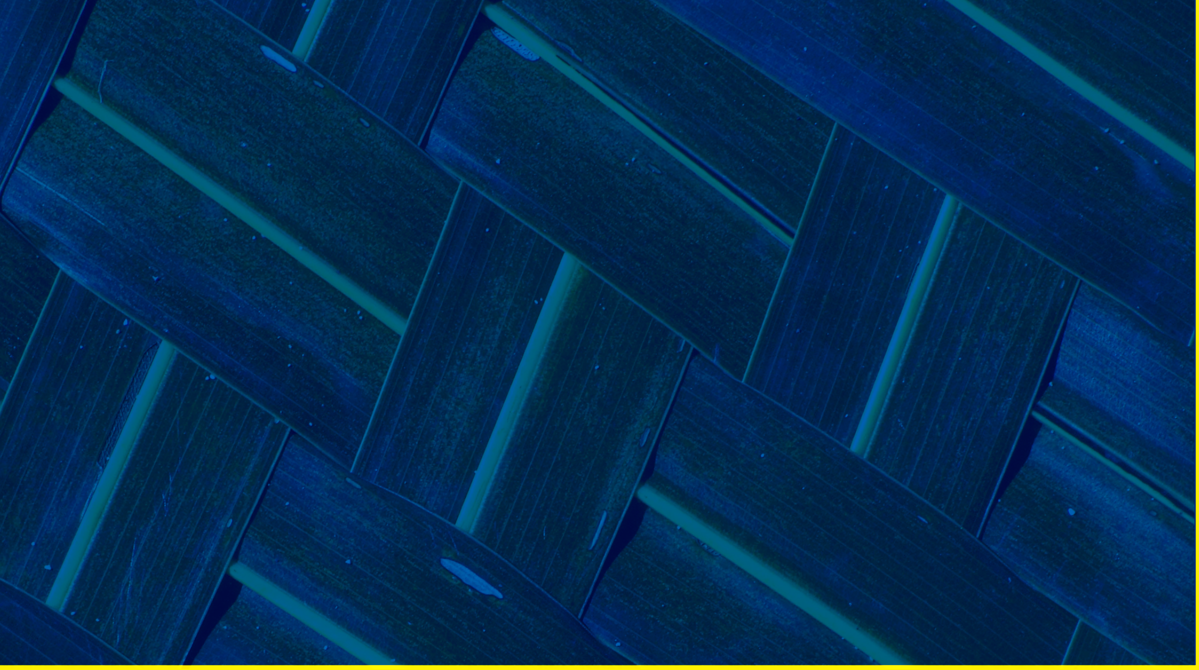


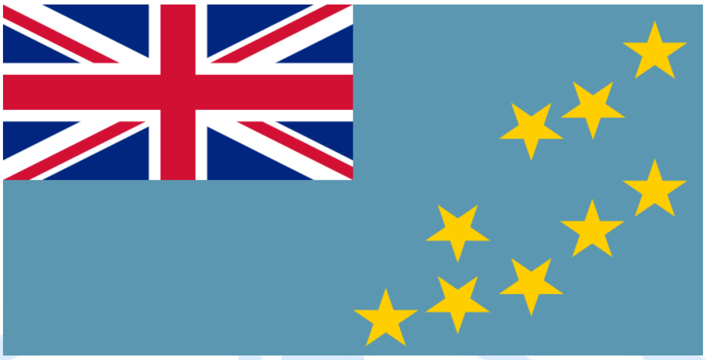
TUVALU MO TE ATUA

International
Labour
Organization

International Labour Organization

DECENT WORK COUNTRY PROGRAMME

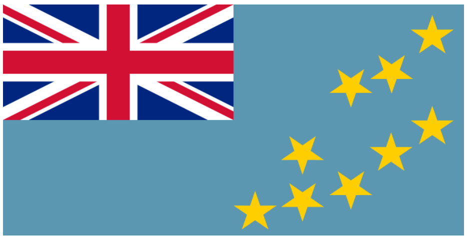
TUVALU



DECENT WORK

A better world starts here

90 years working for social justice



International
Labour
Organization

THE GOVERNMENT OF TUVALU, TUVALU CHAMBER OF COMMERCE (TCC) , TUVALU OVERSEAS SEAFARERS' UNION (TOSU) , AND THE INTERNATIONAL LABOUR OFFICE

On the occasion of the completion of the above
DECENT WORK COUNTRY PROGRAMME FOR TUVALU,
?? December 2009 , Funafuti, Tuvalu

For the GOVERNMENT OF TUVALU
represented by ? , Commissioner of Labour
Department of Foreign Affairs and Labour

for the TUVALU CHAMBER OF COMMERCE (TCC)
represented by ?, Executive Committee Member

for the TUVALU OVERSEAS SEAFARERS' UNION (TOSU)
represented by ? , President

and the INTERNATIONAL LABOUR ORGANISATION
represented by Mr. Trevor Riordan – Director a.i., ILO Office for Pacific Island Countries.

....

?
COMMISSIONER OF LABOUR
DEPARTMENT OF FOREIGN AFFAIRS
AND LABOUR

....

?
EXECUTIVE COMMITTEE MEMBER
TUVALU CHAMBER OF COMMERCE (TCC

....

?
PRESIDENT
TUVALU OVERSEAS SEAFARERS' UNION
(SICTU)

....

MR. TREVOR RIORDAN
DIRECTOR A.I.
ILO OFFICE FOR PACIFIC ISLAND COUNTRIES

International Labour Office

Decent Work Country Programme

Tuvalu

(2010-2012)

FINAL DRAFT

26 November 2009

Table of Contents

List of Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
AusAID	Australian Agency for International Development
CBTREE	Community based training for Rural Economic Empowerment
CEARC	Committee of Experts on the Application of Conventions and Recommendations
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
HIV	Human Immunodeficiency Virus
HRD	Human Resource Development
ILC	International Labour Conference
ILO	International Labour Organisation
ILS	International Labour Standards
ITC-ILO	International Training Centre of the ILO
LMIA	Labour Market Information and Analysis
MDGs	Millennium Development Goals
NZAID	New Zealand Agency for International Development
OSH	Occupational Safety and Health
PAC	Pacific Access Category
PICs	Pacific Island Countries
PNG	Papua New Guinea
RO	Regional Office
RSE	Recognised Seasonal Employer
SIYB	Start and Improve Your Business
SPC	Secretariat of the Pacific Community
SRO	Sub-Regional Office
STIs	Sexually Transmitted Infections
TMTI	Tuvalu Maritime Training Institute
TVET	Technical and Vocational Education and Training
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund

