964.

2015 - The four pillars of the Decent Work Agenda – standards and rights at work, employment creation and enterprise development, social protection and social dialogue – become integral elements of the Sustainable Development Agenda 2030.

2019 - The 187 Member States celebrate the 100th anniversary of the ILO and the International Labour Conference, held in June, adopted a landmark ILO Centenary Declaration for the future of work.

³Lech Walesa co-founded and headed Solidarity, the Soviet bloc's first independent trade union and served as President of Poland from 1990 to 1995. He was awarded the 1983 Nobel Peace Prize for his valiant struggle to secure workers' rights through negotiation and peaceful means.

1.4 International Labour Standards

Recognizing that the global economy needed clear rules in order to ensure that economic progress would go hand in hand with social justice, prosperity and peace for all, a system of international labour standards (ILS) – Conventions and Recommendations- drawn up by representatives of governments, employers and workers from around the world was established.

The ILS aims to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, ILS is an essential component in ensuring that the growth of the global economy provides benefits to all. Today there are 189 Conventions and 205 Recommendations, 8 of which are fundamental Conventions.⁴

⁴The ILO's Governing Body has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work- these are freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. These principles are also covered in the *ILO's Declaration on Fundamental Principles and Rights at Work* (1998). For more information on ILS, See: Rules of the Game: An introduction to International Labour Standards; 2014; ILO.
https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_318141.pdf

■ THE FIRST INTERNATIONAL LABOUR STANDARDS

Adopted in 1919, covering key issues, including minimum age, employment, maternity protection, night work for women, protection of children and night work for young persons:

C001 - Hours of Work (Industry) Convention, 1919 (No. 1) Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week

C002 - Unemployment Convention, 1919 (No. 2) Convention concerning Unemployment

C003 - Maternity Protection Convention, 1919 (No. 3) Convention concerning the Employment of Women before and after Childbirth

C004 - Night Work (Women) Convention, 1919 (No. 4) Convention concerning Employment of Women during the Night

C005 - Minimum Age (Industry) Convention, 1919 (No. 5) Convention Fixing the Minimum Age for Admission of Children to Industrial Employment

C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)

■ A MONITORING MECHANISM

The Committee of Experts was set up in 1926 to examine the growing number of government reports on ratified Conventions. Today it is composed of 20 eminent jurists appointed by the Governing Body for three-year terms. The Experts come from different geographic regions, legal systems and cultures. The Committee's role is to provide an impartial and technical evaluation of the state of application of international labour standards in ILO member States.

When examining the application of international labour standards, the Committee of Experts makes two kinds of comments: observations and direct requests. Observations contain comments on fundamental questions raised by the application of a particular Convention by a state. These observations are published in the Committee's annual report. Direct requests relate to more technical questions or requests for further information. They are not published in the report but are communicated directly to the governments concerned.



1.5 How the ILO Works

The ILO accomplishes its work through three main bodies which comprise governments', employers' and workers' representatives:

(i) **The International labour Conference (ILC)** sets the International labour standards and the broad policies of the ILO. It meets annually in Geneva. Often called an international parliament of labour, the Conference is also a forum for discussion of key social and labour questions. The ILC also approves the Programme and Budget of the Organization every two years. The Programme and Budget sets out the strategic objectives and expected outcomes for the Organization's work.

(ii) **The Governing Body (GB)** is the executive council of the ILO. It meets three times a year in Geneva and makes decisions on ILO policy. The GB establishes the Programme and Budget which is submitted to the ILC for adoption.

(iii) **The International Labour Office** is the permanent secretariat of the ILO and the focal point for the ILO's overall activities, which it prepares and implements under the scrutiny of the Governing Body and under the leadership of the Director-General.

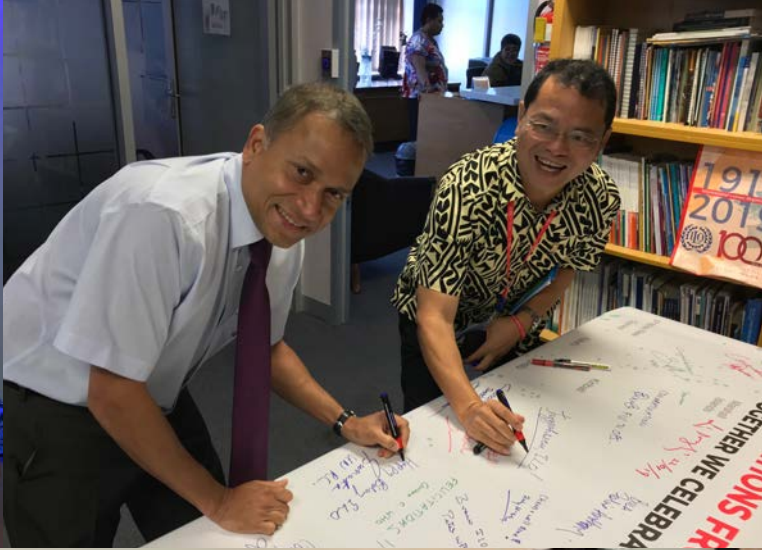
The work of the Governing Body and of the Office is aided by **tripartite committees** covering major industries and supported by **committees of experts** on vocational training, management development, occupational safety and health, industrial relations, workers' education, and special concerns of women and young workers.

Regional meetings of the ILO member States are held periodically to examine matters of special interest to the regions.

Since the early 1950s, the ILO has been providing **technical cooperation** to countries on all continents and at all stages of economic development. Projects are implemented through close cooperation between recipient countries, donors, and the ILO, which maintains a network of country and regional offices worldwide.

Decent Work Country Programmes (DWCPs) have been established as the main vehicle for delivery of ILO support to countries since the launch of the Decent Work Agenda in 1999. DWCPs promote decent work as a key component of national development strategies, and organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework.







2. The ILO Pacific Office

2.1 Background

Prior to the establishment of the ILO Office in the Pacific in 1975, the ILO had implemented programmes and provided technical support to Pacific Island Countries from the ILO Headquarters in Geneva and the Regional Office for Asia and Pacific in Bangkok. From the 1960s, ILO technical cooperation projects were already underway in several Pacific countries, including manpower assessments, vocational training surveys and training courses for the hotel industry in Fiji, the Cook Islands, Tonga, Samoa, Solomon Islands, Kiribati, Tuvalu and Vanuatu ⁵, and support for handicrafts and co-operatives development, women's participation in business ventures, and workers' education. ⁶

■ ILO REGIONAL OFFICE FOR ASIA AND THE PACIFIC (ROAP)

The ILO's Regional Office for Asia and the Pacific covers one of the most diverse regions of the world – ethnically, culturally, religiously and economically. The population of more than four billion people includes some of the wealthiest countries on earth as well as two-thirds of the world's poor.

In recent years the region has faced challenges that have seriously tested its social-economic infrastructure – natural disasters, economic crises and continuing conflicts. In addition, shifts in the international economic environment and the spread of globalization continually generate new challenges.

The ILO works with its members in the region to deal with these and other issues. Institution building and local economic development play a critical role in social and economic progress. Respect for fundamental principles and rights at work helps to ensure that all sections of society benefit.

Significant challenges remain, including increasing productive and decent employment opportunities, providing adequate social protection, and responding to crises. Other relief and development issues include human trafficking, bonded labour and child labour, the growth of the informal economy, labour migration, poverty alleviation, safety and health, skills and employability and youth employment.

The Regional Office in Bangkok supports work in 36 member countries, from Afghanistan to the Pacific Islands (Suva) and from Mongolia to New Zealand. Two teams of decent work specialists, based in Bangkok and New Delhi, provide a range of technical services and expertise that support work throughout the region and provide assistance to the ILO's constituents – Governments, workers and employers' organizations. In addition, there are country, liaison or project offices in more than 17 countries in the region, including **PNG and Samoa in the Pacific**.

Source: ILO in Asia and the Pacific ⁷

⁵ Project code: RAS/72/004 Hotel and Tourism Training Scheme, funded by the UNDP.

⁶ Now known as the PNG Trades Union Congress.

⁷ <https://www.ilo.org/asia/about/lang--en/index.htm>

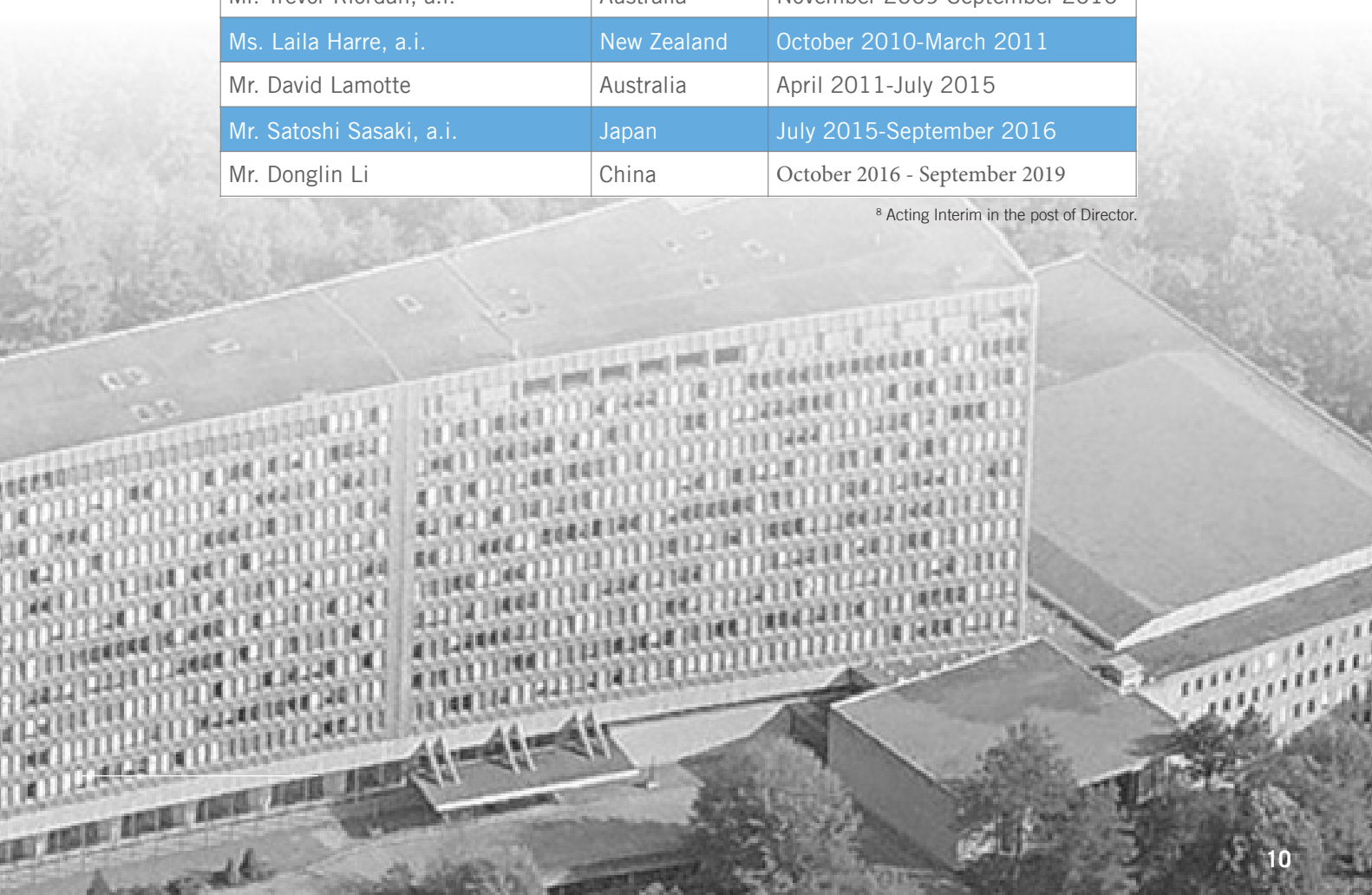
2.2 Establishing the Office for the South Pacific

By the early 1970s, the increasing importance of the Pacific region demanded closer attention than was possible through missions from ILO offices in Geneva and Bangkok. In April 1975, at the invitation of the Government of Fiji, the ILO Office for the South Pacific was opened in Suva, under the first Director, Mr. Albert Dowding from New Zealand.

Table 1: List of Directors for ILO Country Office for the Pacific from 1975

NAME	COUNTRY	DURATION
Mr. Albert Edward Dowding	New Zealand	1975 - 1980
Mr. David Groman	Israel	1980-1984
Mr. Charles Moore, a.i.	USA	March-June 1984
Mr. Ian Chambers	Canada	July 1984-February 1985
Ms. Sally Christine Cornwell	USA	1985-1989
Ms. Mary Johnson, a.i.	Australia	April –September 1989
Mr. Warren McGillivray	Canada	September 1989-August 1993
Mr. Johannes Lokollo, a.i.	Indonesia	September 1993- September 1994
Mr. Henry Hatton	Australia	October 1994-June 2000
Mr. Abu Zakaria	Bangladesh	July 2000-November 2007
Mr. Werner Blenk	Germany	December 2007-September 2009
Mr. Trevor Riordan, a.i.	Australia	November 2009-September 2010
Ms. Laila Harre, a.i.	New Zealand	October 2010-March 2011
Mr. David Lamotte	Australia	April 2011-July 2015
Mr. Satoshi Sasaki, a.i.	Japan	July 2015-September 2016
Mr. Donglin Li	China	October 2016 - September 2019

⁸ Acting Interim in the post of Director.





In recognition of an excellent team effort across ILO CO-Suva, Regional Office for Asia-Pacific and Headquarters, two staff members of the current CO-Suva staff, Mr Donglin Li and Mr Edward Bernard, were recipients of the ILO Director Generals' team awards.

Edward Bernard receiving the ILO Team Award from the ILO Director General Mr Guy Rider, ILO Geneva 2019.

The award was for collectively progressing ILO's mandate in Vanuatu to prevent the widening of unemployment, informality and unfair labour practices including child labour, and advocating against the proposed introduction of a new income and corporate tax, while the country was still recovering from the effects of the 2015 Category 5 Cyclone Pam.

The issue was both political and technical.

The team grounded its strategy on labour statistics and amplified the ILO tripartite partners concerns and suggestions in public spaces, technical meetings and political corridors. In the field, the members of the team were subjected to personal intimidation, professional barriers and official complaint lodged by the international agency with the UN Resident Coordinator against ILO field staff. The ILO management, satisfied with the technical substance presented by the team and professional delivery demonstrated by the team, provided its full support. The team included Edward Bernard and Donglin Li (CO-Suva), Satoshi Sasaki (CO-New Delhi), Patrick Belser and Philippe Marcadent (INWORK/HQ).

Success was celebrated when government announced its plans to drop the introduction of the income and corporate tax, proceed with the recommendation of the tripartite to increase the VAT and increased minimum wage by 17%.

Source: Mr. Edward Bernard, June 2019



Edward Bernard receiving the ILO Team Award from the ILO Director General Mr Guy Rider, ILO Geneva 2019

The ILO Office for the Pacific falls under the ILO Regional Office for Asia and the Pacific (ILO-ROAP), and geographically covers twenty-two Pacific Island Countries, of which eleven are member states and territories of the ILO- Cook Islands, Fiji, Kiribati, Marshall Islands, Palau, PNG, Solomon Islands, Samoa, Tonga, Tuvalu and Vanuatu. The ILO Office for the Pacific is currently led by the Director Mr. Donglin Li, with a team of fourteen staff including Technical Specialists, National Coordinators (Samoa, PNG, Fiji), Programme Officers, and Communications, Finance and Administrative staff.

The ILO Office for the Pacific is a partner of three UN Country Teams (UNCT) based in Fiji (overseeing Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, Palau, Solomon Islands, Tonga, Tuvalu, and Vanuatu), Samoa (overseeing Cook Islands, Niue, Samoa and Tokelau), and PNG. As a member of the UNCTs, the office also aligns its country programmes to the UN Development Assistance Frameworks (UNDAF).⁹ Currently, ILO staff in Suva, and the National Coordinators in Samoa and PNG are representing ILO on the UN working groups for Sustainable and Inclusive Economic Empowerment, Human Rights, and Climate Change, Disaster Resilience and Environmental Protection.

⁹ The Current UNDAF for UNCT Fiji and UNCT Samoa is the UN Pacific Strategy (2018-2022).



Marshall Islands (2007)

Conventions ratified: 3

Fundamental Conventions ratified: 1

Palau (2012)

Conventions ratified: 2

Fundamental Conventions ratified: 1

Papua New Guinea (1976)

Conventions ratified: 26

Fundamental Conventions ratified: 8

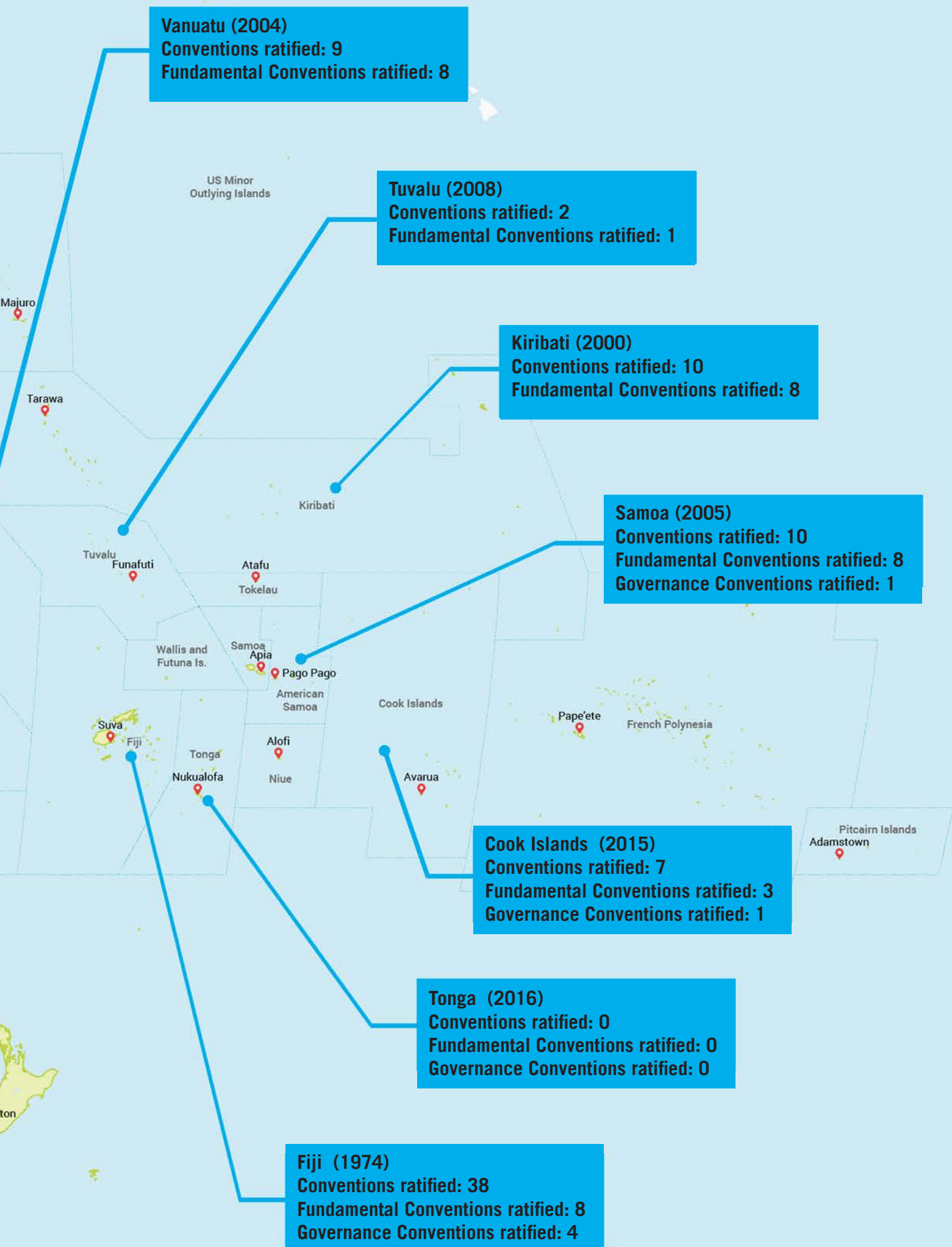
Governance Conventions ratified: 1

Solomon Islands (1984)

Conventions ratified: 22

Fundamental Conventions ratified: 8

Governance Conventions ratified: 1





2.3.1 Fiji

The Republic of Fiji became a member of the ILO and the first Pacific Member State of the ILO in 1974, four years after its independence in 1970 from Britain. Fiji has over 300 islands of which 110 islands are inhabited and a total land area of 18,376 sq.km. Over 50% of Fiji's population of 884,887 resides in the urban areas located on the main islands of Viti Levu and Vanua Levu. Suva, the capital city of Fiji is the biggest urban centre with the highest population of 185,913. Fiji's economy is driven primarily by tourism, overtaking sugarcane which was previously the largest industry, accounting for more than half of Fiji's exports. Other important sectors are agriculture, forestry and logging, fishing and aquaculture, mining and quarrying, manufacturing, construction, wholesale and retail, water supply and sewerage, electricity, transport, storage, real estate and other service industries. In the ILO-ADB Fiji Employment Diagnostic Study (2015), agriculture was identified as the highest national employer by sector (44.2%) and skilled agricultural and fishery workers accounted for the largest share of employment (39%). The national unemployment rate was 4.7%, and a significant portion of the unemployed were youths and women.¹⁰

Tri-partite Partners

- Government, represented by the Ministry of Employment, Productivity and Industrial Relations, Youth and Sports.
- Employers, represented by the Fiji Commerce and Employers Federation.
- Workers, represented by the Fiji Trades Union Congress.

Draft Decent Work Country

Programme Priorities, 2018-2022

- Priority 1: Sustaining an enabling environment for decent work
- Priority 2: Job Creation and a just transition for better resilience in rural areas including climate change
- Priority 3: Strengthening tripartism to achieve the SDGs and Decent Work



¹⁰ According to the report, unemployment and poverty were expected to increase following the devastating Tropical Cyclone Winston, the most intense tropical cyclone on record, which made landfall in Fiji in February 2016.

2.3.2 Papua New Guinea

Papua New Guinea (PNG) became an ILO Member State in 1976, a year after gaining independence. A rapidly developing country, PNG's has a land area of 463,000sq.km. and a diverse population with some 850 languages. PNG has 22 provinces, 89 districts, 313 Local Level Governments and 6,131 wards with a decentralized system of government and administration. About 88% of the population of 8.4 million lives in rural areas, relying on subsistence agricultural and informal cash crop activities to earn income, and over 50% of the population is below 19 years.¹¹ On the current rate of growth, the population of PNG is expected to double over the next 22 years. PNG's economy is dominated by a large labour- intensive agricultural sector and capital- intensive mining and petroleum sector, consisting mainly of liquefied natural gas (LNG), gold, copper and silver extraction. The agriculture sector is dominated by small scale rural family farmers, and medium to large sized enterprises in oil palm, copra, tea, coffee and fisheries exports. The manufacturing sector is small, consisting of food, soft drinks, beer, food canning, tobacco processing and furniture making. Some small-scale engineering and metal processing, clothing and other light industries are present.¹² Unpaid work, unemployment and underemployment is widespread and formal sector employment accounts for only 16% of total employment. The vast majority of labour market entrants have to seek alternatives in the informal sector. Economic growth is impeded by structural factors that weaken the environment for private sector development, and poverty remains widespread.¹³

Tri-partite Partners

- Government, represented by the Ministry of Labour and Industrial Relations
- Employers, represented by the Employers Federation of Papua New Guinea
- Workers, represented by the Papua New Guinea Trades Union Congress

Decent Work Country Programme Priorities, 2018-2022

- Priority 1: Promotion of Labour Law Reform and Labour Administration
- Priority 2: Promotion of productive and decent employment opportunities, particularly for young women and men
- Priority 3: Capacity building of tripartite constituents



¹¹ ADB Poverty Analysis Summary; Country Partnership Strategy: PNG 2016-2020 from analysis of PNG 2011 HIES

¹² ADB Economic Analysis Summary; Country Partnership Strategy: PNG 2016-2020 from analysis of ADB Outlook PNG 2015 and ADB Pacific Economic Monitor: PNG 2015 and 2014

¹³ IMF Country Report No. 17/22: PNG January 2017

2.3.3 Solomon Islands

The Solomon Islands became an ILO Member State in 1984. The Solomon Islands is a Melanesian archipelago in the southwest Pacific Ocean comprising two volcanic chains of six major islands, and many hundreds of outer islands and atolls, with a land mass of 28,400 sq.km. A former British Protectorate, the Solomon Islands achieved independence in 1978. There are 9 provinces administered by elected provincial assemblies, and the 10th is the town of Honiara, the capital. The Solomon Islands is one of the poorest countries in the region. The majority (80.3%) of the population of 656,000 (2015), live in rural areas and maintain subsistence livelihoods. Although the urban population is small, it has increased rapidly over the last two decades, increasing informal settlements and pressure on local resources and infrastructure. This is primarily because of the lack of opportunities to earn cash income in rural areas, resulting in increasing out-migration. Natural resources include fish, forests, gold, bauxite, phosphates, lead, zinc, and nickel. The country is vulnerable to natural disasters including cyclones, tsunamis and geological activity with frequent earthquakes, tremors and volcanic activity. Economic growth prospects rest on the private sector and developments in mining, agriculture, and fishing, with some potential for tourism. A key development challenge is controlling recurrent expenditure amid modest growth in revenues.

Tri-partite Partners

- Government, represented by the Ministry of Commerce, Industries, Labour and Immigration
- Employers, represented by the Solomon Islands Chamber of Commerce and Industry
- Workers, represented by the Solomon Islands Council of Trade Unions

Decent Work Country Programme Priorities

ILO technical support to Solomon Islands has focused on capacity building of tripartite partners and improving social dialogue, promoting decent employment opportunities, especially for young women and men, and persons with disabilities, strengthening labour market information, and enhancing social protection.



2.3.4 Kribati

Kiribati, a central Pacific nation, became an ILO Member State in 2000. Kiribati has a total land area of 811sq.km. The islands extend about 3,900km from east to west, and about 2,100km from north to south, straddling the equator. Kiritimati (Christmas Island), one of the Line Islands, has the largest land area in Kiribati of 609sq.km. Kiribati's EEZ (exclusive economic zone) covers about 3.5 million sq.km.¹⁴ The population of Kiribati in the 2015 census was 110,136. South Tarawa, including Betio, the port and commercial centre of Tarawa, has an extremely high population density of 56,388 people, accommodating over half of Kiribati population.¹⁵ Kiribati has few natural resources and is one of the least developed Pacific Island countries. Earnings from fishing licenses and seafarer remittances are important sources of income. Temporary and seasonal work opportunities for Kiribati nationals overseas is essential. The economy is vulnerable to external shocks and income volatility, due to its exposure to climate change, dependence on imports, and reliance on revenue from external sources. Private sector development is constrained by the size and scale of the economy, the high costs of doing business, and the country's widely dispersed population.¹⁶ Major industries continue to be the Government, followed by Agriculture & Fishing, Real Estate and Wholesale & Retail.¹⁷

Tri-partite Partners

- Government, represented by the Ministry of Labour and Human Resource Development.
- Employers, represented by the Kiribati Employers Federation
- Workers, represented by the Kiribati Trades Union Congress

Decent Work Country Programme Priorities, 2019-2022

- Priority 1: Implementing labour laws and International Labour Standards
- Priority 2: Improving local and foreign employment opportunities, particularly for young women and men
- Priority 3: Strengthening tripartism, social dialogue and institutional capacity of workers' and employers' organisations



¹⁴ <https://www.britannica.com/place/Kiribati/media/319111/62893>

¹⁵ National Statistics Office, Ministry of Finance, Bairiki, Tarawa; September 2016; 2015 Population and Housing Census: Volume 1: Management Report and Basic Tables

¹⁶ ADB and Kiribati Fact Sheet, April 2018; <https://www.adb.org/publications/kiribati-fact-sheet>

¹⁷ Kiribati 2010 National Census Data

2.3.5 Vanuatu

Vanuatu, an archipelago of 83 volcanic and coral islands, became an ILO Member State in 2006. The 2009 census indicated a population of 245,000 inhabitants. Vanuatu is governed by a parliamentary system comprising 52 Members of Parliament and 13 Ministries. About 80% of Vanuatu's 288,000 people live in rural areas where subsistence livelihoods and traditional community welfare obligations provide an informal social safety net. Increasing migration to urban areas has created informal settlements and led to urban poverty, overcrowding and over-exploitation of resources. Key economic drivers in Vanuatu are tourism, construction and development funded infrastructure projects. Subsistence agriculture remains a central element of the national economy. The tourism and hospitality sector is the major source of private sector formal employment. Since April 2007, Vanuatu has participated successfully in seasonal labour migration programmes with both New Zealand and Australia. Remittances from both schemes are important contributing factors in rural economic development. Economic challenges include distance from markets, a narrow resource base, low productivity and difficulty integrating into the global economy.¹⁸

Tri-partite Partners

- Government, represented by the Department of Labour
- Employers, represented by the Vanuatu Chamber of Commerce
- Workers, represented by the Vanuatu Trades Union Congress

Decent Work Country Programme Priorities

Priority areas for ILO technical support includes labour law legislation reform and application of ILS; promoting decent employment opportunities, particularly for young women and men, and persons with disabilities; capacity building of tripartite partners and improving social dialogue; and enhancing social protection.



¹⁸ Excerpt from Vanuatu Country Profile in UN Pacific Strategy 2018-2022, p139

2.3.6 Samoa

The Independent State of Samoa became an ILO Member State in 2005 and by 2008, had ratified all 8 fundamental Conventions. Samoa is a small remote island nation located in the South West Pacific with a population of 192,339 (November 2016). It consists of two main islands, Savai'i and Upolu, and uninhabited islets and islands, with a land area of 2,934 sq.km and an exclusive economic zone of 98,500 sq.km. About 20% of the population lives in the capital, Apia.¹⁹ The main driver for the Samoan economy is commerce, accounting for 31% of total GDP in 2015, fuelled mainly through private remittances. Other significant industries are construction, public administration and tourism, agriculture and fisheries. Samoa continues to rely on ODA to fund major infrastructure projects as well as rehabilitation efforts in the aftermath of natural disasters. Samoa remains vulnerable to global economic shocks and natural disasters, such as the 2008 Global Economic Crisis, and 2009 Tsunami and Cyclone Evan in late 2012. Sound economic management and high governance standards have led to strong economic growth in recent years.²⁰

Tri-partite Partners

- Government, represented by the Ministry of Commerce, Industry and Labour
- Employers, represented by the Samoa Chamber of Commerce and Industry
- Workers, represented by the Samoa Workers Congress

Decent Work Country Programme Priorities, 2017-2020

- **Priority 1:** Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities
- **Priority 2:** Urgent and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience
- **Priority 3:** Pro-active social dialogue and enhanced capacities of social partners and tripartite constituents



¹⁹ Samoa Bureau of Statistics; 2016 Census Preliminary Count

²⁰ Adapted from Samoa DWCP 2017-2020

2.3.7 Marshall Islands

The Republic of the Marshall Islands (RMI), an equatorial nation of 29 scattered coral atolls and 5 islands, became an ILO Member State in July 2007. RMI is a former Pacific Trust Territory of the United States. Since 1986, the relationship between RMI and the United States has continued under a Compact of Free Association.

RMI is highly urbanised with 70% of the country's 53,000 people residing in the country's two urban centres, the capital Majuro and Ebeye. Physical isolation, weak institutions and the lack of economic diversity result in low economic growth, which is unable to absorb its young people into the labour market, resulting in a very high youth unemployment rate. The young urban poor, dependent on the cash economy are the most marginalised.²¹

Tri-partite Partners

- Government, represented by the Ministry of Foreign Affairs, Labour Division
- Employers, represented by the RMI Chamber of Commerce
- Workers, represented by the RMI Teachers' Union

Decent Work Country Priorities

ILO technical support to the Marshall Islands has focused on creating more decent employment opportunities particularly for young women and men; assistance towards labour law reform and building capacity for applying ratified Conventions; and strengthening the Employers' and Workers' organizations.



²¹ Excerpt from RMI Country Profile in UN Pacific Strategy 2018-2022, p115

2.3.8 Tuvalu

Tuvalu, one of the smallest and most isolated countries in the world, became an ILO Member State in March 2008. Tuvalu was originally part of the British colony of the Gilbert and Ellice Islands from 1892. Formerly the Ellice Islands, Tuvalu achieved independence in 1978. More than half of Tuvalu's 11,000 people live on the main island of Funafuti. Tuvalu is classified as a Least Developed Country. Around three quarters of the labour force works in the informal economy, primarily subsistence agriculture and fishing. Underemployment especially on the outer islands has increased outmigration to Funafuti, resulting in high pressure on the fragile environment. Tuvalu has limited exports and depends on revenues from fishing license fees, overseas remittances, and dividends from the Tuvalu Trust Fund. Overseas aid provides around 50% of GDP. Challenges for sustainable development include remoteness from major markets, lack of scale, weak institutional capacity, banking sector vulnerability, high debt stress and unstable income growth.²²

Tri-partite Partners

- Government, represented by the Ministry of Foreign Affairs, Trade, Tourism, Environment and Labour
- Employers, represented by the Tuvalu National Private Sector Organization
- Workers, represented by the Tuvalu Overseas Seafarers Union

Decent Work Country Programme Priorities

ILO technical assistance in Tuvalu is focused on strengthening labour legislation, institutional strengthening of workers and employers organisations and improving labour market data collection and analysis.



