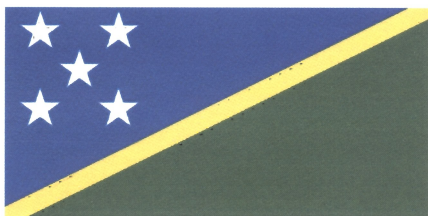




International
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International Labour Organization
DECENT WORK COUNTRY PROGRAMME
Solomon Islands





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**THE GOVERNMENT OF SOLOMON ISLANDS,
SOLOMON ISLANDS COUNCIL OF TRADE UNIONS (SICTU),
SOLOMON ISLANDS CHAMBER OF COMMERCE & INDUSTRY (SICCI),
SOLOMON ISLANDS MANUFACTURERS ASSOCIATION
AND THE INTERNATIONAL LABOUR OFFICE**

On the occasion of the completion of the above
DECENT WORK COUNTRY PROGRAMME FOR SOLOMON ISLANDS,
26th August 2008, Honiara, Solomon Islands

For the GOVERNMENT OF SOLOMON ISLANDS
represented by Mr. Barnabas Anga, Permanent Secretary
Ministry for Commerce, Employment, Trade and Indigenous Business

for the SOLOMON ISLANDS CHAMBER OF COMMERCE & INDUSTRY (SICCI)
represented by Mr. Michael E. Hemmer, Chairman

for the SOLOMON ISLANDS MANUFACTURERS ASSOCIATION
represented by Mr. Peter Tam, President

for the SOLOMON ISLANDS COUNCIL OF TRADE UNIONS (SICTU)
represented by Alfred Legua, President

.....
MR. Barnabas Anga,
Permanent Secretary
MINISTRY OF COMMERCE, EMPLOYMENT, TRADE
AND INDIGENOUS BUSINESS

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MR. MICHAEL E. HEMMER
CHAIRMAN
SOLOMON ISLANDS CHAMBER OF COMMERCE
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MR. ALFRED LEGUA
PRESIDENT
SOLOMON ISLANDS COUNCIL OF TRADE UNIONS
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MR. PETER TAM
PRESIDENT
SOLOMON ISLANDS MANUFACTURERS ASSOCIATION

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MR. WERNER K. BLENK
DIRECTOR
ILO OFFICE FOR PACIFIC ISLAND COUNTRIES

International Labour Office

Decent Work Country Programme

Solomon Islands

(2009-2012)

19 August 2009

Table of Contents

List of Abbreviations	3
Introduction	4
I. Country context	4
II. Country Programme priorities	16
III. Country Programme outcomes, indicators and brief strategy	17
IV. Implementation and management	25
V. Performance monitoring and evaluation arrangements	25

List of Abbreviations

ADB	Asian Development Bank
AusAID	Australian Agency for International Development
BoS	Bureau of Statistics
CEARC	Committee of Experts on the Application of Conventions and Recommendations
CNURA	Coalition for National Unity and Rural Advancement
CRP	Comprehensive Reform Programme
DOL	Department of Labour
DWCP	Decent Work Country Programme
EC	European Commission
EDF	European Development Fund
EEZ	Exclusive Economic Zone
EU	European Union
FOA/CB	Freedom of Association and Collective Bargaining
HDI	Human Development Index
HIES	Household Income & Expenditure Survey
HRD	Human Resource Development
ILC	International Labour Conference
ILO	International Labour Organisation
ILS	International Labour Standards
ISAG	Industry Standards Advisory Groups
ITC-ILO	International Training Centre of the ILO
LMIA	Labour Market Information and Analysis
MCILI	Ministry of Commerce, Industries, Labour and Immigration
MDGs	Millennium Development Goals
MTDS	Medium Term Development Strategy
NSO	National Statistical Office
NTTT	National Trades Training and Testing Unit
NZAID	New Zealand Agency for International Development
OSH	Occupational Safety and Health
PICs	Pacific Island countries
PNG	Papua New Guinea
RAMSI	Regional Assistance Mission to Solomon Islands
REDI	Rural Economic Development Initiative
RO	Regional Office
RSE	Recognised Seasonal Employer
RTC	Rural Training Centre
SICCI	Solomon Islands Chamber of Commerce and Industry
SICHE	Solomon Islands College of Higher Education
SICTU	Solomon Islands Council of Trade Unions
SIG	Solomon Islands Government
SINPF	Solomon Islands National Provident Fund
SIRIP	Solomon Islands Roads Improvement Programme
SIYB	Start and Improve Your Business
SRO	Sub-Regional Office
STIs	Sexually Transmitted Infections
TVET	Technical and Vocational Education and Training
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
USP	University of the South Pacific
WTO	World Trade Organisation

Introduction

The primary goal of ILO is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Decent work country programmes (DWCPs) promote decent work as a key component of development policies and at the same time as a national policy objective of governments and social partners. The present country programme is informed by international and regional development agendas including the Millennium Development Goals (MDGs), the United Nations Development Assistance Framework (UNDAF) for the Pacific subregion 2008 – 2012, and the Pacific Plan as well as Solomon Islands' national development objectives as expressed in the Medium Term Development Strategy (MTDS) 2008 - 2012. This DWCP is the product of tripartite consultations. In December 2008, separate consultations with the Solomon Islands Council of Trade Unions, the Solomon Islands Chamber of Commerce and Industry, the Association of Solomon Islands Manufacturers and the Division of Labour in the Ministry of Commerce, Industries, Labour and Immigration, were followed by tripartite consultations during which priorities were agreed on. A draft of this DWCP was sent to the constituents which were given the opportunity to comment on the draft. At this occasion, the Ministry of Commerce, Industries, Labour and Immigration (MCILI) asked that a fourth priority be included. The priorities in Solomon Islands also take due account of the outcomes of the regional Tripartite Technical Meeting on Decent Work held in Nadi, Fiji between 26 and 28 November 2007, the Biennial Country Programme Review (2006-2007) for Pacific Island Countries, as well as ILO's comparative advantages vis-à-vis other UN and bilateral development partners. The programme details the policies, strategies and results required to realise progress towards decent work for all. It reflects the strategic planning of ILO cooperation activities with Solomon Islands for the period 2009 – 2012, in alignment with the UNDAF and MTDS. Reflecting the constituents' as well as the ILO experts' assessment of past cooperation the programme aims at ensuring a strong coherence of ILO activities in Solomon Islands and thus to contribute to the achievement of sustainable impacts.

I. Country context

The demographic, social and economic situation

Solomon Islands is composed of ten large islands and many small ones with a total land area of about 28,446 skm. The country is a scattered archipelago of mountainous volcanic islands and low-lying coral atolls. The spread of its islands enables Solomon Islands to have an Exclusive Economic Zone (EEZ) of 1.3 million skm. In terms of land area and population, Solomon Islands is one of the largest Pacific Island Countries (PICs). The country is well endowed with natural resources including fish, forests, gold, bauxite, phosphates, lead, zinc, and nickel. The islands are vulnerable to a variety of natural disasters including cyclones, tsunamis and geological activity with frequent earthquakes, tremors and volcanic activity.

The last population census in Solomon Islands was held in 1999 and enumerated 409,042 people. Males made up slightly more than half (51.7%) of the population whilst females constituted 48.3% of the population. About 15% of the total population lived in Honiara or provincial towns, with 85% living in the rural areas. Although the urban population is small, it has increased rapidly over the last two decades, largely as a result of out-migration from the rural areas. This urban drift has led to a rise in urban unemployment and contributed to the period of ethnic tensions between 1999 and 2003.