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 national development objectives as expressed in the *Te Kakeega* II National Strategy for Sustainable Development 2005-2015. The DWCP is the product of tripartite consultations. In June 2009, separate consultations with the **Tuvalu National Chamber of Commerce (TNCC)**, the **Tuvalu Overseas Seamen's Union (TOSU)**, and the **Department of Foreign Affairs and Labour** in the Office of the Prime Minister were followed by tripartite consultations during which priorities were agreed on. The priorities in Tuvalu also take due account of the outcomes of the regional Tripartite Technical Meeting on Decent Work held in Fiji in November 2007, the Biennial Country Programme Review (2006-2007) for Pacific Island Countries (PICs)[1], as well as ILO's comparative advantages vis-à-vis other UN and bilateral development partners. This DWCP 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 Tuvalu for the period 2009 – 2012, in alignment with the UNDAF. The programme aims at ensuring a strong coherence of ILO activities in Tuvalu and thus to contribute to the achievement of sustainable impacts.

I. Country context

The demographic, social and economic situation

Tuvalu is comprised of nine reef atoll islands and has a total land area of 26 square kilometres. The 2002 Census enumerated 9,561 people including 4,729 males (49%) and 4,832 females (51%). Due to substantial out-migration, there is almost no population growth and the population has remained stable at less than 10,000. The population density is around 370 per square kilometre. Most islands are sparsely populated, yet there is overcrowding on the main island of Funafuti where about half of Tuvaluans live. The median age is 24 years, which is comparatively high for PICs.

Major development constraints include Tuvalu's smallness, dispersion and extreme isolation, even by PIC standards, and its limited natural resources. Tuvalu's islands are built on a foundation of coral that is not conducive to agriculture. Due to its low-lying geography, Tuvalu is at immediate risk from natural disasters including cyclones and tsunamis and longer term risk from rising sea levels related to climate change. The Tuvalu Government takes the threat posed by climate change very seriously and Tuvalu's National Adaptation Programme of Action[2] includes as one of its main objectives the mainstreaming of climate change adaptation measures into national and sectoral planning.

Tuvalu is isolated from world markets and internal transportation costs are also high. There is high import dependence, and large and continuous trade imbalances. The infrastructure is inadequate and the economic base extremely narrow. The public sector is large and the

[1] These documents are relevant despite the fact that Tuvalu was not then a member of ILO.
[2] See http://unfccc.int/resource/docs/napa/tuv01.pdf.

government owns most enterprises, many of which require subsidies or concessions, while the private sector is small and underdeveloped (only a quarter of GDP) and business opportunities are limited. There are high levels of under-employment in the labour force.

Despite these limitations, Tuvalu's socio-economic indicators are comparatively good. At 70 years of age, life expectancy is quite high by PIC standards. Adult literacy is near universal and school enrolments are among the highest in the region. Conventional social problems such as violent crime, illegal substance abuse and prostitution effectively do not exist. Tuvalu has also had a strong democratic tradition since its independence in 1978.

Although Tuvalu's economy is predominantly subsistence in nature, with agriculture and fishing accounting for 80 per cent of national income, per capita income in Tuvalu is significantly higher than in many other PICs, based largely on Tuvalu's success of securing offshore income. Off-shore income is derived from maritime employment, remittances from seafarers and workers overseas, international aid, income from the marketing and licensing of Tuvalu's country-code internet domain name (.tv), philatelic sales and fishing licensing. The opportunity to work as seafarers on foreign marine vessels is an important outlet for Tuvaluan men, particularly those from outer islands where there are very few formal sector jobs. Substantial income is also received annually from the Tuvalu Trust Fund. In 1987, the Tuvalu Government established this publicly owned investment fund which remains an important source of funding for the Government of Tuvalu's recurrent budget (approximately 15 percent in 2009). The Governments of Australia, New Zealand and the UK have made major contributions to the Tuvalu Trust Fund. The current global financial crisis has negatively impacted Tuvalu on the market value of the Tuvalu Trust Fund as well as on overseas employment opportunities.

Tuvalu is classified by the United Nations as a Least Developed Country (LDC) but was recently considered for graduation from LDC status, mostly due to the progress made on per capita income. However, the Tuvalu Government submitted substantial documentation to the UN Committee for Development Policy arguing that Tuvalu should not graduate from LDC status due to its high level of economic and environmental vulnerability. Tuvalu will now remain classified as LDC until 2013 when its status will be reconsidered. Economic growth prospects in Tuvalu are indeed limited and present living standards may be difficult to sustain given slower growth in Government employment and probable reduction of foreign aid to Tuvalu.

Tuvalu has been characterised as a MIRAB country depending on *Mi*gration, which stimulates substantial *R*emittance flows. Alongside remittances, *A*id is a significant source of income, and these sources have contributed to the emergence of an urban *B*ureaucracy. The MIRAB process has turned Tuvalu into a rent-based economy where income is generated from remittances and aid flows rather than productive activities. This has skewed the occupational structure towards the bureaucracy, non-agricultural activities and overseas employment.

LMIA

The dispersion of the population makes data collection costly and time-consuming in Tuvalu. There has therefore not been a labour force survey. However, the Program Descriptions of the Tuvalu Government National Budget 2009 for the National Statistics Office[3] include the provision of timely statistical information, part of which is to conduct a Labour Force Survey. The publication and distribution of the Labour Force Survey Report is a key target. A budget of AUD 20,000, funded by UNFPA, has been set aside for the Labour Force Survey.

[3] The National Statistics Office is part of the Ministry of Finance and Economic Planning.

Currently, the main source of labour market data is the population census which is held every ten years with the most recent census conducted in 2002. With some exceptions, all important labour market indicators can be produced from the census data. The labour market data coming from the census are supplemented by the Tuvalu Household Income and Expenditure Survey (HIES), which was for the first time conducted in late 2004 and early 2005. With its sample of 30% of Tuvalu households spread proportionally across the different islands, it is a reliable source, producing basic labour market indicators as well as data on wages and educational attainment. The next HIES will be held in 2009 and there is scope for the questionnaire to be extended if assistance is provided.