²² Excerpt from Tuvalu Country Profile in UN Pacific Strategy 2018-2022, p135

2.3.9 Palau

Located in the North Western Pacific Ocean under the Micronesian group of islands, the Republic of Palau, became an ILO Member State in 2012. Palau has over 340 small volcanic and coral islands, of which only 10 are inhabited. The islands are divided into 16 states, each with its own governor and legislature. Palau is a former Pacific Trust Territory of the United States and bilateral relations continue under a Compact of Free Association. The standard of living in Palau is among the highest in the Pacific. More than 70% of the population of 20,000 people live on Koror Island, the commercial hub. Palau is reliant on ODA, external grants and imported food. Tourism has expanded rapidly, increasing the demand on the aging infrastructure and fragile environment. A major economic challenge faced by Palau is to reduce its general vulnerability by diversifying its economy and becoming more self-sufficient.²³

Tri-partite Partners

- Government, represented by the Bureau of Labour
- Employers, represented by the Palau Chamber of Commerce
- Workers, represented by the Palau Nurses Association and the Bangladesh Workers Association

Decent Work Country Programme Priorities, 2018-2022

- Priority 1: Strengthening Palau's labour legislation and administration and the ratification of conventions.
- Priority 2: Developing Palau's national employment policy framework for sustainable implementation
- Priority 3: Supporting employers' and workers' capacities to contribute productively to Decent Work and the SDGs

Palau Chamber of Commerce (PCOC) extends it warm congratulations to ILO on its centennial achievement of 100 years of social justice persevering together with its tripartite partners to raise labour standards and employment opportunities, and expand social protection and social dialogue in the Pacific Island Countries.



²³ Excerpt from Palau Country Profile in UN Pacific Strategy 2018-2022, p111

2.3.10 Cook Islands

The Cook Islands, a self-governing country in free association with New Zealand, became the 186th ILO Member State in June 2015. The Cook Islands consists of 15 small islands with a total land area of 240 sq.km spread over 2 million sq.km of ocean. 70% of the country's 15,000 population live on the main island Rarotonga, and the remainder live on the eight outer islands. With steady outmigration, depopulation is a development challenge. The Cook Islands is governed by a Parliament of 24 elected members and is a member of the Commonwealth. The economy of the Cook Islands is driven by tourism (accounting for around 60% of GDP), fishing licences, offshore banking, pearl farming, and fruit exports. The Cook Islands is highly vulnerable to external economic shocks, especially falls in tourism, and is prone to natural disasters and vulnerable to the impacts of climate variability and climate change.

Tri-partite Partners

- Government, represented by the Ministry of Internal Affairs, Labour and Employment Relations Office.
- Employers, represented by the Cook Islands Chamber of Commerce.
- Workers, represented by the Cook Islands Workers Association.

Draft Decent Work Country Programme Priorities, 2019-2022

- Priority 1: Advance labour law reform and improve labour administration in line with international labour standards.
- Priority 2: Enhance labour force development and opportunities for inclusive growth and improved employment prospects, with special attention given to youth, women and persons with disabilities.
- Priority 3: Promote social dialogue, tripartism and strong representative employers' and workers' organizations.



2.3.11 Tonga

The Kingdom of Tonga, a Polynesian archipelago comprising 36 inhabited and 140 non-inhabited islands, became the 187th Member State of the ILO on 24 February 2016. Tonga is a constitutional monarchy and is unique among Pacific nations for having maintained its independence from colonial powers. As a consequence, Tonga retains strong national customs, including traditional social hierarchies. Over the last decade the country has undergone historic reforms to become a modern democracy. The majority of the population of 106,000 live on the main island of Tongatapu. The movement of people from outer islands to urban areas, as well as high levels of emigration, and new waves of immigration, impact the social dynamics of Tonga. The economy is dominated by the public sector with small private sector activity in construction, services, manufacturing, fisheries, forestry, and tourism, and reliance on external income through development assistance, loans, and overseas remittances. A large share of agricultural production is for subsistence and own production, engaging 60% of the labour force. Tonga participates in the seasonal employment schemes in New Zealand and Australia.²⁴

Tri-partite Partners

- Government, represented by the Ministry of Trade and Economic Development
- Employers, represented by the Tonga Chamber of Commerce and Industry
- Workers, represented by the Tonga Public Service Association, Friendly Islands Seafarers Union, Tonga Nurses Association and Teachers Association.

Decent Work Country Programme Priorities, 2018-2022

- Priority 1: Sustaining a decent work environment with decent employment opportunities for all
- Priority 2: Supporting employers', workers' and government's capacities to productively contribute to Decent Work and the SDGs
- Priority 3: Strengthening Tonga's labour legislative framework and its implementation



²⁴ Excerpt from Tonga Country Profile in UN Pacific Strategy 2018-2022, p131

■ CONGRATULATORY MESSAGES

The Ministry of Trade and Economic Development of Tonga, extends its congratulations to the ILO on reaching its centenary this year. It is a historic milestone and we salute the Organization for 100 years of tireless commitment to improving the livelihoods of peoples, through promotion of enriched labour standards and decent work programs. As the newest member of the ILO, we acknowledge that we still have a lot to learn from our engagements in the world of work; however, we look forward to continuing our partnership with the ILO to improve benefits for our country, the region and all. Happy 100 years anniversary and we hope for many more fruitful years ahead!

Tevita Lautaha, Chief Executive Officer (Acting), Ministry of Trade and Economic Development

On behalf of the Tonga Chamber of Commerce & Industry, I would like to express our best wishes to the ILO on its 100th anniversary, and 45 years presence in the Pacific. We have only recently joined the ILO family, and we look forward to learning from your achievements over these years in different regions of the world, especially with other Pacific state members. We look forward to building a strong tripartite partnership that will allow effective social dialogue, leading to a more inclusive and sustainable, decent work environment in Tonga. God bless and ofa atu ILO, on achieving this major milestone.

Paula Taumoepeau, President, Tonga Chamber of Commerce & Industry

Congratulations to ILO on its 100 Years Anniversary, a momentous occasion celebrated not only in Fiji but around the world. This Centennial year offers us an opportunity to celebrate our partnership in strengthening ILO's mission and look forward to continuing our collaborative efforts in promoting rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. A century of visionary leadership in pursuit of lasting peace based on social justice! On this very special occasion, I would like to wish the Centennial Anniversary celebration of the ILO a fruitful and memorable event.

Osea N. Cawaru, Permanent Secretary, Ministry of Employment, Productivity & Industrial Relations, Fiji

FCEF congratulates the ILO on its centennial achievement of 100 years of social justice persevering together with its tripartite partners to raise labour standards and employment opportunities, and expand social protection and social dialogue. Being the recognised employers' institution representing employers in Fiji, FCEF is proud to be associated with ILO since Fiji became a member of the ILO 45 years ago in 1974. We have diligently come to the table with FTUC representing workers and the Ministry of Employment representing Government to thrash out labour and employment issues of national concern. Happy 100 years' anniversary ILO!

Nesbitt Hazelman, Chief Executive Officer, Fiji Commerce and Employers Federation

Papua New Guinea joins the global family this year in celebrating the 100th Centenary of the International Labour Organization. We are proud to have been part of the ILO history since becoming a Member of State in 1976, right after our Independence. Based on visions and beliefs in social justice and fairness in the world of work, where human dignity and welfare are fundamental to national economic growth and development, the Ministry of Labour and Industrial Relations is proud of its partnership with the ILO in Papua New Guinea. Looking forward, we pledge our commitment and support to yet another fruitful 100 years!

Hon. Mehrra Kipefa MP, Minister of the Ministry of Labour & Industrial Relations

Born out of the ravages of WWI, the ILO has stood majestically as a beacon of hope for humanity. A bulwark of sturdy devotion to the pursuit of justice and human advancement through innovation in the world of work! ILO's unique charter embodying tripartism- through which the prerogatives of capital and labour are mitigated in an environment of harmony- has been its hall mark. Herein lies the ingenious idea of the ILO where seemingly impossible odds have been assailed, allowing human strides of progress to move steadily onwards. Papua New Guinea stands testament to the enduring ideals and principles of the ILO. As a proud family member of the ILO, workers of PNG join hands with our colleagues in the South Pacific and around the world in paying tribute to the ILO. The legacy of the unsung heroes and heroines who helped shaped the ILO from day one, lives on in today's legion of ILO workers the world over who remain steadfast in their resolve to give full meaning to the promise of the ILO. They are deserving of our salutations. Happy Centenary Birthday and Congratulations a million on attaining the 100 years milestone steeped in profound life changing achievements. May your vitality continue to be the next symbol of peace and hope for workers and humanity over the next 100 years.

John Paska, President, PNG Trade Union Congress

On behalf of the Employers of Papua New Guinea, I take this opportunity to congratulate the ILO on its attainment of 100 years! The ILO is recognized world over for its work in reforming the way work practices and work place conditions have taken shape overtime. People today enjoy what the ILO has done over the 100 years. The Employers Federation of PNG is proud to be part of this milestone achievement. Henceforth, we sail with hope for a better future.

Ms. Florence Willie, Executive Director, Employers Federation of Papua New Guinea

On this one hundredth anniversary of International Labour Organization, it gives me great pleasure to convey on behalf of the Government of the Republic of Kiribati, warm congratulations to ILO and all worthy representatives of member states and commendable assemblages that have collaboratively assisted over the years towards the goals and functions of ILO. For the nineteen years that Kiribati has been a member state, ILO has provided invaluable support and guidance. With gratitude and thanks I now bestow upon all our traditional blessing of Te Mauri, Te Raoi ao Te Tabomoa (Good Health. Peace and Prosperity).

Tiene Tooki Kanoua (Mrs), Secretary, Ministry of Employment and Human Resource, Republic of Kiribati

We appreciate the technical support ILO has provided us in the area of enterprise development, youth employment and child labour. We congratulate ILO for its 45 years journey and look forward to greater things ahead.

Tamaroa Teebaki, President, Kiribati Chamber of Commerce & Industry

Congratulations to the ILO for 45yrs in the Pacific and supporting Vanuatu particularly on disaster recovery after TC Pam and Ambae Volcano and supporting the tripartite counter the introduction of income and corporate tax.

**Shaun Gilchrist, President,
Vanuatu Chamber of Commerce & Industry.**

Manuia le 45 Tausaga ILO Pacific ma le 100 tausaga ILO Lalolagi! Since Samoa became a member State of the ILO in 2005 there has been significant progress in promoting and implementing decent work for the people of Samoa. The establishment of the Samoa National Tripartite Forum has contributed immensely to the fruitful dialogue of social partners on employment matters at the national and regional level. The ratification of all fundamental conventions, the Maritime Labour Convention, 2006 and the ILO Convention C144 is a reflection of Samoa's commitment to promoting social protection and decent work opportunities for our people. This would not have been possible without the financial and technical assistance of the ILO. Therefore, thank you ILO for the continuous support to Samoa. We look forward to what you have installed for the next 100 years.

**Mr. Pulotu Lyndon Chu-Ling, Chief Executive Officer, Ministry of Commerce,
Industry and Labour/ Chairman of the Samoa National Tripartite Forum**

The Samoa Workers Congress heartily congratulates the International Labour Organisation on its 100th Year Anniversary. The ILO stands as a beacon of promise and hope for all the workers of the world in its mission to ensure that nations, big or small, developed or developing, should strive to achieve social justice and that every person has access to the means to obtain a decent job throughout life in order to attain a decent standard of living. Here's to the next 45 years of ILO in the Pacific and to the 100 years of ILO in the World.

**Mrs. Gatoloai Tili Afamasaga, President, Samoa Workers Congress,
On behalf of Workers' Constituents**

The Samoa Chamber of Commerce is grateful to the support ILO has provided to the mother body of employers' organisation in Samoa throughout the years. Through the past 12 years of our partnership we have publicized literature such as Samoa's first every guide to eliminating child labour for employers, an employer's training guide on HIV and occupational safety and health and first ever Employers handbook guide for simplifying the Labor Employment and relations act to assist Employers of Samoa. We have also provided support such as training for the 500 plus Yazaki employers made redundant and capacity building trainings for Young entrepreneurs. "Congratulations for the achievement of over 45 Years of ILO Pacific Office and for reaching 100 years of service for the ILO Office in the World!"

**Mrs. Jennifer Fruean, President, Samoa Chamber of Commerce and Industry,
On behalf of Employers' Constituents**

We appreciate the support of the ILO to assist and protect seafarers in the Maritime Industry, promoting fair practice onboard ships to all nationalities. We look forward to further ILO assistance in areas such as minimum requirements for seafarers to work onboard ships, improving conditions of employment including accommodation, recreational facilities, food and catering, and promoting health protection, medical care, welfare and social security protection for workers.

Tusaga Iosefa, General Secretary, Tuvalu Overseas Seafarers Union

Palau Chamber of Commerce (PCOC) extends its warm congratulations to ILO on its centennial achievement of 100 years of social justice persevering together with its tripartite partners to raise labour standards and employment opportunities, and expand social protection and social dialogue in the Pacific Island Countries. PCOC is the recognized employers' institution representing employers in the Private Sector in the Republic of Palau. PCOC has been a member of the Palau Labour Advisory Group (PLAG) by an Executive Order No. 380 on the 26th day of June 2015, and has worked closely with PLAG and ILO since Palau became a member of the ILO in 2012. Since the establishment of PLAG, the Tripartite partners have diligently come to the table with Palau Nurses Association representing workers and the Bureau of Immigration & Labor representing Ministry of Justice and Bureau of Foreign Affairs & Trade representing Ministry of State for Government to discuss labor and employment issues and revisiting our labor legislations with great progress. We applaud ILO's work and contribution in the Pacific and we look forward continuing dialogue and collaboration.

**Mr. Kenneth Uyehara, President, Palau Chamber of Commerce (PCOC) and
Ms. Carolyn D. Ngiraidis, PCOC Representative to PLAG**

Congratulations International Labour Organization! Happy 100th Birthday! To many more progress in the Pacific Island countries on each level. May God be with us all!

**Antonnette O. Merur, Treasurer and Workers Representative,
Palau Nurses Association**

Kia Orana from the Cook Islands! On behalf of the Government of the Cook Islands, we congratulate the ILO on achieving a historical milestone of a hundred years of existence. As an Organisation, you have shaped the world for the better and will continue to do so with the support of all your member states. The Cook Islands is proud to be part of this journey and we look forward to adopting and implementing our first Decent Work Country Program to make Fair and Decent Work a reality for our people. Kia Manuia!

**Anne Herman, Head of Ministry,
Ministry of Internal Affairs, Government of the Cook Islands**

On behalf of the Executive and Members I would like to Congratulate ILO on achieving its 100 year anniversary. Although the Cook Islands have only recently become members of the ILO, joining in 2015, the Chamber has benefited immensely through a new closer and cooperative dialogue with its Social Partners. The formation of a National Labour Advisory Board, Ratification of two major Conventions and the completion of a DWCP are just some of the achievements of our first four years of membership. We look forward to continuing to work closely with ILO in the years ahead. Congratulations ILO 100!

Fletcher Melvin, President, Cook Islands Chamber of Commerce

Kia orana! Congratulations on ILO's 100 Years Anniversary. On behalf of the Members of the Cook Islands Workers Association; our tripartite partners; Cook Islands Chamber of Commerce and the Government of the Cook Islands, including the People of the Cook Islands, may I extend to you all our warmest greetings to the ILO on the Centenary Celebration of your 100th Years Anniversary, Congratulations! As the 186th Member State of the ILO, 4-years ago in June 2015, a milestone has indeed been achieved to embrace and strengthen the working relationships both current and in future, between workers, employers and government. Thank you for this moment of excitement to achieve this after so many years of lobbying to become a Member. Thank you kindly also to all the 187th ILO Members States who made this possible for us. Much appreciation is also extended to our ILO Pacific Office in Suva and ILO Bangkok Office for the patience, guidance, technical assistance and support towards capacity and capability building programmes. May this 100 Years Anniversary bring much Global Peace and Humility across the World of Social Justice and Decent Work. God Bless and Kia Manuia.

Tuaine Maunga, President, Cook Islands Workers Association

2.4 Pacific Islands Tripartite Body

COUNTRY	Tripartite Body	GOVERNMENT	WORKERS	EMPLOYERS
Cook Islands	National Labour Advisory Council (NLAC)	Ministry of Internal Affairs	Cook Islands Workers' Association (CIWA)	Cook Islands Chamber of Commerce and Industries
Fiji	Employment Relations Advisory Board (ERAB)	Ministry for Employment, Productivity and Industrial Relations & Youth Sports	Fiji Trades Union Congress	Fiji Commerce and Employers' Federation
Kiribati	Decent Work Advisory Board (DWAB)	Ministry of Employment & Human Resource Development	Kiribati Trade Union Congress	Kiribati Chamber of Commerce & Industry
Marshall Islands	Marshall Islands Tripartite (MIT)	Ministry of Justice, Immigration and Labour	Marshall Islands Teachers' Union	Marshall Islands Chamber of Commerce
Palau	Palau Labour Advisory Group (PLAG)	Ministry of Justice	Palau Nurses Association	Palau Chamber of Commerce
Papua New Guinea	National Tripartite Consultative Council (NTCC)	Ministry for Labour & Industrial Relations	Papua New Guinea Trade Union Congress	Employers' Federation of Papua New Guinea
Samoa	Samoa National Tripartite Forum (SNTF)	Minister of Commerce Industry & Labour	Samoa Workers Congress	Samoa Chamber of Commerce and Industry
Solomon Islands	Tripartite Labour Advisory Board (TLAB)	Ministry of Commerce, Industries, Labour & Immigration	Solomon Islands Council of Trade Unions	Solomon Islands Chamber of Commerce & Industries
Tonga	National Tripartite Consultation Committee (NTCC)	Ministry of Trade and Economic Development	Tonga Council of Trade Unions	Tonga Chamber of Commerce & Industry
Tuvalu	Labour and Employment Relations Advisory Committee (LERAC)	Ministry for Foreign Affairs, Trade, Tourism, Environment & Labour	Tuvalu Overseas Seafarers' Union	Tuvalu National Private Sector Organization
Vanuatu	Tripartite Labour Advisory Council (TLAC)	Ministry of Internal Affairs	Vanuatu Council of Trade Unions (National Workers Union and National Teachers Union)	Vanuatu Chamber of Commerce and Industry





**The ILO PRESENCE
IN THE PACIFIC**

3.The ILO Presence in the Pacific

3.1 ILO Work in the Pacific Prior to 1975 ²⁵

Prior to the establishment of the ILO Office in Suva, technical cooperation between the ILO and Pacific Island Countries was already underway, in response to country requests which were to a large extent facilitated through the UNDP Technical Assistance Sector ²⁶. Main areas of ILO assistance to various Pacific countries were conducting national manpower assessments, supporting the development of vocational training for the hotel and tourism industry, and providing cooperative education and training and support to the handicraft industry, women's participation in small business and workers' education programmes. This was accomplished through technical expert missions of ILO specialists/ advisers and consultant experts and in-country attachments of experts or advisers (funded as advisory services projects), who were placed in government departments over a period of time.

3.1.1 Manpower Assessments ²⁷

With expanding developments in the region and the growth of the private sector and investment in education and training, governments increasingly felt the need for a systematic appraisal of the employment implications in the public and private sector. Generally the manpower assessments (i) assessed current and future manpower resources and requirements with reference to education and training needs, (ii) designed continuing programmes of manpower assessment to provide information needed for development planning and planning of education and vocational training programmes, (iii) identified available information and information gaps and, (iv) recommended the administrative organisation required to implement a manpower programme.

From 1967 to 1969, national manpower assessments were conducted in the Solomon Islands, Tonga and Vanuatu, and an assessment of the manpower situation and potential of the hotel and tourism industry was conducted in Fiji. In July 1967 the ILO sent a consultant, Professor W. Elkan, to the Solomon Islands to identify the available information on manpower resources and requirement, assess the current and future manpower needs, with reference to education and training needs, and provide advice on developing a continuing programme of manpower assessments to generate information needed for economic development planning.²⁸ In response to the British and French Governments, jointly administering Vanuatu at the time, the ILO also sent a consultant in August 1967 to develop a proposal for a manpower assessment in Vanuatu. Based on his recommendations, the ILO appointed James Metcalf from the US Department of Labour, who arrived in Vanuatu in January 1969 to conduct the manpower assessment.²⁹ In Tonga, the ILO sent Dr. A.M Lorenzo, who, from December 1968 to March 1969, conducted the manpower assessment in Tonga, trained officials in methods of manpower assessment, and developed a comprehensive questionnaire for conducting manpower assessments. ³⁰

Comprehensive reports on the current and projected manpower situations and recommendations were submitted to the governments. Common recommendations from the manpower assessments submitted to the governing authorities of the Solomon Islands, Vanuatu and Tonga were to improve data collection on manpower information and surveys of employment and establishments and in particular to develop skills and qualifications, and vocational training programmes.

3.1.2 Vocational Training

(a) Vocational training in the Hotel and Tourism Industry

In the 1960s and 1970s, the South Pacific region was developing into a destination area for international tourism, with visitor numbers to region increasing from an estimated 41,300 in 1961 to 362,300 in 1970. Additionally the number of cruise ship passengers to the region increased from 85,913 in 1966 to 150,237 in 1971.³¹ ILO technical assistance responded to requests from PIC governments for surveys to assess the potential for vocational training for the hotel industry. These surveys were conducted in Fiji, the Cook Islands, Tonga, Samoa, Solomon Islands, Kiribati, Tuvalu and Vanuatu.

In 1967, the Fiji Government requested the ILO for expert assistance to advise the Government on developing vocational training in the hotel industry. From January to April 1968, an ILO expert was sent to Fiji to conduct an assessment of the existing hotel industry, employment conditions and existing and future manpower needs in Fiji, and to recommend appropriate training schemes, human resource needs, costs, training methods and course contents.³² The *“Technical Memorandum on Vocational Training for the Hotel Industry in Fiji”*, recommended that a comprehensive training scheme be set up to include (i) refresher courses for existing personnel on a part- time basis, (ii) middle- technical level courses aimed at training technicians for direct entry into the employment market, course duration on a fulltime basis for 12 weeks, and (iii) upper technical level courses aimed at training chiefs of departments/ supervisors ranging from 12 weeks (restaurant and bar, housekeeping) to 22 weeks (kitchen and reception). Additionally the expert assessment recommended that following the first preliminary phase, a hotel training centre be established where upper technical/ instructor level courses could be organised, and an apprenticeship scheme be created which could include on-the-job training within the hotels.³³ Further technical assistance was provided in the following years to support the Fiji government to implement some of these recommendations.

In Vanuatu, in response to a request by the British and French Governments, an ILO technical mission in 1970, conducted a needs assessment in training of staff for the hotel industry. Basic training programmes and proposals were developed for cookery, housekeeping and restaurant, including cost, equipment required and schedules.³⁴ Similarly an ILO fact- finding mission in 1972 to Solomon Islands, Tonga, Samoa and the Cook Islands led to a 12 month preparatory assistance project in these countries for the development of a hotel and tourism training scheme. In 1974, the ILO launched a project to assist the governments concerned to meet the most pressing training needs in the following fields: restaurant and bar, kitchen, housekeeping, tour guides, hotel front office and administration, and travel agencies, airlines and car rentals. By 1973, the project had enrolled over 370 existing hotel staff and new entrants in Samoa, Cook Islands and Tonga into refresher and middle-level training courses on hotel front- office and administration, housekeeping, restaurant/ bar, kitchen, tour guides/ travel agencies/ airlines/ car rentals. A total of 288 participants graduated from the training courses, successfully completing tests which were administered throughout the course and an examination held at the end.³⁵

²⁵ This chapter provides an overview of activities and achievements of ILO engagement in the Pacific. These have been organised and presented in periods- (i) activities prior to 1975, (ii) 1975 to 1990, (iii) 1990 to 2005, and (iv) 2006 to the present day- building on to the ILO reports of the first 15 years of ILO Activities in the Pacific (ILO in the Pacific: Review of ILO Activities (1975-1990)), and the Development for Dignity: Celebrating 30 Years of ILO in the South Pacific (from 1975-2005). These reports have guided the research/ content for the period 1975-2005. Project documents, evaluation reports, progress and terminal reports, mission reports, publications, website articles and other library sources have been used as key sources of information.

²⁶ In some reports referred to as the UNDP Programme of Technical Cooperation.

²⁷ Manpower refers to human resources. Manpower surveys and planning involved reviewing human resources especially skills available and skills and human resources needed to achieve national objectives.

²⁸ ILO/TAP/British Solomon Islands/ R.1; Report to the Government of the British Solomon Islands Protectorate on an Assessment of the Manpower Situation; ILO/ UNPD Technical Assistance Sector; 1968

²⁹ ILO/TAP/New Hebrides/ R.1; Report to the Governments of Great Britain and France on Manpower Assessment in the New Hebrides; ILO/ UNPD Technical Assistance Sector; 1969

³⁰ ILO/TAP/Tonga/ R.1; Report to the Government of The Kingdom of Tonga on Manpower Assessment and Planning; ILO/ UNPD Technical Assistance Sector; 1969

³¹ ILO Report: Hotel and Tourism Training Scheme (RAS/72/004); 1975

³² VTB/HT/2/1968; Technical Memorandum on Vocational Training for the Hotel Industry in Fiji; ILO 1968.

³³ According to the expert's report, such apprenticeship schemes could be easily set up according to the Industrial Training Ordinance 1965.

³⁴ VTB/HT/8/1970; Technical Memorandum to the Governments of Great Britain and France on Vocational Training for the Hotel Industry in the New Hebrides; ILO/ UNPD Technical Assistance Sector; 1970.

³⁵ Project code: RAS/72/004 Hotel and Tourism Training Scheme, Western Samoa, Tonga, Solomon Islands, Cook Islands, funded by the UNDP.

(b) Marine Engineering and Trade Testing Programmes

ILO technical assistance to establish marine engineering and trade training courses within the proposed Honiara Technical Institute, was provided to the Solomon Islands from 1969 to 1973, in response to a government request to develop an adequate flow of local skilled labour supply to meet the demand expected from the implementation of planned industrial development schemes and replace expatriate skilled workers. This was provided through an ILO/ UNDP Project, which included expert and consultancy services, fellowships for overseas training for national counterpart staff, provision of equipment and project operating costs.³⁶

The project constructed buildings and workshops, and established trade courses in electrical, marine mechanics, motor mechanics, carpentry/ joinery and plumbing. Local counterparts received training in Australia or the United Kingdom in marine engineering, electrical and marine mechanics courses. In 1971, an Apprenticeship Board was established, apprenticeship rules formulated and the apprenticeship training scheme commenced, supervised by the ILO Project Manager until a full-time supervisor of apprentices was appointed in June 1972. The apprenticeship scheme included 4- year apprenticeship courses for marine mechanics, motor mechanics, electricians, carpenters and joiners. In addition the project established a 12- month vocational preparation course, a 9-month upgrading course for electricians, eleven 5-month trade courses, five upgrading courses and trade testing for six trades at three different levels.

By the end of 1973, 200 apprentices were in training. From 1969 to 1973, over 900 students had been enrolled in the trades, with a low drop-out rate of 2.5%. This included students from Fiji, Kiribati, Tuvalu, Vanuatu, Tonga, PNG, Samoa, Cook Islands and the US Trust Territories. In-service training schemes were established involving printing- trade and telecommunications workers in government departments and trade testing systems were established for the Public Works Department. Additionally the project introduced supervisory training, developed the curriculum and training materials and implemented the course in 1973 with over 200 participants enrolled.

3.1.3 Supporting Handicrafts, Cooperatives and Training

(a) Developing the Handicrafts Industry

With the increasing growth of tourism, Pacific countries recognised the important potential of the handicrafts industry for income generation and employment creation. At the request of the governing authorities of Kiribati, Tuvalu and the Solomon Islands, the ILO assigned Mr. W. Schulz, Handicraft and Small-scale Industries Adviser, to carry out an 18-month assignment from September 1967 to March 1971 in these countries. Mr. W. Schulz conducted handicraft surveys and marketing surveys in the region, including Kiribati, Tuvalu, Solomon Islands, Vanuatu, Fiji, Samoa, and PNG. Although Tahiti, Cook Islands and Tonga were not visited, an extensive desk review was conducted and relations were established with stakeholders in those countries to provide background information for a general regional assessment of the handicraft sector, marketing needs and challenges.³⁷

³⁶ Project code: SOI/69/556 and SOI/71/004; Marine Engineering and Trade Training Programme, funded by the UNDP (1969-1973)

³⁷ UNDP/TA 168-2-b-5-1-1; Technical Memorandum on the Handicrafts Industry in The Gilbert and Ellice Islands Colony and the British Solomon Islands Protectorate; ILO/ UNDP Technical Assistance Sector; 1971

In Fiji, a handicraft marketing survey was initiated in 1967 and expanded from December 1969 to February 1970, involving a raw materials survey, products survey, market survey and consumer survey. Survey recommendations included proposals for the expansion of building trades (handmade bricks, floor tiles and wall tiles), home furnishings (lamp shades, wall and floor coverings, cane furniture), souvenir gifts (games, toys, dolls, mugs, ash trays, wall plaques) and luxury gifts (gold jewellery, art).³⁸

In 1967, following a request by the Australian Government, an ILO pottery expert, Jorgen Petersen, arrived in Papua New Guinea on the 25th June 1967 to (i) conduct a survey and research of pottery making areas and clay deposits, (ii) introduce techniques at cottage industry level to enhance the marketability of various ceramic products, and (iii) to develop and implement a training programme for new techniques and marketing. Stationed in Madang for almost three years, the expert conducted a survey of pottery making areas including “...*West Sepik District, East Sepik District, near Ambuntini in the Wasuk, Aibom, Kowut- Kaumengovi, Dimiri-Maruwat, Madang District, Morobe District, Northern District, Milne Bay District, Central District, Bouganville District, and Highlands Districts*”³⁹. Training courses on kiln building, proper firing techniques and clay preparation was implemented with some villages in East Sepik District, Madang District, Northern District and Milne Bay District, and pottery workshops for production and marketing established in some villages such as Yabob and Bilibil villages in Madang. For sustainability, a local counterpart⁴⁰ was trained for six months at the Ceramic Institute in Bangkok and attended SPC/ ILO courses in business management in Port Moresby in 1969, and a pottery section included in the Small Industry Centre established in Hohola, Port Moresby.⁴¹

(b) Supporting Cooperatives Development and Training

In 1974, cooperatives projects in the Pacific were launched in Fiji and PNG. In Fiji, From January to March 1974, an ILO expert conducted a survey of cooperatives development, institutions, and cooperatives training and education programmes. A report was submitted to the government providing an assessment of the cooperatives sector and a comprehensive proposal for developing cooperative education and training. This included training courses for the Cooperative Education Centre at Lami and mobile training unit, increasing human resources, intensifying field training, introducing new courses and expanding course content, improving teaching methods and materials, improving technical facilities and mobilising outside assistance. ILO projects in PNG in 1974 were also implemented which helped to establish the Laloki Cooperatives College, support indigenous and women’s participation in small and medium business ventures⁴², and conduct training courses and seminars for the PNG Labour Congress⁴³ and workers throughout PNG.

³⁸ ILO/TAP/Fiji/R.1; Report to the Government of Fiji on Handicrafts Marketing Development; ILO/ UNDP Technical Assistance Sector; 1973

³⁹ Names of places are listed here as they are recorded in the report of the ILO pottery expert, Jorgen Petersen, Pottery in Papua New Guinea, 1970, found in the ILO Reference Collection.

⁴⁰ Mr. Emmanuel Lei from the Department of Trade and Industry, who following his ILO training assisted in establishing the Hohola Small Industry Centre.

⁴¹ Several 16mm colour films, 16mm were produced during the project timeframe showing pottery making- Women from Aibom (Sepik), Legend in Clay (Milne Bay), Pottery in Madang, and Kampani belong yumi (Bilibil village). Pottery stamps were issued in 1969 showing a Madang potter at work, and in 1970 featuring an Aibom Sago Pot. Slides of traditional pottery and kiln building were developed and kept at the Goroka Secondary Teacher Training College.

⁴² A Trainers Manual on Extension Methodology and Training on Business Development was produced by ILO Adviser Arne Jensen under the Project code: PNG/73/017

⁴³ Now known as the PNG Trades Union Congress.

3.2 ILO work in the Pacific from 1975-1990

The opening of the ILO Office in Suva coincided with significant changes in the Pacific. As more countries became politically independent and national industrial bases expanded, contemporary issues such as employment promotion, manpower planning, occupational safety and health, industrial relations, the integration of women in development, population and environment concerns, and support for vocational training, workers' and employers' activities became more prominent. The ILO Pacific programme from 1975 to 1990, thus addressed wide- ranging concerns from employment promotion and poverty alleviation, training, and labour policy, administration and tripartism.⁴⁴

During this period the major donors for the technical cooperation programmes were the United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), Australian International Development Assistance Bureau (AIDAB)⁴⁵, the Danish Development Agency (DANIDA), the Finnish International Development Agency (FINNIDA), United Nations Development Fund for Women (UNIFEM)⁴⁶, the European Union and Government of New Zealand. Although three countries became ILO Member States- Fiji, PNG and Solomon Islands- the ILO Office provided technical support to most of the countries in the region.

