

ILO Office for Pacific Island Countries

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Newsletter March 2013



International Labour Organization

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Feature Article

Message from the director

Welcome to our first newsletter for 2013 and it is set to be a busy year for our team. In each of the ILO's nine member countries in the Pacific, we are underway with preparing Decent Work Country Programmes (DWCPs). These should be very practical and address the major decent work priorities identified by national constituents. We are also increasing our efforts to establish more substantial projects in these priority areas and are preparing project documents for consideration by donors.

Last week we celebrated International Women's Day. In recognizing this day, the ILO Director-General, Mr Guy Ryder said that gender-based violence is clearly at odds with the meaning of decent work: full and productive employment for women and men in conditions of freedom, equity, security and human dignity. Sadly, across the Pacific, violence against women is widely recognised as a significant development challenge with 40 – 70% having experienced violence from their partners. Violence in the workplace is also a critical issue in the Pacific including in particular sexual harassment which is often linked to other forms of discrimination.

My office has been working with our constituents in Papua New Guinea and Fiji on training programmes including an Employers Guide to Gender Equality – Creating Gender Responsive Workplaces for Women and Men in Fiji. The ILO is also providing technical assistance to Pacific Island countries to revise labour laws relating to sexual harassment and discrimination in the workplace. Please contact us if you wish to participate in this type of important work.

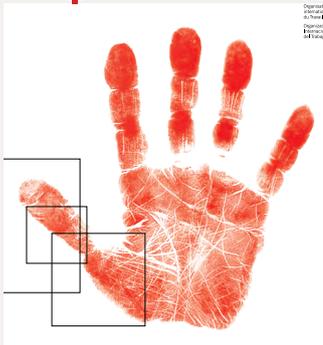
Finally we are constantly striving to improve the content and style of these newsletters, and as always your feedback is appreciated.

Yours sincerely,

David Lamotte

www.ilo.org Highlight:

STOP VIOLENCE AT WORK
VIOLENCE AU TRAVAIL
VIOLENCIA EN EL TRABAJO



8 March 2013 11:30 ILO – Governing Body Room
mars 2013 13:00 OIT – Salle du Conseil d'administration
de marzo 2013 13:00 OIT – Sala del Consejo de Administración

Join us to observe International Women's Day
Venez nombreux à l'occasion de la Journée internationale de la femme
Únase a nosotros con motivo del Día Internacional de la Mujer

ILO Director-General calls for end to gender-based violence at work

The ILO marked International Women's day with calls for action to combat violence against women in the workplace. [read more...](#)

Participate in the ILO "WORK4YOUTH" photo contest!



Photographers are invited to focus specifically on working conditions, gender barriers, discrimination, informality, entrepreneurship, working poverty, migration, precarious work, and the rural economy, among others. [Click here](#) to find out how you can participate.

Best photo: USD 1000 Second best photo: USD 500 Youth prize: USD 800 (entries of persons aged 18-29 years)

DECENT WORK

A better world starts here.

Achievements *on the ground*



Tuvalu seafarers

Tuvalu Overseas Seafarers Union draft workplace policy for HIV

On completion of a training conducted by the ILO/SPC Pacific Island Workplaces Combating HIV and AIDS Project, the Tuvalu Overseas Seafarers Union have drafted their workplace policy for HIV. TOSU currently have a HIV programme where they provide condom supplies to their members. [read more...](#)

State to carry on initiative by Felix Chaudhary (Fiji Times Ltd.)

THE government of Fiji will ensure child labour issues continue to be addressed on an ongoing basis even after TACKLE — an International Labour Organisation project currently in place — completes its term at the end of the year.

Stakeholders that attended the Fiji National Child Labour Forum 26-28 February 2013, were assured the initiative by the ILO's Tackling Child Labour through Education (TACKLE) project would continue under the Ministry of Labour, Industrial Relations and Employment's Child Labour Unit. [read more...](#)

Work age review in the pipeline by Felix Chaudhary (Fiji Times Ltd.)

Recommendations are being made to raise the minimum working age from 15 to 16 years in Fiji. This was revealed by Labour, Industrial Relations and Employment Minister Jone Usamate at the Fiji National Child Labour Forum 2013. The issue was raised as the ministry and government began finalising reforms to the Employment Relations Promulgation. [read more...](#)



Respect HIV status by Repeka Nasiko (Fiji Times Ltd.)

HAVING a workmate who is HIV positive should not have an effect on the day-to-day running of a workplace.