The capacity in the Labour Office and the National Statistics Office to analyse data is limited. The Labour Office has acknowledged the need for a better informed labour market policy system and the desirability of technical assistance in the field of LMIA, particularly with regard to information such as wages, hourly rates, overtime and other key labour market data. The Labour Office prepared a project proposal on conducting a “National Employment Register Survey” which it submitted to ILO for possible funding with a total budget of AUD 6,000. The main purpose of the project would be to collect data on current employment activities in Tuvalu. The project proposal arises from the Program Descriptions of the Tuvalu Government National Budget 2009, under which the Office of the Prime Minister which incorporates the Labour Office is responsible for the implementation of the Employment Register.

The establishment of a central labour market database is essential to store produced labour market data and to disseminate this information to all stakeholders. Capacity building in the production and use of labour market indicators and database maintenance are key priorities. Because a basic set of labour market data is already available in Tuvalu, technical assistance of the pipeline LMIA Project could focus on capacity building in analysis and the production of a first Tuvalu labour market report that will need to pay attention also to migration, (seasonal) overseas work and remittances.

Employment

Around 75% of Tuvalu’s labour-force work in the subsistence and informal economy. Subsistence agriculture and fishing remain the primary economic activities, particularly in the outer islands. Migration from the outer islands to Funafuti, and under-employment of youth put pressure on the job market in Funafuti.

According to the 2002 census, of the 5,950 Tuvaluans aged 15 and over, 58% were economically active and part of the labour force. A larger proportion of males (70%) than females (48%) were economically active and males made up 57% of the labour force. By sector, employment was concentrated in the public sector (39%), and the semi-public sector or public corporations (30%). The private sector accounted for 28% of employees and non-profit organisations for 3%.

Of the 3,240 persons who worked the week before the census, 39% were engaged in subsistence activities, equal to one fifth (21%) of the population aged 15 and over. In the outer islands 30% of the labour force and 60% of the population were engaged in subsistence. By contrast, in Funafuti only 6% of the population or 10.5% of the labour force was engaged in subsistence activities.

Women comprised 78% of the labour force in the subsistence economy and 37% of the labour force in cash employment. The rising share of persons engaged in formal employment has primarily been at the expense of persons engaged mainly in home duties, with the estimated share of the adult population mainly engaged in home duties falling from 47% to 26%. There has been a shift in the sharing of economic responsibilities between women and men with women increasingly joining formal employment. Since most home duties in Tuvalu are undertaken by women, it is likely that their rising engagement in formal employment is a responsibility borne in addition to home duties. Since most employment opportunities are found on Funafuti, women on Funafuti carry the double burden of paid work and unpaid reproductive work in families and communities.

The Government of Tuvalu has employed young people for temporary work in various departments under its pre-service scheme for people under 35 years. The Government has also negotiated with a number of shipping companies to employ more Tuvaluans. It has been successful in getting one Taiwanese shipping company to hire some Tuvaluan seamen.

Seafaring employment

Tuvaluans have a tradition to work aboard foreign vessels as seafarers and fishermen[4]. The Tuvalu Maritime Training Institute (TMTI) offers the only formal post-secondary vocational program in Tuvalu and enrolls only males. Training at TMTI is offered only up to a basic level of maritime qualifications. There is a strong demand for maritime training with TMTI catering for only about one third of this demand. Established in 1978, TMTI is now a state owned enterprise. Despite its importance, TMTI experiences financial problems due to the irregular flow of government funds and is at times seriously under funded. In 2002, ADB approved an assistance package to upgrade TMTI. Construction work at TMTI began in 2006 and it is expected that TMTI will be able to increase its annual student intake from 60 to 90 or possibly 120 students after the renovation and expansion work is completed.

One important feature of TMTI is the recruitment of the majority of trainees from the outer islands. On graduation, seafarers apply for overseas placement through shipping agents. Employment durations are variable, usually lasting between 9-13 months a tour. Seafarers initially earn some USD 400 per month, increasing to USD 1,000 per month with increasing experience. The average wage is about USD 600 per month. It is estimated that 75% of seafarers' wages are returned to Tuvalu in remittances. Remittances by seafarers peaked in 2002 at AUD 5.4 million5 and have declined to less than AUD 3 million6 in 2007. In addition to these cash remittances, some income is returned through the purchase of goods, notably household goods and building materials.

The number of Tuvaluan seamen on-ship at any one time fluctuates and has been declining due to increased competition from other source countries with Tuvaluans being disadvantaged by poor discipline. At present, there are approximately 200 seafarers on ship. The global economic crisis is also seriously affecting employment opportunities for Tuvaluan seafarers as a result of a drop in demand.

Other overseas employment and seasonal work opportunities

One opportunity for Tuvaluans to migrate overseas has been presented under the Pacific Access Category (PAC) scheme which was introduced by New Zealand in 2002. Up to 75 citizens of Tuvalu are granted access under the PAC scheme each year.

A new employment opportunity has opened up as Tuvalu is part of a pilot scheme for the seasonal employment of workers in the horticulture and viticulture industries from some PICs which has been trialled by New Zealand since April 2007. The "Recognised Seasonal

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[4] Since all Tuvaluans working aboard foreign vessels in this occupation are male, the term "fishermen" is used, rather than a gender inclusive term.
[5] USD 4.2 million.
[6] USD 2.3 million.

Employer" (RSE) Work Policy was introduced for up to 5,000 workers from Kiribati, Tuvalu, Vanuatu, Samoa and Tonga.[7]

The Department of Foreign Affairs and Labour in Tuvalu has prepared a work ready pool of Tuvaluan citizens for RSEs to recruit from. This was established based on pre-selection by Falekaupule (traditional assembly in each island) and screening by the Department. Seasonal workers attend a seminar before their departure to New Zealand covering matters such as climate, clothing and footwear requirements, taxation, insurance (particularly health insurance), health and wellbeing, accident compensation, banking and remitting, budget advice and travel arrangements. These seminars are delivered by the Department of Foreign Affairs and Labour in Tuvalu. Workers also receive a pre-departure booklet to assist them while in New Zealand. By June 2008, some 5,000 Pacific Islanders were in New Zealand under the scheme. There is no quota by country. The scheme is employer-led and the five Pacific countries compete for places in the scheme. Vanuatu, Samoa and Tonga have put a lot of effort into promoting workers from their countries. Kiribati and Tuvalu have taken a less active role in the scheme, relying heavily on a very small number of employers. In Tuvalu's case there were two employers in the first year (2007/08) who recruited between them 99 Tuvaluan workers. For the 2008/09 season only one of the employers came back for workers and recruited 48 workers which is the total number of Tuvaluans employed under the RSE in 2009. The New Zealand Department of Labour provides some assistance to the Tuvalu Government but the Tuvalu Government needs to take a much more proactive approach to market Tuvaluans in New Zealand if the number of Tuvaluan workers under the scheme is to increase.