Table 2: Pacific Member States from 1975-1990

Country	Year joined	International Labour Conventions Ratified by 1990			
		Fundamental	Governance ⁴⁸	Technical	Total
Fiji	1974	3	-	17	20
PNG	1976	3	1	15	19
Solomon Islands	1984	1	1	13	15



Mr J. Hare in the training session at the workshop on National Trade Testing & Training Schemes, established by ILO/UNDP in Solomon Islands. (1980's)

⁴⁴ Information in this section on ILO activities from 1975-1990 is adapted from the report of the ILO Office for the South Pacific published in 1990/91 titled: ILO in the Pacific: Review of ILO Activities (1975-1990); <https://docplayer.net/53970021-Ilo-in-the-pacific-review-of-ilo-activities.html>

⁴⁵ Renamed AusAID. Now DFAT.

⁴⁶ Now UN Women.

⁴⁷ See Appendix 1 for full List of Conventions Ratified by Pacific member Countries, In- force and Not- in-force

⁴⁸ The ILO's Governing Body has designated four conventions as "priority" instruments, thereby encouraging member states to ratify them because of their importance for the functioning of the international labour standards system. The ILO Declaration on Social Justice for a Fair Globalization, in its follow-up, underlined the significance from the viewpoint of governance of these Conventions. The four governance Conventions are: (i) Labour Inspection Convention, 1947 (No. 81); (ii) Employment Policy Convention, 1964 (No. 122); (iii) Labour Inspection (Agriculture) Convention, 1969 (No. 129); (iv) Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

3.2.1 Employment promotion and poverty alleviation

(a) Manpower planning projects

In the 1970s and 1980s, the ILO assisted a number of Pacific Island Countries (PICs) with manpower surveys and manpower planning. In 1973, after conducting manpower assessments in several countries, a Manpower Adviser for the South Pacific was appointed by the ILO to provide technical support for institutional strengthening and capacity building. Three early manpower projects were implemented- the first project focused on employment and manpower planning, collection and analysis of manpower data, and drafting of manpower chapters in national development plans and policy papers on employment issues. The second project from 1980-1983, covering 13 PICs focused on employment productivity and the production of an adequate supply of professional and skilled personnel to achieve national social and economic targets. A third project was implemented with UNDP in 1989 to develop a manpower plan and labour market and information system in the Federated States of Micronesia.⁴⁹ Manpower assessments were also conducted by the ILO for the World Bank, for example, in 1988, an analysis of the manpower supply and demand situation in Fiji was carried out, as required by the World Bank in support of an economic memorandum and human resources sector study for Fiji.⁵⁰

In 1990, the ILO with support from UNDP, AIDAB, and the Governments of Australia and New Zealand launched the Employment Promotion, Manpower Planning and Labour Administration Project, known as EMPLA.⁵¹ The EMPLA project aimed to (i) develop strategies to address unemployment and the lack of income- generation opportunities, and (ii) build links between employment planners and labour administrators, and to strengthen institutional capacity to (iii) provide data for formulating human resource policies, (iv) provide employment counselling services to students, job seekers and communities, (v) improve services related to occupational health and safety, conditions of employment, wage fixation and industrial relations, and (vi) establish effective consultative arrangements for the formulation of national policies on human resources in the context of social and economic development. The project was implemented in eight countries- Cook Islands, Fiji, Kiribati, Marshall Islands, Samoa, Solomon Islands, Tonga and Vanuatu.



Cooperative Officer in Tonga summarizing findings of a Group Discussion on Family Life Improvement Through Cooperative. (1984)

⁴⁹ Project code: TTP/89/201; National Manpower Survey and Enhancement of Information Systems, funded by UNDP.

⁵⁰ Bartsch, W; 1988; Manpower and Employment in Fiji: recent Developments and Critical Issues; ILO.

⁵¹ Project code RAS/89/051; Employment, Promotion, Manpower Planning and Labour Administration (EMPLA), funded by UNDP and AIDAB.

- At the request of the Government of Tonga, the ILO provided an expert, Mr. Kevin Kane as an Adviser to work with the Central Planning Department (CPD) from September 1978 to August 1982, to establish appropriate, well- designed and successful rural programmes for raising cash and subsistence income, increasing productive employment and improving welfare and the quality of life in the villages. Project achievements included:

Rural Development Committee approved by Cabinet in 1979 with head of department representatives from various Ministries, Tonga Development Bank, Federation of Cooperatives and National Council of Churches.

- Rural Development Unit of CPD established consisting of the Adviser, Rural Development Officer, Regional Planning Specialist and two Clerical Officers.
- Community Development and Small Enterprises Project Funding System established to provide finance and technical assistance for projects that meet community needs and contribute to economic development, funding approximately 100 projects per year.
- 39 village and regional level planning and development workshops conducted to involve villagers in the development planning process.
- Outer island rural development projects involving identifying critical infrastructure projects in Tonga's most isolated island group, the Niuas, subsequently funded by NZAID; and rural projects in Vava'u such as smallholder vanilla development, fisheries marketing complex, rural health centres and agricultural link roads.
- Rural needs survey was conducted in 158 villages in 1979 to assess rural development needs in Tonga. This was accomplished through the traditional village meeting setting 'fono' combined with force field analysis, and most commonly identified needs included water supply, road improvements, inter-island telecommunications, multi-purpose village halls and island wharfs.
- Prepared the chapter on rural and regional development for Tonga's Fourth Development Plan. Additionally each sector was required to prepare a section on the rural and regional implications of their sector's development plan, which was reviewed by the Adviser.
- Technical assistance provided to other projects including cooperative redevelopment, studies and proposals for the farming and fisheries sector, handicraft development, migration analysis, coconut revitalisation, passion fruit development, women's needs in rural development, technical training institute, inter-island shipping and commercial food processing.

Source: Management of Rural Development Project Findings and Recommendations

⁵² Project Code: TON/78/002 Management of Rural Development, funded by the UNDP. Report on Project Findings and Recommendations Prepared for the Government of the Kingdom of Tonga by the ILO/ UNDP, 1982.

⁵³ Project code: VAN/87/011; Cyclone Uma Reconstruction Project funded by UNDP. Cyclone Uma hit Vanuatu on 7 to 8 February 1987 and left the capital Vila without water, electricity or communications services. Vila was declared a disaster

⁵⁴ Project code: VAN/88/008; Cyclone Bola Roads Reconstruction Project, funded by UNDP.

⁵⁵ Project code: SOL/87/005; Feeder Roads Reconstruction Project funded by UNDP, and SOL/87/006 Rural Housing Rehabilitation Project, funded by UNDP. Cyclone Namu struck the Solomon Islands on the 18th May 1986. Malaita, the most populous island was the worst affected.

ILO projects using labour-based construction and management techniques from 1970-1990 were largely implemented in partnership with the UNDP, and involved infrastructure and rural works, construction management training and local small contractors' development programmes, particularly in Samoa, the Solomon Islands and Vanuatu.

In Samoa, villages were assisted to protect their water supplies at a low cost using local construction materials as part of a project to protect village wells and springs from erosion. In Vanuatu, following Cyclone Uma in 1986, an ILO/UNDP project was implemented, assisting with emergency reconstruction of roads and river crossings.⁵³ Public Works Department (PWD) Technicians were trained in construction management and business training for small-scale building contractors, and carpenters, masons and other tradespersons were trained on labour-based construction management. Another project with the Vanuatu Public Works Department was implemented in 1990 following Cyclone Bola to construct new river crossings. Training programmes included labour-based road construction and management, and construction of bamboo reinforced concrete pavements.⁵⁴

In 1987, an ILO/ UNDP project⁵⁵ was implemented in the Solomon Islands following Cyclone Namu. Villagers who needed the work were engaged in bush clearing, grubbing, drain excavation, uprooting tree stumps, formation, shaping and gravelling, paid on a piecework basis. Maintenance contracts were issued to individuals or community groups with the cost for future maintenance borne by the Provincial Government. Following the success of the project in Malaita, assistance was provided to other communities for the construction of feeder roads using labour-based methods.⁵⁶

■ RECONSTRUCTION ASSISTANCE, DISASTER PREPAREDNESS AND PREVENTION

In February 1987, Cyclone Uma struck Vanuatu causing massive destruction. In the capital Port Vila, it was estimated that about 90% of houses and 95% of government buildings were affected. Landslides, flooding and washouts had damaged roads, houses and other infrastructure in Efate and Tanna. An ILO/ UNDP Project implemented from 1988-1990, provided training, advisory and engineering services for the reconstruction programme. Some of the project achievements included:

- 46 PWD supervisors trained as construction supervisors and set up three units on Tanna Island and one unit on Efate for labour-based road construction using village gangs. These gangs were trained in road maintenance and paid an incentive sum of VT25,000 for each kilometre completed on main roads.
- 24 labour-based road supervisors trained to construct roads using labour-based techniques to the same standard as machine-based construction using gangs of community labour and small-scale contractors.
- 58 tradesmen comprising 40 carpenters and 18 electricians trained in emergency wiring and rebuilding methods. This included a hands-on training programme which involved the complete re-wiring of the 4-storey police headquarters.
- 16 small-scale contractors trained on construction management. The training involved estimating and tendering (bill of quantities, estimating quantities etc), project management and site productivity. Contractors established the Ni-Vanuatu Small Scale Contractors Association and had their inaugural meeting on 26 May 1989.
- 20 local government employees trained in improved housing construction techniques.
- PWD stores assistants trained in stores procedures and methods of procurement. A new external storage area was established and a report on developing an efficient stores organisation in PWD was prepared.
- Several kilometres of feeder roads and the airstrip on Aniwa Island was repaired, two dispensaries were constructed and houses on Tanna rebuilt using labour-based methods.

Source: Report to the Vanuatu Government and PWD: Project findings and recommendations (VA/87/011)

⁵⁶ In 1989, the ILO conducted a social/ motivational survey to investigate and identify the problems which caused delays in the reconstruction of houses and find possible solutions. It was envisaged that the results of the survey could be used to better understand the cultural and social values which may cause similar delays to other development projects in rural areas in the future. For a review of the results, see "ILO/ UNDP, Report on the Social/ Motivational Survey Conducted under the Rural Housing Project (SOI/87/006) 24 June-5 July 1989, authored by L. Foanaota.

(c) Co-operative development projects

Early co-operatives projects in the Pacific established structures for cooperatives training and development, and supported indigenous and women's groups to establish small and medium business enterprises. Technical support for co-operatives development extended rapidly to other Pacific Island Countries.

■ EXAMPLE SUPPORT FOR CO-OPERATIVES DEVELOPMENT

- Co-operatives training and education in Fiji
- Strengthening management practices, wholesaling and retailing, marketing and financial policies of the Solomon Islands Central Co-operatives Associations (1979-1982)
- Re-organisation of the Kiribati Co-operatives Federation (1980)
- Preparation and implementation of a development plan for the Tokelau Co-operative Society (1980)
- Design of co-operatives legislation in the Solomon Islands, Tuvalu and Vanuatu
- Family Life Education through Co-operatives in Tonga (1984, ILO/ UNFPA project)
- Strengthening craft development in Tuvalu through establishing outer-island co-operative craft centres and training of members (1989, UNDP/ AIDAB/ ILO project)

In 1985, a MATCOM (Co-operatives Management Training) Liason Officer was appointed in Suva to develop job-oriented co-operatives management training programmes and strengthen co-operatives in the region.⁵⁷ Regional meetings on co-operatives and community development were convened in 1981, 1982, 1984 and national and regional training seminars for managers of co-operatives were conducted. For example, in 1990, a regional training seminar, conducted for women who managers of craft centres and co-operatives, produced a manual for craft management training. In 1984, in preparation for the Pacific Regional Roundtable Meeting on Co-operative Trade, the ILO commissioned a survey on import and export of co-operatives in Fiji, Kiribati, Tonga, Tuvalu, Vanuatu and Samoa, which was used as a background paper for the meeting.⁵⁸

Manpower requirements and training needs assessments in cooperatives, and reviews of the existing cooperatives and potential development were also undertaken in various countries such as Kiribati (1980)⁵⁹ and Fiji (1987)⁶⁰.



Students participation in an active Building and Construction training session at the workshop on National Trade Testing & Training Schemes in Solomon Islands in the 1980's.

area with two confirmed deaths and heavy damage to buildings and housing. UNDR0 Situation Report <https://reliefweb.int/report/vanuatu/vanuatu-cyclone-uma-feb-1987-undro-situation-reports-1-6>

⁵⁷ Project code: MATCOM; Co-operative Management Training (provision of Associate Expert) funded by DANIDA

⁵⁸ Akeby, R; 1984; Survey on Import/ Export of Co-operatives in Fiji, Kiribati, Tonga, Tuvalu, Vanuatu and Western Samoa; published by the ILO Office for the South Pacific.

⁵⁹ KIR/80/001 Technical Reports 1 to 8; Kiribati Cooperative Federation Limited; UNDP/ ILO Geneva 1980; and Report on the Project Findings and Recommendations prepared by the ILO for the Government of Kiribati, ILO Geneva, 1980.

⁶⁰ Kaimi, K; 1987; Interim Technical Report on Manpower Requirements and Training Needs Assessment in Cooperatives in Fiji; ILO.

3.2.2 Vocational Training

(a) Trades Training, Testing and Certification

Recognising that a lack of trained manpower was a major obstacle to development, the ILO launched a series of programmes to train and certify workers and technicians in various occupational skills. In the late 1970s, a trades training, testing and certification scheme in 15 occupational skill areas in construction, electrical and mechanical trades was implemented in Fiji.

In partnership with UNDP/ AIDAB, the trades testing and certification scheme extended to the Solomon Islands, Cook Islands, Federated States of Micronesia, Kiribati, Marshall Islands, Niue, Palau, Tokelau, Tonga, Tuvalu, Vanuatu and Samoa.⁶¹ Assistance was provided to establish and support the development of the Fiji National Training Council (FNTC)⁶² and Trades Training Centres in the Cook Islands, the four states of FSM, the Solomon Islands, Tonga and Vanuatu. Tradespersons completed training and certification at three levels and underwent business training to assist them to establish maintenance, repair and building enterprises that to meet the needs in rural and urban areas.

Unskilled youths were also trained up basic level skills and through a sub-regional project implemented in the Cook Islands, Fiji, FSM, Marshall Islands, Solomon Islands, Tonga, Vanuatu and Samoa, technical support was provided increasing women's access to vocational training and trades.⁶³ This included national workshops on home and household technologies for women trainers conducted in each of the project countries. National and regional workshops were conducted on improving skills and community education programmes, supported by the ILO Asian and Pacific Skills Development Programme (APSDEP).⁶⁴

■ TUVALU RURAL MULTICRAFT TRAINING

Most of Tuvalu's population in the 1970s were rural dwellers engaged in agriculture and fishing. To adapt the formal education system to suit the needs of the population, the Government of Tuvalu proposed introducing rural- oriented practical training in the curriculum for upper-primary students and non- formal training for out-of-school youth and adults. UNDP appointed the ILO as the executing agency to advise the government on the planning and implementation of rural craft training.

From March to April 1978, an ILO Consultant studied Tuvalu's requirements for multi-craft training and drew up a plan for the development of training programmes and materials and equipment for buildings, and recommended a Vocational Training Adviser be appointed to assist in setting up the training, developing the curriculum and training teachers. A Vocational Training Adviser was appointed to manage the project from 1980-1983, aimed at establishing vocational and pre-vocational training courses. Eight Community Training Centres (CTC) were built, equipped and fully- staffed with trained teachers. The basic curriculum in all subjects- woodwork, metalwork, home economics, cooking, sewing, agriculture, environmental studies, drawing, maths, English and local history and customs- was developed with teaching materials. Policy and administrative procedures of the CTCs were endorsed and by 1983, approximately 405 students were enrolled at the eight CTCs. The impact of the training programmes were evident by 1983- a number of households had established home gardens, some households had started regulated egg production, and some had started to make furniture. The number of adults joining normal classes at the CTCs with younger students had increased. The most popular subject choices for adults were English and Woodwork or English and Home Economics.

*Source: Report on Project Findings and Recommendations of the Rural Training Multicraft Project*⁶⁵

⁶¹ Project code: RAS/86/104 Mobile Trades Training, Testing and Certification Scheme, funded by UNDP and AIDAB and RAS/88/A20, Training Audit for Regional Mobile Trades Training, Testing and Certification project.

(b) Tourism Training

Development of the hotel and tourism industry has been a major objective of most Pacific Island Countries, and early ILO activities involved manpower surveys and assessments of the potential for vocational training in the hotel and tourism industry. In 1973, full-time training courses, refresher training and training of trainers' courses had been developed and implemented in the Cook Islands, Solomon Islands, Tonga and Samoa, in the following fields:

- Restaurant and bar
- Kitchen and housekeeping
- Tour guides
- Hotel front office administration
- Travel agencies, airlines and car rentals.

In 1988, an ILO/ UNDP project was launched in Fiji in partnership with the Ministry of Education to upgrade the training capabilities of the Fiji School of Hotel and Catering Services. The project (i) designed and implemented an industry- accepted curriculum for diploma students, (ii) trained staff on skills needed to adapt to the growth of the hotel and tourism sector, (iii) set up an apprenticeship in cookery, (iv) established a trade training and testing scheme, and (v) upgraded the in-service training capacity of the Hotel and Catering Industry Training Board of the Fiji National Training Council (FNTC). Plans for an expanded hotel and tourism school were formulated and a structured programme for practical training that placed and monitored students in the hotel and catering industry was implemented.

(c) Logging Training

In 1984, an ILO project was launched in partnership with the Fiji Ministry of Forests to establish a Logging School at the Fiji Forestry Training Centre in Lololo to train skilled loggers. The project constructed and equipped the logging school, developed and implemented training courses, and trained instructors, chainsaw and machine operators, plantation supervisors and indigenous (local) logging operators working in plantations, indigenous forests and village pine schemes. The project also evaluated the introduction of alternative logging methods in industrial and small scale operations and assisted to develop a Fiji National Code of Logging Practice.



Representatives from Fiji Traders Union and the ILO are having a discussion during an Advanced Course on Workers' Education from 11 to 29 April, 1983 in Suva, Fiji.

⁶² Renamed the Training and Productivity Authority of Fiji (TPAF). Additionally from 1972 the ILO under Project Code FIJ/71/003, the ILO supported FNTC in the continued development of programmes in building, printing and engineering industries, and developed training programmes for FNTC on management and supervisory training programmes, vocational instructor training programme. See FIJ/71/003 Technical Report 3; Vocational Training Development Fiji: Management Supervisory and Instructor Training Priorities; UNDP/ ILO Geneva 1976.

⁶³ Project code: RAS/88/W01 Increasing Women's Access to Vocational Training, funded by UNIFEM/ AIDAB; and SOI/84/006 Outboard Motor and Small Engine Mechanics Training in Solomon Islands, funded by UNDP.

⁶⁴ This included a South Pacific workshop on Modules of Employable Skills in Tarawa, Kiribati from 31 October to 14 November 1983, attended by Cook Islands, Fiji, Kiribati, Niue, PNG, Solomon Islands, Tonga, Samoa and Vanuatu. Additionally in 1983, the ILO supported a Community Education and Training Workshop in Kiribati.

⁶⁵ Project code: TUV/77/011 Rural Training Multicraft Project, funded by the UNDP and New Zealand Government

⁶⁶ Project code: FIJ/87/002 Modernisation of Hotel, Catering and Tourism Occupations Training Programmes, funded by UNDP (1988-1992)

⁶⁷ Project code: FIJ/88/M01 Training of Logging Workers, funded by FINNIDA and EEC.

⁶⁸ This has been updated to the Fiji Forest Harvesting Code of Practice 1990(2010).

■ FIJI NATIONAL CODE OF LOGGING PRACTICE

The ILO was invited to assist Fiji in the introduction of logging training to ensure that harvesting was carried out efficiently through villages and that a newly established plant for milling and chipping of pine was regularly supplied with logs. With funding from Finland and the European Union logging training started in 1984. The ILO project was handed over to the Forestry Department in 1993. During this period it helped to establish training for operators of chainsaws, skidders, bulldozers, loaders and cable cranes, as well as for foremen, managers and supervisors of logging companies and for forestry staff. Until 1993 more than 2000 trainees took part in the training courses which were continued by a team of Fijian instructors.

The project also helped to elaborate and introduce Fiji's National Code of Logging Practice which has become an important basis of sustainable forest management. The compilation of the code started in 1986 and lasted until 1990. Initially work of the code was focused on safety aspects of logging under consideration of international sources such as the ILO Code of Practice on Safe Design and Use of Chain saws. Subsequently it was widened to include all aspects of wood harvesting. Special attention was given to environmental requirements.

Work on the code was carried out by a national committee which consisted of representatives of the Forestry Department, the logging industry, the Fiji Forestry Training Centre and the ILO Logging Training Project. The Committee went through seven drafts before concluding its work. It considered relevant information from Australia, New Zealand, North America and Europe and matched it against the experience gained in Fiji on Wood harvesting and management of indigenous and exotic forests. Suitable reference material from other tropical countries was, at that time, hardly available.

The code was issued as an official document by the Ministry of Forests in 1990. Its standards and prescriptions are binding. In 1991, an expanded extract of the code- a leaflet on use and maintenance of chainsaws was printed for wider dissemination. A Fijian version of the code appeared in 1993, including an English/Fijian logging terminology.

The code serves as a basis for environmentally sound, economically viable and safe operations. The code specifies operational details concerning logging planning; construction of roads, ski trails and landings; protection of watercourses; equipment and safety; and training. Its introduction was facilitated by a massive training input provide by Fiji's Logging School including skills testing and certification of machine operators. The code proved to be an indispensable basis for the sustainable management of Fijis indigenous and exotic forest resources.

Source: Adapted from a paper written by B. Strehlke of the ILO, published in an FAO report. ⁶⁹

⁶⁹ FAO report representing a collection of papers on recent efforts to develop guidelines and codes of practices in forest operations and engineering, presented at the "Meeting of Experts on Forest Practices" which was held from 11-14 December 1994. <http://www.fao.org/3/W3646E/w3646e08.htm>

(d) Vocational Rehabilitation

In various countries, the ILO supported the establishment of appropriate vocational rehabilitation⁷⁰ training for disabled persons which are aimed at promoting employment opportunities for disabled persons in the open labour market.

In 1978, at the request of the Fiji Government for technical assistance establish a pilot production- oriented workshop, a vocational training and placement unit, a production unit and an orthopaedic workshop, a vocational rehabilitation project was implemented in Fiji.⁷¹ In line with the Cabinet decision (13.12.77) and ILO recommendation, it was resolved that the pilot workshop scheme should be developed by the Combined Council of the Handicapped and supported by Government Ministries. To administer the workshop scheme, the Fiji Rehabilitation Council was established in March 1979. Fiji Rehabilitation Council⁷² staff members were trained in vocational rehabilitation skills and by the end of the project, in 1981, had established (i) an Assessment and Work Preparation Unit, (ii) a Vocational Training and Placement Unit, (iii) a Production Workshop, and (iv) an Orthopaedic workshop. The production workshop was later expanded to provide additional services including manufacture of wire coat hangers, laundry, screen printing, bookbinding, sewing, subcontracting of mailing, packaging and labelling, orthopaedic workshop, woodworking, offset printing, retail shop and information centre.

Following the success of the project, in 1981, a proposal for a sub-regional pilot activity centre for personal and social development programmes and training of staff from the sub-region in social rehabilitation was developed. The project “Pilot Centres for Social Rehabilitation for Fiji and other Pacific Island Countries” was approved by the Governments of Fiji, Tonga, Tuvalu, Federated States of Micronesia and Vanuatu, and implemented in 1982, with support from the UNDP.

■ FIJI REHABILITATION COUNCIL WORKSHOP

The Fiji Rehabilitation Council Workshop established in 1979 by the Fiji Rehabilitation Council with support from the ILO and Australian Aid, began operations as a workshop in 1983. Trainees for this workshop come from the three special schools in Suva. There are currently 65 adults with disabilities working in the sheltered workshops or in one of five production orientation units. These units are (i) offset printing and bookbinding, (ii) sewing, (iii) screen printing, (iv) assembly of gas stoves, and (v) light metal manufacturing. Employees can undertake basic vocational training in either area depending on availability, access and degree of disability. Some attention is given to preparing trainees for work outside the workshop. 80% of funding for this workshop is generated by income from the group of disabled people working in the production orientation units, through sales of products and on-going contracts with local businesses. Additional financial support is obtained from the Ministries of Education and Social Welfare and occasionally from international donors.

Source: Excerpt from “Emerging from the Shadows: Fijian Children and Youth With Disabilities”⁷³

⁷⁰ According to ILO Recommendation No.99- (a) the term vocational rehabilitation means that part of the continuous and co-ordinated process of rehabilitation which involves the provision of those vocational services, e. g. vocational guidance, vocational training and selective placement, designed to enable a disabled person to secure and retain suitable employment; and (b) the term disabled person means an individual whose prospects of securing and retaining suitable employment are substantially reduced as a result of physical or mental impairment.

⁷¹ Project code: Assoc/77/46 Pilot Production-oriented Scheme implemented by the ILO following a request for assistance from the Fiji government in 1977 and Project code: FIJ/81/001 Vocational Rehabilitation of the Disabled, by UNDP and ILO Regular Budget. The project was extended by 6 months to February 1981

⁷² Members were the Fiji Combined Council of the Society for the Handicapped (Fiji Crippled Children's Society, Fiji Society for the Blind, Suva/ Lautoka Societies for the Intellectually Handicapped), representatives from Ministries of Labour, Education, Social Welfare, Health, Finance and Public Service Commission.

3.2.3 Enterprise Development

In 1979/1980 a handicraft survey was conducted by the ILO which led to a technical assistance project on small scale enterprise and entrepreneurial development launched in 1980 and based in PNG. The project provided business and management training, developed training materials and established support services for entrepreneurs in Fiji, Kiribati, Niue, Solomon Islands, Tonga and Samoa. In 1989, the ILO introduced Start Your Business (SYB) and Improve Your Business (IYB) in Fiji in partnership with AIDAB, the Ministry of Trade and Commerce, Fiji Employers Consultative Association, the University of the South Pacific, and other government ministries and agencies concerned with business training. SYB and IYB materials including handbooks, workbooks, audio and video tapes were produced, tailored to the local business environment and specific sectors, and trainers trained to conduct SYB and IYB training programmes.⁷⁴

As many informal sector workers were women, developing women's micro-enterprises in the Pacific was a key activity of the ILO involving basic business management training, credit assistance and handicraft development.

For example, in the late 1970s and early 1980s, handicraft training was incorporated into the secondary school curriculum in the Solomon Islands, and Women's Business Investment Corporations had been established in four isolated provinces in PNG. In 1985, a project on adult education and training for rural women in Fiji was launched.⁷⁵ Teachers, women's interest officers and young women benefitted from business training and practical vocational training programmes. Training Resources were produced including Simple Guidelines for Income Generating Activities⁷⁶ and Pacific Business Opportunities Series for small-scale businesses, particularly for screen printing, graphic arts, soft toys, photography, wooden toys, photography, soft- furnishings, and guest houses. In 1989 a project to undertake a feasibility study on credit-assistance for self- employed women began in PNG.⁷⁷

This would lead to ILO programmes in the 1990s focused on facilitating credit assistance to self-employed women and bridging the gap between financial and institutional support services with rural and urban low- income women micro- entrepreneurs.



Participants at the ILO/DANIDA Workers' Education Project in the South Pacific in the 1980's.

⁷³ Emerging from the Shadows: Fijian Children and Youth With Disabilities, by C. Denholm, P.McGowan and P.Tatham, in Beyond Basic Care: Special Education and Community Rehabilitation in Low Income Countries, 1996.

⁷⁴ Project code: FIJ/89/01/AFJ Start Your Business/ Improve Your Business, Trust Fund

⁷⁵ Project code: FIJ/83/W01 Adult Education and Training for Rural Women, funded by UNIFEM

⁷⁶ Produced by ILO in collaboration with the Ministry of Education and Fijian Affairs in 1987, funded by UNIFEM and AIDAB.

⁷⁷ Project code: PNG/89/W01 Feasibility Study on Credit Assistance for Self- Employed Women, funded by UNIFEM

3.2.4 Promoting Labour Standards, OSH, Social Security and Industrial Relations

(a) Labour Policy and Administration

From the early 1970s, ILO programmes of assistance in the Pacific responded to needs expressed by Pacific Ministers of Labour at the annual South Pacific Labour Ministers Conference (SPLMC).⁷⁸ Areas of concern debated at the first Conference of Labour Ministers in Sydney in 1973 and at subsequent conferences included labour administration, labour laws, labour relations, the role and functions of labour ministries, employment and occupational health and safety.

In 1976, a Labour Administration Specialist was sent to Fiji to assist the Fiji Ministry of Labour to strengthen the organisational structure and operations and a joint ILO/ UNDP project strengthening labour administration in Pacific countries was implemented. 20 fellowships for training in NZ were funded by the NZ Government, consultancies in labour law and labour administration were undertaken, Pacific Islanders were sponsored by the ILO to complete a Diploma in Industrial Relations at Victoria University and advice was provided to the USP to study the feasibility of establishing a diploma course in labour administration.

In 1980, the ILO provided technical support to prepare draft industrial and labour legislation in Tonga⁷⁹ and in 1981 advised on the revision of labour legislation in Fiji.⁸⁰ Further technical assistance was provided to Tonga in 1989 for labour law administration.⁸¹ The ILO launched the EMPLA project in 1990 which also aimed to improve labour administration in the Cook Islands, Fiji, Kiribati, Marshall Islands, Samoa, Solomon Islands, Tonga and Vanuatu.

(b) Occupational Safety and Health (OSH)

In 1979, at the sixth South Pacific Labour Ministers Conference, safety at work was the main concern identified. Technical support was provided to Pacific countries through training and consultancies on OSH. For example:

- 1982: Regional Tripartite Workshop on Safety at Work assessed the present and potential occupational safety and health hazards in the context of policies and attitudes in the Pacific.
- 1984: Regional Seminar on Labour Administration, with emphasis on industrial safety, health and hygiene, and training on the inspection of factories, conducted by the Asian and Pacific Regional Centre for Labour Administration (ARPLA).
- 1984: Technical Consultancy Mission to Fiji, Solomon Islands, Tonga; Vanuatu and Samoa highlighted the need to educate workers and employers on adopting safe and healthy work methods and recommended establishing national information bases and effective data collection systems.
- 1985: Regional Maritime Seminar on Dock Safety, Labour Standards and Inspection was conducted.

The EMPLA project in the early 1990s, provided further technical support to review and draft OSH legislation and conducted training on OSH inspection.

⁷⁸ The South Pacific Labour Ministers Conference was formed in 1973 and lasted for a decade, absorbed by the Conference of Asian Labour Ministers (CLAM), renamed as the Conference of Asian and Pacific Labour Ministers (J. Carmilleri, 2003).

⁷⁹ Project code: TON/79/010 Preparation of Draft Industrial and Labour Legislation, funded by UNDP

⁸⁰ Technical Memorandum to the Government of Fiji on a Mission to Advise on the Revision of Labour Legislation; 1981.

⁸¹ Project code: TON/89/005; Labour Law Administration, funded by UNDP.

(c) Social Security

ILO technical support on social security was adapted to the particular circumstances and needs of countries. From 1981-1982, ILO technical assistance was also provided to the Fiji Government to establish a “National Workmen’s Compensation Scheme” for victims of road and work-related accidents. An ILO/ UNDP project in Fiji provided technical advice to draft legislation on an employment injury social insurance scheme. In 1983, the Fiji National Provident Fund (FNPF) hosted an ILO regional seminar on Social Security, Principles and Practices, to examine the social security needs of workers and to explore the problems associated with operating social security schemes and providing effective social protection.⁸²

In 1981, the PNG National Provident Fund and the Vanuatu National Provident Fund were established with assistance from ILO/ UNDP projects. Technical assistance was also provided when the former social security system used under the Trust Territory of Pacific Islands was divided into separate systems for the Marshall Islands, Federated States of Micronesia and Palau. ILO technical consultative missions dealing with the design of social security schemes and financial and actuarial surveys were carried out to Tonga, Solomon Islands⁸³ and Samoa.

■ INTRODUCING A NATIONAL PENSION SCHEME

For some time the Government of Tonga had been considering a suitable form of social security system which would provide cash benefits to workers in the event of invalidity, old age and death. Following advice from consultants and a review of other social security schemes in Asia and the Pacific, a request was made to the ILO to provide a social security expert to advise on the necessary steps to be taken to set up a national scheme and assist with the drafting of appropriate legislation. From March to July 1985, the expert appointed by the ILO, Mr. J. Arnott, conducted consultations in Tonga and by July 1985 a draft National Pension Fund Act was prepared and submitted to the Crown Solicitor, and report submitted to the Government of Tonga outlining the essentials to be considered in setting up a Tonga National Pension Fund.

Source: Report to the Kingdom of Tonga on the Introduction of a National Pension Fund ⁸⁴

(d) Industrial Relations

To develop capacities in industrial relations in the Pacific, the ILO Office sponsored training and internship courses for government, workers and employers to training institutions in Australia, NZ and the USP. Technical support was also provided through projects, regional and national seminars and specialist consultative missions.