It is estimated that the population has grown to 581,318 by July 2008. The total fertility rate was estimated at 3.65 children born per woman in 2008 and the current annual population growth rate is 2.5%. The population is highly youthful with a median age of 19.4 years and 40.1% of the population under 15 years of age. The Solomon Islands National Youth Policy defines youth as young women and men between 14 and 29 years of age. In 1999, the 14-29 year old population numbered 131,231.. Alienation and marginalization of youth has been reinforced by an urban youth culture with opportunities for freedom from traditional authority. The militarisation of young men as a result of the tensions continues to be a major threat to the country. One way to address this situation could be by implementing income generation programmes targeted at ex-combatants.

In 2005, Solomon Islands had a human development index (HDI) of 0.602, ranking 129 out of 177 countries with data.¹ Solomon Islands which had a higher HDI than PNG but lower than Vanuatu is one of the poorest countries in the Pacific region. At the time of the 1999 census, 21% of children under five years were underweight. Infant mortality was 66 per 1,000 live births, the worst amongst the PICs, while under-five mortality was 73 per 1,000 live births, second only to PNG. In December 2006, there had only ever been six recorded HIV/AIDS cases in Solomon Islands and three AIDS-related deaths though these numbers are likely to be an underestimation of the situation at the time and have most certainly increased since then. While the prevalence of HIV/AIDS in Solomon Islands remains low, there are significant risk factors for HIV transmission, including the high proportion of youth in the population, seafaring, high rates of other Sexually Transmitted Infections (STIs), high teenage pregnancy rates, indicating high levels of risk-taking behaviour and low condom use, and cultural and attitudinal issues including early sexual initiation, taboos related to sexuality, and gender inequality, with rising levels of violence against women, including sexual harassment and abuse at the workplace.

The economy of Solomon Islands experienced major setbacks during the period of ethnic tensions between 1999 and 2003. In 2003, the Government requested assistance from Australia, New Zealand and other PICs, which arrived in the form of the Regional Assistance Mission to the Solomon Islands (RAMSI). Since 2003, RAMSI has assisted the Solomon Islands Government (SIG) with the maintenance of law and order, the building of institutional capacity and the stabilization of government finances. Violence broke out again in and around Honiara following general elections in April 2006, and political divisions threatened to reverse the country's slow economic recovery. However, the economy has grown over 5% per annum since 2004, 10.3 % in 2007, and is expected to grow 7.3% in 2008. The recovery can be attributed to the return of business investment and an increase in export receipts.

The bulk of the population depends on agriculture, fishing, and forestry for at least part of its livelihood. Agriculture is also an important foreign exchange earner for the country, focussed on cocoa, copra and palm oil. Timber is the major export product of Solomon Islands. Fisheries and marine life represent a major food resource for Solomon Islanders as well as major export earners. Despite considerable potential, the tourist industry is underdeveloped, partly as a result of poor infrastructure. There is potential to develop eco-tourism and provide eco-friendly employment.

¹ Each year since 1990 the Human Development Report has published the HDI which provides a composite measure of three dimensions of human development: living a long and healthy life (measured by life expectancy), being educated (measured by adult literacy and enrolment at the primary, secondary and tertiary level) and having a decent standard of living (measured by purchasing power parity, PPP, income). Solomon Islands' index was a result of the following indicators: 63.0 years of life expectancy at birth, an adult literacy rate of 76.6%, a combined primary, secondary and tertiary enrolment ratio of 47.6% and a GDP per capita of PPP US\$ 2,031.

Despite recent strong growth, the Solomon Islands economy continues to face a number of challenges. Exports remain commodities based. Current logging rates are unsustainable. The high population growth rate means it will be difficult to continue to achieve real GDP per capita growth. The servicing of external public debt levels represents a significant fiscal burden and high inflation is impacting on the formal economy. Other fundamental issues remaining to be addressed include poor infrastructure and badly performing utilities, inefficiencies in public institutions and investment procedures, inefficient land and taxation policies, and a high reliance on the import of manufactured and petroleum products.

The labour market and skill development

According to the 1999 Census, approximately 50% of those who no longer attended formal education had attained at most upper primary education. A significant minority of about 28% had received little or no schooling while about one fifth had achieved higher levels. Most post-school training in Solomon Islands is provided at the Solomon Islands College of Higher Education (SICHE) or at the Honiara Centre of the University of the South Pacific (USP). Below the tertiary level, most long-term skills training (one to two years), is provided by Rural Training Centres (RTCs). There is no National Qualifications Framework in Solomon Islands and each training centre produces its own certificate. Despite the large number of adults not engaged in paid work, the private sector finds it difficult to recruit trained personnel to fill critical positions in particular in the areas of administration, management, the professions and in technical and vocational areas. This suggests that there is a strong disparity between the access to quality skills training necessary for employment and attributes of the available workforce.

Labour market data suggest that about three quarters of the population are engaged in agriculture, largely on a subsistence basis. The number of persons in paid employment was estimated at 57,472 in 2004, including 39,761 men and 17,711 women. Over 11,000 were employed in the public sector. Within the formal sector, only about 80 businesses employ 15 or more workers. The remaining 1,500 or so registered businesses are very small, often made up of a single self-employed entrepreneur (and his or her family) running a shop, driving a taxi, or catching and selling fish for a living. There is also a very significant gender difference in the workforce. There are more than twice as many males as females in paid employment while in unpaid work, females outnumber males by about 25%.

Labour market conditions have improved since the end of ethnic tensions, as shown by the increase in new business establishments of which Guadalcanal Plains Palm Oil Limited (GPPOL) was the most prominent. Despite increases in employment, there is still insufficient capacity within the labour market to absorb all the young people coming through the education system.

In 1999, the share of youth unemployment in total unemployment was 42.4%. Most school leavers are poorly equipped to compete for scarce jobs in terms of knowledge and marketable skills - a result of the education system whereby the majority of children are “pushed out” of schools with only a primary or junior secondary education. The current education policies in Solomon Islands are not responding to the skills required in the job market. There is also a lack of a coherent policy framework within which appropriate services are planned and delivered to young people as they move from school to work. Consequently, most out-of-school youth have only two options: to return to their villages and a subsistence existence or to remain in towns looking for work in the informal sector. However, meaningful participation in the latter either as an employee or as the operator of a micro-business requires at least some basic vocational and/or entrepreneurial skills as well as access to some finance.

The low absorption of school leavers into formal employment has been an important factor in the ethnic tensions between 1999 and 2003 as well as the riots of 2006. There is also an emerging problem of child labour linked to the young age at which most children leave school in Solomon Islands.

Labour market information

The labour market information and analysis (LMIA) situation in Solomon Islands poses significant challenges to MCILI and other stakeholders. The availability of labour market statistics is very limited, infrequent and scattered, while some of the available sources produce irrelevant and at times inaccurate statistics. There is no Household Labour Force Survey in place, nor an establishment survey. In addition, there is hardly any labour market analysis which would increase the understanding of the reality in the labour market and could serve as a basis for policy and decision making.

Currently, the 1999 Population Census, produced by the Solomon Islands Bureau of Statistics (BoS) is the main source of labour market information. It provides both basic and some more advanced labour market indicators such as a detailed breakdown of employment by occupation and industry. However, since the scope of the census was much broader than that of a labour force survey, not the entire range of desired indicators can be produced. The 2005/2006 Household Income & Expenditure Survey produced by the BoS also provides statistics on wages and some basic demographic characteristics, while failing to produce other essential labour market indicators. An important administrative source of information is the Enterprise Register, containing information on formal sector employment. However, in a country where most of the population is outside the formal economy, there is an obvious need for a data collection instrument covering the entire labour force. The Solomon Islands National Provident Fund (SINPF) also maintains a database with characteristics of its registered members working in the formal sector.