Tuvalu is not part of Australia's Pacific Seasonal Worker Pilot Scheme which currently includes the four selected pilot countries Kiribati, Tonga, Vanuatu and Papua New Guinea. Under this scheme up to 2,500 temporary workers from the four pilot countries will be recruited to work in Australian farms for a period of up to seven months over a three year period. If the three-year-trial is considered successful, it is likely that the scheme will be opened up for workers from other PICs including Tuvalu.

National, regional and global development frameworks

Strategic priorities of the Tuvalu Government are detailed in Tuvalu's National Strategy for Sustainable Development for 2005 to 2015, Te Kakeega II, which was approved by Parliament in November 2005.[8] Te Kakeega's eight strategic areas include policy objectives, priorities and strategies (see Table 1 in Annex).

To address its economic and social challenges, Tuvalu has adopted several regional and global development 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 in Annex).

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

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[7] Under the RSE scheme, New Zealand employers must try and fail to recruit local workers before obtaining permission to recruit guest workers from the Pacific Islands, pay half of the cost of a return ticket for Pacific Island migrants, guarantee them work for at least 240 hours and 30 hours a week at the minimum wage of NZD 12.10 an hour, and provide them with housing, health insurance and pastoral care. Guest workers must have passports, health checks and police clearances. They undergo pre-departure orientation before departing for New Zealand, where they can remain up to seven months (nine months from Kiribati and Tuvalu because of higher travel costs).

[8] "Te Kakeega" means the progressive development or completion of a task. This is the second national plan with the title of Kakeega.

Pacific Plan includes 13 strategic objectives under four pillars (see Table 1 in Annex). It 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 in Annex). 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. At present, ILO's contribution to Tuvalu does not feature in the UNDAF which was agreed to prior to Tuvalu's membership in ILO. 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.[9] 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.

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.

Donor assistance

Tuvalu is fully supported by international and regional institutions and bilateral donors which endeavour to closely align their contributions to the country's priorities. Taiwan is Tuvalu's largest development partner. The EU is a major donor in Tuvalu and has earmarked EURO 5.4 million under the 10th EDF 2008-2013 for water and sanitation. Other bilateral donors are Australia, New Zealand, and Japan. Australia's aid program supports Tuvalu's development priorities as identified in Te Kakeega II, through both direct assistance and in helping manage the Tuvalu Trust Fund. Australia's aid program focuses on raising the standards of education and training and on implementing recent recommendations on budget management. NZAID's priorities for cooperation with Tuvalu include three areas which are also priority areas in Te Kakeega II, namely outer island development, financial management support, and human resource development.

SPC provides technical assistance and UNDP, UNESCO, WHO and ILO are among the UN agencies providing assistance to Tuvalu. In May 2009, the joint presence of UNDP, UNFPA and UNICEF was launched.

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[9] 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.

ILO's partnership with Tuvalu

Tuvalu became a member of ILO in 2008. As such, it requires ILO assistance to align its labour laws with international labour standards (ILS). ILO and its Tuvaluan constituents are currently reviewing the country's labour laws and standards. Tuvalu is also working towards ratification of the Fundamental ILO conventions. The establishment of adequate labour law and labour administration is of particular importance in ILO's partnership with Tuvalu.

The social partners are the **Tuvalu National Chamber of Commerce (TNCC)**, and the **Tuvalu Overseas Seamen's Union (TOSU)**. Labour issues are the responsibility of the **Department of Foreign Affairs and Labour** in the Office of the Prime Minister.

The **Tuvalu Overseas Seamen's Union** (TOSU) is the only registered trade union in Tuvalu.[10] It represents workers on foreign ships. There are 800 to 900 working members with a total of approximately 1500 including retired seafarers. TOSU is a member of the International Transportation Workers' Federation. It was formed in 1988 to represent Tuvaluan seamen.

The major challenges faced by TOSU include a lack of management capacity to provide services to members; insufficient employment opportunities for seafarers; a lack of data collection (statistics on current members/employers); and a lack of office equipment.

In view of these challenges, TOSU has requested assistance from ILO in the following areas:

- To develop its capacity, particularly in the area of union management;
- To present TOSU as a credible partner of International Union Organizations; and
- To assist with office equipment (e.g. fax, scanner).

The **Tuvalu National Chamber of Commerce** (TNCC) was established in 1978 to serve the needs of businesses by working together and promoting an enabling business environment. There is no industry base in Tuvalu and very few private sector organizations, mainly in the form of cooperatives in retail and wholesale, and import of food and household items. TNCC has suffered from a lack of commitment by its members. Most have withdrawn from TNCC and have established the Private Sector Organization of Tuvalu (PSOT). Due to a lack of recognition by the Government, which does not want to see two business associations in Tuvalu, PSOT has also floundered. TNCC deals mainly with business-related issues while labour and social issues are addressed directly by relevant government agencies.

The major challenges faced by TNCC include a loss of commitment by its members; inadequate funding for its secretariat; a lack of support from the government, the non-existence of networks with regional stakeholders; and a lack of capacity to provide services to members, such as trade promotion and assistance for investors.

In view of these challenges, TNCC has requested assistance from ILO in the following areas:

- To develop a business plan in line with members' needs;
- To develop its capacity to provide better services to members;
- To assist with establishing a database on businesses in Tuvalu which can be part of a larger labour market information system;
- To assist with supporting its members in identifying potential businesses; and

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[10] Public sector workers, including nurses and teachers, are grouped into loose associations that do not have the status of unions.

- To assist with information dissemination on businesses to its members.

The **Department of Foreign Affairs and Labour** is part of the Office of the Prime Minister. The Prime Minister is also the Minister for Foreign Affairs and Labour. During the DWCP mission, the Prime Minister requested ILO to assist with an audit of the labour administration services in order to help improve the capacity and services of the Labour Office and to provide technical support for the development of a labour market information system. The review of labour law legislation to conform with the ILS is a priority for the Labour Office. The Labour Office also requested ILO support to improve the pre-departure briefing for RSE workers to New Zealand. The scope for further research work on the implications of climate change on the labour market and employment in Tuvalu was also discussed.