⁸² Additionally in 1989 a study on the feasibility of implementing a mandatory health insurance scheme in Fiji and propose options for Government Consideration was carried out by the ILO in Fiji on behalf of the World Bank. See Health Insurance in Fiji: Recent Developments and Future Options; A Report to the World Bank; ILO Geneva 1989.

⁸³ Conducted by W.R. McGivillray, the ILO Social Security Regional Adviser based at ILO ROAP, who reviewed and made recommendations concerning the Special Death Benefit Scheme, the investments of the Fund, the provision for granting loans to members, grounds for withdrawal by members, additional benefits which might be provided, the level of the general reserve and members of the Fund who are no longer employed or whose employment is no longer covered by the Fund. See Financial and Actuarial Report on the Solomon Islands National Provident Fund, ILO Bangkok 1983.

⁸⁴ ILO/TAP/TONGA/R.2 Report to the Kingdom of Tonga on the Introduction of a National Pension Scheme; ILO Geneva 1985

For example:

- In 1976 and 1977 a job evaluation exercise was conducted in Fiji with the overall goal of achieving better industrial relations.⁸⁵
- In 1981, Fiji and PNG tri-partite partners participated in a project funded by DANIDA, focused on training government, workers' and employers' organisations on settling labour disputes, improving industrial relations, promoting better conditions of work and improving productivity.⁸⁶
- In 1985, at ILO workshop in PNG, stakeholders recommended a review the country's industrial legislation, a task which was then undertaken by the National Tripartite Consultative Council (NTCC), established in 1990 in PNG.
- In 1988 countries in the Pacific participated in an ILO/ Japan project on labour management, cooperation and productivity, and at a regional seminar in 1989, recognised the need to develop fundamentals of industrial relations and increase ILO support for capacity building of government, workers' and employers' representatives on industrial relations.

3.2.5 Supporting Workers' and Employers' Organizations

(a) Workers' Organisations

In 1974, ILO workers' education activities was implemented under an ILO/ UNDP project in PNG, which conducted a series of training courses and seminars for workers around the country. In 1978, the ILO assisted the Fiji Trades Union Congress and PNG Trades Union Congress to establish basic research libraries and conduct training seminars for members.⁸⁷

Since 1980, a large number of trade unionists from the Pacific benefitted from the training courses offered by the Australian Trade Union Training Authority, and participation in ILO courses designed for workers and in ILO tripartite meetings and training courses.

A regional workers education project began in 1981, targeting Fiji, Kiribati, Solomon Islands, Vanuatu and Samoa.⁸⁸ Officers were trained on collective bargaining, labour arbitration and to plan and conduct workers' education programmes, and an assessment of trade union training needs in Fiji, Solomon Islands, Kiribati, Vanuatu and Samoa was conducted.

In 1983, an ILO/ UNFPA regional seminar on trade unions and family planning was held in the Federated States of Micronesia and in 1984, a regional seminar on trade unions and the ILO was held in Fiji.

By the mid- 1980s, all countries on the Pacific with trade union movements were carrying out workers- education activities at the shop- floor and middle-management level. In 1989, the ILO launched two projects- the first to assist national trade union centres in Kiribati, Solomon Islands, Vanuatu and the Samoa Public Service Association to upgrade their workers' education programmes⁸⁹, and a second project to strengthen the administration and operations of workers' education programmes in PNG.⁹⁰

⁸⁵ The objectives of the exercise included assisting the Fiji Government, particularly Ministry of Labour to establish a viable job evaluation system for the Fiji Electricity Authority (FEA) and advise on its extension to other industries, review with workers and employers the existing Standard Classification and Dictionary of Occupations in Fiji and outline possible methods of job evaluation that may be used, give advice on benchmark occupations against which other positions can be evaluated and train selected persons from FEA on job evaluation. See FIJ/76/006 Technical Memorandum to the Government of Fiji on Job Evaluation; ILO Geneva 1977.

⁸⁶ In 1981, at the request of the Fiji Government, the ILO sent an expert to Fiji to assist the government revise labour legislation relating to industrial relations. See Technical Memorandum to the Fiji Government on a Mission to Advise on the Revision of Labour Legislation, ILO Geneva 1981.

⁸⁷ National Seminar on Rural Workers Organisations, Nadi Fiji, 13-17 August 1979, organised by the FTRUC with assistance from the ILO.

⁸⁸ ILO/ DANIDA project, Assistance in Workers Education for Fiji, Solomon Islands, Vanuatu, Kiribati and Western Samoa, from 1981 to 1983, extension to 1985. See Report on Trade Union Training Needs in the South Pacific Region, ILO 1985.

⁸⁹ Project code: RAS/86/M02 Strengthening Administration and Operation of Workers Education Programmes, funded by DANIDA and AIDAB.

⁹⁰ Project code: PNG/89/M01 Workers Education Assistance to the PNG Trades Union Congress, funded by AIBAD.

■ WORKERS EDUCATION

In 1981, the 7th South Pacific Labour Ministers Conference held in Kiribati in July 1981 agreed that the development of healthy and responsible trade unions, working within the development process, should be encouraged. In November 1981, the issue of sound industrial relations was further elaborated during the tri-partite ILO/ DANIDA South Pacific Seminar on Collective Bargaining and Labour Arbitration attended by delegations from the Cook Islands, Kiribati, Fiji, Samoa, Palau, Solomon Islands, Tuvalu, PNG, Australia and NZ.

It was identified that the only fully functioning trade union at that time was the Fiji Trades Union Congress. Several trade unions existed in Solomon Islands, Vanuatu and Kiribati but with no national centre. In Samoa the trade union movement existed only in the public sector.

The ILO/ DANIDA project on workers' education was launched in August 1981 at a particularly appropriate and challenging time. Both Kiribati and Samoa were emerging very serious industrial relations problems experienced in 1980-1981. Vanuatu was in the process of drafting its labour laws while the Solomon Islands was striving to strengthen its activities on meagre resources. Only Fiji had a full time publicity/ research/ workers' education officer.

The ILO/ DANIDA project gave birth to a workers' education programme where none had previously existed (except in Fiji) and where the trade union movements were in an embryonic stage of development. With the commencement of the project, trade union national centres were established in Kiribati (Kiribati Trade Union Congress) and Vanuatu (Vanuatu Trade Union Congress) by 1982. A range of workers' education courses were conducted on:

- trade union training methodology and techniques
- trade union organisation and workers education
- developing a charter for working women
- workers' insurance co-operatives
- wage fixation and employment grading
- trade union financial administration
- drafting a labour- management agreement
- role of workers' education in national development
- basic trade union training (shop stewards, branch representatives, rank and file)
- handling grievances
- organising the rural sector
- leadership building

Source: Report on Trade Union Training Needs in the South Pacific Region ⁹¹

⁹¹ Submitted for the ILO/ DANIDA project "Assistance to Workers' Education for a Group of Countries in the South Pacific" implemented from August 1981 to August 1985.

(b) Employers' Organisations

Assistance to employers' organisations began to expand in the Pacific in the early 1980s, following a Pacific Employers' Symposium in 1981 to discuss the operation and membership of employers' organisations and their role in industrial relations. In 1983, a project was launched to develop the capacity of employers' organisations in industrial relations. In 1985, a Pacific Employers Symposium evaluated the role of employers in setting international labour standards. Technical assistance was provided to employers' organisations through research and information, productivity and quality control, management training, public relations, small- scale enterprises development, training and support for employers' participation in tripartite meetings and provision of resource personnel to participate at national meetings. For example, in 1990 the ILO provided resource personnel to the Fiji Employers' Consultative Association and PNG Employers' Federation to participate in meetings on economic development and industrial restructuring in the Asia- Pacific region.

3.2.6 Labour and Population

The key demographic features of the Pacific countries included increasing population pressure on limited resources, young populations, increasing number of entrants into the labour force each year and increasing internal and international migration. A series of ILO projects was implemented to address the growing concern in the Pacific on the linkages between population planning and migration, employment, manpower and human resources planning.

In 1980, a unit of the ILO Labour and Population Team for Asia and the Pacific (LAPTAP) was established in Suva, with the support of UNFPA. The LAPTAP programme introduced population and family welfare education programmes as part of labour welfare, occupational health, workers' education and other activities in the industrial sector and work- related institutions. It also promoted the integration of population, human resources and development planning. In the early 1980s, a joint LAPTAP/ SPC project in the Pacific produced 24 reports on migration, employment and human resources development, the first comprehensive collection of literature of the interrelationships among these issues in the region.⁹²

Following a regional meeting in 1985 on population and human resources planning, a LAPTAP regional project was launched in 1986.⁹³ The project conducted three sub-regional seminars on population and development planning in Polynesia, Melanesia and Micronesia and conducted surveys and prepared reports on the Federated States of Micronesia, Marshall Islands, Solomon Islands, Tonga, Vanuatu and Samoa.

Family welfare programmes were integrated into co-operative, women, youth and workers' education programmes in the Cook Islands⁹⁴, Fiji⁹⁵, Marshall Islands⁹⁶, PNG⁹⁷, Tonga⁹⁸, and Samoa.⁹⁹

⁹² Migration, Employment and Development in the South Pacific. Separate Country Reports produced for American Samoa, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, Niue, Northern Mariana Islands, Palau, PNG, Pitcairn Islands, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Wallis and Futuna, Western Samoa, New Zealand and Australia, and United States of America, published by the ILO and SPC in 1983, funded by the UNFPA.

⁹³ Project code: RAS/ 86/ P62 Population and Human Resources Policy and Planning, funded by UNFPA; and RAS/88/P02 Labour and Population- South Pacific, funded by UNFPA.

⁹⁴ Project code: CKI/87/P01 Family Life Education for Youth and Women, funded by UNFPA.

⁹⁵ Project code: FIJ/89/P01 Population/ Family Life Programme for Urban Youth, funded by UNFPA.

⁹⁶ Project code: MAS/85/P03 Population/ Family Life Information, Education and Communication Programme for Youth, funded by UNFPA.

⁹⁷ Project code: PNG/90/P01 Population/ Family Life Education and Skills Training Programme for Women's Organisations and Communities, funded by UNFPA.

⁹⁸ Project code: TON/84/P02 Family Life through Co-operatives, funded by UNFPA.

⁹⁹ Project code: SAM/85/P02 Training for Youth in Home Management and Family Welfare, funded by UNFPA.

In 1990, the LAPTAP Unit assisted in drafting the national population policies for the Marshall Islands and the Solomon Islands, setting up the Population Unit for Integrated Population Human Resources Development Planning in PNG, and contributed to a study on population, human resources and planning in Palau.

■ NATIONAL WOMEN'S TRAINING PACKAGE

The Population and Family Life Education and Skill Training Programme for Women's Organisers and Community Leaders in PNG (known as the National Women's Training Package, NWTP) was launched by ILO, UNDP and UNFPA in 1990. The project trained over 400 women leaders from government, media, civil society groups and local communities in project cycle management, needs assessment skills, basic bookkeeping skills, gender roles, women's health and participation, networking and communicating with women, running participatory workshops and designing activities and projects. Training resources produced by the project included a resource book (*Changes, Challenges and Choices: Women in Development in PNG, Information and Issues*), a trainers handbook, and 24 posters covering women's health, women's participation and communication and networking.

Source: Evaluation Report, Population/ Family Life Education and Skills Training Programme for Women's Organisations and Communities in PNG, 1994







3.3 ILO Work in the Pacific from 1990-2005

The ILO programmes since the early years took different shapes, responding to changing priorities of the member states and the ILO. In the initial period, the office pursued technical cooperation projects, institutional strengthening and capacity building of almost all Pacific Countries. From 1995 there was a sharp reduction in the external funding of ILO's technical cooperation programmes, and the focus shifted to developing country programmes targeting mainly the ILO Pacific member states and prospective members, and on strategies focused on the creation of models for the small islands economies, with emphasis in the areas of skill development and employment promotion.

The employment challenges in the Pacific Countries were immense and growing. In most of these countries, the size of the informal economy was expanding rapidly. Young people were particularly vulnerable to unemployment and underemployment, and women and persons with disabilities were among those groups most affected by unemployment. Despite large stocks of productive natural resources, economic performance of most Pacific Countries since their independence had been disappointing. This was blamed on poor development strategies and infrastructure, limited supply and high cost of skilled labour, lack of good governance and accountability, social disorders, uneven distribution of income and susceptibility to natural disasters.¹⁰⁰

Creating decent employment and income for increasing numbers of men and women was a high priority for all the Pacific Countries. The scope of employment promotion in the formal sector was extremely limited, thus the development of the private and informal sector was crucial in finding new jobs for approximately 3.2 million job seekers in the sub-region. Structural adjustments and political/ethnic conflicts had made many people redundant and alternative job opportunities need to be urgently created (PNG, Solomon Islands, Vanuatu, Tonga), and the privatisation programme had become central to the economic reform programmes of PNG, Solomon Islands and Vanuatu, with potential job losses in the formal sector predicted.¹⁰¹

From 1990 to 2005, three Pacific Island Countries- Kiribati, Vanuatu and Samoa- joined Fiji, PNG and Solomon Islands as member states of the ILO.

Table 3: Pacific Member States from 1975-2005

Country	Year joined	International Labour Conventions Ratified by 2005 ¹⁰²			
		Fundamental	Governance	Technical	Total
Fiji	1974	8	1	19	28
PNG	1976	8	1	17	26
Solomon Islands	1984	1	1	13	15
Kiribati	2000	4	-	-	4
Vanuatu	2004	-	-	-	-
Samoa	2005	-	-	-	-

¹⁰⁰ <https://www.ilo.org/public/english/region/asro/suva/jobcreation.htm> and ILO; 2006; Development for Dignity: Celebrating 30 years of ILO in the South Pacific

¹⁰¹ <https://www.ilo.org/public/english/region/asro/suva/jobcreation.htm>

¹⁰² See Appendix 1 for full List of Conventions Ratified by Pacific member Countries, In- force and Not- in-force

3.3.1 Decent Work Country Programmes

After the launch of the Decent Work Agenda in 1999, Decent Work Country Programmes (DWCPs) were established as the main vehicle for delivery of ILO support to countries. The objectives of DWCPs were to promote decent work as a key component of national development strategies, and at the same time organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda. Tripartism and social dialogue are central to the planning and implementation of a country's DWCP.

ILO country programmes in the Pacific during this period and before the creation of DWCPs included:

- Framework for Action- Fiji
- Structural Adjustment for Minimal Cost- PNG
- Promoting Change- Solomon Islands
- Partnership for Development- Kiribati

In 2002, these country programmes were transformed into DWCPs, with priorities and technical support organised under the four strategic objectives of the Decent Work Agenda including (i) guaranteeing fundamental principles and rights at work; (ii) promoting jobs and enterprises; (iii) extending social protection, and (iv) promoting social dialogue. During the period, the first draft of a DWCP for Vanuatu who became a member in 2003 had also been prepared, and the first round of consultations had begun in Samoa to identify DWCP priorities.

3.3.2 Guaranteeing fundamental principles and rights at work

This objective was pursued by building the capacity of constituents and creating awareness on the fundamental Conventions on:

- Freedom of Association and Protection of the Right to Organise Convention, 1948, No.87
- Right to Organise and Collective Bargaining Convention, 1949, No.98
- Forced Labour Convention, 1930, No.29
- Abolition of Forced Labour Convention, 1957, No.105
- Minimum Age Convention, 1973, No.138
- Worst Forms of Child Labour Convention, 1999, No.182
- Equal Remuneration Convention, 1951, No.100
- Discrimination (Employment and Occupation) Convention, 1958, No.111.¹⁰³

From 1990-2005, Pacific countries that had ratified the fundamental Conventions included Fiji (8/8), PNG (8/8), Kiribati (4/8) and Solomon Islands (1/8). Technical support was provided for legislative reviews, draft new laws and policies, and build capacity to meet the reporting requirements of the ratified Conventions.

¹⁰³ Freedom of association and the right to collective bargaining enable employers and workers to negotiate key aspects of their relationship. Ending discrimination will unlock the potential of the millions of women, men and youth currently excluded or undervalued. Eradicating child labour and ensuring that all children are in quality education, and that young people receive the training they need to fulfil their productive and creative potential, will contribute to ending poverty, to stronger economies and to a better future for all. Ending forced labour, in all its forms, means that workers will neither be robbed of their dignity nor their right to freely-chosen employment. <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/fprw/lang--en/index.htm>

Following ratification of the fundamental Conventions on child labour by PNG in 2000 (ratified both), and Fiji in 2002 (No.182) and 2003 (No.138), child labour campaigns began. In Fiji a child labour committee was established with the Ministries of Education, Labour, Women and Information, the workers' and employers' organisations, UNICEF, Fiji Police Force, and media, religious and civil society organisations. Annual events, including school essay competitions and media campaigns were organised to observe the international World Day Against Child Labour on June 12th launched by the ILO in 2002 to focus attention on the global extent of child labour and the action and efforts needed to eliminate it.

Information materials on the 1998 Declaration on the Fundamental Principles and Rights at Work, and the fundamental Conventions were printed and distributed in the local languages in Fiji, PNG and Kiribati and awareness workshops, seminars and meetings organised with constituents. A technical mission to the Pacific from the Declaration Programme in Geneva assisted member states to prepare and submit reports for the Declaration Annual Review. Letters of Intent were also signed with member states, committing these states to ratify and apply the fundamental Conventions. Technical assistance was also provided for research in these areas, for example an ILO study was conducted on Discrimination in Employment and Occupation in Fiji and PNG.



3.3.3 Promoting Labour Standards, Safe Work and Workplace Compliance

Technical support was also provided to countries for the application of international labour standards, including improving labour administration, lifting standards of occupational safety and health at work, and addressing industrial relations, for example, assistance for the amendment of the Labour and Employment Act in Samoa, training of Factory Inspectors in PNG improved the factory inspection system and training on workplace rights and obligations resulted in Solomon Islands ratifying its' first fundamental Convention. The EMPLA project, implemented from 1990 to 1993 supported the review and drafting of legislation and policies and strengthened institutional capacity in Pacific countries related to occupational safety and health, employment/ labour laws and industrial relations.

■ EMPLOYMENT PROMOTION, MANPOWER PLANNING AND LABOUR ADMINISTRATION

Some of the achievements of the EMPLA project from 1990 to 1993 included:

- OSH legislation drafted for Cook Islands, Fiji, Kiribati, Solomon Islands, Samoa and Vanuatu and OSH training seminars conducted for employers in these countries.
- Codes of Practice drafted for Cook Islands, Fiji, Kiribati, Solomon Islands, Samoa and Vanuatu on (i) General amenities and facilities, (ii) Noise, (iii) Motor garage safety, (iv) Dock safety, (v) Construction work safety, (vi) OSH representatives and committees, (vii) Safe use of machinery, (viii) Hazardous substances, (ix) Boilers, lifts and cranes, (x) Timber treatment.
- Drafted Labour Act (Working Conditions and Industrial Relations) for Cook Islands, Amendments to Existing Employment Act, Trade Union Act for Kiribati, Terms and Conditions of Employment Act (Tonga).
- Policy discussion papers on industrial relations were prepared for Kiribati, Solomon Islands, Samoa, Vanuatu, and industrial relations legislation drafted in the Cook Islands, Kiribati and Vanuatu.
- In-service training fellowships on factory inspection to the New Zealand Department of Labour, benefitted labour officers and social partners from Samoa, Vanuatu, Cook Islands, Kiribati, Solomon Islands, Vanuatu and Fiji. Fellowships for in-service training were also undertaken in Australia (WORKSAFE and DEET) and Thailand (NICE)
- Occupational Safety and Health Guides for the Pacific:
 - Vol. I- Guidelines for Employers
 - Vol. II- General Workplace Safety
 - Vol. III- Safe Use of Machinery, Power Tools, Saws and Hand Tools
 - Vol. IV- Safe Practice in Motor Garages, Docks and Similar Workplaces
 - Vol. V- Safe Practice in the Construction Industry
 - Vol. VI- Safe Practice in Farming and Logging

Source: Terminal Report of the EMPLA Project

As information on occupational safety and health administration was not readily available, especially in the Asia-Pacific region, an ILO study was conducted in 14 countries¹⁰⁴ including Fiji¹⁰⁵, PNG and the Solomon Islands¹⁰⁶ and country profiles were published on occupational safety and health in 1991. The ILO Asian Regional Programme on Occupational Safety and Health¹⁰⁷ launched in 1992 contributed to improving occupational safety and health and overall well-being of workers, increasing productivity and reducing losses caused by accidents and work-related diseases in the Asia and Pacific region.

■ OCCUPATIONAL SAFETY AND HEALTH

Implemented from 1992 to 1994, the ILO/FINNIDA Asian Regional Programme on OSH strengthened OSH capacity in the region. Some of the project achievements included:

- Work Improvements in Small Enterprises (WISE) 5-day training workshops implemented in seven countries in the Pacific including Fiji, PNG and Solomon Islands. WISE, also known as “Higher Productivity and a Better Place to Work”, is a programme developed by the ILO to assist small and medium-sized enterprises in improving working conditions and productivity using simple, effective and affordable techniques that provide direct benefits to owners and workers.
- ‘Safety, Health and Working Conditions’ training workshops for trade unions conducted in five countries in the Pacific including Fiji and the Solomon Islands.
- National Tripartite Workshop on the Implementation of the Provisions of the ILO Occupational Safety and Health Convention, 1981 (No.155) conducted in PNG and Solomon Islands.
- Pacific representatives benefit from regional training of trainers courses on the Use of Agrochemicals in Plantations (Bangkok) and Safety in Use of Chemicals (Manila).
- National training workshops on the Use of Agrochemicals in Plantations and Establishing a National Occupational Safety and Health Information Network were conducted in Fiji.
- Technical advice was provided to government and social partners on the feasibility of establishing a national Occupational Safety and Health Information Centre (CIS) Centre.
- OSH posters were developed in Fiji.

Source: Project Documents- Asian Regional Programme on OSH (RAS/90/M12/FIN)

Other activities implemented included the ratification of the Indigenous and Tribal People’s Convention, 1989, No.169, by Fiji in 1998. With ILO support, a booklet on the Convention was produced and translated in the local languages for distribution to the constituents.

Also in 1998, a regional seminar in Nadi created awareness of the 1996 ILO/ UNESCO Recommendation Concerning the Status of on Teachers and explored the development and progress of education in the Pacific. Representatives from Australia, Fiji, Cook Islands, Kiribati, PNG, NZ, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu, Nauru, Niue and Malaysia identified issues in Pacific education and made recommendations regarding teacher education, teacher registration, terms and conditions of employment and collective bargaining, gender equality and recruitment and retention.¹⁰⁸

¹⁰⁴ Coordinated by the ILO Asian and Pacific Regional Centre for Labour Administration and funded by Ministry of Labour, Japan and Japan International Cooperation Agency

¹⁰⁵ Clarkson, W; 1991; Profile of Labour Administration for Occupational Safety and Health in Fiji; ILO Asian and Pacific Regional Centre for Labour Administration (ARPLA), Bangkok.

¹⁰⁶ Clarkson, W; 1991; Profile on Occupational Safety and Health in the Solomon Islands; ILO Asian and Pacific Regional Centre for Labour Administration (ARPLA), Bangkok.

¹⁰⁷ Project code: RAS/90/M12/FIN Asian Regional Programme on Occupational Safety and Health, funded by FINNIDA

¹⁰⁸ Final Report of the Joint ILO/ UNESCO Pacific Regional Seminar on the Status of Teachers; Nadi 28-30 September 1998.

3.3.4 Employment Promotion and Poverty Alleviation

In the Pacific countries, employment promotion and job creation in the formal and informal sectors continue to be crucial goals. ILO country programmes on job creation during this period aimed at enhancing job creation and improving data on labour markets to contribute to economic, social policies and employment policies, strengthening vocational training, employability and skills, implementing youth empowerment and poverty alleviation programmes, supporting small and microenterprise development, implementing labour-based construction rehabilitation projects and empowering women and persons with disabilities.

(a) Enhancing job creation and labour market information

In the early 1990s, the ILO EMPLA project contributed to improving the knowledge base and recommending policies and programmes on employment promotion and manpower planning in the Pacific. A series of technical reviews and studies were conducted and published, including:

- Manpower Planning, Training, Activities and Outlook for the Pacific (1992)
- Human Resource Planning in the Marshall Islands (1992)
- Report on Manpower and Labour Force Situation in Tonga (1991)
- Manpower Needs and Income Generating Potential in Tuvalu (1992)
- Manpower Audit and Informal Sector in Tuvalu (ILO/UNESCO)
- Employment and Manpower in Fiji- Recent Trends and Outlooks for the 10th Development Plan (for World Bank)
- Employment for Women in the Solomon Islands (1993)
- Women Working in the Formal and Informal Sector in and around Honiara (1992)
- Employment in Kiribati- Present and Potential (1992)
- Employment in the Kingdom of Tonga- Present and Potential (1992)
- Tonga: Rural Employment and Development (1993)
- Employment in Western Samoa- Present and Potential (1992)
- The potential and possibilities for entrepreneurial activities in Western Samoa (1992)
- Employment and Income Generation in Rural Western Samoa (1992)

Through the EMPLA project, detailed technical proposals for upgrading of manpower capability and labour administration were developed for the Cook Islands, Fiji, Kiribati, Marshall Islands, Solomon Islands, Tonga, Samoa and Vanuatu. Awareness materials on employment issues were developed, for example, a 'Toktok' Comic on Employment Issues which was produced by ILO and SPC.

Improving data collection and analysis on labour market information was a priority for most Pacific countries and Pacific countries were supported to generate labour market information through the EMPLA project. From 1990-1993, Computerised Labour Market Information Manuals developed for Samoa and Vanuatu and a Non-Computerised Labour Market Information Manual was developed for the Cook Islands.

Technical support was provided to the Fiji Bureau of Statistics to review the existing Fiji Classifications and Dictionary of Occupations (FCDO) which had been published in 1975, and produce a new classification structure based on the latest version of the International Standard Classification of Occupations (ISCO-88).¹⁰⁹ The new classification was named the Fiji Standard Classification of Occupations (FISCO) and was to be used for the 1996 national census. ILO provided an expert to work with the Fiji Bureau of Statistics to draft the structure for FISCO, support occupation definitions and analysis of new jobs in Fiji, and provide training for statistics staff.

In the Marshall Islands assistance was also provided to establish a data base on work permits in the Ministry of Resources and Development and set up an administrative data base in the Public Service Commission. Technical support was provided to Fiji from 1999 to 2001 to establish a computerised human resource information system (CHRIS) to improve the labour market information accessible to government, investors, employers, job seekers, trainers and students.¹¹⁰ In 1992, in partnership with the Forum Secretariat, the ILO conducted a study exploring the potential and possibilities for pooling labour market information and exchanging scarce manpower between the smaller island states- Cook Islands, Kiribati, Nauru, Niue and Tuvalu. In 1997, assistance was provided to Tonga to improve labour market information.¹¹¹

Technical reviews and research studies provided a wealth of information on country situations. In 1993, the ILO Asian Regional Team for Employment Promotion (ARTEP) published a comprehensive report analysing the challenges for employment and human resources development in PNG as part of a UNDP/ ILO Investment Planning Project.¹¹²

In 1996 and 1997 policy advisory missions were undertaken by the ILO South East Asia and Pacific Multidisciplinary Advisory Team (SEAPAT). The reports produced on “Labour Administration and Workers’ Protection: Contributing to National Development in Papua New Guinea”, identified occupations/ industries requiring priority attention, especially those with hazardous jobs and where the most vulnerable workers were engaged, and proposed policies and project concepts. The Fiji report “Towards Equality and Protection for Women Workers in the Formal Sector” identified key barriers and to women’s participation in paid employment in the formal sector and proposed policy recommendations.

¹⁰⁹ The first version of ISCO was adopted in 1957 by the Ninth International Conference of Labour Statisticians (ICLS). It is known as ISCO-58. This version was superseded by ISCO-68, which was adopted by the Eleventh ICLS in 1966. The third version, ISCO-88, was adopted by the Fourteenth ICLS in 1987. Many current national occupational classifications are based on one of these three ISCO versions.

¹¹⁰ Project code: FIJ99001B0811 Support for the establishment of a Computerized Human Resource Information System (CHRIS)

¹¹¹ Project code: TON/97/003/B0811 Assessing the Efficiency of Labour Market Information

¹¹² Project code: PNG/90/005 Employment and Investment Planning. See Report: Papua New Guinea: Challenges for Employment and Human Resources Development; UNDP/ ILO ARTEP; 1993.

(b) Labour- based construction projects

A major labour-based project supported by the ILO during this period was the Community Infrastructure and Rehabilitation Project (CIRP) implemented in the Solomon Islands from May 2003 to July 2004.¹¹³ Previously called the Employment through Infrastructure Project, the CIRP was designed as a response to the conflict situation in the Solomon Islands from 1999-2003, aimed at peace- building and fostering ex-combatants into civilian life through short-term immediate employment creation for the conflict affected population in three provinces- Guadalcanal, Malaita and the Western Province. The project created 80,300 workdays over a one-year period, employing ex-combatants, communities and youth groups, and small- scale contractors to rebuild roads, fill potholes, clear bushes, beautify public gardens and roads, and work on water supply schemes, community halls, kindergartens and schools.

■ BUILDING PEACE THROUGH COMMUNITY INFRASTRUCTURE REHABILITATION IN THE SOLOMON ISLANDS

Short term employment for 80,300 work days created through community infrastructure rehabilitation in the Solomon Islands involved:

- Spot improvement works on a total of 103 km roads
- Routine maintenance on a total of 85km of the improved roads
- 7 wooden bridges, 6 new pipe culverts, 4 fords and 420m of sea-wall constructed
- Rehabilitation of water supply systems in Guadalcanal (Makina, Komuta and Komupau), Malaita (Malu'u) and Western Province (Kindu and Dunde) involved repairing pipes, replacing damaged standpipes, digging trenches to join pipes and installing ferro- cement water tanks
- Rehabilitation of 3 schools at Nguvia, Malaghati and Tangerere involving improvement of dormitories, supplying beds, replacing roofing sheets, providing water tanks, repainting, installation of fence and gate
- Rehabilitation of kindergarten in Gizo. The entire labour force for the rehabilitation works was provided by the local community through the church
- Construction of a community hall in Kuma (Guadalcanal) and in Kindu (Western Province)
- Rehabilitation of the Botanical Gardens in Honiara and painting of planter tubs and refuse bins and installation of these bins along Honiara's main streets. This was implemented in collaboration with the Honiara Beautification Committee, youth, gardeners and local artists.

*Source: CIRP Final Report and Status of Project Field Activities, July 2004*¹¹⁴

¹¹³ Project code: SOI/02/009 (EMP-INFRA) Community Infrastructure and Rehabilitation Project, funded by the Japanese Government through the UN Human Security Trust Fund. The project was the UNDP Direct Execution (DEX) project, with ILO as Implementing Agency.

¹¹⁴ See also Discussion Paper Road Rehabilitation & Maintenance Strategy in Solomon Islands by CTA Mukesh Gupta; https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_policy/---invest/documents/publication/wcms_434336.pdf

(c) Promoting vocational training, skills and employability

The Trades Training, Testing and Certification Scheme from 1987 to 1989 established or strengthened training centres to develop and adopt recognised national standards for training and testing in the electrical, mechanical and construction trade areas, and in supervisory training development.¹¹⁵ The 12 countries- Cook Islands, FSM, Kiribati, Marshall Islands, Niue, Palau, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu and Samoa- implemented a range of activities including non- formal education programmes, involving the public and private sector in skills needs analysis, coordinating on-the-job training, conducting competency based testing and certifying of tradespersons, and developing question banks supply materials for the tests designed to measure actual performance levels. In 1989-1990, training audits were conducted in FSM, Solomon Islands, Tonga and Vanuatu which identified future training and critical skills needs of the four countries and developed specific courses to be incorporated into the national trades training and certification scheme.

■ REFRIGERATION AND AIR-CONDITIONING IN TONGA

Due to high unemployment, external migration has been high, especially to Australia and New Zealand, resulting in a loss of qualified and skilled workers. One key area identified as a skills gap was in the maintenance and repair of a range of refrigeration and air-conditioning equipment in domestic use and commercial or industrial enterprises. During the Trades Training, Testing and Certification project, the Community Development Training Centre (CDTC) had been established in Nuku'alofa, the capital of Tonga. The project on refrigeration and air-conditioning training extended ILO support to the CDTC by building the capacity of the CDTC to conduct training courses on maintenance and repair of refrigeration and air-conditioning equipment.

An expert in refrigeration and air-conditioning from the Philippines, Alejo Benjamino, began his assignment in Tonga in January 1993, and developed the training programme, lesson notes and handouts for three level training courses- (i) basic training in domestic refrigeration equipment covering 18 topics, (ii) intermediate level training in window-type and car air-conditioners covering 22 topics, and (iii) final level training in industrial level refrigeration and air-conditioning covering 9 topics. Additionally 5 demonstration units were assembled at the training centre- refrigeration training unit, refrigeration and air-conditioning tubing work unit, air-conditioning training unit, car air-con training unit, and refrigeration and air-conditioning interlocking control circuit unit. A total of 26 trainees from government, the private sector and self-employed received the basic level training, 5 trainees completed the intermediate level and 1 trainee completed all 3 levels- basic, intermediate and final. Trainees who passed the basic and intermediate level courses had the skills to repair domestic refrigerators, freezers and window air-conditions.