Apart from the unavailability of relevant labour market statistics, a second shortcoming in the field of LMIA is the lack of collaboration between different Ministries and stakeholders that use and produce labour market information. In the past there has been no platform to identify and address LMIA issues, to explore increased collaboration and to exchange ideas for improvement of data collection, storage and usage. This has led to a situation in which various useful sources of labour market data are underutilized because stakeholders are not aware of the existence of these data. Currently, the Ministry of Finance and Planning is trying to address this issue through the establishment of a central Human Resources Database, which would ideally include socio-economic data tapped from all Ministries and Departments. In the development of this database, it consults MCILI and the Ministry of Education. The ILO Workshop on LMIA, held in Honiara on 3-4 December 2008, revealed that the Ministry of Finance and Planning is open to broaden this collaboration to include the BoS and the Ministry of Women, Youth and Children Affairs.

MCILI has acknowledged its lack of capacity in labour market analysis. Staff are not trained in the usage of database and statistical programmes, in combining available data with economic theory and in linking labour market trends to policy advice. The BoS does not have sufficient experience in the specific area of labour market statistics. Finally, all major stakeholders in LMIA including Ministries, workers' and employers' associations lack sufficient capability to analyse existing labour market data and link these to their policies and programmes.

Social protection

The formal social protection system in Solomon Islands is limited to the SINPF which largely covers formal sector employees and to which obligatory contributions have to be made by employees and employers. Membership of the fund is optional for the self employed and unemployed. The SINPF benefit can be withdrawn upon reaching the age of 50, or upon death, incapacity or permanent emigration. It may also be withdrawn partially or in full upon job redundancy or reaching the age of 40 and by producing evidence of permanent job separation. The SINPF recorded a total of 135,960 members with credit balances at June 2008. MCILI aims at broadening the scope of social protection in Solomon Islands to include a national pension scheme to cover all citizens above a certain age and to establish a National Health Insurance Scheme to cover all Solomon Islanders that would also include increased access to specialised health care overseas.

National, regional and global development frameworks

Strategic priorities of the SIG are detailed in the **Medium Term Development Strategy (MTDS) 2008 – 2012**. The MTDS has been set in the context of the SIG’s “Policy Statements” of January 2008, published in the document **Coalition for National Unity and Rural Advancement (CNURA) – Translation and Implementation Framework**. The six priority areas of the MTDS are included in Table 1. For MCILI specifically, the main policy goal is that “Solomon Islanders are given more opportunities to be involved in activities which enable them to improve their livelihoods”. MCILI’s expected outcomes for which the Labour Division is responsible include: a skilled (manual / technical) workforce which is to be achieved through budget support to SICHE for apprenticeship training as well as through the establishment of the Solomon Islands Technical Skills and Productivity Authority through upgrading of the National Trades Training and Testing Unit (NTTT). The Labour Division is also responsible for providing courses for urban unemployed youth.

To address its economic and social challenges, Solomon Islands has adopted several strategic frameworks. The 8 **MDGs** form a blueprint that respond to the world’s main development challenges and are to be achieved by 2015, agreed to by all the world’s countries and all the world’s leading development institutions (see Table 1).

The **Pacific Plan** was endorsed by Pacific Leaders at their Pacific Islands Forum Meeting in Port Moresby in October 2005. With an overall focus of regionalism and sub-regionalism, the Pacific Plan’s includes 13 strategic objectives under four pillars (see Table 1). The Pacific Plan makes special reference to find decent income and employment opportunities for the growing number of unemployed youths, school leavers and people living below the poverty line.

For the **UNDAF** cycle 2008 – 2012 a joint UNDAF was undertaken by the UN Country Teams of Samoa and Fiji. This UNDAF was developed based on a review of national and regional plans, strategies and policies from 14 PICs and regional bodies, UN mandates, and UN areas of expertise, which led to the identification of four UN priority areas (see Table 1). Particularly important in the analysis was the Pacific Plan, whose objectives closely align with the identified UN priorities. Human rights and gender equality have been mainstreamed in the design, implementation, monitoring and evaluation of programmes in the UNDAF.

Geographically, the UN has chosen to focus on the region’s five Least Developed Countries – Kiribati, Samoa, Solomon Islands, Tuvalu, and Vanuatu. The five LDCs will receive roughly 65% of an estimated USD 309.7 million over the five-year period. The UNDAF has identified opportunities for ILO’s involvement and potential partnership. ILO is listed as a partner in most programme outputs under the priorities “equitable economic growth and poverty reduction”, “good governance and human rights” and “equitable social and protection services”. ILO is the lead partner in the output “enabling environments support employment

friendly micro-small- and medium-sized enterprises” under the first priority. In addition, there are opportunities for ILO involvement in creating “Green Jobs” under the fourth priority.²

The UNDAF stakeholders’ meeting in Suva in May 2007 during which the joint UNDAF was presented, also identified the importance of focused activities dealing with the youth bulge in PICs. A joint programme of youth has been approved and discussions are underway to determine how it will be designed and coordinated. ILO was one of 11 UN agencies that participated in the Joint Annual High Level Review Meeting for the 2008 UNDAF programme in Solomon Islands, on 30 October 2008.

Finally, the notes that were adopted at the Tripartite Technical Meeting on Decent Work held in Nadi, Fiji between 26 to 28 November 2007 identify common regional priorities for ILO assistance.

Table 1: Overview of major development frameworks in Solomon Islands

Development framework	Duration	Priorities
Medium Term Development Strategy (MTDS)	2008-2012	1) Reconciliation and rehabilitation; 2) National security and foreign relations; 3) Infrastructure development; 4) Social services sector; 5) Economic / productive sectors; 6) Civil affairs.
Pacific Plan	Adopted in 2005 by Pacific leaders	Economic Growth pillar: 1) Increased sustainable trade (including services), and investment; 2) Improved efficiency and effectiveness of infrastructure development and associated service delivery; 3) Increased private sector participation in, and contribution to, development; Sustainable development pillar: 4) Reduced poverty; 5) Improved natural resource and environmental management; 6) Improved health; 7) Improved education and training; 8) Improved gender equality; 9) Enhanced involvement of youth; 10) Increased levels of participation and achievements in sports; 11) Recognised and protected cultural values, identities and traditional knowledge; Good governance pillar: 12) Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific; Security pillar: 13) Improved political and social conditions for stability and safety.

² Efforts to tackle climate change could result in the creation of millions of new **green jobs** in the coming decades, according to the report "Green Jobs: Towards Decent work in a Sustainable, Low-Carbon World" from the United Nations on the impact of the emerging global green economy, released in September 2008. Green jobs reduce the environmental impact of enterprises and economic sectors, ultimately to levels that are sustainable. Changing patterns of employment and investment result from efforts to reduce climate change and its effects are already generating new jobs in many sectors and economies, and could create millions more in both developed and developing countries.

MDGs	Adopted in 2000 by all countries, to be achieved by 2015	Goal 1: Eradicate extreme poverty and hunger; Goal 2: Achieve universal primary education; Goal 3: Promote gender equality and empower women; Goal 4: Reduce child mortality; Goal 5: Improve maternal health; Goal 6: Combat HIV/AIDS, malaria and other diseases; Goal 7: Ensure environmental sustainability; Goal 8: Develop a Global Partnership for Development.
UNDAF	2008-2012	1) Equitable economic growth and poverty reduction; 2) Good governance and human rights; 3) Equitable social and protection services; 4) Sustainable environmental management.
DWCP	2009-2012	1) Capacity building of tripartite partners and improvement of social dialogue; 2) Promotion of decent employment opportunities, particularly for young women and men, and inclusive of persons with disabilities; 3) Improvement of the labour market information and analysis system; 4) Increasing social protection.