One of the current labour issues in Tuvalu is the alignment of its labour laws with the ILS. Tuvalu requires support to prepare the ratification of the eight Fundamental Conventions over the next few years. Tripartite partners exist but require support to contribute productively to labour issues and concerns. There are no tripartite institutions and the tripartite consultations during ILO’s DWCP mission was the first tripartite meeting in Tuvalu. The 1978 Industrial Relations Code provides for conciliation, arbitration and settlement procedures in the case of labour disputes. Although there are provisions for collective bargaining, the practice in the private sector is for wages to be set by employers. Employers deal directly with individual workers in setting wages and working conditions. The wages of civil servants which are set by law are used as the basis for determining private sector wages. None of the social partners have women’s wings or gender focal points and there are no female staff in the Labour Office.

Given Tuvalu’s recent membership of ILO, no formal DWCP document exists and only few activities have been undertaken by ILO. In 2008, the General Secretary of TOSU participated in a workshop organised by ACTRAV. Four Tuvaluans participated in a workshop on CBTREE held in Vanuatu and organised by the Youth Employment Programme (YEP). Two Tuvaluans participated in the Young Trade Union Leaders Training on Youth Employment, Decent Work and Labour Migration organised by YEP in Samoa.

II. Country Programme priorities

The 2009-2012 ILO Decent Work Country Programme for Tuvalu 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, who agreed 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 who were given the opportunity to provide comments. The three priorities of this DWCP reflect the constituents' needs at the present time, while also responding to Tuvalu's social and economic needs, corresponding with strategies and activities spelled out in the Pacific Plan, the UNDAF and the Te Kakeega II. They also take due account of the outcomes of the regional Tripartite Technical Meeting on Decent Work held in Nadi, Fiji, in 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. ILO will concentrate on the following three country programme priorities in Tuvalu 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 Globalisation:

Priority 1. Capacity building of tripartite partners;

Priority 2. Improvement of the labour market information and analysis system;

Priority 3. Improving overseas employment opportunities.

By focusing on these priorities, ILO's DWCP is closely aligned with the major development frameworks in Tuvalu (see Table 1 in Annex).

III. Country Programme outcomes, indicators and 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. Strategy summaries describe the activities and outputs that will lead to the achievement of the outcomes. According to ILO's Declaration on the Promotion of Social Justice for a Fair Globalisation of 2008, "Gender equality and non-discrimination must be considered to be cross-cutting issues in the…strategic objectives". In this DWCP, gender mainstreaming will be used as a strategy in all DWCP activities in order to promote gender equality. ILO's Strategic Policy Framework 2006-09 identifies achieving gender equality as a cross-cutting objective, arguing that "It is particularly important to emphasize the promotion of gender equality as an integral part of the Decent Work Agenda since non-discrimination and equal opportunity and treatment in employment and occupation are basic principles of social justice, as well a means to greater efficiency and inclusive societies all over the world". The Secretary of the Tuvalu National Chamber of Commerce was the only woman who took part in the tripartite meeting. Tuvalu's national development strategy Te Kakeega II includes "Gender" under the strategic area "Social Development" with the two key policy objectives to promote gender equity and to expand the role of women in development.

Priority 1. Capacity building of tripartite partners

Outcome 1.1: The Labour Office is strengthened to review and implement labour legislation.

Outcome indicators:

1.1.1. Tuvalu's labour legislation is reviewed and aligned with the ILS.

Target: By 2012 with CEACR being satisfied with the reported progress.

1.1.2. Tuvalu will have ratified at least four Fundamental Conventions and two Priority Conventions.

Target: By 2012.

1.1.3. The tripartite 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 involving the social partners and sent on time to the ILO.

Outcome 1.2: The social partners are strengthened to engage meaningfully in policy development and implementation.

Outcome indicators:

1.2.1. The number of meetings/consultations on social and labour policy development held with participation of tripartite partners, including on average at least 30% women.

Target: 80% of all the relevant meetings participated by tripartite partners.

1.2.2. The number of meetings regularly held by the tripartite DWCP Steering Committee to monitor the DWCP with on average at least 30% women.

Target: Tripartite meetings are held at least twice a year.

Strategy including activities and outputs to achieve outcomes 1.1 and 1.2:

Capacity building of the Labour Office and the social partners is a priority of ILO cooperation in Tuvalu. One of the current labour issues is the alignment of Tuvalu's Labour Laws with the ILS for which support is needed. The tripartite partners also need assistance to prepare the ratification of the Fundamental Conventions. In the first year of the DWCP, the existing capacity of the Labour Office will be assessed through an audit of the labour administration and a review of the relevant government legislation/regulations governing the roles and responsibilities of the Labour Office under the overall structure of the Ministry of Foreign Affairs and Labour in line with ILO Conventions Nos. 144, 150, 151 and 154. The capacity of the Labour Office can only be increased in a sustainable way if other relevant government units dealing with related labour issues are also strengthened. One important office is the Office of the Attorney General which deals with the revision of laws, law reform and the implementation of International Conventions for which Tuvalu is a party, including those in the area of Labour Law. Moreover, ILO will assist the Labour Office to raise awareness about labour issues with members of parliament. There is need to strengthen coordination between relevant government units as this will lead to better and more sustainable results. ILO will support this coordination and provide assistance to all government units dealing with labour issues.

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 and on promoting fundamental principles and rights at work under the ILO Constitution. As part of the capacity building, ILO will assist the Labour Office and other relevant government institutions such as the Office of the Attorney General in reviewing the existing labour legislation and to assist the social partners in developing negotiation skills for social dialogue to review the labour legislation. Specific training on reporting to CEARC will by provided by ILO in order to assist the constituents to discharge the reporting obligations, especially as some reports are currently overdue. This is an area where ILO's International Labour Standards Department (NORMES) and the International Labour Standards (ILS) specialists in the field will be of particular assistance. In this connection, technical assistance by NORMES will be provided towards developing and adopting national legislation necessary for ratification, as well as assistance to enable ratification and implementation of some ILO Conventions. IPEC will provide technical support to the efforts to promote and support the ratification of C.182.