*Source: Report on project findings and recommendations*¹¹⁶

¹¹⁵ Project code: RAS/00/A20 Training Audit for Regional Mobile Trades Testing and Certification Project, and RAS/88/A20/11 Mobile Trade Training and Testing Projects, funded by AIDAB, were extensions of the RAS/86/104 Regional Mobile Trade Training, Testing and Certification Scheme, by ILO/ UNDP

¹¹⁶ Project code: TON/89/009 Refrigeration and air-conditioning, funded by the UNDP. See TON/89/009 Refrigeration and air-conditioning, Project Findings and Recommendations, Report Prepared for the Government of Tonga by the ILO acting as executing agency for the UNDP, 1995.

In the Cook Islands, a Vocational Information Centre was established at Tereora College in 1991, followed by the opening of vocational information centres in Kiribati, Solomon Islands, Samoa and Vanuatu, and the ILO provided support for the establishment of the National Training Council in the Marshall Islands. In Fiji, the Modernisation of Hotel Catering and Tourism Occupations Training Programme continued its second phase from 1990-1992.¹¹⁷ In 2005, Fiji participated in the action programme on addressing crises and creating more and better jobs in the Hotel, Catering and Tourism (HCT) Sector.

■ VOCATIONAL INFORMATION CENTRE IN THE COOK ISLANDS

In 1990, Cook Island stakeholders, including the Ministry of Education, Ministry of Trade, Labour and Transport, Chamber of Commerce and Tourism Authority, identified the need to improve young people's access to information on employment, training, self-employment and income-generating options. Tereora College was selected to host the first operational school-based Vocational Information Centre (VIC) in the Pacific.

Suitable display equipment, video tapes, pamphlets, posters and other resources were sourced from Australia, New Zealand and Fiji and shipped to the VIC. TV and video equipment were donated by the Australian Youth Bureau. The Cook Islands Chamber of Commerce added a further dimension by donating a computerised job information system to the VIC. Class sets of books on career planning and job search techniques for teachers to use with classes or groups was provided and 19 teachers of Tereora College Training were trained on careers counselling and the use of materials in the training centre. A training manual developed for the centre for the use of staff who did not attend the training sessions. The VIC was opened in 1991 by the Minister for Education.

Source: Report of the operations of the EMPLA Project 1990-1991 ¹¹⁸

The sub-regional project "Increasing Women's Access to Vocational Training and Trades" implemented in the Cook Islands, Fiji, FSM, Marshall Islands, Solomon Islands, Tonga, Vanuatu and Samoa¹¹⁹, trained women in vocational trades and conducted national workshops on home and household technologies for women trainers in each of the project countries.

Policy issues in vocational training in developing Asia-Pacific economies were discussed at three sub-regional seminars during 1992 and a report published on "*Vocational Training and the Labour Market: South Pacific*" ¹²⁰ based on studies commissioned, papers presented, and discussions held at the ILO/ APSDEP Sub-Regional Seminar on Vocational Training Policy in South Pacific Countries in Tonga in May 1992.

Some of the common weaknesses identified in the report on "Vocational Training and the Labour Market: South Pacific" were (i) the existence and likely continuance of practising, but untrained, skilled workers; (ii) inadequate attention to the skills upgrading of employed workers and in-plant training; (iii) management deficiencies resulting from weak linkages with the labour market, reflected in the high drop-out rate and low absorption rate of trainees;

¹¹⁷ Project code: FIJ/87/002 Modernisation of Hotel Catering and Tourism Occupations Training Programme, funded by UNDP. The first phase was from 1988-1990. Total project duration of 4 years and 7 months.

¹¹⁸ Towards Greater Productivity in the South Pacific; Report of the operations of the EMPLA (C) Project 1 August 1990-30 September 1991 & M. Williams Cook Islands Mission Report 15 September-16 October 1991, Department of Industrial Relations Canberra.

¹¹⁹ Project code: RAS/88/W01 Increasing Women's Access to Vocational Training, funded by UNIFEM/ AIDAB; and SOI/84/006 Outboard Motor and Small Engine Mechanics Training in Solomon Islands, funded by UNDP.

¹²⁰ International Labour Organisation Asian and Pacific Skill Development Programme (APSDEP) Bangkok; 1992; Vocational Training and the Labour Market: South Pacific

(iv) unsatisfactory involvement of employers; and (v) absence of coordination among the providers of training in the public sector and between the public and private sectors. Additionally the report identified that there were no documented vocational training policy in any of the Pacific countries, either as an independent policy or as a component of education or employment policy, and provided a framework for the development of vocational training policies.¹²¹ Technical support to selected countries was provided to develop vocational training development strategies and policies.¹²²

(d) Promoting employability for people with disabilities

The ILO supported efforts to mainstream people with disabilities in its social protection, labour, training and employment in the Pacific Island Countries. For example, the Walking Out of Poverty Programme in Fiji set aside 10% of its training slots for disabled persons and made separate funding allocations to upgrade the rehabilitation training workshop in Suva. The ILO Senior Specialist in Vocational Rehabilitation conducted technical assistance missions to Fiji in 2002 and 2005, providing advice on the mainstreaming of people with disabilities, the drafting of industrial relations legislation and the inclusion of provisions related to disabled persons and methods of including disabled persons in policies and strategic planning documents. A tripartite contingent from Fiji attended the ILO/Japan Technical Consultation on Vocational Training and Employment of People with Disabilities held in Bangkok in January 2003.¹²³

In 2003, a good practice from Fiji, related to fostering the inclusion of blind and visually impaired persons in education and training, was featured in an ILO publication covering 14 countries- Moving Forward: toward decent work for people with disabilities: examples of good practices in vocational training and employment from Asia and the Pacific.

In August 2005, the ILO co-sponsored a Pacific Regional Workshop on Disability organized by the Pacific Forum and UNESCAP, which agreed on a range of priorities including a rights-based” approach to disability, reducing inequalities by empowering people with disabilities to take part in all levels of decision making and the right to education and work.¹²⁴

(e) Enterprise development and cooperatives

Since the 1970s, the ILO has supported the growth of small enterprises and cooperatives, through research studies and technical reviews, training and mentoring support, establishing centres for marketing or skills development, and institutional strengthening through in-country assignments of technical experts or advisors. Studies were conducted on small business development prospects and opportunities and barriers for cooperative development which provided information that assisted the ILO and PICs design relevant programmes and policies, for example:

- A Study on Small Business Development Prospects in Tokelau¹²⁵
- Job Creation and Sustainable Livelihoods in Tokelau
- A Study on Small Business Development Prospects in Niue¹²⁶
- Market appraisal for livelihood options (MALO) in Samoa¹²⁷
- Mere Made Marketing and Training Centre: Findings of a Feasibility Study¹²⁸
- Cooperatives Movements Review and Action Plans: Fiji, Solomon Islands, Samoa, Vanuatu and Tonga¹²⁹
- Role of micro small enterprises, their potential in economic development and their assistance requirements in Fiji
- Legal constraints to women’s participation in cooperatives in Fiji¹³⁰

¹²¹ According to the SPC 2011 Mapping Study of Technical & Vocational Education and Training in Pacific ACP Countries, “all countries have up-to-date Education Strategic Plans or Policy Frameworks, most of which have a section on TVET, although this is usually focused on formal TVET provision. Countries that have recently developed a TVET policy or strategic plan include Papua New Guinea, RMI, Samoa, Solomon Islands, Timor-Leste and Vanuatu. Vanuatu, Samoa, Tonga, Fiji, and Papua New Guinea have established National Qualifications Authorities or Training Councils that are responsible for the quality assurance of TVET providers, and have developed their own Qualifications Frameworks.”

¹²² Project code: SOI/90/0005 Vocational Training Development Strategy

¹²³ Training and Employment of People with Disabilities: Fiji 2002, was published as part of the AsiaAbility Country Study Series as part of the Economic and Social Commission for Asia and Pacific Decade of Disabled Persons 1993-2002 and to mark the 20th anniversary of the Convention No.159 Concerning Vocational Rehabilitation and Employment (Disabled Persons).

¹²⁴ The workshop discussed the possibility of establishing a regional disability coordination position at the Forum Secretariat.

ILO technical support was provided for the expansion of enterprise development initiatives. The Start Your Business (SYB) and Improve Your Business (IYB) project which had been introduced in Fiji in 1989¹³¹, began a second phase in Fiji¹³² and other Pacific countries in the 1990s. The second phase of SYB in Fiji established the Small Business Advisory Unit (SBAU)¹³³ under the Ministry of Trade and Commerce, implemented a nation-wide training on SYB/IYB and trained and accredited SYB/IYB Trainers from the private sector, NGOs, government institutions and training institutions.

In 1992, the ILO and UNDP launched the Regional Small Enterprise Development Project¹³⁴, which worked with stakeholders from Fiji and other Pacific countries to develop the Pacific SYB resources for SYB trainers, which was revised at a regional workshop in 1995, and at national workshops in Fiji, Kiribati, Solomon Islands, Tonga, Tuvalu and Vanuatu, before being published. By 1996, the Pacific SYB was the basis of Small Business Training in the Pacific¹³⁵ and Pacific SYB resources had been adapted by various Pacific countries.

In Kiribati, for example, the Pacific SYB resources were adapted for trainers and translated in the local i-Kiribati language.¹³⁶ Training materials on Improving Your Cooperative had also been developed in Kiribati in 1993, providing guidance to trainers on business skills and management of cooperatives. This also included a guide book on Cooperative Retail Management.¹³⁷

■ PACIFIC START YOUR BUSINESS (SYB) SERIES

The Pacific SYB resources were developed as a series of SYB manuals designed for Pacific islanders to help them start their own business. There were 10 manuals produced separately and combined into a Pacific SYB Trainers Manual. Titles in the series included:

- Should You Start Your Business
- Business Ideas and How to Find Them
- Planning Your Money
- Assessing the Market
- Planning Your Organisation
- Different Ways of Getting Started
- Law and the Small Business
- Putting it all Together- The Business Plan
- Keeping Things Under Control
- Building Your Sales

¹²⁵ Project code: TOK/98/001/C0811 A Study on Small Business Development Prospects in Tokelau. Additionally an Advisory Study on the Seawall Project (TOK/98/003/A0811), and Job Creation and Sustainable Livelihoods in Tokelau (TOK/93/P02H3311) were conducted.

¹²⁶ Project code: NIU/97/001/B0811 A Study on Small Business Development Prospects in Niue

¹²⁷ Project code: SAM/98/003/C0911 Market Appraisal for Livelihood Options

¹²⁸ Mere Made Marketing and Training Centre: Findings of a Feasibility Study; 1991. Study on the status and potential of self-employed women and to identify adequate support mechanisms to improve women's access to training, marketing and credit facilities in Solomon Islands. The study recommended the establishment of a marketing and training centre for self-employed women in Honiara. Over 320 women in eight provinces were interviewed, and discussions held with financial institutions, government departments and NGOs.

¹²⁹ The Cooperatives Movement in Fiji: Review and Action Plans; 1999; The Cooperatives Movement in Tonga: Review and Action Plans; 1999 The Cooperatives Movement in Solomon Islands: Review and Action Plans; 1999 The Cooperatives Movement in Vanuatu: Review and Action Plans; 1999 The Cooperatives Movement in Samoa: Review and Action Plans; 1999

¹³⁰ Institute of Justice and Applied Legal Studies, USP, Legal Constraints to Women's Participation in Fiji, Report to ILO 2001

¹³¹ Project code: FIJ/89/01/AFJ Start Your Business/ Improve Your Business, first phase 1989-1992 funded by AIDAB

¹³² Project code: FIJ/89/006 Start Your Business/ Improve Your Business, second phase 1992-1993 funded by UNDP

¹³³ The SBAU was replaced by the National Centre for Small and Micro Enterprise Development under the Fiji Integrated Human Resource Development Programme for Employment Promotion (IHRDPEP) which began implementation in 2000. 134 Project code: RAS/92/306 South Pacific Regional Small Enterprise development Project, funded by UNDP

¹³⁵ As reported by Olak's Consulting Services in the Participatory Review Report 2001 for the Start Your Own Business Project for Fiji, submitted to the Fiji Ministry of Trade and Commerce, Business Development and Investment and the ILO. 136 Start Your Business in Kiribati, developed under the Project code: KIR/93/002 Assistance to Private Sector Development, funded by the UNDP.

¹³⁷ Produced under the Assistance to Private Sector Development, funded by the UNDP (Project code: KIR/93/002)

Extensive technical support for SYB/ IYB was provided to PNG with support for institutional strengthening to the Small Business Development Corporation (SBDC) beginning in 1992 resulting in improved services to small businesses through clear procedures which were developed and documented to assist the SBDC and business advisers to refer, select and provide assistance to clients, and network with other small business development partners.¹³⁸

In 1997, further support for institutional strengthening to the SBDC¹³⁹ was provided through technical advisers placed with the SBDC, including Business Extension Services Adviser, Business Training Advisers, Furniture Specialist, Food Specialist and Handicraft Specialist, and through strengthening of the financial and operational procedures of SBDC and development of new training programmes. This was followed in 2003, by a TC project to institutionalise and consolidate SIYB in PNG.

In Fiji, the Integrated Human Resource Development Programme for Employment Promotion (IHRDPEP) conceptualised by the Fiji Government and social partners with ILO technical support in 1995, provided a holistic model of employment creation, integrated with policy development, enterprise and support for small business, labour administration, vocational training, eco-tourism and co-operatives development. By 2005, the IHRDPEP had created over 3000 jobs, trained over 7000 people, and expanded business training and business mentoring for small enterprises in Fiji.

■ INTEGRATED HUMAN RESOURCES DEVELOPMENT PROGRAMME FOR EMPLOYMENT PROMOTION: A MODEL

In Fiji, the Integrated Human Resources Development Programme for Employment Promotion (IHRDPEP) was developed at a Tripartite Seminar in 1995, with ILO support in the conceptual stages and implementation. Endorsed by Cabinet in February 1998, the IHRDPEP was a model programme with a holistic approach to job creation by promoting balanced economic and social development in the formal and informal sectors, with the intervention of 7 sub-programmes, including, (i) policy and coordination for an integrated approach to employment promotion, (ii) small and micro-enterprise development, (iii) cooperatives development, (iv) eco-tourism development, (v) advanced vocational training, (vi) human resource development for hotels and tourism, and (vii) labour administration and productivity improvement.

The IHRDPEP appointed a 'Tri-partite Peak Body' consisting of eighteen Ministers, and two social partners, and chaired by the Minister for Finance and National Planning. Funded by Government, the IHRDPEP began implementation in 2000 and had created over 2800 direct jobs by 2002, and over 4000 direct jobs by 2005. It established the National Centre for Small and Micro Enterprise Development (NCSMED) providing business training and mentoring small business owners through business incubators, established the National Employment Options Centre and Labour Market Information System, introduced the concept of unemployment free zones, developed national policies on small and microenterprise development, youth employment, and labour market, supported the development of ecotourism initiatives and the cooperatives sector, and provided skills training such as beekeeping, floral art, and managing bakeries and eco-tourist accommodation and tours for youth, women and communities.

*Source: IHRDPEP Progress Report*¹⁴⁰

¹³⁸ Project code: PNG/92/013 Special Intervention Project;

¹³⁹ Project code: PNG/97/001 Job Creation through Institution Strengthening of the Small Business Development Corporation, ILO/UNDP.

3.3.5 Extending social protection

Social protection is at the heart of national, sub-regional and global development strategies for poverty reduction. Since the 1970s, the ILO has been assisting Pacific countries in enhancing efficiency and productivity of social security institutions as well as to broaden the social security coverage. Technical assistance has been provided to countries to improve policies on workers' compensation, HIV/AIDS at the workplace, welfare and working conditions of seafarers (including Seafarer Identify Convention) and migrant workers.

At the request of governments of Pacific Island Countries, the ILO has conducted actuarial reviews of existing pension schemes and reforms, and technical assessments for the establishment of pension/ retirement schemes. During the period 1990-2005, some of these reviews included the (i) Actuarial Reviews of the Fiji National Provident Fund conducted in 1993, 1995, 1996, 1997, 2003; (ii) Actuarial analysis of the financial implications of the reform proposals approved by the Workers' Representatives, Employers' Representatives and the Labour Advisory Board, 1997¹⁴¹, and (iii) National Retirement and Benefits Fund for Tonga, 2001¹⁴² and 2006.¹⁴³

In 2004, the ILO launched a new sub-regional initiative on social security for Pacific island countries, implemented in Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu.¹⁴⁴ The project provided capacity building to the governments in the area of social security, conducted studies and surveys to inform policy making and further design of social security systems, and developed comprehensive country programmes for the extension of social security which were published as individual country profiles under the title *"Social Security for All Men and Women - A source book for extending social security coverage- options and plans"*.¹⁴⁵



Source Books for Extending Social Security Coverage in: Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu, Published in 2006

¹⁴⁰ IHRDPEP, now called the IHRDP, is still operational in Fiji under the Ministry of Finance and National Planning.

¹⁴¹ ILO/TF/Fiji/R.3; 1997; Report to the Government of Fiji on the Reform of the Fiji National Provident Fund Pension Scheme, providing an actuarial analysis of the financial implications of the reform proposals approved by the Workers' Representatives, Employers' Representatives and the Labour Advisory Board

¹⁴² ILO/ UNDP/ Tonga/R.3 A National Retirement and Benefits Fund for Tonga; 2001; ILO as part of Project Code: TON/98/001 which required the project to provide the policy and technical framework for a Tongan Government decision on a suitable Retirements Benefit Scheme for the Kingdom of Tonga

¹⁴³ ILO/RAS/UNDP/Tonga/R.4 Tonga: A National Retirement Benefits Fund for Tonga; Phase II: Report on the Draft National Retirement Benefits Scheme Bill.

■ ACTUARIAL VALUATION OF THE PROPOSED WORKERS COMPENSATION SCHEME

The 'Sub-regional initiative on social security for the Pacific island countries' recommended a social insurance workers compensation scheme for Vanuatu to replace the employers' liability provisions in the existing labour legislation. The new scheme would ensure that all wage and salaried workers are covered and provide better and more comprehensive protection and benefits. In August 2005, a report Review and Strengthening of Workers Compensation Insurance in Vanuatu was submitted to the Government and included in the ILO publication, "Social Security for All Men and Women - A source book for extending social security coverage in Vanuatu: options and plans." In the framework of the ILO sub-regional social security project, an actuarial valuation was undertaken by W.R. McGillivray, to evaluate the proposed Workers Compensation (WC) scheme in Vanuatu. A report was submitted to the government of Vanuatu and social partners setting out the new scheme in the form of proposed amendments to the Amended Draft Workers Compensation Bill, 1999.

Some of the recommendations made in the actuarial report were:

- Actuarial valuations of the WC scheme should be undertaken triennially.
- A ceiling on the earnings of workers which are applied in the calculation of benefits should be set (an indicative monthly figure is five times average wages) and reviewed at the time of each triennial actuarial valuation.
- The ceiling on the cost of overseas medical care which the WC scheme will pay should be reviewed at the time of each triennial actuarial valuation.
- Report on the implementation of the Health Insurance Scheme in Vanuatu

At the Pacific Islands National Provident Fund and Allied Social Security Agencies CEO Forum in October 2005, the CEO of Vanuatu National Provident Fund stated that "The VNPF Board intends to diversify its benefits into housing, pension and medical insurance and that ILO has approved to assist in providing technical assistance for a feasibility study to be carried out." In the framework of the ILO sub-regional social security project, a policy to implement a health insurance was developed, recommending that Vanuatu introduce a health insurance scheme starting with the formal sector workers currently covered by the VNPF and their families, and gradually expanding the coverage to all the population in Vanuatu. A report was submitted providing key information on the aspects that one faces in the implementation of the health insurance scheme, and recommendations.

Source: Actuarial valuation of the proposed Workers Compensation scheme and Report on the implementation of the Health Insurance Scheme in Vanuatu ¹⁴⁶

¹⁴⁴ Project code: RAS/04/59M/NET Social Security in Pacific Island Countries (Vanuatu, Solomon Islands, Kiribati, Samoa, Fiji, funded by the Netherlands Government.

¹⁴⁵ Social Security resources for Fiji, Kiribati, Vanuatu, Solomon Is and Samoa can be downloaded at <https://www.ilo.org/suva/areas-of-work/social-security/facet/lang--en/nextRow--10/index.htm?facetcriteria=TYP=Publication>

¹⁴⁶ ILO-RAS/NET/Vanuatu/R.1; Vanuatu: Actuarial valuation of the proposed Workers Compensation scheme; ILO 2006; and ILO-RAS/NET/Vanuatu/R.2; Report on the implementation of the Health Insurance Scheme in Vanuatu; ILO 2006

3.3.6 Promoting social dialogue and tripartism

Technical assistance to promote social dialogue and tripartism of member states involved formal and informal dialogues between Governments, employers' and workers' organisations and institutional strengthening of government labour departments and workers' and employers' organisations. Support to employers' and workers' organisations involved:

- Fiji: Building the capacity of Fiji Commerce and Employers Federation and Fiji Trades Union Congress in productivity, competitiveness, industrial relations, OSH, international labour standards, preparation of position paper on ER Bill, child labour, and HIV AIDS policy.
- PNG: Support for Employers Federation of PNG and PNG Trades Union Congress in conducting a membership drive, consulting on labour law review, occupational safety and health policy, HIV AIDS workplace policy, participating in tripartite activities, and empowering women worker representatives.¹⁴⁷
- Solomon Islands: Assistance to Solomon Islands Chamber of Commerce and Industries (SICCI) and Solomon Islands Congress of Trade Unions to expand membership, build capacity on collective bargaining, and participate in tripartite activities. Following the civil unrest which began in 1999, SICCI was assisted to revive its institution and build its capacity in mediation, conciliation and dispute resolution.
- Kiribati: Kiribati Chamber of Commerce and Industries and Kiribati Trades Union Congress supported to develop into fully fledged institutions, and improve the structure and operations of the organisations. Members attended training in conciliation, mediation and international labour standards. Workers' education activities also included courses on Socio-Economic Ventures and Rural Workers, and Trade Unions and the Credit Unions.¹⁴⁸
- Vanuatu: Vanuatu Chamber of Commerce and Vanuatu Trade Union Congress received training on small enterprise development, conciliation, mediation and disputes settlements, implementing community- based training, and members were supported to participate in tripartite activities.

Representatives from the Samoa Chamber of Commerce and Samoa Public Services Association participated in ILO regional forums and training workshops on OSH, international labour standards, enterprise development. The sub-regional project on workers education implemented from 1987 to 1991 also benefitted the SPSA as Samoa was one of the four countries where the project was implemented.

To promote tripartism and social dialogue the ILO continued to support the establishment of tripartite labour advisory boards and decent work committees and tripartite forums on various issues such as population and family welfare education, OSH, labour administration and minimum wage. Study tours and fellowships were provided for government, workers' and employers' representatives to the ILO International Training Centre in Turin, Italy and to courses held in Bangkok hosted by ILO ROAP. In some cases fellowships were provided to attend diploma courses.¹⁴⁹

¹⁴⁷ For example, ILO/PNGTUC Workshop on Labour Standards and Women Workers for Worker Representatives, 22-26 October 1990.

¹⁴⁸ Workers education activities in Kiribati, Solomon Islands, Vanuatu and Samoa in 1990-1991 were implemented by the RAS/86/M02/DAN project.

¹⁴⁹ For example, the RAS/86/M02/DAN project issued 18 fellowships to workers' representatives in 1990 including 2 fellowships for the two-year Diploma in Industrial Relations at Victoria University in New Zealand in 1991.





3.4 ILO Work in the Pacific from 2005 to Present

The Pacific is characterised by large informal and subsistence economies, high youth unemployment rates and gender disparity. Pacific populations have become more vulnerable to natural hazards and climate change impacts. Employment creation and manpower planning are still important policy areas of concern, influencing growing intra- regional labour migration and migration overseas for employment opportunities. The erosion of traditional forms of social protection, weak labour market institutions and general skill shortages affect almost all Pacific countries. These are critical challenges facing constituents and the labour market in most Pacific countries.¹⁵⁰

From 2007 to 2016, Marshall Islands, Tuvalu, Palau, Cook Islands and Tonga joined Fiji, PNG, Solomon Islands, Kiribati, Vanuatu and Samoa as ILO member states in the Pacific. Technical support during this period responded to challenges faced by PICs, reflected as decent work country programme priorities and linked to the ILO programme and budget priorities, which are identified and approved by the ILO member states every two years. This included support for the ratification and application of international labour standards; employment promotion and improved youth employment prospects; capacity building of workers' and employers' organisations; protecting workers from unacceptable forms of work; enhancing social protection; promoting safe work and workplace compliance; empowering sustainable enterprises and labour migration and mobility.

Table 4: Pacific Member States from 1975-2019

Country	Year joined	International Labour Conventions Ratified by 2005 ¹⁵¹			
		Fundamental	Governance	Technical	Total
Fiji	1974	8	4	26	38
PNG	1976	8	1	17	26
Solomon Islands	1984	8	1	13	22
Kiribati	2000	8	-	2	10
Vanuatu	2004	8	-	1	9
Samoa	2005	8	1	1	10
Marshall Islands	2007	1	-	2	3
Tuvalu	2008	1	-	1	2
Palau	2012	1	-	1	2
Cook Islands	2015	3	1	3	7
Tonga	2016	-	-	-	-

¹⁵⁰ ILO; 2017; A Study on the Future of Work in the Pacific, ILO Suva.

¹⁵¹ See Appendix 1 for full List of Conventions Ratified by Pacific member Countries, In- force and Not- in-force

3.4.1 Decent Work Country Programmes

Since 2006, the ILO Office in the Pacific has assisted member states formulate DWCPs.

Currently only Samoa and PNG have endorsed DWCPs for 2018-2022, while other DCWPs are in various stages of completion. Previous and current DWCPs (including those in draft) include:

- Fiji (2018-2022; 2010-2012)
- Marshall Islands (2018-2022)
- PNG (2018-2022; 2013-2015; 2009-2012)
- Tuvalu (2010-2012)
- Solomon Islands (2019-2022; 2009-2012)
- Palau (2018-2022)
- Kiribati (2018-2022; 2009-2012)
- Cook Islands (2019-2022)
- Vanuatu (2018-2022; 2009-2012)
- Tonga (2018-2022)
- Samoa (2017-2020; 2013-2016; 2009-2012)

DWCP priorities for member states in general have focused on:

- labour law reform, ratification and application of international labour standards;
- employment promotion, including youth employment, employment of persons with disabilities, improvement of employment services and entrepreneurship development;
- capacity building of workers' and employers' organisations;
- building social dialogue and strengthening tripartite structures;
- enhancing social protection, promoting OSH and workplace compliance and
- HIV/ AIDS policies;
- elimination of child labour (PNG and Fiji).

Recently, the ratification of the Maritime Labour Convention 2006, responding to climate change and disasters, promoting green jobs and sustainable enterprises, and supporting fair labour migration, have emerged as priorities, and are reflected in some DWCPs.

At the regional level, Pacific leaders in 2010 adopted the Port Villa Declaration, endorsing the Pacific Action Plan for Decent Work (PAP-DW), a regional framework on Decent Work, which provided opportunities for ILO PIC member States to simultaneously give effect to the Global Jobs Pact and Decent Work priorities at a regional level, and address common challenges presented by critical climate change mitigation and adaptation programmes through the generation of Green Jobs. Targeted outcomes in the PAP-DW to be achieved by 2015 were grouped under four priority areas- improvement of labour market governance, employment and growth, expanded scope of social protection, and capacity building of tripartite partners. Gender equality was mainstreamed throughout the PAP-DW.¹⁵²

¹⁵² https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_155665.pdf

3.4.2 Ratification and Application of ILS and Modernisation of Labour Laws

(a). Ratification and reporting on Conventions

From 2006, over fifty ILO Conventions were ratified by PIC member states:

- Fiji ratified 10 technical Conventions including Human Resource Development (C142), OSH (C155) and Maritime Labour Convention (MLC)
- Solomon Islands ratified 7 Fundamental Conventions
- Kiribati ratified 6 Conventions including 4 Fundamental Conventions
- Vanuatu ratified 7 Fundamental Conventions
- Samoa ratified 8 Fundamental Conventions, 1 Governance Convention, and the MLC
- Marshall Islands ratified 3 Conventions including 1 Fundamental Convention and the MLC
- Tuvalu ratified the MLC
- Palau ratified the MLC and 1 Fundamental Convention
- Cook Islands ratified 6 Fundamental Conventions and 1 Governance Convention

ILO technical assistance focused on capacity building of constituents on the provisions in the Convention, the obligations of countries and reporting requirements. This was provided through training opportunities, support for study visits to other countries and expertise sharing between countries, and specialist assistance with government, workers' and employers' organizations to review laws and draft position papers. National and sub-regional workshops were also conducted to elaborate on Conventions that countries were considering for ratification.¹⁵³

To assist all countries with reporting on ratified Conventions, the ILO produced the "Reporting on ILO Standards - Guide for Labour Officers in Pacific Island Member States", providing step-by-step instructions on preparing reports for submission of new international labour standards to the competent authority, on reporting on ratified Conventions and non-ratified fundamental Conventions, and on completing general surveys and responses to questionnaires on new Conventions and Recommendations.¹⁵⁴

Technical support has also been provided for reviewing Tonga's Employment Relations Bill that will cover a range of employment matters including maternity leave and sexual harassment in the workplace and PNG's Industrial Relations Bill. In Fiji, ILO supported the consultations for the Employment Relations Promulgation 2007, and its reform process.¹⁵⁵

In 2012, Solomon Islands benefitted from the ILO technical assistance programme SPA/NORMES¹⁵⁶ which supported the tripartite constituents to ratify seven fundamental Conventions and fulfil their reporting obligations under the ILO Constitution. The Government in consultation with the tripartite partners in Solomon Islands completed Article 19 reports of all Conventions and Recommendations adopted by the ILC since 1984. Nine outstanding Article 22 reports on ratified Conventions for 2014/2015 were prepared by the Government and were submitted to NORMES in Geneva.

¹⁵³ For example a sub-regional workshop on the Worst Forms of Child Labour Convention No.182 was conducted in 2017, an ILS training on reporting on the Convention No.182 was conducted in 2010 and again in 2018, and consultations held in Cook Islands, Tuvalu, Marshall, Islands, Tonga and Tuvalu on Convention No.182. Currently nine of eleven PIC member states have ratified Convention No.182.

¹⁵⁴ Much of this work was delivered by the LGMP phase II which was funded by ILO RBSA funds.

¹⁵⁵ https://www.ilo.org/gateway/faces/home/iloimpact?_adf.ctrl-state=1cxmjzth06_333&locale=EN&countryCode=SLB

¹⁵⁶ A comprehensive legislative review of the ERP 2007 and related Fiji legislation to assess compliance with the child labour Conventions No.138 and No.182 was carried out in 2009 by the ILO/EU-TACKLE project, and in 2016. A similar review of PNG legislation was also carried out in 2009.

¹⁵⁶ In March 2011, the GB allocated funds of the Special Programme Account (SPA) for a limited duration to support the strengthening of programmes that will result in the better application of ILS. The time-bound assistance activities started in 2012 and will be completed in 2014. Activities comprised of two elements, TC and TA to 46-targeted countries so as to reduce the implementation gap with respect to specific ratified conventions. Each country had "expressed their readiness and availability to collaborate with a view to overcoming the obstacles facing the application of international labour standards."

The ILO facilitated and provided technical support and training for Government Officers in Solomon Islands on the reporting and the application of the International labour standards in March 2015 to enable outstanding reports to be submitted. In 2014, a Government officer attended ILS training in Turin and participants benefitted from a “Distance Training course on Best Practices in International Labour Standards Reporting” from 16 March to 8 May 2015.

(b) Labour law reform

Labour law reform to improve compliance with the fundamental and ratified Conventions has been a priority for member states, and therefore ILO technical support has focused on capacity building of constituents on ILS, particularly on fundamental and governance Conventions. This included ILS training workshops/ courses, legislative reviews and drafting of labour laws and support to tripartite labour advisory boards.

In 2012, the ILO launched a labour governance and migration project (LGMP) which was implemented in Kiribati, Samoa, PNG, Vanuatu and Tuvalu.¹⁵⁷ The project supported strong tripartite labour law reform processes to secure genuine engagement of the tripartite constituents and deliver high quality and fully tested legislation. This involved a series of gap analysis, including gender analysis of existing and draft laws, preparation of position papers on labour reform from each of the social partners, development of action plans to progress ratification or law reform priorities, technical support for drafting of legislation and training of government officials on reporting obligations.

Following extensive technical support and consultations in Vanuatu, the Employment Relations Bill was drafted and agreed to by constituents in 2011, designed to replace the existing Employment Act, the Trade Disputes Act and the Trade Unions Act. The draft ER Bill provides that a women returning to her job after maternity leave must return to the same or equivalent (or higher) position without any loss of salary, wages, benefits or seniority, aims to eliminate discrimination on HIV status¹⁵⁸ and formally recognises the establishment of the Vanuatu Tripartite Labour Council.

Additionally, in PNG, a tripartite committee was established to oversee the reform for the Employment Act, and in Samoa, ILO technical inputs were provided on the draft labour law and policy papers prepared on maternity protection, and consultations and technical reviews supported with tripartite partners. The Samoa Labour and Employment Relations Bill was passed into law in March 2013¹⁵⁹, substantially up-dating the Labour and Employment relations Act of 1972, providing strengthened protection against discrimination, and providing for six weeks maternity leave.