Donor assistance

Solomon Islands is fully supported by international and regional institutions and bilateral donors which endeavour to closely align their contributions to the country's priorities.

Australia is the major donor in Solomon Islands and delivers its aid programme through two streams: RAMSI's development programme (supported by Australia with AUD 65 million in 2008) and AusAID's bilateral programme (AUD 40 million in 2008). In line with the RAMSI mandate and objectives agreed in 2003, RAMSI's development programme is based on the three pillars of economic governance, law and justice and machinery of Government, the latter referring to capacity building of central Government institutions and functions. AusAID's bilateral assistance focuses on economic livelihoods; infrastructure; service delivery (mostly health services); and economic reform.

In 2003, **NZAID** and the SIG agreed on a country strategy entitled *Man Talem Duim*, the main focus of which is on education with the aim of achieving universal primary education for all children and to eliminate gender disparity at all levels of education by 2015. With RAMSI, NZAID has helped the SIG to re-establish macro-economic management and sound budgetary systems.

The **European Union (EU)** is another major donor in Solomon Islands. EU assistance is composed of a national programme as well as a Pacific-wide regional programme. Under the 10th EDF 2008-2013, Solomon Islands has been allocated 15.5 million EURO under its national programme for the two focal sectors Rural development and Capacity building.

The **Asian Development Bank (ADB)** developed a medium-term country assistance strategy in 2004 aiming for rapid, pro-poor, private sector-led economic growth, and focusing on improving transportation infrastructure and services and an enabling business environment. Capacity development and the promotion of good governance are priorities. ADB assistance is provided entirely on a grant basis and no new lending to the country will be provided until public finances stabilize. ADB's ongoing Post-Conflict Emergency Rehabilitation Project (PCERP) has contributed significantly to the rehabilitation of roads and bridges. In 2006,

ADB approved the Solomon Islands Roads Improvement Programme (SIRIP). Both projects are supported by Australia and New Zealand.

Donor harmonisation and alignment has improved, with the development of joint donor programs or approaches in the health sector (AusAID, World Bank, UN agencies), forestry (AusAID, EU), agriculture (EU, World Bank, RAMSI), infrastructure (ADB, AusAID, NZAID, RAMSI, EU), provincial government strengthening (UN, EU, RAMSI), parliamentary strengthening (UN, RAMSI) and scholarship selection (NZAID, AusAID).

ILO's partnership with Solomon Islands

Solomon Islands became a member state of the ILO in 1984. It ratified one of the eight Fundamental Conventions in 1985, namely the Forced Labour Convention, 1930 (C.29). In addition, Solomon Islands ratified another 13 ILO conventions, all in 1985.³ However, the national labour practices rarely conform to International Labour Standards (ILS).

The Employment Act 1982 [Cap. 72] and the Labour Act [Cap. 73] are the principal laws governing the terms and conditions of employment in Solomon Islands. Other important labour laws include the Trade Unions Act of 1988 [Cap. 76], the Trade Disputes Act 3 of 1981 [Cap. 75], the Unfair Dismissal Act 8 of 1982 [Cap. 77], the Safety at Work Act No. 3 of 1982 [Cap. 74], the Solomon Islands National Provident Fund Act 1 of 1996 [Cap. 109], the Workmen's Compensation Act 3 of 1982 [Cap. 78] and the Pensions Act [Cap. 107].

The SIG is obliged to supply reports on the application of ratified conventions. In 2008, ILO's Committee of Experts on the Application of Conventions and Recommendations (CEARC) received reports on the application of C.11 and C.12. However, reports due on the application of the other ratified Conventions have not been received for the second consecutive year. CEARC also noted the Government's failure to submit replies to earlier comments of CEARC. However, the Committee noted the detailed explanations given by the Government's representative before the Committee on the Application of Standards at the 96th Session of the International Labour Conference (ILC) for the delays encountered in the submission of reports. It was noted that efforts were undertaken by the Government to strengthen the country's labour institutions, the Labour Division and to provide one officer from the Ministry with training on ILS and reporting under ILO's supervisory system at the International Training Centre of the ILO (ITC-ILO). CEARC has expressed hope that, with the necessary support of ILO, the Government will in the future fulfil its constitutional obligation to supply reports on the application of ratified Conventions.

A delegation from Solomon Islands for the first time attended the ILC in 2007 and again in 2008.

Tripartite constituents and social dialogue

The social partners are the **Solomon Islands Council of Trade Unions (SICTU)** and the **Solomon Islands Chamber of Commerce & Industry (SICCI)**. Labour issues are the responsibility of the **Labour Division**, headed by the Labour Commissioner, which is part of the **Ministry of Commerce, Industry, Labour and Immigration (MCILI)**.

³ The other ratified conventions are: Unemployment Indemnity (Shipwreck) Convention, 1920 (C.8), Right of Association (Agriculture) Convention, 1921 (C.11), Workmen's Compensation (Agriculture) Convention, 1921 (C.12), Weekly Rest (Industry) Convention, 1921 (C.14), Medical Examination of Young Persons (Sea) Convention, 1921 (C.16), Equality of Treatment (Accident Compensation) Convention, 1925 (C.19), Minimum Wage-Fixing Machinery Convention, 1928 (C.26), Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (C.42), Underground Work (Women) Convention, 1935 (C.45), Labour Inspection Convention, 1947 (C.81), Right of Association (Non-Metropolitan Territories) Convention, 1947 (C.84), Labour Clauses (Public Contracts) Convention, 1949 (C.94), Protection of Wages Convention, 1949 (C.95).

The Labour Division has 20 established posts and holds responsibility for labour administration including providing advice on labour policy, administering labour legislation, advising the tripartite partners in employment matters, and certifying tradespeople. Through the NTTT, the Division also provides supervisory services for the examination of students in 28 training centres. The NTTT has established five “Industry Standards Advisory Groups” (ISAGs) which set standards for training in carpentry, plumbing, mechanical and electrical trades. The ISAGs’ functions could be expanded to include issues such as industry-based minimum wages and OSH.

Capacity within the Labour Division is compromised by a lack of staff with some established posts being vacant for prolonged periods of time. Capacity building is required in regards to the organisational structure. There is great need for a Research and Development unit to be established within the Labour Division. There is also concern that some important issues of interest to the Labour Division are administered by altogether different Ministries. These include technical and vocational education and training (TVET) being administered by the Ministry of Education, human resource development (HRD) by the Ministry of Planning and Aid Coordination, and social security through the SINPF by the Ministry of Finance. The fragmentation of training institutions has been a major concern for the Labour Division. RTCs almost act independently, while the apprenticeship scheme functions without financial contributions by employers.

SICTU is the umbrella body for all 11 unions registered in Solomon Islands which include ten public and one private sector union.⁴. SICTU has a constitution but is not registered. It deals with national issues without interfering in individual union issues. SICTU’s executive has 11 members, one from each affiliated union. Only four of the affiliated unions have full-time staff while the other unions and SICTU rely on volunteer staff. Before 1999, SICTU had two paid staff. SICTU’s offices are provided free of charge by the Solomon Islands National Union of Workers. Union membership has declined since the 1990s. For instance, less than 2,000 teachers out of over 7,000 teachers country-wide are union members. SICTU needs strengthening to increase union membership. Training is required for union officials, shop stewards, and rank and file members in a vast range of areas including youth employment, labour legislation, gender, OSH, HIV/AIDS, negotiation skills, and recruitment. Training will also have to be organized in the provinces. There is need for training materials, manuals, and posters. In addition to a lack of knowledge and information, the unions have weak infrastructures in terms of human and financial resources and appropriate institution-infrastructure for carrying out research and education activities.