The ratification of the eight Fundamental Conventions including the Convention concerning the Prohibition and immediate Action for the Elimination of the Worst Forms of Child Labour (C.182), the four Priority Conventions as well as other relevant Conventions such as the Maritime Labour Convention (MLC), 2006, the Work in Fishing Convention, 2007 (C.188) will be promoted and supported.

The ratification process should be a collaborative process between the Government, the employers' and workers' organisations. This is important from a viewpoint of social dialogue, which is related to Outcome 1.2. Such collaboration will also be useful for the effective application of the ratified Conventions because the social partners will improve understanding on the Conventions concerned and the supervisory mechanism in the process of ratification. This will assist the social partners to play their roles in the reporting on the ratified Conventions and in the application of them. NORMES will extend any possible technical assistance to achieve these outcomes.

A "capacity assessment" of the social partners will be conducted in the first year of the DWCP in order to determine the required organisational capacities and staff skills to deliver

DWCP priorities. This assessment will incorporate a gender perspective in its design, implementation and outputs with a view to ensuring gender-sensitive implementation. ILO's International Training Centre (ITC-ILO) will assist with the capacity assessment and determine a range of targeted training interventions over the DWCP period. Training will also be provided by ITC-ILO, preferably in Tuvalu in order to ensure the participation of a larger number of participants. Training specifically targeting unions and employers' organisations will be provided by ACTRAV and ACT/EMP respectively. As a priority, capacity-building activities will be implemented aimed at enhancing the tripartite constituents' capacity of absorbing other programmes and activities under the DWCP.

Some specific training and other needs of the constituents have been identified during meetings with constituents in Tuvalu. The skills of the staff of unions and employers' organisations in establishing and managing their organisations need to be upgraded. The capacity of TOSU and TNCC to effectively participate in policy implementation also needs to be improved. ILO will provide technical assistance and training to employers and unions to address these areas of need.

Capacity building activities require a strategy that is long term and sustainable. For this reason, some resources will be set aside to build the infrastructure in terms of education and research capacity of TOSU and TNCC. TOSU's capacity in the area of international representation will be enhanced through training workshops. TNCC will be assisted with the development of a business plan in line with members' needs.

Gender equality will be advanced through the ratification of the Fundamental Conventions especially the Equal Remuneration Convention (C.100) and the Discrimination (Employment and Occupation) Convention (C.111), and significant process in their application. 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. In order to increase women participation, men need to be sensitized about the benefits of gender-related activities, and men need to be included as champions for these in order to avoid male backlash. It is also necessary to educate men about sharing unpaid reproductive work duties more equally with women than is currently the case. This will allow women to find time to participate in training, trade union responsibilities, and other roles of responsibility. ILO will organise awareness raising workshops for the tripartite constituents on these issues. Training and skills upgrading activities will target female and male participants with each activity aimed at including at least 20% women participants.

The Labour Office is required to develop labour policy. Outcome 1.1 will assist the Labour Office to develop such policy. A strengthening of TNCC in particular may contribute to the creation of a conducive investment environment and an expansion of private sector participation in decision-making processes, both of which are objectives in Te Kakeega II under the field of Employment and Private Sector.

Priority 2. Improvement of the labour market information and analysis system

Outcome 2.1: The capacity of production, analysis and use of sex-disaggregated labour market statistics is increased.

Outcome indicators:

2.1.1. Implementation of a National Employment Register Survey.

Target: By 2010.

2.1.2. Introduction of a central database for all labour market data.

Target: By 2012.

2.1.3. Publication of the first Labour Market Report for Tuvalu.

Target: By 2012.

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

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

Strategy including activities and outputs to achieve outcome 2.1:

An improved labour market information and analysis system will be developed through assistance to the Labour Office and the National Statistics Office in the Ministry of Finance and Economic Planning. Cooperation between these two Government Offices will be encouraged as this will be essential to the success of improving LMIA in a sustainable way.

Currently, the main sources of labour market data are the population census which is held every ten years with the most recent census conducted in 2002, and the Household Income and Expenditure Survey (HIES), which was for the first time conducted in 2004 / 2005. The next HIES will be held in 2009 and there is scope for the questionnaire to be extended to include questions concerning the labour market if assistance is provided. There is also scope to expand the sample of the HIES.

The Program Descriptions of the Tuvalu Government National Budget 2009 for the National Statistics Office include the provision of timely statistical information to enable users make more informed decisions. One part of this is to conduct a Labour Force Survey including designing questionnaires; selecting and training of enumerators; data editing and entry. The publication and distribution of the Labour Force Survey Report is a key target. A budget of AUD 20,000, funded by UNFPA, has been set aside for the Labour Force Survey.

Under the Program Descriptions of the Tuvalu Government National Budget 2009, the Office of the Prime Minister is responsible for the “Promotion of labour relations and safety standards” which includes the output of “Labour Policy implementation with assistance from ILO”. A key target is the implementation of the Employment Register which has not been budgeted for by the Government. ILO will assist the Labour Office with conducting the survey and implementing the Employment Register. This assistance will be in the form of financial assistance as requested in a project proposal developed by the Labour Office. The main purpose will be to collect data on current employment activities in Tuvalu.

The introduction of a central database for all labour market data is essential in order to store labour market data and to produce proper analysis. Capacity building in the production and use of labour market indicators and database maintenance among staff in the Labour Office and the National Statistics Office are therefore key priorities that ILO will support. Because a basic set of labour market data is already available in Tuvalu, technical assistance of the pipeline LMIA Project will initially focus on capacity building in analysis and production of a first Tuvalu labour market report that will pay attention also to migration, (seasonal) overseas work and remittance

The addition of a child labour module to some of the planned surveys such as the HIES and the inclusion of child labour specific information in the labour market database and report will be promoted by ILO with the support of IPEC. IPEC will provide technical support to any data collection on child labour that may be undertaken.

Since the pipeline LMIA Project is a regional initiative, ILO will investigate possibilities to improve the availability of labour market information through a regional or sub-regional mechanism.

ILO will provide training for tripartite constituents to increase their capacity to analyse labour market data and use it for policy formulation. Improved LMIA is needed to achieve all the other priorities of the DWCP including improved policy making and the promotion of employment opportunities. Currently, many statistics are not disaggregated by sex. Improved LMIA will make available sex-disaggregated statistics and thereby assist the discussion of gender aspects.

This priority addresses the strategic area “Human Resource Development” in Kakeega II, under which the expansion of technical and vocational training is one key policy objective. The provision of labour market information is prioritised in this area.