¹⁵⁷ Project code: RAS/10/51M/AUS Labour Governance and Migration Project, funded by AusAID under the Australia- ILO Partnership Programme 2010-2015. The project benefitted from two lawyers specialised in labour law who were based in the ILO Suva office.

¹⁵⁸ <https://www.pacwip.org/wp-content/uploads/2017/11/Mapping-of-existing-legislation.pdf>

¹⁵⁹ https://www.ilo.org/gateway/faces/home/ctryHome?locale=EN&countryCode=WSM&_adf.ctrl-state=1alz3vy0y_4 160 https://www.ilo.org/gateway/faces/home/iloimpact?_adf.ctrl-state=1alz3vy0y_145&locale=EN&countryCode=KIR

■ LABOUR LAW REFORM

In August 2015, the Parliament of Kiribati passed the (i) Employment and Industrial Relations Code and (ii) Occupational Health & Safety Act. The Employment and Industrial Relations Code 2015, replaces the Trade Unions Act (1998), Industrial Relations Code (1977) and Employment Act (1998), and bringing this into a single law to extensively cover industrial relations. Occupational Health & Safety Act, 2015, is also a first time exclusive law which also establishes the labour inspectorate.

Technical assistance was provided to prepare this legislation to ensure that the provisions better comply with the eight Fundamental ILO Conventions and other standards. A Gap Analysis was conducted of existing labour laws and consultations with tripartite partners and stakeholders were held. Tripartite partners were trained on ILS and to develop position papers conducted, and technical inputs were made into draft legislation. National workshops reviewed and finalized draft laws before submission to Parliament.

Source: ILO Global Results Framework

(c) Safe work and compliance

Technical support to strengthen occupational safety and health, labour administration and compliance were and still are decent work priorities of most PIC member states, and 5 member states already had national Occupational Safety and Health (OSH) legislations- Fiji, Papua New Guinea (PNG), Samoa, Solomon Islands and Vanuatu. The remaining member states – Kiribati, Marshall Islands, Palau, Tuvalu, Cook Islands and Tonga were in the process of drafting and/or finalising their legislations. In addition, Fiji, PNG and Solomon Islands are collaborating national centres for OSH with the ILO International Occupational Safety and Health Information Centre (CIS).

Constituents were supported in their annual campaigns to organise vents and activities to observe the World Day for Safety and Health at Work observed annually on April 28th. Other support was provided through TC projects, specialised OSH and labour inspection training at national or sub-regional workshops, or through fellowships to the ILO ITC. For example, in 2016, a Pacific sub-regional foundation skills training for OSH and Labour Inspectors was conducted by ILO and WorkSafe NZ for officers from the Cook Islands, Kiribati, Solomon Islands, Vanuatu, Tonga and Tuvalu.

In 2011, a JICA/ILO project on Waste Management implemented in Fiji and PNG promoted practical collaborative actions between waste collectors and the community for establishing safety and efficient waste collection systems.¹⁶¹ From 2015-2016, technical support was provided to PNG to build capacity to implement national OSH legislation, involving training on OSH inspection and labour inspection

(d) Maritime Labour Convention

The maritime sector is an important source of jobs and income in the Pacific region and generates remittance transfers from seafarers of up to 25% of GNP in some countries. ILO assisted member states to ratify and implement the Maritime Labour Convention, 2006 (MLC), which is designed to help achieve the twin goals of ensuring a ‘level playing field’ for quality ship owners and establish improve conditions of work for seafarers by prescribing certain minimum conditions of work. This included engaging the Pacific International Maritime Law Association (PIMLA) to conduct gap analyses of existing law, supporting awareness and training on the MLC and developing action plans to ratify the MLC. The MLC has been ratified by Tuvalu, Kiribati, Palau, Marshall Islands and Samoa.¹⁶²

¹⁶¹ Work Adjustment for Recycling and Managing Waste Project, funded by JICA

¹⁶² <https://www.ilo.org/suva/areas-of-work/mlc/lang--en/index.htm>

■ MARITIME LABOUR CONVENTION- TO SECURE THE RIGHTS OF ALL SEAFARERS

SPC/ILO signed a Letter of Agreement in 2008 to collaborate on seafarers and the maritime sector through technical support on the Seafarers Identification Documents 2003 and the Maritime Labour Convention (MLC) 2006. ILO is now promoting the importance of MLC in the region and has secured the services of Mr Tufuga Fagaloa Tufuga, SPC's Regional Maritime Legal Adviser, as one of the resource personnel at its regional workshop in October 2010. Mr Tufuga coordinated an ILO sponsored consultancy for PIMLA to undertake a gap analysis matrix in relation to the ratification of the MLC.

MLC 2006 has been ratified by flag states responsible for seafarers employed on over 44% of the world's merchant fleet. Several PICs are an important source of the world's international seafaring work force. In some cases, these seafarers are recruited through seafarer recruitment and placement services. MLC 2006 has provisions regarding labour-supplying responsibilities for countries where these recruitment services operate. It discourages shipowners from using services based in countries that have not ratified MLC 2006.

Ratification and effective national implementation of MLC 2006 will make a vital contribution to achieving rights-based decent employment and social conditions for seafarers, and will ultimately help alleviate poverty for seafarers and their families. In addition, a number of areas under the MLC 2006 - particularly in connection with developing training capacity for labour inspection, developing social security arrangements and promoting occupational safety and health protection - will have a "spin off" effect with a potentially significant impact on other sectors that will help improve conditions for all workers.

*Source: Adapted from an article written by Tufuga Fagaloa Tufuga, Regional Maritime Legal Adviser, Transport Programme, EDD, SPC, published in the Pacific Maritime Watch, Issue 47, September 2010*¹⁶³

3.4.3 Protecting workers from unacceptable forms of work

Representatives from government, workers' and employers' organisations have participated in capacity building and training courses on the four categories of the fundamental rights and principles of work- child labour, forced labour, freedom of association and collective bargaining, and equal remuneration and discrimination.

Currently 9 PIC member states have ratified the Worst Forms of Child Labour Convention, 1999, No.182 and 5 countries have ratified the Minimum Age Convention, 1973, No.138. ILO technical support to Pacific member states on child labour, forced labour and trafficking, was largely delivered through the Tackling Child Labour through Education (TACKLE) project (2008-2013)¹⁶⁴, the Sub-regional Child Labour and Trafficking Programme (2014-2015)¹⁶⁵ and TACKLE Phase II project.¹⁶⁶ The child labour technical cooperation projects, although initially providing assistance to Fiji and PNG, also extended technical support on child labour to other member states through national and sub-regional training and knowledge sharing forums.

¹⁶³ <http://edd.spc.int/en/document-download/finish/55-pacific-maritime-watch/470-10rppacificmaritimewatchissue47sept>

¹⁶⁴ Project code: INT/05/24/EEC Tackling Child Labour through Education in African, Caribbean and Pacific States, funded by the European Union. Duration 1 March 2008 - 31 August 2013; Budget: US\$ 16,000,000; Countries covered: South Sudan, Sudan, Angola, Zambia, Kenya, Madagascar, Mali, Sierra Leone, Jamaica, Guyana, Papua New Guinea, Fiji

¹⁶⁵ RBSA Funding for Country Programme Outcomes: FIJ129/KIR126/PNG103/WSM101/SLB826 Sub-regional Child Labour and Trafficking Programme; US\$477,400; 12 months (1 March 2014 to 28 Feb 2015)

¹⁶⁶ Project code: FIJ/14/01/EEC Building on initiatives and strengthening partnerships to tackle child labour through education in Fiji (Fiji TACKLE II), funded by the European Union (Delegation for Pacific Island Countries) Project budget: EU €407,950; ILO €110,600

Some of the areas of ILO technical support and achievements in tackling child labour during this period included:

- Strengthening legislation to comply with child labour Conventions in Fiji, PNG, Samoa, Kiribati, and Vanuatu.
- Regulating hazardous child labour lists in Fiji and Samoa
- Establishing a Child Labour Unit in Fiji.
- Developing labour inspection systems and processes, including child labour inspection in Fiji.
- Mainstreaming child labour research into national surveys- a child labour module was included in the Fiji Employment and Unemployment Survey 2010 and Area Coordinators involved in the 2017 National Census trained on child labour.
- Child labour research studies conducted in Fiji in 2009 and 2015, PNG (2010), Solomon Islands (2014), Samoa (2014), and Kiribati (2012).
- Extensive training of labour, police, social welfare officers, customs and immigration officers, agriculture and health officers, teachers, students, communities, media, academia, employers and workers.
- Action programmes implemented in Fiji and PNG withdrew children and prevented children at risk from falling into child labour. In Samoa, education programmes were implemented with child street vendors.
- Drafted legislation on (i) light work list, (ii) protecting children in artistic, performing and entertainment industries in Fiji, (iii) national child labour policy, and (iv) national action plan.
- Employers' and workers' organisations in Fiji, PNG and Samoa conducted child labour training workshops, appointed and trained child labour focal points, organised national child labour campaigns, and developed child labour guides.
- Knowledge sharing through regional and national media, annual child labour campaigns for World Day Against Child Labour June 12th, and child labour resource materials and reports developed for the Pacific.

In 2017, a sub-regional workshop on Alliance 8.7 was conducted to plan key actions for eliminating the worst forms of child labour by 2025, and a sub-regional training workshop conducted in 2018 on ILS and Reporting on the Worst Forms of Child Labour Convention (No.182). This was followed by consultations in the Cook Islands, Palau, Marshall Islands, Tonga and Tuvalu for the ratification process of Convention No.182.

¹⁶⁷ In 2009, the EU-funded TACKLE project coordinated five child labour research projects in different sectors with Save the Children Fiji (Children in Commercial Sexual Exploitation), University of the South Pacific (Child Labour in Informal Settlements), Foundation of the People of the South Pacific International (Street Children in Child Labour), Fiji Trades Union Congress (Child Labour and Education Survey), and Live and Learn (Child Labour in Agriculture). These studies were supported by the relevant government ministries (Statistics, Education, Employment, Police, Agriculture, Social Welfare etc.) and civil society organizations. The consolidated report can be found at: http://www.ilo.org/suva/publications/WCMS_155659/lang-en/index.htm

¹⁶⁸ These include Child Labour Manual for Labour Inspectors and Officers in the Pacific; Media Spotlight on Child Labour; Child Labour in a Nutshell for Pacific Island Countries; The Commercial Sexual Exploitation of Children in a Nutshell for Pacific Island Countries; Trade Union Guide to Child Labour; Employers Guide to Child Labour (Fiji- developed by FCEF); Employers Guide to Child Labour (Samoa- developed by the Samoa Chamber of Commerce); My Guide to Safe Work for Young People in the Pacific; TACKLE Updates (newsletters); TACKLE DVD; Rapid Assessment on Child Street Vendors in Apia, Samoa; Rapid Assessment on Child Labour in Honiara, Solomon Islands ; National Action Plan to eliminate child labour in Papua New Guinea; Report of the Legislative Compliance Review on Child Labour Laws in Fiji 2009 and 2016; Report of the Desk Review on Child Labour in Fiji.

¹⁶⁹ SDG 8.7 calls on governments to: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

■ CHILD LABOUR UNIT AND FAIR TRADE

The work done by the TACKLE project with the Child Labour Unit (CLU) of the Ministry of Labour in Fiji provides two important good practices and models for interventions. The first one is directly related to the TACKLE project: ILO/IPEC has supported the Ministry of Labour to set-up a Child Labour Unit to deal with more effective monitoring, control and enforcement of child labour violations in the country. Since its establishment in 2012, it has identified and acted in approximately 145 cases of child labour violations. This unit is a good example of institutional sustainability for implementing and enforcing child labour policies.

A second practice and model lies in the cooperation of TACKLE with a parallel intervention: the work of the CLU in Fiji in the sugar cane sector is closely aligned and coordinated with the national association of sugar cane growers in Fiji. This association (with support of Fairtrade Labelling Organization and the EU) has recently received a FLO (Fair Trade Int.) certificate for the entire sugar-production of the association. This certification includes child labour clauses and these clauses are now audited by FLO certification companies and the Sugar Cane Growers' Association itself. This is a powerful self-regulation mechanism within the private sector itself that can serve as an example for other countries and economic sectors (particularly in clothing industry, mining, tourism and fisheries) in other ACP countries.

*Source: Final Evaluation Report of the TACKLE Project, 2013*¹⁷⁰

■ PALAU RATIFIES FIRST FUNDAMENTAL CONVENTION

On 4 March 2019, the Government of Palau deposited with the ILO the instrument of ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182), becoming the 183rd member state to have ratified the Convention. Palau has now ratified its first ILO fundamental Convention, illustrating its deep commitment to advancing fundamental principles and rights at work and paving the way for the ratification of the other fundamental Conventions. Ratification of Convention No. 182 represents a commitment by the Government to protect its children against the worst forms of child labour including slavery, forced labour and trafficking; the use of children in armed conflict; the use of a child for prostitution, pornography and in illicit activities and hazardous work.

The Constitution of Palau provides the fundamental rights to its citizens- Article IV, Section 5 states that every person shall be equal under the law and entitled to equal protection and prohibits discrimination on a number of grounds, and permits preferential treatment for the protection of minors. Article IV, Section 11 prohibits slavery and involuntary servitude, except as a punishment for a crime and requires the government to protect children from exploitation. Article VI requires the national government to take positive action to provide free and compulsory public education for citizens. The Penal Code 2014 addresses the sexual abuse and assault of children and provides for the registration of sex offenders. Labour trafficking, anti- smuggling and anti-trafficking crimes and sexual exploitation of children are prohibited and higher fines have been introduced to deter these crimes.

*Source: ILO Press Release/ PACLII*¹⁷¹

¹⁷⁰ Evaluation Report: Independent Final Evaluation Tackling Child Labour through Education (TACKLE) project of ILO (2008-2013), by MDF Training and Consultancy, July 2013

¹⁷¹ http://www.paclii.org/pw/legis/consol_act/drt21245/ Concluding Observations on the UNCRC Second Periodic Report of Palau 28 Feb 2018, the Committee on the Rights of the Child noted the need to develop child labour legislation and policy, prevent hazardous child labour and work in tobacco sector, and consider ratifying ILO Convention No.138 on Minimum Age and Convention No.182 on Worst Forms of Child Labour. (CRC/C/PLW/CO/2)

3.4.4 Employment promotion and improved youth employment prospects

(a) Employment policies and labour market information systems

To cope with Pacific challenges on employment promotion and youth employment, the focus has been on improving labour market information and the formulation and implementation of employment policies. ILO support for labour market information in the Pacific region has included training in labour statistics and decent work indicators, support to implementation of labour force surveys or other data collection exercises in specific areas such as policies and challenges of Pacific labour markets, informal employment, labour migration, school to work transition studies and youth employment, child labour surveys and gender analysis. Pacific constituents are supported to attend the International Labour Conference of Labour Statisticians and related meetings, for example on forced labour data collection and analysis and regional workshops on enhancing labour statistics.

In May 2017, Pacific tripartite constituents participated in the High- Level Tripartite Dialogue on the Future of Work in the Pacific, to share information on the on-going changes and realities of employment and labour markets in the Pacific Island Countries (PICs) and identify priority policy directions for shaping decent work for the future, including: strengthening the Pacific voice and response to the future of work, strengthening social dialogue and labour law reform, improving labour market information and opportunities for the informal sector, bridging the skills gap, creating an enabling environment for entrepreneurship, promoting labour mobility and innovative technology, and building resilience to climate change and creating jobs in the green and blue economy. The findings of a study on the future of work in the Pacific, was also presented at the meeting.¹⁷²

Following the FOW Dialogue, the ILO and SPC signed an MOU in 2017, agreeing to improve Pacific labour market information systems and labour statistics through better collaboration in areas such as strengthened capacity to conduct labour force – and other- surveys and increased compilation, documentation, and sharing of labour related microdata from surveys and censuses to improve access to the reporting and usage of labour statistics.

Some of the policies, strategies and research/ reviews that have been developed or undertaken to promote employment, address manpower needs and improve labour market information, include:

- Samoa National Employment Policy 2016-2020¹⁷³
- Samoa National Action Plan on Youth Employment¹⁷⁴
- Marshall Islands National Action Plan on Youth Employment (NAP 2017-2019)
- Kiribati National Labour Migration Policy (2014)¹⁷⁵
- Tuvalu National Labour Migration Policy (2015)¹⁷⁶
- Pacific Youth Employment Strategy (Pacific-YES)
- Kiribati National Youth Employment Policy¹⁷⁷
- Fiji National Employment Policy (2018)¹⁷⁸
- Improving Labour Market Outcomes in the Pacific: Policies and Challenges (2017)¹⁷⁹
- Situational Analysis of Employment in Nauru (2015)
- Creating Quality Jobs- Development Diagnostic Study (Fiji)¹⁸⁰
- Labour Force Survey and the School-to-Work Transition study in Samoa (2012-13)

¹⁷² https://www.ilo.org/suva/WCMS_552665/lang-en/index.htm; ILO; 2017; A Study on the Future of Work in the Pacific: https://www.ilo.org/suva/publications/WCMS_553880/lang-en/index.htm

¹⁷³ https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_544169.pdf

¹⁷⁴ Project code: SAM/14/50/SID Samoa National Action Plan on Youth employment, in collaboration with the Samoa Ministry of Women, Community and Social Development, funded by SIDA; <https://samoayouthemployment.wordpress.com/2015/12/08/samoa-national-action-plan-on-youth-employment/>; <http://www.talamua.com/samoa-national-action-plan-on-youth-employment-launched/>

¹⁷⁵ This policy was developed following a request in 2014 by the Ministry of Labour and Human Resource Development (MLHRD) – to help develop a coherent strategy and action plan for labour migration from Kiribati. Assisted through the labour migration (DFAT) and PCCM projects: https://www.ilo.org/suva/publications/WCMS_431833/lang-en/index.htm

¹⁷⁶ https://www.ilo.org/suva/publications/WCMS_431831/lang-en/index.htm

¹⁷⁷ http://www.youthpolicy.org/national/Kiribati_2011_National_Youth_Policy.pdf

■ SAMOA QUALIFICATIONS AUTHORITY

The need for a National Training Authority in Samoa had been raised by the Commissioner of Labour at a sub-regional seminar on Vocational Training Policies and Programmes held in Tonga in 1992. Similar recommendations were made by the Post-Secondary Education and Training Cabinet-select Committee in 1998, and also included in the Samoa Education Policies and Strategies 1995-2005 Government's Strategy for the Development of Samoa 2002-2004.

In 2003, the ILO and UNDP provided technical support for establishing a national training authority in Samoa. This involved a review and analysis of (i) Samoa's economic situation, (ii) labour market enterprise needs vis-à-vis skills development and vocational training needs, (iii) government education policies and post-secondary education and training, (iv) existing education and training curricula, and (v) training provided and programmes they offered. Stakeholder interviews were conducted and clients and beneficiaries identified. A feasibility analysis for establishing a national training authority was conducted, staffing, structural and cost requirements to establish the national training authority was determined and a timeframe for action proposed. It was recommended that the national training authority be established in four phases- transition, establishment, full operation and review.

Cabinet approved the establishment of the Samoa Qualifications Authority (SQA) in June in 2004. This resulted in the establishment of SQA beginning in November 2004 using a phased approach. SQA was however officially established in 2006 under the Samoa Qualifications Act 2006. This was repealed by the SQA Act 2010 to strengthen its regulatory functions.

Source: Technical Review for the Establishment of a National Training Authority (Samoa Qualifications Authority (2003) ¹⁸¹



¹⁷⁸ In January 2010, Fiji ratified the ILO Employment Policy Convention, 1964, No.122.178 The Convention states, "With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, ... an active policy designed to promote full, productive and freely chosen employment.... Ensuring that (a) there is work for all who are available for and seeking work; (b) such work is as productive as possible; (c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin..." The ILO conducted a training workshop on Employment Policy in 2012, and provided technical support to commence the drafting of the policy in collaboration with the Ministry of Employment Productivity and Industrial Relations (MEPIR) and ADB. Project code: RAS/15/04/ADB Improving the Performance of the Labour Markets in the Pacific, funded by the ADB https://www.ilo.org/suva/projects/WCMS_404164/lang--en/index.htm; http://www.employment.gov.fj/index.php?option=com_content&view=article&id=237:national-employment-policy-booklet&catid=33:nec-updates&Itemid=263

¹⁷⁹ Produced by the ILO/ ADB project on Improving the Performance of Labour Markets in the Pacific, RAS/15/04/ADB; https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_559066.pdf

¹⁸⁰ Produced by the ILO/ ADB Project: Enhanced Labour Markets in Fiji through a better job information service (RAS/15/50/JPN)

¹⁸¹ ILO/ UNDP; 2003; Establishment of the Samoa Qualifications Authority Report prepared by the ILO/ UNDP Preparatory Assistance Project Team. See also SQA website: <http://www.sqa.gov.ws/>

■ NATIONAL ACTION PLAN ON YOUTH EMPLOYMENT

The Acting President of the Republic of the Marshall Islands, Hon. Wilbur Heine and the ILO Director for Pacific Island Countries, Mr Donglin Li signed the National Action Plan on Youth Employment during a Cabinet Meeting in November 2017 in Majuro, Marshall Islands. The development of the National Action Plan on Youth Employment (NAP 2017-2019) has been nationally driven by the National Training Council (NTC), under the guidance of the TVET Steering Committee and technically supported by the ILO. Since 2016, there has been wide consultation across government ministries, regional and international development partners, training institutions, employer and workers organization's and youth representatives. The NAP on Youth Employment focuses on the following seven outcomes:

- Youths in school/students are able to better understand financial and business concepts;
- Enhanced access to BDS providers reduces the risk of youth enterprises and facilitates the growth of green enterprises and cultural Industries;
- Increased human resource capacities complemented by a higher retention rate of local talent;
- An efficient Labour Division with established linkages with training institutions and the Chamber of Commerce;
- Potential drop-outs learn employable skills;
- Job opportunities are more accessible to youth;
- More young people making the transition from school-to-work through better career choices from a young age.

Source: ILO Press Release ¹⁸²

(b) Labour-based initiatives for those affected by conflicts and disasters

After any disaster, rebuilding communities and the livelihoods of vulnerable people becomes a top priority of the Government. Labour based initiatives during this period were implemented in Fiji (Cyclone Winston 2016), Solomon Islands (flooding 2014), Vanuatu (Cyclone Pam 2015), Tonga (Cyclone Gita 2018), Samoa and PNG (earthquake 2018). ILO work in this sector during this period included:

- Assessing the impact of disasters in terms of employment and livelihood losses and needs, and incorporating these assessments into official post- disaster needs assessment surveys in Fiji, Vanuatu and Tonga.
- Implementing emergency employment promotion programmes, which provide alternative income to the affected people and contribute to clean-up and repair of public infrastructure. This included Cash for Work programmes in Vanuatu, Fiji and Solomon Islands; and Community Based Emergency Employment in Fiji and Tonga.
- Establishing community contractors or groups to be involved in the reconstruction efforts, and working with key partners like Public Works Department and the donors/ financial institutions in Vanuatu and PNG.
- Assisting trade unions in supporting their members who lost jobs to find alternative sources of income and assisting employer organizations to support their members to re-establish their operations in Samoa and Vanuatu.
- Promoting business responses to crisis that minimized the loss of employment in Samoa, Fiji, Vanuatu and Tonga.

¹⁸² https://www.ilo.org/suva/public-information/press-releases/WCMS_605465/lang--en/index.htm

All of the ILO employment and enterprise programmes implemented through labour- based initiatives in response to conflicts and disasters integrated decent work, workers' protection, occupation safety and health and compliance with national labour laws.

■ LABOUR-BASED TECHNOLOGY IN ROAD CONSTRUCTION

In 2015, following Cyclone Pam in Vanuatu, a two week specialized training for 23 local staff of the Island Based Contractors (IBC) and the Public Works Department (PWD) was conducted on Labour Based Technology (LBT), supporting the use of locally available hand tools and skills to maximize local employment. The Owner of I.N.T.K Construction Mr Tom Kaltoi and Mr Jack Iamak owner of Iamak Constructions both attended the training. Both had participated in the ILO training workshops on road construction in 1986 (Cyclone Uma) and 1990 (Cyclone Bola). Additional support to IBC's in Tanna was provided through Business Development Services (BDS) by the Vanuatu Chamber of Commerce & Industry (VCCI) and Labour Law and Working Conditions training by the Department of Labour (DoL) and Vanuatu Council of Trade Unions (VCTU). An Employment Livelihoods and Social Protection (ELSP) assessment was also conducted as part of the Post Disaster Needs Assessment (PDNA) lead by government, which indentified that 504,050 work days and VT 1.6 billion of personal income have been lost as an impact of Cyclone Pam.

Source: ILO Press Release ¹⁸³

In the Solomon Islands, heavy rain caused severe flooding at the beginning of April 2014. More than 20 people were confirmed dead, and over 50,000 people affected. Houses were washed away and infrastructure damaged, with an estimated 12,000 people affected. The ILO launched the Cash for Work (CFW) pilot programme as part of the massive clean-up and rebuilding required. Broadly, the pilot programme provided wages and tools to support target communities to clean-up and repair of public areas and infrastructure (common gardens, halls and churches, schools, wells, drains and paths) that were damaged by the recent floods. Based on advice from the Provincial Government and the Livelihoods Cluster, it was agreed to focus the pilot programme on the communities of Roroni and Papangu, located east of Honiara, as both were severely damaged by the floods. The pilot programme created 64 hours of work, employing a total of 121 members of the community (34 women and 36 men in Papngu, and 19 women and 32 men in Roroni), who each worked 8 hours per day for 4 days. Housing and community buildings were cleaned and repaired, wells and wash facilities were cleaned and repaired, food crops were replanted, cash and tools were injected into the local economy, and community members were motivated to participate. ¹⁸⁴

Tropical Cyclone (TC) Winston, an extremely destructive Category 5 cyclone, struck Fiji in February 2016 with devastating effects. The ILO technical assistance included implementing a Community Based Emergency Employment (CBEE) in the villages of Nabulini, Manu and Naibita in the province of Tailevu. The CBEE included a basket of programmes that included cash for work for clearing debris for planting, training on child labour and OSH, tools for clearing and farming, seedlings and tops for planting, registration of workers in the villages for the overseas seasonal work schemes and registering of the villagers as members of the Fiji National Provident Fund (NFPF).

¹⁸³ https://www.ilo.org/suva/public-information/press-releases/WCMS_372760/lang--en/index.htm

¹⁸⁴ https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_242095.pdf

At the conclusion of the CBEE programme with the villages of Naibita, Manu and Nabulini and three months after the devastation by TC Winston, villagers were beginning to sell their produce at their makeshift roadside stalls. This included cucumber, pumpkin, beans and sasa brooms. A short, medium and long term plan for harvesting was established with the three villagers concentrating on crops that will be ready for harvest within 3-4 months, 7 months and 1 year. The CBEE programme was implemented in collaboration with partners including the Agriculture and Employment Ministries, Integrated Human Resource Development Programme (IHRDP), Commerce & Employers Federation (FCEF) and National Youth Council (NYC), FNPF, and FIRCA.¹⁸⁵ The villagers were also supported to reconstruct roadside market stalls at Naubulini, manu and Nabita, giving the market vendors in the three villages a safe and clean environment to sell their produce.

In 2018, the CBEE programme was also implemented in Tonga following Cyclone Gita. Tools and an employment package for 10 days was organised with households in Utulau village, involving clearing debris, ploughing the land and planting. By replanting at least one acre plot each of tapioca (manioke) and taro (talo) tops with expert advice from the Ministry of Agriculture, Food and Forestry (MAFF), farmers were ready to harvest their produce within 6 months. The CBEE farmers were encouraged by the Tonga National Retirement Benefit Fund (TNRBF) to contribute voluntarily to the Fund as a social security net and/or for their retirement. Additionally, a training workshop on Business Continuity Planning (BCP), was conducted for 25 home based Handicraft micro entrepreneurs and grant funding provided to assist in the marketing of products for affected small and micro enterprises.¹⁸⁶

■ EMPLOYMENT INTENSIVE RECOVERY PROGRAMME

Over half a million people were affected by the 7.5 magnitude earthquake that struck the Highlands of Papua New Guinea (PNG) on 26 February 2018 causing casualties, damaging homes and key infrastructure (including airfields, bridges, community access roads, houses, power supply, telecommunications), triggering landslides, and affecting water sources. Enga, Gulf, Hela and Southern and Western Highlands' provinces suffered damage, with Hela and Southern Highlands being the worst affected. Apart from the immediate humanitarian assistance, there is a need to provide early recovery and reconstruction support to help the affected people to restore their livelihoods. This includes short-term emergency employment support and longer-term assistance in restoring the damaged infrastructure. For the relief and reconstruction work, the Government of PNG has allocated USD 180 million. The ILO is participating in the coordination efforts led by the Government's National Disaster Centre, providing technical assistance in designing and implementing employment-intensive infrastructure-based livelihood recovery activities and support the development of a longer-term employment-intensive reconstruction strategy which will also include disaster mitigation measures.

*Source: PNG Employment Intensive Recovery Programme*¹⁸⁷

¹⁸⁵ https://www.ilo.org/suva/information-resources/WCMS_459447/lang-en/index.htm

¹⁸⁶ https://www.ilo.org/suva/public-information/press-releases/WCMS_622749/lang-en/index.htm

¹⁸⁷ Project code: PNG/18/50/JPN Employment Intensive Recovery programme in PNG, funded by Japan SSN

(c) Youth employment, enterprise development and entrepreneurship education

Youth employment issues has been a priority for most ILO Pacific DWCPs and ILO has provided technical support to countries focused on youth employment policies, skills for employability and enterprise development.

Technical cooperation projects on youth employment included a sub-regional youth employment project launched by the ILO in 2008 (ILO-YEP) and implemented in PNG, Fiji, Kiribati, Vanuatu, Solomon Islands¹⁸⁸, a youth employment project implemented in Kiribati in 2010¹⁸⁹, and the Samoa National Action Plan on Youth Employment (SNAP-YE) project implemented from 2014-2015.¹⁹⁰ The SNAP-YE project worked with national partners to develop the Samoa National Action Plan on Youth Employment. Other project achievements included workshops on Green Works and Green Jobs, Information Sheets on Climate Change and Jobs, support to the Samoa Chamber of Commerce and Industry to establish a Junior Chamber and Internship Programme, and creation of a Social Entrepreneurship Award for Youth to encourage social responsibility. In 2013, the ILO developed the “My Guide to Employment for Young people in the Pacific”. From 2014, this resource has been used extensively throughout the Pacific for training for youth and teachers on careers education and starting a business.

Technical support for enterprise development and entrepreneurship education was provided through (i) training of Pacific Islanders in national, sub-regional or international entrepreneurship training courses, (ii) conducting technical assessments, (iii) providing expert services, (iv) supporting small grants for business start-ups, (v) developing training materials and resources, (vi) certifying or accrediting trainers, and (vii) business- mentoring and (viii) supporting policy development. Recently the emphasis has been on establishing Young Entrepreneurs Councils in the Pacific, with the aim of creating an enabling policy environment for the development of young entrepreneurs.

The development of entrepreneurship education and enterprises has been a key component of youth employment strategies, and was incorporated into ILO country programmes and ILO technical cooperation projects, for example on labour migration and climate change, child labour, the Solomon Islands peace- building project, and into projects implemented as part of disaster recovery strategies.

Beneficiaries of entrepreneurship and enterprise development programmes have included teachers, students, youths, persons with disabilities, small business owners and entrepreneurs, government officials, workers’ and employers’ representatives, trainers from TVET, cooperatives and tertiary institutions, migrant workers, civil society groups and community members.

During this period the SYB/ SIYB programme expanded in the Pacific. Extensive SIYB training was conducted in all member states, especially PNG, Fiji, Kiribati, Vanuatu, Solomon Islands, Samoa, in collaboration with government departments, and Employers’ Federations or Chambers of Commerce. In 2009, SIYB materials were locally adapted for Vanuatu, Kiribati, PNG, Samoa and Solomon Islands as part of the ILO YEP project, and trainers from these countries were trained to facilitate SIYB. Recognizing the importance of developing a pool of accredited SIYB trainers, steps were taken in 2017 to increase the number of SIYB Master Trainers in the Pacific (currently there is only one certified Master Trainer, from the SBDC in PNG). Technical support was provided to accredit 10 SIYB Master Trainers beginning with a SIYB Master Trainers Workshop conducted in Vanuatu, facilitated by an SIYB Master Trainer from the SIYB Association in Sri Lanka, and attended by trainers from Vanuatu, PNG, Solomon Islands, Fiji and Kiribati.

¹⁸⁸ Project code: RAS/06/53/NET Sub-regional Programme on Education, Employability and Decent Work for Youth, funded by the Netherlands Government.

¹⁸⁹ Project code: Promoting Decent Work through Self- Employment Opportunities for Youth in Kiribati, funded by One UN Fund, USD 49,500.

¹⁹⁰ Project code: SAM/14/50/SID Samoa National Action Plan on Youth employment, in collaboration with the Samoa Ministry of Women, Community and Social Development, funded by SIDA.