SICCI is the umbrella body representing the interests of the private sector in Solomon Islands. It has over 100 members including small and large, local and multinational businesses. Together with the Ministry of Women, Youth and Children Affairs, SICCI has a youth mentoring programme. SICCI’s staff include one Secretary and two research officers. SICCI lacks the capacity to conduct research needed by SICCI’s Board. In addition, there is need for training in various areas including industrial relations and human resource development, as well as for office equipment.

⁴ These 11 unions are: The Solomon Islands National Union of Workers for the private sector which covers the logging, fishing, hotel, catering, dock, plantation, finance, water, electricity and other industries. The ten public unions include the Solomon Islands Public Sector Employees Union, Solomon Islands National Teachers Association, Solomon Islands Medical Association, Solomon Islands Paramedic Association, Solomon Islands Nurses Association, Solomon Islands Police Officers Association with three separate groups for senior officers, subordinates and prison officers, SICHE Lecturers Association, and SICHE National Staff Association.

Tripartism and social dialogue came under threat during the ethnic tensions between 1999 and 2003 and civil unrest in 2006 and has been adversely affected by the absence of previously existing bodies such as the Labour Advisory Board, the Apprenticeship Board and the Legal Minimum Wage Setting Board. The recently established tripartite Labour Law Review Committee's terms of reference state that the Committee is responsible for the discussion and facilitation of meetings on matters relating to the review of labour laws, to agree on procedures in relation to the labour law review, to consult with relevant stakeholders, and to help re-establish the Labour Advisory Board (LAB) and the Apprenticeship Board, the Industry-based Joint Consultative Committee, and the National Skills and Productivity Board. The Committee has so far met twice and includes representatives of SICTU and SICCI. SICTU is convinced that the current Labour Law is effective in Solomon Islands and that there is therefore no need for a review of the Labour Law. SICCI is of the view that there is a need to review the current labour laws and supports initiatives that will contribute to the review of the labour law.

In the past, no formal DWCP for Solomon Islands existed. Nevertheless, ILO has undertaken a range of activities in the recent past (see Table 2).

Table 2: Major past and present ILO activities in Solomon Islands

Area / Project name	Background / Aims	ILO activities	Duration
Technical cooperation project: Sub-Regional Programme on Education, Employability and Decent Work for Youth in the Pacific Island Countries (RAS/06/53/NET)	- Enhancing the knowledge of how to better address the challenges faced by young women and men in securing decent wage and self-employment; - Strengthening the capacity of governments, employers' and worker's organizations to take a more proactive role in developing national and local policies as well as other practical initiatives to achieve Decent Work for youth; - Facilitating greater access by young men and women to support services for wage and self-employment through new tools and methodologies adapted to national circumstances.	- Desk review on youth employment in 2008; - Workshop on LMI technical training in December 2008; - Pacific Trade Union Training on Decent Work for Youth and Labour Migration in Samoa in September 2008. Four youth leaders from Solomon Islands participated in the training and some TREE materials are now being used by participants in their respective organizations to generate employment for youth⁵; - Organisation of a Regional Workshop on Youth Employment in Nadi in November 2008; - Training of union staff in Solomon Islands on youth employment issues in 2008 and development of a workplan at the end of the workshop; - A National Officer for Solomon Islands will be recruited for the Youth Employment Programme in early 2009.	April 2008 - 2010
Technical cooperation project: "Men as partners in reproductive health" (funded by UNFPA)	- Engaging men in reproductive health, family life and responsibilities at home; - Strengthening the capacity of workers' and employers' organisations to deal with the issue of reproductive health and HIV/AIDS prevention.	- Awareness raising on HIV/AIDS at the workplace and the gender dimensions of HIV/AIDS with tripartite constituents; - Assistance with drafting workplace policies in compliance with ILO's Code of Practice.	2006 - 2010
Technical cooperation project: Social Security in Pacific Island Countries (funded by the Netherlands)	- Social protection system in Solomon Islands is limited to the Solomon Islands National Provident Fund (SINPF), largely covering formal sector employees.	- Developing base line studies with the aim of determining areas of productivity improvement of SINPF as well as a possible extension of coverage to areas such as unemployment benefits, health insurance and old age benefits.	2004-2006
Labour market information and	- Improving labour market information and analysis;	- Aim to include important and necessary labour market data in the census questionnaire of Solomon Islands' next population census in 2009.	Pipeline project

⁵ The "Training for Rural Economic Empowerment" (TREE) methodology is a community-based methodology for generating income and employment opportunities at the community level using various tools for community organising, community planning, enterprise identification and development, skills training and setting up of community funds to finance enterprises.

analysis' (LMIA)	- Providing data for the Youth Employment Programme.		
Improving OSH in Ports	- Improving working conditions and the welfare of maritime workers.		Pipeline project
Capacity building	- Implementation of ILO Conventions ratified by Solomon Islands; - Fulfilment of reporting obligations; - Capacity building of tripartite constituents in the areas of human resources and institutional infrastructure.	- Workers' education through subregional workers' education programme; - Tripartite constituents have been sent on fellowships to Turin and Korea; - SICTU has benefitted from capacity building assistance through an ILO/DANIDA project (1999-2004) which included workers' education through a train-the-trainers scheme; - Technical assistance aimed at institutional strengthening for workers' and employers' activities.	Ongoing
OSH	- Strengthening the process of collecting statistics on work-related accidents.	- Development of Occupational Safety and Health (OSH) policies; - Sub-regional seminars on OSH run by the ILO Office for the Pacific Islands and ILO's International Training Centre (ITC-ILO) in Turin; - Fellowships to the ITC-ILO.	Ongoing

II. Country Programme priorities

The 2009-2012 ILO Decent Work Country Programme for Solomon Islands was formulated together with the tripartite constituents and fully and comprehensively reflects their priorities. The specific concerns of each of the tripartite partners were voiced in separate meetings with the tripartite partners agreeing on three overall priorities in the tripartite meeting, held subsequent to the individual meetings. A draft of this DWCP was then sent to the constituents which were given the opportunity to comment on the draft. At this occasion, MCILI asked that a fourth priority be included. The four priorities of this DWCP reflect the constituents' needs at the present time, while also responding to Solomon Islands' social and economic needs, and corresponding with strategies and activities spelled out in the Pacific Plan, the UNDAF and the MTDS. They also take due account of the outcomes of the regional Tripartite Technical Meeting on Decent Work held in Nadi, Fiji between 26 and 28 November 2007 and the Biennial Country Programme Review (2006-2007) for Pacific Island Countries, as well as ILO's comparative advantages vis-à-vis other UN and bilateral development partners. ILO will concentrate on the following four country programme priorities in Solomon Islands within the overarching theme of "decent work for all men and women" and in recognition of ILO's Declaration on the Promotion of Social Justice for A Fair Globalization:

Priority 1. Capacity building of tripartite partners and improvement of social dialogue;

Priority 2. Promotion of decent employment opportunities, particularly for young women and men, and inclusive of persons with disabilities;

Priority 3. Improvement of the labour market information and analysis system;

Priority 4: Increasing social protection.