Priority 3. Improving overseas employment opportunities

Outcome 3.1. Increase in the number and quality of migrant workers

Outcome indicators:

3.1.1. The capacity of the Government of Tuvalu to provide pre-departure training for all labour migrants including RSE workers to New Zealand, seafarers and others, taking into account the specific needs of male and female workers.

> Target: The number of trainers within the Labour Office providing quality pre-departure training on a range of issues for seasonal workers is doubled by 2012, compared to 2009.

3.1.2. Number of graduates from TMTI being recruited by overseas shipping companies.

> Target: Increase by 20% in 2012, compared to 2009.

3.1.3. Increase in the number of RSE workers from Tuvalu in New Zealand.

> Target: Increase by at least 20% per year.

Strategy including activities and outputs to achieve outcomes 3.1:

Workers from Tuvalu have a long tradition of offshore employment, particularly as seafarers and fishermen. More recently, Tuvaluans have migrated to New Zealand under the PAC scheme and have found seasonal work in New Zealand under the RSE scheme. Overseas employment is a very important pillar of Tuvalu’s economy in terms of employment and remittances. It is likely to become even more important in the future if climate change forces more Tuvaluans to emigrate temporarily or permanently.

ILO plans to conduct research on the impact of climate change as a possible contributing factor to overseas labour migration. The results of this will be taken into account in the implementation of activities under this priority.

Pressure on people to find employment makes them vulnerable to exploitation by employers, particularly overseas. ILO will organise a workshop aimed at sharing information and best practises of labour migration from sending countries’ points of view. During this workshop important labour mobility issues and the importance of sufficiently protecting migrant and seasonal workers with the aim of all labour migrants including seasonal workers and seafarers being informed about their rights will be discussed. The case of the Philippines as a successful labour exporting country may be used to demonstrate best practices of labour export and the sending and use of remittances. Lessons learnt from the work of the Mekong sub-regional project to combat “Trafficking in Children and Women” (TICW), especially in terms of equipping migrant workers to ensure that they are less likely to be victims of exploitative work practices, will also be taken into account. The ‘TICW Travel Smart, Work Smart’ manuals will be of particular use in this regard. The workshop will raise the understanding and capability of trade unions to negotiate decent working conditions and stress the importance of informing migrant workers about their rights and obligations prior to their departure. The possibility of organising the workshop as a sub-regional activity will be explored due to the interest of other ILO Pacific member states in the issue.

The improvement of overseas employment opportunities for Tuvaluans is the responsibility of the Labour Office. Under the 2009 Government Programme, the coordination and monitoring of overseas work schemes, the welfare of overseas workers, the exploration of employment opportunities with other overseas shipping companies, the increase in Tuvaluan seafarers and workers under the RSE scheme, the review and update of the employment policy on seafarers and the conduct of a seafarers seminar on drug and alcohol abuse are planned. The 2009 budget however does not set resources aside for these activities.

ILO will conduct a training of the trainers in order to raise the Tuvalu Government’s long-term capacity to address a variety of issues including benefits of unionisation, workers’ rights, the use of remittances, enterprise planning and forecasting techniques (EREP), HIV/AIDS prevention as well as the specific needs of female migrants. SYB training will be conducted with return migrants.

Seasonal labour migration to New Zealand under the RSE scheme is administered by the Labour Office which also conducts pre-departure training for RSE workers. The number of Tuvaluan RSE workers in New Zealand is small (99 workers in 2007/2008; 48 workers in 2008/2009). ILO will assist the Tuvalu Government to develop a much more proactive approach to market Tuvaluans in New Zealand and increase the number of Tuvaluan recruits.

ILO will also provide assistance to TMTI in order to improve the employability of TMTI graduates. This is in line with Te Kakeega’s assertion under the strategic area “Employment and Private Sector Development”, according to which the Government will make sure that TMTI maintains its “White List” status.

TMTI requested support from ILO in terms of relevant manuals/guidelines relating to maritime issues, including relevant international conventions on seafarers and ports. ILO will make available the Port Workers Development Modules to TMTI and train staff in teaching these modules. Relevant ILO publications, reports and training manuals will be made available. ILO will organise a train the trainers workshop for TMTI teaching staff to improve their understanding and teaching of HIV/AIDS among seafarers. This will be organised in consultation with the Ministry of Education and Sports which is responsible for HIV/AIDS prevention, and can link up with the UNDP funded HIV/AIDS Prevention Campaign. It is expected that improved training at TMTI will result in improved discipline among TMTI graduates, thereby gradually improving the reputation of Tuvaluan seafarers overseas.

In order to improve the understanding of the overseas labour market among school leavers, ILO will provide assistance to the Ministry of Education to develop a module to be incorporated into the secondary school curriculum, covering areas such as opportunities for and risks of overseas employment, skill and visa requirements, and the issue of remittances and return.

Tuvalu will be encouraged to ratify the Migration for Employment (Revised) Convention (C.97) and the Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (C.143).

Selected activities under this outcome will take place at a subregional level including other PICs sending seasonal workers to New Zealand and Australia. They will address various issues in Tuvalu's national development strategy Te Kakeega II. In Te Kakeega II, the Government undertakes to investigate new offshore employment opportunities. Under the strategic area "Social Development (Youth)", one of two key policy objectives is to improve the welfare of and opportunities available to young people including through the creation of job opportunities. ILO will make every effort to coordinate activities under this priority with possible future interventions undertaken by relevant UN agencies.

IV. Implementation and management

The programme will be implemented by the Tuvalu 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. In addition to working closely with the tripartite constituents, ILO will attempt to mobilise support of the UNRC and to have joint programmes with other UN organizations. The implementation plan will be developed by ILO after the document is signed and will include biennial milestones with due regard for outputs by the ILO and tripartite constituents, including other implementing partners. The implementation plan will show how tripartite partners are involved in the implementation phase of the programme and what outputs and deliveries are expected from each implementing partner. The commitment of tripartite constituents will be crucial to accomplish the outcomes of the DWCP. 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. A costed implementation plan will be developed on a biennial basis. This will take into account the many overlapping interests of ILO and donor agencies. The impact of the global financial downturn will be monitored for potential risks in order for the DWCP to be responsive to any changes that may happen.