The ILO also supported partners develop and implement the ILO Know About Business (KAB) programme in Fiji, PNG, Kiribati from 2010. This included development of KAB and Start Your Own Business (SYOB) resources in Fiji, training of trainers, accreditation of trainers from Fiji and Kiribati as National KAB Facilitators in 2014-2015, and support for fellowships from Fiji, PNG and Kiribati to KAB training courses and the Enterprise Academy offered at the ILO ITC. In Fiji, the KAB and SYOB programmes were rolled out in secondary schools by the Ministry of Education and through youth training programmes offered by the Ministry of Youth.

Training for Rural Economic Empowerment (TREE) was conducted with communities in 2009 in Vanuatu, Kiribati, PNG, Samoa and Solomon Islands as part of the ILO Sub-regional Programme on Youth Employment (YEP project). The Community Based Enterprise Development (CBED) programme was also implemented from 2011 to 2015 in partnership with SPC and Youth At Work in the Solomon Islands. CBED training was conducted with over 1200 Solomon Islanders from rural and urban areas, and Solomon Islands Correctional Services implemented the CBED training programme for prisoners in three of their prisons.

Advocacy for entrepreneurship education and enterprise development has played a key role in technical support to ILO member states and partners. In 2017, ILO collaborated with the SPC and Pacific Youth Council to support the first Pacific Summit & Policy Dialogue on Youth Entrepreneurship in 2017 bringing together young entrepreneurs, senior government officials and private sector representatives from 8 Pacific Countries. Some participants from the Summit also participated in the Civil Society and Private Sector Dialogues of the Forum Economic Ministers Meeting (FEMM), aiming to promote employment and business aspirations of current and potential young entrepreneurs'. The need for education systems to focus on improving skills, employability and entrepreneurship in schools and curriculum was also highlighted at the 20th Conference of Commonwealth Ministers Meeting in 2018 in Fiji by the ILO and a panel discussion on the topic.

■ YOUNG ENTREPRENEURS COUNCILS

The establishment of Young Entrepreneurs Council (YEC) within the national employer organisations in the Pacific has seen young entrepreneurs use the national platform to voice their issues and call for the improvement of the youth entrepreneurial eco-system to incentivise youth start up and expansion. An ILO initiative that began in 2015, YECs have been established in the national employers' organisations in Fiji, Vanuatu, Solomon Islands, Tonga, Samoa and Kiribati.

Achievements:

- YEC Vanuatu launched its strategic plan (2017-20). The Vanuatu Chamber of Commerce & Industry (VCCI) has appointed a YEC member into its Executive Council. YEC Vanuatu plans to submit a Policy Paper to reduce micro-finance interest rates and waive business licence fees for youth start-ups, in order to promote sustainable enterprises and employment creation in Vanuatu.
- The Government of Solomon Islands has funded the Coordinator for the Young Entrepreneurs Council (YEC) on a government salary. The YEC Coordinator is based at the Solomon Islands Chamber of Commerce and Industry (SICCI). The YEC initiative supports Objective 5 of the Solomon Islands National Development Strategy which prioritises private sector development and entrepreneurship.
- YEC Fiji has been established as one of 9 councils of the Fiji Commerce & Employers Federation (FCEF). The YEC Chair is invited to FCEF board meetings to present updates and contribute to agenda items of national interest.

¹⁹¹ Project code: RAS/06/53/NET Sub-regional Programme on Education, Employability and Decent Work for Youth, funded by the Netherlands Government

¹⁹² Project code: UPS-AS-11-082 Human Security Initiative for Tensions Reduction, Reconciliation and Rehabilitation in Solomon Islands; Project duration: October 2011 – October 2015; Total Project Budget 2206434 (ILO 609,044.00). See 3rd Annual Progress Report 2014; https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_419159.pdf

¹⁹³ https://www.ilo.org/suva/public-information/WCMS_551465/lang--en/index.htm

(d) Promoting employability for persons with disabilities

ILO's work on labour law reform in the Pacific includes addressing discrimination concerns and the promotion of equal opportunities for all workers – including those with disabilities. In partnership with social partners and the numerous organizations that work with people with disabilities, four key areas have guided the ILO's engagement with its constituents (i) support to reform the regulatory environment to improve application of C.159 and R.168, (ii) support the review and development of national training and employment policies and programmes to mainstream equality of opportunity for persons with disabilities, (iii) support employer's organizations and their members to create waged employment opportunities for women and men with disabilities in their organizations, (iv) support trade unions and Disability Persons Organizations (DPOs) to advocate for the rights of persons with disabilities to enjoy equality of opportunity and treatment in vocational training and employment.

In 2012 an ILO regional workshop was conducted with focal points on disability from 13 PICs. Policy priorities for action recommended at the workshop included:

- promoting vocational rehabilitation, career guidance, employment and training opportunities for people with disabilities;
- supporting reform of laws related to persons with disabilities including labour laws, and reviewing national policies on disability to ensure that training and community based action, are included in the policy;
- raising public awareness of ILO disability standards;
- capacity building of employers' organizations to improve or create programmes that will enable the employers to employ persons with disabilities;
- ensuring welfare benefits for persons with disabilities;
- supporting persons with disabilities to establish or register with Trade Unions and for campaigning for vocational rehabilitation training and rehabilitation;
- improving public awareness of the rights of people with disabilities and of benefits and means of employing workers with disabilities; improve data on persons with disabilities;
- identifying Disability Champions to advocate on disability inclusiveness;
- creating a barrier-free environment and promoting human rights issues;
- advocating for Disability – mainstreaming in government ministries.

During this period the ILO supported entrepreneurship development and training programmes with persons with disabilities in Fiji and Vanuatu in partnership with the Fiji National Council for Disabled Persons (FNCDP) and the Disability Promotion and Advocacy Association of Vanuatu (DPAAV).¹⁹⁴ For example, 22 persons with disabilities completed the Start Your Business (SYB) training in Santo, Vanuatu in 2016, delivered in collaboration with the Vanuatu Chamber of Commerce & Industry (VCCI) and the Ministry of Justice & Community Services.

¹⁹⁴ Implemented as part of the ILO component of the Pacific Enable" project - a joint UN collaboration between ILO, UNICEF, WHO, UNESCAP, UNV, the Pacific Disability Forum (PDF) and the Pacific Islands Forum Secretariat (PIFS). Project duration: 2013-2014. Funded by United Nations Partnership to Promote the Rights of Persons with Disabilities (UNPRPD)

3.4.5 Responding to climate change and promoting fair labour migration and green jobs

Migration in the Pacific, both seasonal and long-term, has profound implications for migrant workers, labour-sending countries, and labour receiving countries. The causes of migration, be these related to income expansion choices or the result of voluntary and forced relocation due to the impact of climate change - are often complex and interconnected. ILO technical support to PICs related to fair and effective labour migration and seasonal workers programmes, climate change and green jobs is an increasingly important area of assistance.

In 2011, the ILO implemented its first programme in the region to combine 'green' environmental support measures with OSH techniques, promoting better, safer and greener conditions for waste collectors and townspeople. The Work Adjustment for Recycling and Managing Waste (WARM) project introduced a simple action checklist for waste collectors daily routine which includes five minutes of body stretches before work, putting on their basic personal protection equipment such as overalls, gloves and boots, and maintaining proper cleanliness in their work station, the truck and themselves.¹⁹⁵

In 2013, technical support was provided to build the capacity of PNG and Nauru governments to formulate law and policy to protect migrant labourers during recruitment and overseas, improve recruitment and pre-departure services, and enhance visibility and communication between PNG and Nauru and employers in Australia.¹⁹⁶ Reviews on legislation, policies and procedures for managing migration was carried out in PNG and Nauru and model legislation on labour migration drafted. A draft Standards Operating Procedures manual for staff involved in managing the Seasonal Workers Programme (SWP) was developed and piloted in PNG and Nauru and pre-departure training packages were developed, staff trained and the package published. Reports on marketing and communications strategy to target prospective employers were also developed.

Further technical support on labour migration was provided through a Pacific Climate Change and Migration Project in 2014, aimed at developing the capacity of PICs to address the impacts of climate change on migration through well-managed, rights-based migration schemes and policies, supported by comprehensive research and knowledge building in PNG, Nauru and Tuvalu.¹⁹⁷ A Compendium of legislation, policies and practices on labour migration in PNG, Tuvalu and Nauru was developed. National and sub-regional training workshops on labour migration data collection and analysis, and foreign employment research and promotion, were conducted. A Labour Migration Statistics Guide to assist Pacific Island countries in determining priorities and improving the production, compilation and analysis of international labour migration statistics, was developed and launched in 2015.¹⁹⁸ Additionally support to national labour migration policies was provided for Kiribati and Tuvalu, and developing a situational analysis of employment in Nauru.¹⁹⁹

¹⁹⁵ Work Adjustment for Recycling and Managing Waste Project, funded by JICA. – produced an action manual for waste collectors and communities to improve safety, health and efficiency in waste collection and management.

¹⁹⁶ Project code: RAS/12/02/MAUS Strengthening the Labour Migration Management in PNG and Nauru in the context of the Australian Seasonal Worker Programme, funded by DFAT.

¹⁹⁷ Project code: Enhancing the Capacity of Pacific Island Countries to Address the Impacts of Climate Change on Migration, funded by EU.

■ LABOUR MIGRATION AND DECENT WORK

A project in Kiribati recognizes the importance of labour migration in providing decent jobs for Kiribati's workforce. The EU-funded Pacific Climate Change and Migration project, which is implemented by the ILO, UNESCAP and UNDP, has been supporting the Kiribati Ministry of Labour and Human Resource Development to develop a national labour migration policy which brings together government agencies, training institutions, the social partners and civil society organizations. The protection of i-Kiribati workers abroad is a central pillar of the labour migration policy. The policy creates measures that are not only aimed at promoting new opportunities for migration, strengthening the long-term development benefits of migration and improving coordination, but also the protection of people moving abroad for work. The project also provided technical assistance to Kiribati to develop and improve support services. This included training on foreign employment research and promotion, and training of trainers in providing career counselling for labour migrants.

The National Labour Migration Policy was endorsed by the country's Cabinet in October 2015.

Source: ILO Feature Article ²⁰⁰

In 2017, the ILO hosted a Pacific Dialogue on Just Transition, Job Creation and Climate Change Resilience at the UN Climate Change Conference (COP23) in Bonn. A series of fact sheets was developed for all PIC member states²⁰¹, providing key indicators of employment and environment sustainability, including employment in environment sectors, skill levels, jobs vulnerability, jobs in renewal energy and scoring on the Environment Performance Index.

In 2018, a sub-regional Knowledge Sharing Dialogue on Just Transition, Decent Work and Climate Resilience in the Pacific was held in Samoa, attended by representatives from the Cook Islands, Fiji, Kiribati, Palau, Papua New Guinea, Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu. Key priorities and themes where climate change and world of work interact in the Pacific were identified including:

- Sustainable agriculture and food security;
- Renewable energy;
- Water management and sanitation;
- Waste management; Tourism;
- Circular Economy;
- Capacity-building for tripartite constituents and communities;
- Policy design and implementation;
- Local, sustainable employment from climate change investment projects;
- Appropriate regulatory and legislative frameworks;
- Ocean management and fisheries;
- Building entrepreneurship;
- Developing of Small and Medium-Sized Enterprises;
- Skills-matching for youth;
- Training for the informal sector;
- Development of business continuity plans;
- Disaster risk reduction;
- Data collection and management;
- Women's workforce participation;
- Climate change awareness

¹⁹⁸ https://www.ilo.org/suva/publications/WCMS_371837/lang--en/index.htm

¹⁹⁹ https://www.ilo.org/suva/publications/WCMS_431973/lang--en/index.htm

²⁰⁰ https://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_436535/lang--en/index.htm

²⁰¹ Fact Sheets on Employment and Environmental Sustainability <https://www.ilo.org/suva/publications/lang--en/index.htm>

A project on sustainable operations of automobile dismantling sector in Fiji is currently being piloted, exploring job creation in the expansion of car dismantling sector, enhancing occupational safety and health conditions of workers and facilitating communication between the waste management administration of the Government and employers and workers involved in the sector.²⁰²

3.4.6 Institutional strengthening of workers' and employers' organisations

Technical support to workers' and employers' organisations in PICs has focused on (i) participation in national, sub-regional and international training in ILS and various technical areas such as OSH, labour market information and analysis, collective bargaining, social protection, developing business continuity plans and HIVAIDS workplace policies, (ii) support for activities organised by the workers' and employers' organisations including membership drives, (iii) institutional strengthening of workers' and employers' organisations through conducting reviews, supporting operations, developing corporate plans, and facilitating tripartite social dialogue.

Assistance has also been provided for the establishment and capacity building of tripartite labour advisory bodies, involving developing legislation to establish the Tripartite Labour Advisory Council in Vanuatu in 2011, the establishment of a Decent Work Agenda Steering Committee in Kiribati in 2010 and the formalisation of a new Labour Advisory Board in the Solomon Islands in 2012. In 2013, with support from the ILO's International Training Centre in Turin, a tailored training package for tripartite labour advisory bodies was developed and piloted in Vanuatu, and follow up training conducted in other PICs.

Workers' and employers' organisations in Fiji, PNG, Kiribati, Samoa and Solomon Islands actively participated in initiatives to eliminate child labour in the Pacific. This included child labour research study in Fiji schools coordinated by Fiji Trades Union Congress in 2009, and action programmes implemented from 2010 to 2013, training child labour focal points, sensitizing all workers and families on child labour, training teachers, developing awareness resources, and preventing over 800 students from dropping out of school.

Employers' organisations in Fiji, Samoa and PNG appointed and trade child labour focal points, trained members on child labour and related laws and developed resource materials. Samoa and Fiji developed a guide for employers on child labour.

Additionally workers' and employers' organisations organised annual campaigns on World Day Against Child Labour involving members, students, CSOs and media. Workers and employers representatives from the 11 ILO member states participated in sub-regional training workshops including a sub-regional training workshop on child labour for trade unions in 2009, sub-regional training workshop on reporting on child labour Conventions in 2010, sub-regional child labour and trafficking forum in 2014, sub-regional training on developing skills and livelihood programmes for out-of-school children in child labour in 2015, and workshop on Alliance 8.7 in 2017. From 2008 to 2017, over 40 tripartite representatives from PICs benefitted from fellowships to the ILO ITC to attend courses on child labour, youth employment, entrepreneurship, labour market information and analysis, labour inspection and trafficking.

In 2012, a project to build trade union capacity in PNG was launched, supported by the International Transport Workers Federation (ITWF) and Australian Construction and Transport Unions (the Resource Unions).

²⁰² Project code: FJI/17/50/JPCA Decent Work in the Automobile Dismantling Sector in Fiji, funded by the Japanese Government. Budget: US\$140,000; Duration: 1 January 2018 to September 2019.

The project aimed to increase the social dividend from the LNG project to PNG workers, organise workers involved in the construction, logistics and operations of the PNG LNG project through increased wages, conditions, workplace rights and skills development, and build the capacity and resources of the PNG Maritime and Transport Workers Union (PNGMTWU) and the PNG Energy Workers Union (PNGEWA). Over 750 new members were recruited to PNGMTWU from both shore-based and sea-based areas. A joint PNGEWA/PNGMTWU Organising Skills Training was conducted in 2012, and newsletter for PNGMTWU members was developed and translated in two languages.

Employers' organisations became more involved in supporting the development of entrepreneurs in PICs. Chambers of Commerce and Employers' Federations supported the establishment and institutionalising Young Entrepreneurs Councils and incorporating business training and mentoring into their training programmes. For example, financial literacy training for workers by the Samoa Chamber of Commerce and Industry in 2017, SYB training for youths, members and persons with disability by the Vanuatu Chamber of Commerce and Industry in 2017-2018, and Business Continuity Planning workshop with 25 home-based handicraft micro-entrepreneurs supported by Tonga Chamber of Commerce and Industry in 2018.

In 2017, ACTEMP conducted a training for employers' organizations on disaster resilience, to identify real life scenarios and experiences of businesses in areas such as Business Continuity Planning, and introduced a toolkit being developed by ACTEMP to support Small and Medium Enterprises (SME's) in disaster preparedness, and assist employers' organisation to support their members enterprise in preparing and responding to disasters.²⁰³

3.4.7 Enhancing social protection

ILO support to organisations such as Fiji National Provident Fund and Vanuatu National Provident Fund continued through support for actuarial assessments. From 2013 to 2015, the ILO contributed to developing an assessment of social protection realities in Vanuatu and Solomon Islands and identifying priority areas for social protection policies.²⁰⁴

In addition, during this period the ILO hosted training and consultation workshops on social protection, maternity protection, workmen's compensation, minimum wages policy, domestic workers, gender discrimination and sexual harassment in the workforce. Social protection initiatives were integrated into disaster response and recovery programmes implemented in Fiji, Solomon Islands, Vanuatu and Tonga. In Samoa, social protection coverage was provided for workers who lost jobs due to the shutdown of a major enterprise in 2017.

A major project during this period was the project on 'Man as Partners in Reproductive Health through the Organised Workforce' which focused on training male workers to develop healthy relationships at home and in the workplace and building capacity on reproductive health, gender and counselling and communication.²⁰⁵ Other social protection initiatives in the Pacific also included support for the development of HIV/AIDS workplace policies in hotels, universities, correction institutions and private sector firms. HIV/ AIDS workplace policies have been developed in Fiji by Mana Island Resort & Spa, Warwick Resort and Spa, Tanoa Group, Fiji Corrections Services, Fiji National University, Fiji Development Bank, and Bank South Pacific. Training was provided on social dialogue, policy development and workplace programmes on HIV and the role of managers and employees, and workplace HIV training manuals were developed.²⁰⁶

²⁰³ https://www.ilo.org/suva/public-information/press-releases/WCMS_575266/lang-en/index.htm

²⁰⁴ Project code: RAS/13/56/JPN Supporting the Definition and Extension of a Social Protection Floor in Vanuatu and Solomon Islands, funded by Japan SSN Fund.

²⁰⁵ Project code: FIJ/01/P04 Man As Partners in Reproductive Health through Organised Workforce; funded by UNFPA.

²⁰⁶ Through the SPC /ILO Pacific Island Workplaces Combating HIV&AIDS Project implemented from 2011 to 2013.

■ EMPLOYMENT AND SOCIAL PROTECTION FOR REDUNDANT WORKERS

Yazaki EDS, a multinational enterprise (MNE) and largest private sector employer in Samoa - employing 671 locals (men:38% and women:62%.) accounting for 12% of the national formal urban workforce - ceased operations in August 2017. The closure of the largest manufacturer was predicted to have economic and labour market implications.

A national stakeholder mapping for provision of employment and social protection services for Yazaki workers was conducted, and actions were taken by national partners including the Samoa National Youth Council (SNYC), Samoa Chamber of Commerce & Industry (SCCI), Samoa First Union and the Small Business Enterprise Center (SBEC). The overall objective was to strengthen the existing national employment and social protection services that could support the redundant Yazaki workers to secure waged and self-employment. Actions taken:

- The Samoa National Youth Council (SNYC) registered youths on their e-Youth Hub which generates Curriculum Vitae automatically and is linked to the government Labour Market Information System (LMIS).
- Through a jobs fare organized within the Yazaki complex, local company Ah Liki Investment employed more than 200 workers.
- SBEC conducted skills training and business training to support women who were sole family earners.
- The Samoa First Union registered and supported 250 redundant workers.
- The SCCI provided financial training for redundant workers to manage their redundancy package wisely.

By December 2017, at an ILO workshop on coping with disruptions in the global supply chain, the national consultant undertaking a preliminary assessment on the ILO project and results of the actions by national partners, reported that 50% of redundant Yazaki EDS workers had secured jobs in Samoa.

Source: ILO Press Release ²⁰⁷

■ HEALTHY FAMILIES, HEALTHY WORKFORCE

The 'Man as Partners' Project was designed by the ILO and UNFPA on the premise that a healthy and united family and disciplined workforce would contribute towards improving the lives of individual workers, their families, their productivity and their career potential. The project trained male workers in Fiji through the tri-partite mechanism to make informed choices and decisions on reproductive health issues, family planning, risky behaviours leading to STIs, HIV and AIDS and parenting role in responding to issues such as teenage pregnancies, drugs and substance abuse, and suicide. Other areas of capacity building for workers were on gender sensitization, domestic violence, the breakdown of the family, communication and counselling skills, and managing performance and productivity in the workplace.

A major output of the project was the development of a training manual on 'Man as Partners in Reproductive Health through the Organised Workforce' to train workers in Fiji and the Pacific. The manual included three modules on Reproductive Health, Gender, and Communication and Counselling, and a CD-ROM with power-point presentation and training slides.

Source: Man As Partners Training Manual ²⁰⁸

²⁰⁷ https://www.ilo.org/asia/media-centre/articles/WCMS_154827/lang--en/index.htm

²⁰⁸ Man As Partners in Reproductive Health in the Organised Workforce, ISBN 978-92-2-120139-7 (web pdf)

3.5 Current ILO Technical Cooperation Projects in the Pacific

In addition to providing technical support to implement the current DWCPs, the ILO Pacific Office currently has six technical cooperation projects that are operational. These include two regional and three national projects - a brief overview of each are provided below:

(a) Enhancing Protection and Empowerment of Migrants and Communities affected by Climate Change and Disasters in the Pacific (Tuvalu, Kiribati, Marshall Islands and Vanuatu)

This regional project seeks to protect and empower communities adversely affected by climate change and disasters in the Pacific region, focusing specifically on climate change and disaster-related migration, displacement, and planned relocation. The project is delivered through a partnership between the UN Agencies of IOM, ILO, OHCHR, and ESCAP, and non-UN implementing partners- the Platform on Disaster Displacement and Pacific Islands Forum Secretariat.

The project objectives are (i) Pacific communities and governments demonstrate strengthened capacity and coordination through a human security-based response to climate change and disaster-related migration, re displacement, and planned relocation; (ii) Migrants and communities in the Pacific Island Countries benefit from safe labor migration as a sustainable development and climate change adaptation strategy; and (iii) Contribute to the evidence-base on good practices in responding to climate change and disaster-related migration, displacement, and planned relocation with particular focus on the role of the human security framework.

A key component of the project is to facilitate the development of a regional rights-based framework on climate change-related displacement, migration, and planned relocation. The project will also empower communities affected by climate change through training and skills development activities to increase access to labour mobility schemes, and pre-departure orientation to empower migrants to migrate safely with an understanding of their rights. The capacity of government and non-government stakeholders will be strengthened to promote labour mobility that is safe, regular, and inclusive.

(b) Increased Capacities of Employers' and Workers' Organisations to Participate Effectively in the Development of Social and Labour Policy (Fiji, Kiribati, Samoa and Vanuatu)

The overall goal of the project is to achieve a just transition to climate-resilient economic growth and sustainable development in the Pacific.

The ILO's tripartite constituents in the Pacific have recognised and prioritised the need for adaptive capacities in labour markets and labour market institutions in order to effectively prepare for and respond to increasing regular and extreme climate events.

Employers and workers have been the most affected when their physical and support infrastructures have been damaged by these extreme events and need to develop adaptive capacities to enable them and their members, and particularly micro- and small and medium-sized businesses, to minimise the impacts of these extreme events.

This project therefore supports the ILO's employers' and workers' organisations, to participate in and/or contribute to national SDG processes, implementation and monitoring and to promote and advocate for their "developmental" value. The core capacities and systems of employers' and workers' organisations will be enhanced to effectively dialogue and take action on issues of common interest to support the achievement of the SDGs, and in particular climate resilience and a just transition to environmental sustainability through decent work. Gender is mainstreamed throughout the project and dedicated actions taken towards addressing any identified gender gaps and to include the participation, voice and representation of women, youth and people with disabilities.

The project results will be shared with other Pacific SIDS to enhance the longer term sustainability of SDGs achievements. In short the project will:

- Build core capacities for effective bi-partite and tripartite dialogue
- Enhance information and knowledge bases and platforms
- Facilitate MSMEs to prepare for and respond to climate events
- Share information and knowledge across the Pacific region

(c) Employment- Intensive Recovery and Reconstruction Programme in PNG

Over half a million people were affected by the 7.5 magnitude earthquake that struck the Highlands of Papua New Guinea (PNG) on 26 February 2018 causing casualties, damaging homes and key infrastructure (including airfields, bridges, community access roads, houses, power supply, telecommunications), triggering landslides, and affecting water sources.

The ILO is providing technical expertise through this project to build and restore drinking water supplies for the affected communities by providing short-term employment to local contractors, women and men from the poorest affected households in the communities to build basic infrastructure household needs such as a home system solar panel.

Open, public discussions about plans and progress will be held with stakeholders to promote public participation, reduce grievances, and enhance transparency and accountability to the community. A coordination committee will be established and trained on the roles and responsibilities in participatory planning, including needs identification and prioritisation, effective supervision and monitoring of the private contractor and construction activities.

In order for communities to maximize their participation in construction activities, skills training will be delivered during the implementation phase of the project. The focus will be on construction skills; masonry, concrete works and plumbing skills; the best use of locally available materials, maintenance and retrofitting different types of structures.

Utilising a participatory process, the Infrastructure Operation and Maintenance Committees will be trained on how and when to carry out maintenance works. This training will be conducted after the completion of the implementation phase of the project. It will also focus on defining a clear understanding of roles and responsibilities in the committee and development of maintenance plan for the sustainability of the project.

(d) Empowering youth as Agents for Peace and Social Cohesion in the Solomon Islands

This project aims to empower young Solomon Islanders to be effective advocates for peace and nation builders, and in particular empower young women in the peace- building process, to engage in decision-making and as pro-active social entrepreneurs to address local sources of grievances.

The project will work with young people in Honiara, North Malaita, Guadalcanal, and border communities in the West to establish innovative 'youth caucuses' as platforms for youth engagement in hot spot areas. This will be supported by activities to improve the capacity of marginalized young people to engage with provincial, community, and private sector leaders in meaningful dialogue and to advocate and negotiate formal commitments to advance youth development.

Decent work deficits and lack of access to livelihoods, inequality and lack of opportunity are key contributing factors to conflict. The project will address these drivers by building capacity on mediation and increasing opportunities for economic empowerment of young women and men. ILO global enterprise tools and approaches, such as Know About Your Business (KAB), Start & Improve Your Business (SIYB), Cooperatives and Conflict & Disaster Risk Reduction for Enterprises will be locally adapted to support grassroots social entrepreneurship for marginalized youth in at-risk areas to build their capacity to plan, manage and implement initiatives of community and youth groups.

(e) Decent Work in the Automotive Dismantling Sector in Fiji

This project promotes the sustainable operations of automobile dismantling sector in Fiji. The project explores potential opportunities for job creation in the car dismantling sector in areas such as recycling, waste management and training. Additionally the project addresses issues of occupational safety and health conditions of workers and facilitates communication between the waste management administration of the Government and employers and workers involved in the sector.







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Annexes

Annex 1: List of Conventions Ratified by Pacific Island Countries

Fiji joined the ILO in 1974, ratified 38 Conventions (33 in force, 5 denounced), including all Fundamental and all Governance Conventions:

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified on 19 April 1974; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL) – ratified on 17 April 2002; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL) – ratified on 19 April 1974; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 17 April 2002; in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 19 April 1974; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL) – ratified on 17 April 2002; in force
7. C138 – Minimum Age Convention, 1973 (FUNDAMENTAL) – ratified on 03 January 2003; in force
8. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 17 April 2002; in force
9. C081 – Labour Inspection Convention, 1947 (Governance) – ratified on 28 May 2008; in force
10. C122 – Employment Policy Convention, 1964 (Governance) – ratified on 18 January 2010; in force
11. C129 – Labour Inspection (Agriculture) Convention, 1969 (Governance) – ratified on 18 January 2010; in force
12. C144 – Tripartite Consultation (International Labour Standards) Convention, 1976 (Governance) – ratified on 18 May 1998; in force
13. C005 – Minimum Age (Industry) Convention, 1919 – ratified on 19 April 1974; not in force
14. C008 – Unemployment Indemnity (Shipwreck) Convention, 1920 – ratified on 19 April 1974; not in force
15. C011 – Right of Association (Agriculture) Convention, 1921 – ratified on 19 April 1974; in force
16. C012 – Workmen's Compensation (Agriculture) Convention, 1921 – ratified on 19 April 1974; in force
17. C019 – Equality of Treatment (Accident Compensation) Convention, 1925 – ratified on 19 April 1974; in force
18. C026 – Minimum Wage – Fixing Machinery Convention, 1928 – ratified on 19 April 1974; in force
19. C045 – Underground Work (Women) Convention, 1935 – ratified on 19 April 1974; in force
20. C050 – Recruiting of Indigenous Workers Convention, 1936 – ratified on 19 April 1974; in force
21. C058 – Minimum Age (Sea) Convention (Revised), 1936 – ratified on 19 April 1974; not in force
22. C059 – Minimum Age (Industry) Convention (Revised), 1937 – ratified on 19 April 1974; not in force
23. C064 – Contracts of Employment (Indigenous Workers) Convention, 1939 – ratified on 19 April 1974; in force
24. C065 – Penal Sanctions (Indigenous Workers) Convention, 1939 – ratified on 19 April 1974; in force
25. C084 – Right of Association (Non-Metropolitan Territories) Convention, 1947 – ratified on 19 April 1974; in force
26. C085 – Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 – ratified on 19 April 1974; in force
27. C086 – Contracts of Employment (Indigenous Workers) Convention, 1947 – ratified on 19 April 1974; in force
28. C108 – Seafarers' Identity Documents Convention, 1958 – ratified on 19 April 1974; in force
29. C142 – Human Resources Development Convention, 1958 – ratified on 21 January 2013; in force
30. C149 – Nursing Personnel Convention, 1977 – ratified on 28 May 2008; in force
31. C155 – Occupational Safety and Health Convention, 1981 – ratified on 28 May 2008; in force
32. C159 – Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 – ratified on 01 December 2004; in force
33. C169 – Indigenous and Tribal Peoples Convention, 1989 – ratified on 03 March 1998; in force
34. C172 – Working Conditions (Hotels and Restaurants) Convention, 1991 – ratified on 28 May 2008; in force
35. C178 – Labour Inspection (Seafarers) Convention, 1996 – ratified on 28 May 2008; not in force
36. C181 – Private Employment Agencies Convention, 1997 – ratified on 21 January 2013; in force
37. C184 – Safety and Health in Agriculture Convention, 2001 – ratified on 28 May 2008; in force
38. MLC, 2006 – Maritime Labour Convention – ratified on 10 October 2014; in force
Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; not in force
Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

Papua New Guinea joined the ILO in 1976, ratified 26 Convention (24 in force, 2 denounced), including all Fundamental and one Governance Convention

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified on 01 May 1976; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL) – ratified on 02 June 2000; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL) – ratified on 01 May 1976; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 02 June 2000; in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 01 May 1976; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL) – ratified on 02 June 2000; in force
7. C138 – Minimum Age Convention, 1973 (FUNDAMENTAL) – ratified on 02 June 2000; in force
8. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 02 June 2000; in force
9. C122 – Employment Policy Convention, 1964 (Governance) – ratified on 01 May 1976; in force
10. C002 – Unemployment Convention, 1919 – ratified on 01 May 1976; in force
11. C007 – Minimum Age (Sea) Convention, 1920 – ratified on 01 May 1976; not in force
12. C008 – Unemployment Indemnity (Shipwreck) Convention, 1920 – ratified on 01 May 1976; in force
13. C010 – Minimum Age (Agriculture) Convention, 1921 – ratified on 01 May 1976; not in force
14. C011 – Right of Association (Agriculture) Convention, 1921 – ratified on 01 May 1976; in force
15. C012 – Workmen's Compensation (Agriculture) Convention, 1921 – ratified on 01 May 1976; in force
16. C018 – Workmen's Compensation (Occupational Diseases) Convention, 1925 – ratified on 01 May 1976; in force
17. C019 – Equality of Treatment (Accident Compensation) Convention, 1925 – ratified on 01 May 1976; in force
18. C022 – Seamen's Articles of Agreement Convention, 1926 – ratified on 01 May 1976; in force
19. C026 – Minimum Wage – Fixing Machinery Convention, 1928 – ratified on 01 May 1976; in force
20. C027 – Marking of Weight (Packages Transported by Vessels) Convention, 1929 – ratified on 01 May 1976; in force
21. C042 – Workmen's Compensation (Occupational Diseases) Convention (Revised) 1934 – ratified on 01 May 1976; in force
22. C045 – Underground Work (Women) Convention, 1935 – ratified on 01 May 1976; in force
23. C085 – Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 – ratified on 01 May 1976; in force
24. C099 – Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 – ratified on 01 May 1976; in force
25. C103 – Maternity Protection Convention (Revised), 1952 – ratified on 02 June 2000; in force
26. C158 – Termination of Employment Convention, 1982 – ratified on 02 June 2000; in force

Solomon Islands joined the ILO in 1984, ratified 22 Conventions (all in force) including all Fundamental and one Governance Convention

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified 06 August 1985; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL) – ratified on 13 April 2012; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL) – ratified on 13 April 2012; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 13 April 2012; in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 13 April 2012; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL) – ratified on 13 April 2012; in force
7. C138 – Minimum Age Convention, 1973 (FUNDAMENTAL) – ratified on 22 April 2013; in force
8. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 13 April 2012; in force
9. C081 – Labour Inspection Convention, 1947 (GOVERNANCE) – ratified on 06 August 1985; in force
10. C008 – Unemployment Indemnity (Shipwreck) Convention, 1920 – ratified on 06 August 1985; in force
11. C011 – Right of Association (Agriculture) Convention, 1921 – ratified on 06 August 1985; in force
12. C012 – Workmen's Compensation (Agriculture) Convention, 1921 – ratified on 06 August 1985; in force
13. C014 – Weekly Rest (Industry) Convention, 1921 – ratified on 06 August 1985; in force
14. C016 – Medical Examination of Young Persons (Sea) Convention, 1921 – ratified on 06 August 1985; in force
15. C019 – Equality of Treatment (Accident Compensation) Convention, 1925 – ratified on 06 August 1985; in force
16. C026 – Minimum Wage – Fixing Machinery Convention, 1928 – ratified on 06 August 1985; in force

17. C042 – Workmen’s Compensation (Occupational Diseases) Convention (Revised), 1934
– ratified on 06 August 1985; in force
18. C045 – Underground Work (Women) Convention, 1935 – ratified on 06 August 1985; in force
19. C084 – Right of Association (Non-Metropolitan Territories) Convention, 1947 – ratified on 28 May 1984; in force
20. C094 – Labour Clauses (Public Contracts) Convention, 1949 – ratified on 06 August 1985; in force
21. C095 – Protection of Wages Convention, 1949 – ratified on 06 August 1985; in force
22. C108 – Seafarers’ Identity Documents Convention, 1958 – ratified on 06 August 1985; in force

Kiribati joined the ILO in 2000, ratified 10 Conventions (all in force), including all Fundamental Conventions – no Governance ones

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified 03 February 2000; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL)
– ratified on 03 February 2000; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL) – ratified on 03 February 2000; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 17 June 2009; in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 03 February 2000; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL)
– ratified on 17 June 2009; in force
7. C138 – Minimum Age Convention, 1973 (FUNDAMENTAL) – ratified on 17 June 2009; in force
8. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 17 June 2009; in force
9. C185 – Seafarers’ Identity Documents Convention (Revised), 2003 – ratified on 06 June 2014; in force
10. MLC, 2006 – Maritime Labour Convention, 2006 – ratified on 24 October 2011; in force
Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; in force
Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

Vanuatu joined the ILO in 2004, ratified 8 Conventions (all in force), including 7 Fundamental Conventions – no Governance ones

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified 28 August 2006; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL) – ratified on 28 August 2006; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL)
– ratified on 28 August 2006; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 28 July 2006 in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 28 August 2006; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL)
– ratified on 28 July 2006; in force
7. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 28 August 2006; in force
8. C185 – Seafarers’ Identity Documents Convention (Revised), 2003 – ratified on 28 July 2006; in force

Samoa joined the ILO in 2005, ratified 9 Conventions (all in force), including all Fundamental Conventions – no Governance ones

1. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified 30 June 2008; in force
2. C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (FUNDAMENTAL)
– ratified on 30 June 2008; in force
3. C098 – Right to Organise and Collective Bargaining Convention, 1949 (FUNDAMENTAL)
– ratified on 30 June 2008; in force
4. C100 – Equal Remuneration Convention, 1951 (FUNDAMENTAL) – ratified on 30 June 2008; in force
5. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 30 June 2008; in force
6. C111 – Discrimination (Employment and Occupation) Convention, 1958 (FUNDAMENTAL)
– ratified 30 June 2008; in force
7. C138 – Minimum Age Convention, 1973 (FUNDAMENTAL) – ratified on 29 October 2008; in force
8. C182 – Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL) – ratified on 30 June 2008; in force

9. C144 – Tripartite Consultation (International Labour Standards) Convention, 1976 (Governance)
 - ratified on 5 December 2018; will enter into force on 5 December 2019
10. MLC, 2006 – Maritime Labour Convention, 2006 – ratified on 21 November 2013; in force
 - Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; not in force
 - Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

The Republic of Marshall Islands joined the ILO in 2007, ratified 3 Convention (2 in force), including 1 Fundamental Convention. No Governance Convention

1. C182- Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL)
 - ratified on 13 March 2019 (will enter into force on 13 March 2020)
2. C185 – Seafarers' Identity Documents Convention (Revised), 2003
 - ratified on 24 August 2011; in force
3. MLC, 2006 – Maritime Labour Convention, 2006 – ratified on 25 September 2007
 - Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; in force
 - Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

Tuvalu joined the ILO in 2008, ratified 1 Convention (in force), no Fundamental nor Governance Convention

1. MLC, 2006 – Maritime Labour Convention, 2006 – ratified on 16 February 2012; in force
 - Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; in force
 - Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

Palau joined the ILO in 2012, ratified 2 Convention (1 in force), including 1 Fundamental Convention. No Governance Convention

1. C182- Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL)
 - ratified on 4 March 2019 (will enter into force on 4 March 2020)
2. MLC, 2006 – Maritime Labour Convention, 2006 – ratified on 29 May 2012; in force
 - Amendments of 2014 to the MLC, 2016 – adopted on 18 July 2014; in force
 - Amendments of 2016 to the MLC, 2006 – adopted on 08 July 2016; not in force

Cook Islands joined the ILO in 2015, ratified 7 Conventions (5 in force) including 2 Fundamental Conventions and 1 Governance Convention.