By focusing on these four priorities, ILO's DWCP is closely aligned with the major development frameworks in Solomon Islands (see Table 3).

Table 3: Alignment of DWCP priorities with major development frameworks in Solomon Islands

Development framework	Priorities	Corresponding DWCP priorities
Medium Term Development Strategy (MTDS)	Priority 1: Reconciliation and rehabilitation	DWCP Priority 1: Capacity building of tripartite partners and improvement of social dialogue
	Priority 5: Economic / productive sectors	DWCP Priority 2: Promotion of decent employment opportunities
	Priority 6: Civil affairs	DWCP Priority 1: Capacity building of tripartite partners and improvement of social dialogue; DWCP Priority 3: Improvement of the labour market information and analysis system
Pacific Plan	Priority 4: Reduced poverty	DWCP priority 2: Promotion of decent employment opportunities; DWCP Priority 4. Increasing social protection
	Priority 7: Improved education and training	DWCP Priority 2: Promotion of decent employment opportunities , particularly for youth

	Priority 9: Enhanced involvement of youth	DWCP Priority 2: Promotion of decent employment opportunities , particularly for youth
	Priority 6: Improved health	ILO's work on HIV/AIDS in the workplace under DWCP Priority 1
	Priority 8: Improved gender equality	All activities in the DWCP will be proactively inclusive of women and persons with disabilities.
	Priority 12: Improved transparency, accountability, equity and efficiency in the management and use of resources in the Pacific	DWCP Priority 1: Capacity building of tripartite partners and improvement of social dialogue; DWCP Priority 3: Improvement of the labour market information and analysis system
	Priority 13: Improved political and social conditions for stability and safety	DWCP Priority 2: Promotion of decent employment opportunities; DWCP Priority 4. Increasing social protection
MDGs	Goal 1: Eradicate extreme poverty and hunger	DWCP Priority 2: Promotion of decent employment opportunities; DWCP Priority 4. Increasing social protection
	Goal 3: Promote gender equality and empower women	All activities in the DWCP will be proactively inclusive of women and persons with disabilities
	Goal 6: Combat HIV/AIDS, malaria and other diseases	ILO's work on HIV/AIDS in the workplace under DWCP Priority 1
UNDAF	1) Equitable economic growth and poverty reduction	DWCP Priority 2: Promotion of decent employment opportunities; DWCP Priority 3: Improvement of the labour market information and analysis system
	2) Good governance and human rights	DWCP Priority 1: Capacity building of tripartite partners and improvement of social dialogue;
	3) Equitable social and protection services	DWCP Priority 4. Increasing social protection; promoting ILS (under DWCP priority 1), combating HIV/AIDS ; through HIV/AIDS workplace policies and the Men as Partners project (under DWCP priority 1) as well as ensuring that all activities under the DWCP are gender-sensitive and inclusive of persons with disabilities
	4) Sustainable environmental management	Promoting green jobs which reduce the impact on the environment (possible ILO contribution to the UNDAF)
Donor activities	AusAID: Economic livelihoods	DWCP Priority 2: Promotion of decent employment opportunities
	EU: Rural development and capacity building	DWCP Priority 1: Capacity building of tripartite partners and improvement of social dialogue
	ADB: Creating an enabling business environment	DWCP Priority 2: Promotion of decent employment opportunities

III. Country Programme outcomes, indicators and brief strategy

Each Country Programme priority includes at least one outcome. Outcome indicators will be used to measure achievement of the outcomes and targets are set for each indicator. Brief strategy summaries describe the activities and outputs that will lead to the achievement of the outcomes.

Priority 1. Capacity building of tripartite partners and improvement of social dialogue

Outcome 1.1: The social partners are strengthened to increase the effectiveness of their institutions, to provide meaningful services to their members and to extend the representation of their organisations.

Outcome indicators:

1.1.1. The number of members of unions affiliated to SICTU and the number of members of SICCI.

Target: 30% increase by 2012, compared to 2009, with at least 30% women among the new union members and 15% women among the new members of SICCI.

1.1.2. SICTU and SICCI actively participating in the Labour Advisory Board.

Target: SICTU and SICCI will actively participate in all Labour Advisory Board meetings between 2009 and 2012, including at least one female participant each from SICTU and SICCI.

1.1.3. The number of companies covered by HIV/AIDS workplace policies.

Target: The number of companies covered by HIV/AIDS workplace policies will have doubled by 2012, compared to 2009.

Strategy including activities and outputs to achieve outcome 1.1:

A “capacity assessment” of the constituents will be conducted in the first year of the DWCP by ILO and the tripartite constituents in order to determine the required organisational capacities and staff skills to deliver DWCP priorities. ILO’s International Training Centre (ITC-ILO) will assist with this activity and determine a range of targeted training interventions over the DWCP period. Training will also be provided by ITC-ILO, either in Turin or in the region. Given the weak capacity of the social partners, resources will specifically be set aside to increase their capacity to participate in the implementation and monitoring of the DWCP.

Some specific training and other needs of the constituents have already been identified during meetings in Solomon Islands: The enforcement of labour legislation will be strengthened by providing training to MCILI staff. There is also need for training of MCILI staff to upgrade their knowledge and skills in the management of tripartism.

The skills of SICTU and SICCI staff in establishing and managing their organisations need to be upgraded. The capacity of SICTU and SICCI to effectively participate in policy

formulation also needs to be improved. ILO will provide technical assistance to address this area of need.

ILO will assist to upgrade the capacity of SICTU and its affiliated organizations to provide better protection and services to their members and workers in general. Training needs within SICTU and its members will be identified together with SICTU staff and members. Training can be conducted along the lines of the successful past DANIDA/ILO project. Training is required for union officials, shop stewards, and rank and file members in a vast range of areas including labour legislation, gender, OSH, HIV/AIDS, youth employment, negotiation skills, and recruitment. Training would also have to be organized in the provinces and there is need for training materials, manuals, and posters. The training plan will be developed together with SICTU to ensure that it is relevant to the specific situation in Solomon Islands while also taking account of successful models from elsewhere. In addition to a lack of knowledge and information, the unions are weak in terms of financial resources and infrastructure for carrying out research and education activities. SICTU also requires equipment for its national centre. These needs will be addressed through support provided by ACTRAV, some resources set aside by the ILO Office for the Pacific Island Countries as well as through project related activities. As a result, it is envisaged that the number of unionised workers will increase. Women and persons with disabilities will be encouraged to be trade union officials with a view to representing the specific interests of women and persons with disabilities respectively in the process of collective bargaining.

SICCI staff require training in the areas of industrial relations, recruitment, human resource development, research and others. SICCI also needs office equipment.

One existing ILO initiative in Solomon Islands that demonstrates that partnership between the employers' and workers' organisations is important for progress is the "Men as Partners in Reproductive Health" project, targeting employers' and workers' organisations. The project aims at training male workers who are affiliated to employers' or workers' organisations. This has brought together the two organisations to work together to achieve the common goal of promoting gender equality and social dialogue. The aim of the project is to engage men in reproductive health, family life and responsibilities at home. It also aims at strengthening the capacity of workers' and employers' organisations to deal with the issue of reproductive health and HIV/AIDS prevention. This project will continue.

Staff from the Labour Division and SICCI will also receive technical and legal advice on how to effectively develop and implement labour law, taking into account the ILS. The knowledge and understanding of relevant laws, regulations and practices as well as the monitoring and evaluation of the implementation of labour laws and policies will be improved.

Outcome 1.2: The understanding of international labour standards is improved among the tripartite constituents.