The implementation of the programme will be facilitated by the different ILO units including the ILO Office for the Pacific Island Countries in Suva as the lead unit, the Sub-Regional Office (SRO) in Manila including the workers' and employers' specialists based in the SRO, the Regional Office 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 Steering Committee on the side of Tuvalu. During the DWCP mission, it was suggested to organise regular tripartite meetings every 6 to 8 weeks to review progress and make necessary adjustment in the implementation strategy of the DWCP. Special care will be taken to incorporate a gender perspective into the implementation as well as monitoring and evaluation mechanisms, including through the inclusion of at least 30% women in the Steering Committee The Programme implementation plan envisages close collaboration between ILO and tripartite constituents in Tuvalu. ILO will ensure the integration of DWCP outcomes in the UNDAF implementation and work plans. ILO will also continue and expand its cooperation with other stakeholders in Tuvalu such as the EU, AusAID, NZAID, and other UN agencies. Emphasis will be put on linking DWCP implementation and donor assistance, including through resource mobilisation.

The objectives of the programme will be pursued in particular through technical cooperation projects, advisory services, seminars and capacity building. Given the increasing number of DWCPs being developed in the Pacific Island countries, efforts to mobilise resources and share knowledge within the region will be made.

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 for the duration of the DWCP will be prepared by the ILO Office for Pacific Island Countries in Suva with the assistance of the tripartite Decent Work Steering Committee within the first six months of the DWCP. The Monitoring and Evaluation template designed by the RO in Bangkok will be used. The RO in Bangkok will be responsible for overseeing the Monitoring and Evaluation Plan which will also define the role of the ILO Office for Pacific Island Countries, and implementing partners in monitoring, reporting and evaluating the DWCP. Since DWCPs are being developed for all ILO member states in the Pacific, there is scope for PICs to share best practices within the region, especially as there are considerable overlaps in the priorities across the region.

The ILO Office for Pacific Island Countries in Suva will also prepare six-monthly output progress reports and annual outcome progress reports. Adjustments to the Monitoring and Evaluation Plans can be made on an annual basis taking account of the progress reports and/or self-evaluation, including changing situations. Workplans will be defined on a biennial basis, based on the implementation plan.

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.

Annex

Table 1: Alignment of DWCP priorities with major development frameworks in Tuvalu

Development framework	Priorities	Corresponding DWCP priorities
Tuvalu's National Strategy for Sustainable Development, Te Kakeega II, 2005-2015	Strategic area 1: Good Governance.	DWCP Priority 1. Capacity building of tripartite partners; DWCP Priority 2. Improvement of the labour market information and analysis system.
	Strategic area 2: Macroeconomic Growth and Stability.	n/a
	Strategic area 3: Social Development: Health, Welfare, Youth, Gender Equality, Housing, and Poverty Alleviation.	DWCP Priority 3. Improving overseas employment opportunities; *All activities in the DWCP will be inclusive of women and persons with disabilities.*
	Strategic area 4: Outer Island and Falekaupule Development.	DWCP Priority 3. Improving overseas employment opportunities
	Strategic area 5: Employment and Private Sector Development.	DWCP Priority 1. Capacity building of tripartite partners; DWCP Priority 2. Improvement of the labour market information and analysis system; DWCP Priority 3. Improving overseas employment opportunities
	Strategic area 6: Human Resource Development.	DWCP Priority 3. Improving overseas employment opportunities
	Strategic area 7: Natural Resources: Agriculture, Fisheries, Tourism, and Environmental Management.	n/a
	Strategic area 8: Infrastructure and Support Services	n/a
Pacific Plan, adopted in 2005 by Pacific leaders	1) Increased sustainable trade (including services), and investment;	n/a
	Priority 2: Improved efficiency and effectiveness of infrastructure development and associated service delivery;	n/a
	Priority 3: Increased private sector participation in, and contribution to, development;	DWCP Priority 1. Capacity building of tripartite partners
	Priority 4: Reduced poverty;	DWCP Priority 3. Improving overseas employment opportunities
	Priority 5: Improved natural resource and environmental management;	n/a
	Priority 6: Improved health	n/a
	Priority 7: Improved education and training	DWCP Priority 3. Improving overseas employment opportunities
	Priority 9: Enhanced involvement of youth	DWCP Priority 3. Improving overseas employment opportunities

	Priority 8: Improved gender equality	*All activities in the DWCP will be inclusive of women and persons with disabilities*
	Priority 10: Increased levels of participation and achievements in sports	n/a
	Priority 11: Recognised and protected cultural values, identities and traditional knowledge	n/a
	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
	Priority 13: Improved political and social conditions for stability and safety	DWCP Priority 3. Improving overseas employment opportunities
MDGs, adopted in 2000 by all countries, to be achieved by 2015	Goal 1: Eradicate extreme poverty and hunger	DWCP Priority 3. Improving overseas employment opportunities
	Goal 2: Achieve universal primary education	n/a
	Goal 3: Promote gender equality and empower women	*All activities in the DWCP will be inclusive of women and persons with disabilities*
	Goal 4: Reduce child mortality	n/a
	Goal 5: Improve maternal health	n/a
	Goal 6: Combat HIV/AIDS, malaria and other diseases	DWCP Priority 3. Improving overseas employment opportunities
	Goal 7: Ensure environmental sustainability	*Promoting green jobs which is a possible ILO contribution to the UNDAF*
	Goal 8: Develop a Global Partnership for Development	n/a
UNDAF, 2008-2012	Priority 1) Equitable economic growth and poverty reduction;	DWCP Priority 2. Improvement of the labour market information and analysis system; DWCP Priority 3. Improving overseas employment opportunities
	Priority 2) Good governance and human rights;	DWCP Priority 1. Capacity building of tripartite partners; DWCP Priority 2. Improvement of the labour market information and analysis system.
	Priority 3) Equitable social and protection services;	n/a
	Priority 4) Sustainable environmental management.	*Promoting green jobs which is a possible ILO contribution to the UNDAF*
	Interrelated principle 1) A human rights-based approach	
	Interrelated principle 2) Gender equality, and the elimination of discrimination on the basis of sex	*All activities in the DWCP will be inclusive of women and persons with disabilities*
	Interrelated principle 3) Environmental sustainability	*Promoting green jobs which is a possible ILO contribution to the UNDAF*
	Interrelated principle 4) Results-based management	*DWCPs are based on outcomes.*
	Interrelated principle 5) Capacity	DWCP Priority 1. Capacity building of

	development	tripartite partners