1. C182- Worst Forms of Child Labour Convention, 1999 (FUNDAMENTAL)
 - ratified on 15 August 2018 (will enter into force on 15 August 2019)
2. C029 – Forced Labour Convention, 1930 (FUNDAMENTAL) – ratified 12 June 2015; in force
3. C105 – Abolition of Forced Labour Convention, 1957 (FUNDAMENTAL) – ratified on 12 June 2015; in force
4. C144 – Tripartite Consultation (International Labour Standards) Convention, 1976 (Governance)
 - ratified on 15 August 2018 (will enter into force on 15 August 2019)
5. C011 – Right of Association (Agriculture) Convention, 1921 – ratified on 12 June 2015; in force
6. C014 – Weekly Rest (Industry) Convention, 1921 – ratified on 12 June 2015; in force
7. C099 – Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 – ratified on 12 June 2015; in force

Tonga joined the ILO in 2016 and has not ratified any Conventions.

Annex 2: List of ILO Technical Cooperation Projects in the Pacific

TC Projects are listed in chronological order per country from the earliest known project to the most recent.¹

REGIONAL

Code	Title	Timeframe	Source of Funding	Project Budget (US)	Remarks
-	Survey of the Handicrafts Industry and Marketing Potential	1967-1971	UNDP Technical Assistance Sector	-	Technical mission carried out by William Schultz-Handicrafts and Small-Scale Industries Adviser to Gilbert and Ellice Islands, New Hebrides, PNG, Fiji and Western Samoa. Technical Memorandums on the Handicrafts Industry submitted to each government. UNDP/TA/168-2-b-5-1-1
RAS/72/004	Hotel and Tourism Training Scheme	1973-1975	UNDP	451,650	Countries covered: Western Samoa, Tonga, Solomon Islands, Cook Islands Project Team: 1 Team Leader & 5 Experts F.Ferrari (Team Leader), F. W. Ruselack (Restaurant/ Bar), F. Kaise (Kitchen)r, P.V.Moore (Housekeeping), M.E.Richert (Front Office), S.Moussa (Travel Agency)
RAS/86/M02	Assistance in Workers Education for a Group of Countries in the Pacific Strengthening Administration and Operation of Workers' Education Programmes	1981-1983 1983-1986-1991	DANIDA AIDAB	728,775 409,000 72,000	Countries covered: Fiji, Solomon Islands, Vanuatu, Kiribati and Western Samoa Associate Expert: F. Sorensen Project Team/ Officers: Bent Phil, Len McLaughlin
RAS/86/P62	Population and Human Resources Policy and Planning		UNFPA	322,000	Countries covered: Project Team/ Officers:
RAS/86/104	Regional Mobile Trades Training, Testing and Certification Scheme	1984-1989	UNDP AIDAB	991,000 101,000 100,712	Countries covered: all PICs Project Team/ Officers: Frank Lunn (CTA) William Browne, Rusi Rawalui
RAS/88/A20	Mobile Trades Training, Testing and Certification project				

¹ Note that this list is not exhaustive. Information has been sourced from (i) project documents (evaluation reports, final technical reports, technical memorandums and reports to governments), and (ii) project lists with budgets compiled in response to requests from ILO ROAP. Therefore the budgets specified may not be final actual budget allocated and spent.

RAS/00/A20	Training Audit for Regional Mobile Trades Training, Testing and Certification project				
RAS/88/P02	Labour and Population – South Pacific	1988-	UNFPA	361,000	Countries covered: all PICs Project Team/ Officers:
RAS/88/W01 RAS/91/A02	Increasing Women's Access to Vocational Training	1989-1993	UNIFEM AIDAB UNDP	120,313 172,174	Other donors: NZ High Commission in Kiribati, Vanuatu, Solomon Is, Marshall Is; Canadian Cooperation Programme in Tuvalu and NZ; Asian-South Pacific Bureau for Adult Education; ILO RB Countries covered: Fiji, Kiribati, Solomon Islands, Marshall Islands, Tuvalu, Vanuatu Project Team/ Officers: Erma Flores Arias (Associate Expert)
RAS/89/051	Employment Promotion, Manpower Planning and Labour Administration (EMPLA)	1990-1993	UNDP AIDAB	992,000 350,000	Countries covered: Cook Islands, Fiji, Kiribati, Marshall Islands, Solomon Islands, Tonga, Samoa, Vanuatu. Some activities were also conducted in Tuvalu and FSM. Project Team/ Officers: T. Larhed, Don Fraser, E. Van der Veer Technical expertise from: Department of Industrial Relations & Department of Employment, Education and Training (Aus); WORKSAFE (Australia), NZ Department of Labour
MATCOM	Co-operation Management Training (provision of Associate Expert)	1985-	DANIDA	-	Countries covered: All PICs
RAS/90/M12/FIN	Asian Regional Programme on Occupational Safety and Health	1992-1995	FINNIDA	4,937,002	Countries covered: Asia & Pacific- Fiji, Solomon Islands, PNG, Project Team: David Gold (CTA), Suvi Rautio
RAS/92/306	Pacific Start Your Business		UNDP		Countries covered: Project Team/ Officers:
PMI/97/003	Co-operatives Development Planning in the South Pacific Region	1997-2000	UNDP TSS1	99,680	
RAS/04/59M/NET	Social Security in Pacific Island Countries	2004-2006	Netherlands Government	1,157,700	Countries covered: Fiji, Vanuatu, Solomon Islands, Kiribati, Samoa. Project Team: TBC, Sereana Cerelala
INT/05/24/EEC	Tackling Child Labour through Education in African, Caribbean and Pacific States	1 March 2008 - 31	European Union.	16,000,000 (Global budget)	Countries covered: South Sudan, Sudan, Angola, Zambia, Kenya, Madagascar, Mali, Sierra Leone, Jamaica, Guyana, PNG, Fiji

		August 2013			Project Team/ Officers: Marie Fatiaki (Programme Coordinator); Bimlesh Raj, Mere Corerega, Rosa Mataiva (Finance/ Admin); P. Blumel (Communications) PNG- Roland Katak, Adam Topo, John Kalu
RAS/06/53/NET	Sub-regional Programme on Education, Employability and Decent Work for Youth	2008-2010 (Delayed start)	Netherlands Government	2,125,000	Countries covered: Samoa, Solomon Islands, Vanuatu, PNG and Kiribati Project Team/ Officers: Ofelia Eugenio (CTA), Edward Bernard, Sereana Cerelala, Shaun Kennedy, Taua Apai, Ngutu Awira, Elisapeta Etuati, Valentina Barcucci
RAS/10/02/SPC	Pacific Island Workplaces Combating HIV/ AIDS	1 October 2011 to 30 June 2013	SPC	438,169	Countries covered: Fiji, Kiribati, PNG, Samoa, Solomon Islands, Marshall Islands, Vanuatu, Tuvalu Project Team/ Officers: Surkafa Katafono, Iloi
RAS/10/51/MAUS	Labour Governance and Migration Technical Cooperation project	2010-2015	AusAID	1,053,937	Countries covered: All Project Team/ Officers: Anne Boyd, Caroline Scott, Sivendra Michael, Bimlesh Raj
RAS/10/51MAUS	Global Jobs Pact Framework for Labour Governance and Migration	2010	AusAID	916,755	Project Team/ Officers: Anne Boyd
RAS/10/58MAUS	Pacific Growth and Employment Project	2010	AusAID	1,047,720	Project Team/ Officers: Anne Boyd
	Pacific Enable	October 2012 to June 2015	UNPRPD	350,000	Countries covered: Fiji, Vanuatu, PNG, Cook Islands. Partners: UNICEF, UNESCAP, WHO, UNV, Pacific Disability Forum Project Officer: Iresh Lal
RAS/12/02/MAUS	Strengthening Labour Migration Management in PNG and Nauru in the Context of the Australian Seasonal Worker Programme	June 2013 to December 2014	Australian DFAT	215,120	Countries covered: PNG, Nauru ILO Project Manager: Sophia Kagan
RAS/13/58/MJPN	Sub-regional Disaster Response Training on Disaster Response	2013	Japan SSN	80,000	Project Officers: Satoshi Sasaki, Edward Bernard
FJ129 KIR126 PNG103 WSM101 SLB826	Sub-regional Child Labour and Trafficking Programme	1 March 2014 to 28 Feb 2015	ILO RBSA	\$477,400	Countries covered: Fiji, Kiribati, PNG, Samoa, Solomon Islands Project Team: Marie Fatiaki (Programme Coordinator), Ahmad Ali (Project Officer), Mere Corerega (Finance/ Admin)

PIM/13/01/ESC	Enhancing the Capacity of Pacific Island Countries to address the impacts of Climate Change and Migration	2014 to 2016	ESCAP	480,772	EU Funded Project with UNESCAP as Executing Agency and ILO as Partner Countries covered: PNG, Nauru, Tuvalu ILO Project Manager: Sophia Kagan
RAS/13/56/JPN	Supporting the Definition and Extension of a Social Protection Floor	Dec 2013-April 2015	ILO/ Japan SSN Fund	199,981	Countries covered: Vanuatu and Solomon Islands Project Officers: Line Begby , Bimlesh Raj
RAS/15/04/ADB	Improving the Performance of the Labour Markets in the Pacific	2015-2016	ADB		Countries covered: Fiji, Palau and PNG Programme Officer: Surkafa Katafono
RAS/15/50/JPN	Enhanced labour market outcomes in Fiji through a better job information service	2015- 2016	ILO/ SSN		Japan Fund for Building Social Safety Nets in Asia and the Pacific (SSN) Programme Officer: Surkafa Katafono
SMA/18/01/RBS	Increasing the Capacity of Employers and Workers Organisations to Participate in the Development of Social and Labour Policy	2019-2021	ILO RBSA	1,000,000	Countries covered: Kiribati, Solomon Islands, Samoa, Fiji
SMA/	Enhancing Protection and Empowerment of Migrants and Communities Affected by Climate Change and Disasters in the Pacific Region	Jan 1 2019-Dec 31 2021	UNTFHS	342,185 (Funds to ILO from total project budget)	Countries covered: Fiji, Kiribati, Marshall Islands, Vanuatu, Tuvalu Implementing Partners: IOM, ESCAP, OHCHR, PIFS, PDD Project contact: Elena Gerasimova

FIJI

Code	Title	Timeframe	Donor	Budget	Remarks
Advisory Services Project	Vocational Training for the Hotel Industry in Fiji	Jan-April 1968	UNDP	-	Expert: J. Koscher
ILO/TAP/Fiji	Handicrafts Marketing Development	Dec 1969-Feb 1972	UNDP	-	Expert: W.G.Shultz (Handicrafts Development) Transferred to Samoa from Nov 1970-Feb 1971
FIJ/73/001	Co-operative Education and Training	Jan-March 1974	UNDP	-	Expert: E. Soderlund (Finland)
Assoc/77/46	Pilot Production-oriented Workshop Scheme for disabled workers	1978-1981	-	-	Associate Expert: Franz Pletsch (Vocational Rehabilitation)
FIJ/81/001	Vocational Rehabilitation of the Disabled	1978-1981	AIBAD UNDP	111,554 UNDP 210,500 AIDAB	Associate Expert: Franz Pletsch

				10,000 ILO RB Gov. in-kind Contr. FJD 581,420	
Advisory Services Project	Revision of Labour Legislation	Jan-May 1981	ILO RB	-	Expert: Professor C. Drake (HOD Law, University of Leeds, UK) National Counterpart: Raja Ram (Chief labour Officer)
FIJ/83/W01	Adult Education and Training for Rural Women		UNIFEM	220,000	
FIJ/87/002	Modernisation of Hotel, Catering and Tourism Occupations Training Programmes	1988-1990 1990-1993	UNDP	1,123,000	Project Team (International): P. Starks (CTA 88- 89/ Hotel Management); C. Adamson (Curriculum Development), J. Isles (CTA 90-92/ Food & Beverage Management/ Apprenticeship Training), B. Philips (Teacher Skills Training), M.Wignall (Hotel Reception/ Accounting), H.Duffraise (Expert Food & Beverage Service), M.Wrixon (Expert Accommodation/ Housekeeping)
FIJ/88/M01	Training of Logging Workers		FINNIDA EEC	1,015,000 440,000 (ECU)	Project Team: Mike Juvelius, Andrew Sorley
FIJ/89/01/AFJ FIJ/89/006	Start Your Business/ Improve Your Business SYB/IYB Phase 2	1989-1992 1992-1993	AIDAB UNDP	214,000 253,000	Project Officers: Jeff Hansen, Margaret R. Rounds
FIJ/89/P01	Population/Family Life Programme for Urban Youth	1989	UNFPA	151,000	Project Officers:
FIJ/97/001 FIJ/99/002	Strategic Human Resources Planning Policy and Coordination Sub-Programme IHRDPEP	1997	UNDP	19,000 210,000 106,000	Project Officers: A.M.Zakaria, J.Serulagilagi, V.Baledrokadroka IHRDPEP Team ILO as Implementing Agency under UNDP New Regime Projects
FIJ/99/001	Support for the Establishment of a Computerised Human Resources Information System (CHRIS)	1999	UNDP TSS1	115,000	Project Officers: A.M.Zakaria, J.Serulagilagi, V.Baledrokadroka IHRDPEP
FIJ/01/P04	Man As Partners in Reproductive Health Through Organised Workforce	2006-2009	UNFPA		Project Team: Luke Rokoua, Sheik Mohammed
	Work Adjustment for Recycling and Managing Waste (WARM)	2011	JICA		Project Manager: Surkafa Katafono

FIJ/14/01/EEC	Building on initiatives and strengthening partnerships to tackle child labour through education in Fiji	1 March 2015 to 28 Feb 2017	EU	€518,550 (ILO contr. €110,600)	Fiji TACKLE Phase II funded through the EU Delegation for Pacific Island Countries Project Team: Marie Fatiaki, Ahmad Ali, Mere Corerega
FIJ/17/50M/JPN	Promoting Decent Work and Just Transition in Automobile Dismantling Sector in Fiji				Programme Officer: Surkafa Katafono

KIRIBATI

Code	Title	Timeframe	Donor	Budget	Remarks
KIR/80/001	Co-operative Development	May-Oct 1980	UNDP	-	R. Montgomery (Expert on Cooperative Administration); E. Parnell (Expert on Cooperative Stocking and Distribution)
KIR/93/002	Assistance to Private Sector Development Programme	1993-	UNDP TSS2	19,950 120,000	Funded the Start Your Business project in Kiribati- SYB training packages produced for Kiribati and translated into local language ILO as Associated Agency under UNDP New Regime Projects
KIR/09/1MOUF	Promoting Decent work through Self- employment opportunities for youths in Kiribati	2009	UN One Fund	49,501	Project Officer: Edward Bernard

PAPUA NEW GUINEA

Code	Title	Timeframe	Donor	Budget	Remarks
-	Pottery Project in PNG	June 1967-1971	UNDP	-	Jorgen Petersen (Pottery Expert) Emmanuel Lei (National Counterpart)
PNG/89/M01	Workers' Education Assistance to the PNG Trades Union Congress	1990	AIDAB		
PNG/89/W01	Feasibility Study on Credit Assistance for Self-employed Women	1989	UNIFEM	23,000	
PNG/90/005	Employment and Investment Planning	1990	UNDP	422,000	ARTEP

PNG/90/P01	Population/ Family Life Education and Skill Training Programme for Women Organisers and Community Leaders in PNG	1990-1994	UNFPA	374,648	Project Team: M. Manuakyasi (Project Coordinator); A. Kairey, M. Misina, S. Fuluvi LAPTAP- D, Jena (Associate Expert)
PNG/92/013	Technical Assistance for the Special Interventions Project SBDC Comp.	1992-	UNDP	1,310,195	ILO as Associated Agency under UNDP New Regime Projects
PNG/94/P01 PNG/98/P01	Integrated Population and Development Planning in PNG	1994-1998-	UNFPA	634,900 530,333 794,246	
PNG/96/002	Establishment of SYB/ IYB Training Programme	1996-	UNDP TSS1	14,250 1,451,572	ILO as Implementing Agency under UNDP New Regime Projects
PNG/97/001	Job Creation through Institutional Strengthening of the Small Business Development Centre (SBDC)	1997-	UNDP TSS1	42,750 935,600	ILO as Implementing Agency under UNDP New Regime Projects
PNG/98/003	Small and Micro-Enterprise Policy Formulation Mission	1998-	UNDP TSS1	101,986	
PNG/00/003	Urban Informal Sector Study in PNG	2000-	UNDP TSS1	66,500	
PNG/03/02M/ AUS	Start and Improve Your Business PNG- Institutionalisation and Consolidation Phase	2003-	AusAID	796,207	
PNG/03/002	Support to the National Response to HIV/AIDs in PNG	2003-	UNDP	89,000	Project Officer: Surkafa Katafono
PNG/15/50/JPN	Implementing OSH legislation in PNG	2015-2016	Japan SSN	-	National Coordinator: Richard Samuels
PNG/18/50/JPN	Employment Intensive Recovery Programme	August 2018-May 2019	Japan SSN	120,000	National Coordinator: Thomas Kugan

SAMOA

Code	Title	Timeframe	Donor	Budget	Remarks
SAM/85/P02 SAM/93/P01	Training for Youths in Home Management and Family Welfare	1985-1993-	UNFPA	60,000 135,613	
-	Support for technical services towards the establishment of a national training authority in Samoa (Samoa Qualifications Authority)	September to October 2003	UNDP	20,000	
SAM/98/003	Market Appraisal for Livelihood Options (MALO)	1998-		26,000	
SAM/14/50/SID	Samoa National Action Plan on Youth Employment Project (SNAP on YE)	2013-2014	SIDA		Project Team: Cherelle Jackson (Project Manager), Satoshi Sasaki, Tomasi Peni
-	Samoa Employment and Social Protection Project	May 2017- April 2018	ILO RB	150,000	National Programme Coordinator: Tomasi Peni; Programme Officer: Edward Bernard

SOLOMON ISLANDS

Code	Title	Timeframe	Donor	Budget	Remarks
-	Assessment of the Manpower Situation in the British Solomon Islands Protectorate	July-August 1967 & Jan-Feb 1968	UNDP TAP	-	Expert/ Consultant: Professor W. El Khan (University of Durnham, England)
SOI/69/556	British Solomon Islands Protectorate- Marine Engineering and Trade Training Programme	1969-1973	UNDP	470,843 Gov. Contr. In-kind 667,700	J.M.Palmer (Project Manager), T. Nirmalalingham (Expert, Marine Engineering), N.C.McFeely (Expert, Electricity), P.B.Spange, R.Rowland (Expert- Supervisory Training)
SOI/71/004 SOI/78/008	Supervisory Training Scheme	1972-1976 1979-1983	UNDP	219,617 226,371	R. Rowland (Expert- Supervisory Training)
SOI/78/001	Handicraft Training, New Secondary Schools	June 1979- June 1982	UNDP	225,596 Gov. Contr. AUD 26,600	Project Team: G.L.Bundy (Handicraft Trainer from the UK); M.Rukasi (National Staff- Senior Lecturer Handicraft Training)
SOI/78/005	Solomon Islands Trade Training and Testing Scheme (SINTAS)	April 1979- Dec 1983	UNDP	635,865	Project Team (International): T. Grima (Expert in Trade Testing); J. Hare & R. Raiwalui (Building Trades Specialists); D. Wilkinson & W. Brown (Automotive Trades Specialists); F. Lunn (Electrical Trades Specialist)

					National Counterpart Staff: Labour Officers- A. Dakatia, F. Sene, F. Kove, N. Wagapu, B. Kimitora
SOI/84/006	Outboard Motor and Small Engine Mechanics Training in Solomon Islands		UNDP	94,000	
SOI/87/005	Feeder Roads Reconstruction		UNDP	259,000	
SOI/87/006	Rural Housing Rehabilitation Project		UNDP		J. Bola (ILO Training Adviser); Mary C Johnson (Deputy Director)
SOI/90/005	Vocational Training Development Strategy	1990-	UNDP TSS2	66,975	
SOI/95//003	Employment Generation and Sustainable Livelihoods in Rural Areas	1995-	UNDP		ILO as Associated Agency under UNDP New Regime Projects
SOI/02/009	Community Infrastructure and Rehabilitation Project (EMP-INFRA)	2003	UNDP DEX project	1,007,943	Funded by the Japanese Gov. through UN Human Security Trust Fund. Mukesh Gupta CTA
SOI/11/01/HSF	Human Security Initiative for Tensions Reduction, Reconciliation and Rehabilitation in the Solomon Islands	2012-2015	UNHSTF	609,046	ILO Officer: Bimlesh Raj
SLB/18/01/UND	Empowering Youths as Agents for Peace and Social Cohesion in the Solomon Islands	2018- 2020	UN Peace-building Fund	317,255	ILO/UNDP Project. ILO Officer: Bimlesh Raj

TONGA

Code	Title	Timeframe	Donor	Budget	Remarks
ILO/TAP/Tonga	Manpower Assessment and Planning	December 1968-March 1969	UNDP TAP	-	Expert: Dr. A. M. Lorenzo
TON/78/002	Management of Rural Development	Sept 1978-August1982	UNDP	-	Expert: Kevin Kane
TON/79/010	Technical Mission to Assist in the Preparation of Draft Industrial and Labour Legislation	July- Oct 1980-	UNDP	-	Expert: J. B. McCartney (Senior Lecturer in Law, Queens University, Belfast)
TON/84/P02	Family Life Education through Cooperatives	1984-	UNFPA	61,000	

TON/89/005	Law Labour Administration	1989-	UNDP	95,000	
TON/89/009	Refrigeration and air-conditioning	1989-	UNDP	59,162	
TON/93/P02	Family Welfare Education	1993-	UNFPA	66,284	
TON/97/002	National Provident Fund Scheme	1997-	UNDP TSS2	33,250 40,000	
TON/97/003	Assessing the Efficiency of Labour Market Information	1997-	UNDP TSS1	20,000	
TON/98/001	National Retirements Benefits Fund	1998-	UNDP	161,700	ILO as Implementing Agency under UNDP New Regime Projects

TUVALU

Code	Title	Timeframe	Donor	Budget (US)	Remarks
TUV/77/011	Rural Training Multicraft Project	July 1980- June 1983	UNDP NZ Gov.	193,060	Vocational Training Adviser- G.M.Bamford (Australia). Consultant in 1978. Project was changed from a consultancy project to advisory services project in Feb 1979.
TUV/89/004	Outer Island Construction Training/Craft Development		UNDP ILO AIDAB	16,000 12,000 48,000	

VANUATU

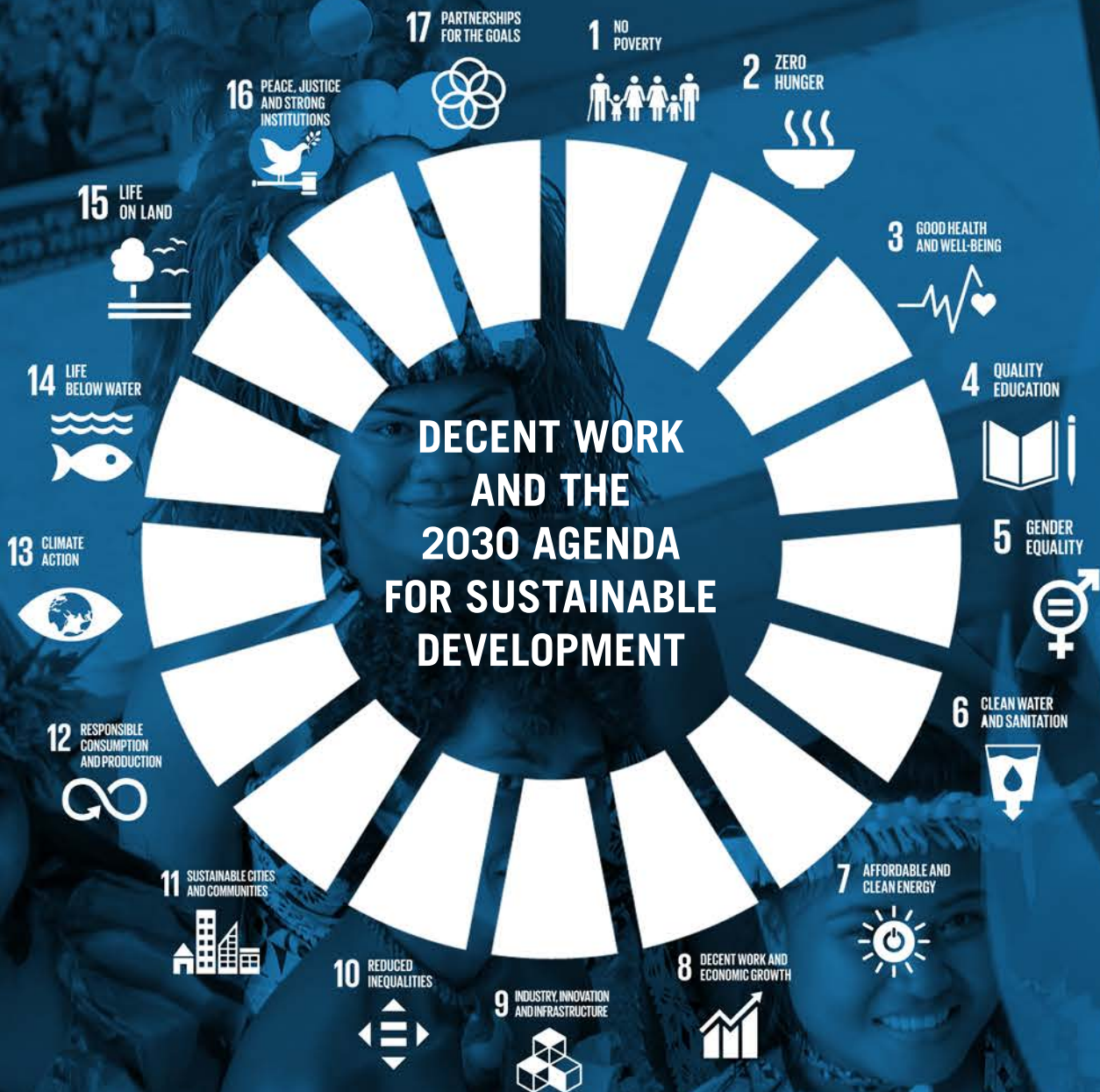
Code	Title	Timeframe	Donor	Budget	Remarks
-	Manpower Assessment in the New Hebrides	August 1967 & Jan-Feb 1969	UNDP	-	1967- Professor W. El Khan (University of Durnham, England) 1969- J.P.Metcalf (US Dept of Labour)
VAN/85/004	National Provident Fund	Nov 1985- April 1987	UNDP	-	R.E Chamberlain (UK/ Project Coordinator & Expert in Social Security Legislation and Administration)

					K. Junni (Finland/ Data Processing Expert/ 1 month) J. Carlo- VNPF General manager- Local Counterpart
VAN/87/011	Cyclone Uma Reconstruction Assistance: Human Aid and Relief, Disaster Preparedness and Prevention	1988-1990	UNDP	536,000	Project Team (International): J. Ward (CTA- UK), N. Swangpol (Thailand), I.Barwell (Aust), J.Parkhurst (US), A.Sampson (Vanuatu), UNVs- K.Woodcock (NZ), M.Tahman (Bangladesh), T.Sieve (US)
VAN/88/008	Cyclone Bola Roads Reconstruction		UNDP	300,000	

COOK ISLANDS, FEDERATED STATES OF MICRONESIA, MARSHALL ISLANDS, NIUE, PALAU, TOKELAU

Code	Title	Timeframe	Donor	Budget	Remarks
CKI/87/P01	Family Life Education for Youth and Women	1987-1993	UNFPA	36,000	
CKI/93/P02	Family Life Education			106,529	
TTP/89/201	National Manpower survey and Enhancement of Information Systems in the Federated States of Micronesia	1989-	UNDP	179,000	
MAS/85/P03 MAS/93/P02	Population/Family Life Information, Education and Communication Programme for Women and Youth	1985-	UNFPA	172,000	
MAS/92/002	Assistance to Strengthen Vocational Training through the NTC	1992-			
NIU/97/001	A Study on Small Business Development Prospects in Niue	1997-	UNDP TSS1	12,300	
TOK/97/001	A Study on Small Business Development prospects in Tokelau	1997-	UNDP TSS1	12,700	
TOK/98/001	Job Creation and Sustainable Livelihoods in Tokelau	1998-	UNDP TSS1	30,000	
TOK/98/003	Advisory Study on the Seawall Project	1998-	UNDP TSS1	7,000	

DECENT WORK AND THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT



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