Outcome indicators:

1.2.1. The reports prepared and submitted under the ILO supervisory system.

Target: Annual reports due under the Article 22 of the ILO Constitution on ratified Conventions will be prepared by the Labour Division involving the social partners and other relevant ministries and sent on time to the ILO.

Strategy including activities and outputs to achieve outcome 1.2:

ILO will assist to upgrade the skills of the tripartite constituents to understand and comment on existing and proposed ILO Conventions and Recommendations and to fulfil the ILS reporting obligations. This is an area where ILO's International Labour Standards Department (NORMES) and the ILS specialists in the field will be of particular assistance.

Considering the ILO campaign on the fundamental Conventions and the 1998 and 2008 Declarations, ILO will promote the ratification and implementation of the seven fundamental ILO Conventions that have not yet been ratified by Solomon Islands. NORMES will provide guidance and assistance in this area.

Outcome 1.3: An effective tripartite social dialogue mechanism is established to make tangible progress in promoting Decent Work for both women and men.

Outcome indicators:

1.3.1. Functioning tripartite institutions.

Target 1: The tripartite Labour Advisory Board is set up, as outlined in the terms of reference of the Labour Law Review Committee, and is functioning well for the duration of the DWCP with at least 30% women members.

1.3.2. Employers' and workers' organisations participate in labour and employment policy development through tripartite dialogue.

Target: All new labour and employment policies are developed through tripartite dialogue.

Strategy including activities and outputs to achieve outcome 1.3:

The strengthening of tripartite institutions is a priority in order to improve social dialogue and the functioning of tripartism. In the past, labour issues have not always been dealt with in a tripartite process. ILO assistance will be provided to improve social dialogue, collective bargaining and dispute settlement. Since most of the previously functioning tripartite structures are dormant, capacity building needs to focus on tripartite structures including the Labour Advisory Board which, following its reconstitution, is envisaged to be the umbrella body for all tripartite institutions. The quality of its functioning will be measured by the number of recommendations by CEARC that the Labour Advisory Board takes up in its activities related to labour policy advice and to the ratification of newer and up-to-date ILO Conventions. A functioning LAB will also ensure that labour and employment policy is developed through tripartite dialogue. If requested by the tripartite constituents, ILO will provide technical assistance to strengthen the Labour Advisory Board.

Other tripartite institutions that need to be reconstituted include the Apprenticeship Board, and the National Trade Testing Centre. One concern is the fragmentation of training providers which can be addressed by establishing a National Skills and Productivity Authority. ILO will provide technical assistance to facilitate the establishment of this authority.

Tripartite partners require information on how tripartite structures work elsewhere and good practices of social dialogue, collective bargaining and dispute settlement from around the region and beyond will be shared. A review of the current situation of social dialogue institutions will be conducted and recommendations for improvement will be provided and implemented by ILO and the tripartite partners, ensuring the inclusion of women and persons

with disabilities in these institutions. ILO will assist tripartite constituents to develop national plans of action to promote tripartism and social dialogue.

ILO will assist to upgrade the skills of staff of the Labour Division, SICTU and SICCI in collective bargaining techniques and procedures and dispute resolution by providing technical assistance and training. As part of this assistance, Solomon Islands will be encouraged to ratify the Tripartite Consultation (International Labour Standards) Convention, 1976 (C.144).

Priority 2. Promotion of decent employment opportunities, particularly for young women and men, and inclusive of persons with disabilities

Outcome 2.1: Improved decent employment opportunities for youth through improved support services and improved coordination of youth employment programmes and policies.

Outcome Indicators:

2.1.1. The capacity of tripartite constituents to provide employment support services.

Target: Expanded scope of employment support services provided by each of the tripartite constituents in 2012, compared to 2009.

2.1.2. Percentage of young women and men having accessed employment support services being employed in decent employment by 2010.

Target: 50%, half of whom are women and 10% are persons with disabilities.

2.1.3. A coordination mechanism to promote youth employment for gender-responsive policy formulation and programme development

Target: A sub-committee on youth employment will have been established and strengthened within the DWCP committee with at least 30% female members.

2.1.4. Progress towards ratification and application of the Employment Policy Convention, 1964 (C.122).

Target: Progress has been made towards ratifying the Employment Policy Convention, 1964 (C.122) by 2012.

Strategy including activities and outputs to achieve outcomes 2.1 and 2.2:

ILO has accumulated a stock of knowledge and practical tools and model approaches that can benefit the implementation of youth policies in Solomon Islands. These include career guidance material, Start and Improve Your Business (SIYB) training modules, gender equality, mainstreaming and auditing tool kits to help strengthen and expand actions to address the needs of both women and men, Women's Entrepreneurship Development and Gender Equality (WEDGE) programmes, Training for Rural Economic Empowerment (TREE) methodologies, HIV workplace training kits, and Local Economic Development Decent Work (LDDW) training and toolkits.

Young men and women in Solomon Islands have limited access to support services that will help them secure wage or self-employment opportunities. Constituents require ILO assistance to offer such services in both urban and rural areas. Through this assistance, 100 young entrepreneurs / students will have accessed employment support services by 2010. At least 50% of these will be young women and 10% will be persons with disabilities.

ILO recognises that the situation and perspectives of young women and men are different and will ensure that women are not only represented in sufficient numbers but that they are provided with appropriate opportunities and means to have their views incorporated. ILO will support efforts towards equal employment opportunity and move towards the equal representation and participation of women and men in all facets of social and economic development. ILO equally recognises that the specific needs of persons with disabilities and will support efforts towards increasing employment opportunities for persons with disabilities.

ILO with its strong tripartite mechanisms can ensure effective coordination and delivery mechanisms of youth projects in order to increase their effectiveness. There is an urgent need for a youth employment strategy, including national action plans and programmes that promote productive employment for young people, taking account of the specific and particular needs of women and men and persons with disabilities.

A workshop by the Youth Employment Programme will be run in the first quarter of 2009 for SICCI staff to raise awareness of youth employment issues and assist with action plans about how employers can assist youth such as through mentoring programmes for young entrepreneurs. As a result, it is envisaged that action plans to assist youth will be put in place by private sector employers by 2010.

Through the Youth Employment Programme and ILO technical assistance, the influence of the social partners will be strengthened with the aim of mainstreaming youth employment issues that could lead to sensitizing key policy makers and stakeholders on the importance of developing a youth employment strategy linked to the National Youth Policy. The Youth Employment Programme has introduced tools and techniques for the preparation of the National Action Plan on Youth Employment at the Regional Workshop on Youth Employment in 2008. The ILO and UN-ESCAP can jointly provide technical assistance to Solomon Islands in drafting National Action Plan on Youth Employment upon request by SIG. Currently, the National Youth Policy does not include a youth employment strategy.

In order to improve youth employment policies, Solomon Islands will be encouraged to adhere to the principles of Employment Policy Convention, 1964 (C.122), the Human Resources Development Convention, 1975 (C.142), the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (C.159), and the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (R.189). The ratification of the Employment Policy Convention, 1964 (C.122) will also be promoted. Technical assistance will be provided by NORMES.

Given the emerging issue of child labour in Solomon Islands, a review of the child labour situation in Solomon Islands and its link to youth employment will be undertaken by IPEC. Based on the results of the review, addressing child labour issues may be included under this DWCP priority, following a revision and update of the DWCP.

Priority 3. Improvement of the Labour Market Information & Analysis system

Outcome 3.1: The capacity of production, analysis and use of sex-disaggregated labour market statistics is increased.

Outcome indicators:

3.1.1. The linkage between sex-disaggregated labour market statistics and policy.

Target: Youth employment policies and programmes are based on reliable, up-to-date and sex-disaggregated youth employment data.

3.1.2. Alignment of skills development to labour market needs.

Target: Skills development initiatives and policies are based on reliable, up-to-date and sex-disaggregated labour market data.

Strategy including activities and outputs to achieve outcome 3.1:

Because of the limited amount of available labour market data, labour market analysis is virtually non-existent. This has several adverse effects including the non-alignment of skills development to labour market needs. Improved LMIA is needed to achieve all the other priorities of the DWCP including improved policy making and the alleviation of youth employment. Currently, many statistics are not disaggregated by sex. Improved LMIA will make available sex-disaggregated statistics and thereby assist the discussion of gender aspects.

ILO will stimulate the implementation of the major outcome of the LMIA workshop held in December 2008, which is the agreement to initiate a LMIA workgroup, providing a platform to discuss LMIA issues between all major stakeholders, including MCILI, the Ministry of Finance and Planning, BoS, the Ministry of Education, the Ministry of Women, Youth and Children Affairs, and workers and employers. The implementation of the initiative will be supported by the ILO and be given technical assistance or expert advice when necessary. MCILI will be encouraged to initiate steps to seek formal endorsement of such a workgroup. The outcomes of meetings of the future workgroup can guide ILO in providing assistance to the LMIA system.

Increased availability of sex-disaggregated labour market statistics that are of better quality and more in line with international standards can primarily be achieved through providing technical assistance to the BoS, the governmental body responsible for data collection. Through the development of a set of key labour market indicators, which can be used as a basis for Labour Force Survey questionnaires and the adjustment of current census and HIES questionnaires, the collection of LMI by the BoS can be optimized.

ILO will provide technical assistance to set up a workgroup comprising the major stakeholders within the Government as well as social partners to identify the major gaps of labour market statistics by 2010. A set of key sex-disaggregated labour market indicators will be developed by the Bureau of Statistics by 2010 for inclusion in labour force surveys.

Increased collaboration between different users and producers will ensure the availability of existing and upcoming LMIA to all stakeholders. The initiative of establishing a central Human Resources Database by the Ministry of Finance and Planning will be supported and be provided technical assistance by the ILO, in order to achieve optimal availability and dissemination of labour market statistics to all users. This database will contain all available socio-economic statistics supplied by different stakeholders.

In collaboration with technical teams in Geneva and regional partners, ILO will identify immediate and longer term training needs of professional staff among the major stakeholders in LMIA. This will form the basis of a training plan to increase capacity of production, analysis and use in LMIA. Training programmes will be implemented through workshops (regional and national) and on-the-job training and will focus on the two areas of data collection/storage and analysis/use. As a preliminary assessment, it is likely that capacity will need to be built in the following areas: Knowledge and awareness of internationally accepted

labour market indicators, their possibilities and limitations; Questionnaire and survey methodology development; LMIA database construction and maintenance; Usage of statistical software tools; Labour market analysis including a gender analysis of the specific labour market needs for men and women, Drafting labour market reports; Dissemination strategies; and Linkage of LMIA with policy development.

Training in the latter two areas will stimulate increased usage of LMIA in policy development and will make policy users aware of the necessity to base policy development on LMIA.

There is a massive labour supply in the Solomon Islands and a mismatch between skills and labour market demands. There has already been a considerable amount of entrepreneurship training in Solomon Islands. What is currently needed is labour driven skills training, particularly with a view to increasing decent work opportunities for youth. In the field of TVET, ILO has a proven track record in designing and delivering appropriate TVET training programmes. These need to be based on reliable, up-to-date and sex-disaggregated labour market through improved LMIA. ILO will also assist this process by raising the awareness of the importance of TVET which need to be tailored to the particular and specific needs of women, men and persons with disabilities among its tripartite constituents.

Priority 4. Increasing social protection

Outcome 4.1: Design of an expanded social protection system.

Outcome indicators:

4.1.1. Design of new social security schemes benefitting all Solomon Islanders.

Target 1: A National Pension Scheme for all citizens will have been designed by 2012.

Target 2: A National Health Insurance Scheme for all citizens will have been designed by 2012.

Strategy including activities and outputs to achieve outcome 4.1:

Activities in the area of social protection will build on the 2006 'Social Security for All' project in Solomon Islands and will involve MCILI and SINPF.

An ILO social security specialist will undertake feasibility studies and design a National Pension Scheme and National Health Insurance Scheme. ILO will provide assistance with the coordination of firm plans, budgets and other necessary instrumentation for consideration at higher government levels. The design of the expanded social protection system will take account of the specific needs of women and men as well as of persons with disabilities. The principles of the Social Security (Minimum Standards) Convention, 1952 (C.102) will provide important guidance with respect to the development of effective social security systems.

ILO will also organize a workshop involving tripartite constituents and the SINPF to raise awareness about the limitations of the current social protection system and the need for extending social protection into new areas.

In the absence of a social security specialist in the SRO in Manila, these activities will require human resources support from ROAP and HQ. There is some scope for involving ITC-ILO to assist with capacity building.

IV. Implementation and management

The programme will be implemented by the Solomon Islands Government, employers' and trade unions' organisations in close cooperation and with the assistance of ILO and on the basis and to the extent resources are available or can be mobilised. The implementation plan will be developed by ILO after the document is signed. The implementation plan of the DWCP will have to take into account the situation in Solomon Islands which has been prone to political unrest in the recent past, which may make it difficult to secure ongoing political commitment as well as financial commitment from the constituents. The implementation plan will be developed on a biennial basis and will include biennial milestones with due regard for outputs by the ILO and tripartite constituents, including other implementing partners. Outputs and resources will be identified in accordance with current and pipeline projects, their goals and objectives. Extra-budgetary resources and ILO's regular budget resources will be used to finance the implementation of this programme. The ILO network will continue to seek further funding. A detailed resources plan will be developed by ILO, taking into account the many overlapping interests of ILO and donor agencies.

The implementation of the programme will be facilitated by the different ILO units including the ILO Office for the Pacific Island Countries in Suva, the Sub-Regional Office (SRO) in Manila including the workers' and employers' specialists based in the SRO, the Regional Office (RO) in Bangkok, the International Training Centre of the ILO (ITC-ILO) in Turin, and technical units at headquarters in Geneva on the side of ILO, and a tripartite committee on the side of Solomon Islands. The Programme implementation plan envisages close collaboration between ILO and tripartite constituents in Solomon Islands. ILO will continue and expand its cooperation with other stakeholders in Solomon Islands such as UNDP, AusAID, NZAID and the EC Delegation.

The objectives of the programme will be pursued in particular through technical cooperation projects, advisory services, seminars and capacity building.

V. Performance monitoring and evaluation arrangements

Monitoring and evaluation of the progress of implementation will be undertaken in order to ensure progress towards achieving results as defined in country outcomes. A detailed Monitoring and Evaluation Plan will be prepared at the beginning of each biennium by the ILO Office for Pacific Island Countries in Suva with the assistance of a tripartite committee. The first plan will be developed within the first six months of the Decent Work Country Programme. The RO in Bangkok will be responsible for overseeing the Monitoring and Evaluation Plans. The ILO Office for Pacific Island Countries in Suva will also prepare six-monthly output progress reports and annual outcome progress reports.

In response to progress reports, adjustments will be made, if necessary, in order to secure the most efficient implementation of the DWCP, and take into account new developments and emerging issues. A comprehensive review of the DWCP will be done in 2010.