International Labour Organisation Pacific Islands Workplaces Combating HIV and AIDS project manager, Surkafa Katafono said the issue of having a HIV workmate should not be considered a problem for any employee or employer. "The presence of a HIV person in the workplace is not a work hazard," she said. [read more...](#)

Incorporating HIV into OSH and Labour Inspection in Papua New Guinea

A joint communique between the PNG Department of Labour and the ILO has been undertaken to review PNG's current draft HIV policy. The department has asked for ILO's assistance in developing guidelines for OSH and Labour inspectors to incorporate HIV in their inspection work. [read more...](#)

Promoting creative industries through business awareness in schools in Kiribati

The ILO is developing locally adapted business awareness material on creative industries for schools in Kiribati. A pilot training was conducted with 18 graduates of Kiribati Teachers College. Two pilot trainings have also conducted with 31 students selected from various schools. The first training have been conducted for students aged between 12-19 and the other 12-14 years. The learning's and feedback from the pilot trainings have been factored into the official training material. [read more...](#)

Private sector survey in Vanuatu

The largest ever private sector survey of business in Port Vila has been completed by the Vanuatu Chamber of Commerce and Industry (VCCI). The ILO has supported VCCI with this project and will continue to do so as a position paper is developed by the VCCI Advocacy Team reflecting members' views for use in Government discussions and lobbying. [read more...](#)

ILO and Crisis response in Samoa and Fiji

Cyclone Evan caused widespread damage in Samoa and Fiji, destroying lives, homes and economic livelihoods. A mission was undertaken following the cyclone by an ILO CRISIS Response and Recovery consultant.

The ILO has offered support to focus on disaster preparedness as well as a risk reduction geared towards strengthening its social partners and communities to be better prepared for recurrent of natural disasters and in bringing relief to those affected members of the population who have lost income and will be without income for the coming six months or more. [read more...](#)



Cyclone Evan caused widespread damage in Fiji and Samoa

Cash for Work programme - Fiji

The Ministry of Labour in Fiji has developed a temporary Cash-for-Work programme to respond to the damage to livelihoods and infrastructure in the western and northern divisions of Fiji following Cyclone Evan.

The Ministry is awaiting the findings of the Post Disaster Needs Assessment. This is expected to be finalized by the end of the month and based on its recommendations, the Ministry will begin implementation of its programme. [read more...](#)

Pacific Islanders *and the World of Work*

Recognizing workers skills in Samoa

The Ministry of Commerce, Industry and Labour and the Apprenticeship Council of Samoa have been running a trade testing scheme, offering workers who achieved their present status in their job by experience only, a platform to obtain formal recognition of their skills.

Workers who successfully pass a trade test will get an authoritative certificate of proficiency in their trade at varying levels of skill which will give them a recognized status, not only in the industry in which they are employed but also, in the case of workers employed by Government Ministries and by the Public Service Commission.

Ms. Tiamatautu Fili from Savaii Metal Industries Hardware, who recently completed the programme with a trade certificate in plumbing and sheet metal fabrication, became only the second female graduate since the trade test scheme programme began in 1972.

A mother of three, with another on the way, Ms. Fili said she is very fortunate to have a very supportive husband who was able to assist with housework. "I did not have any problems at all being the only female in a male dominated environment", she added. She looks forward to the day when she will be able to run her own business or use her trade to find employment abroad.

The ILO was invited to be part of the graduation ceremony. Mr. Alifereti Bulivou, Programme Officer, ILO Pacific said "This scheme aims at up skilling those already in the workforce and could be replicated in other Pacific Island Countries." "We are looking forward to seeing more women joining the trade testing scheme as Ms. Fili has proven that there is no barrier to women working in a male dominated environment." [read more....](#)



Ms. Tiamatautu Fili

Look *ahead*

Pacific Regional Forum for Youth with Disability

08 April 2013, Noumea, New Caledonia

The ILO Office for Pacific Island Countries has been asked to present as a guest speaker on a panel covering topics on the Post 2015 Development agenda, including: Education, Employment, Economic Empowerment and Health. [read more....](#)

Commonwealth Youth Minister's Meeting

15-19 April 2013 Port Moresby Papua New Guinea

The 8th Commonwealth Youth Ministers Meeting (8CYMM) will be held from 15-19 April 2013 in Port Moresby, Papua New Guinea. The Commonwealth Youth Ministers Meeting (CYMM) is held every four years and is the most important meeting to deliberate on the Commonwealth youth development agenda. The ILO Director for the Pacific Island Countries, Mr David Lamotte and the ILO Youth Employment Specialist, Mr Matthieu Cognac will attend the meeting. The ILO will also be involved in a series of meetings leading up to the 8CYMM proper. With Youth Employment as one of the major issues to be discussed at the meeting, the ILO will facilitate sessions, make presentations, establish collaborations and set up an information booth. Mr David Lamotte will also be attending as the Chair of the UN Working Group on Youth (UNWGY) in the Pacific.

For more information visit the Commonwealth web page:

<http://www.thecommonwealth.org/Internal/152816/156698/252656/8cymm/>

Implementing Good Practice in Tripartite Labour Committees

The ILO Office for Pacific Island Countries is developing guidance for member countries to assist with the establishment and implementation of tripartite labour advisory committees. These guidelines will assist governments, workers and employers implement good practice approaches to maximising the benefits of dialogue on labour and employment issues. A guidebook will be piloted at a two day training workshop in Vanuatu early 2013. [read more....](#)

Recent *events*

ILO Youth Employment Focal Points in Asia Pacific

The recently released ILO Global Employment Trends 2013 report announced that total global unemployment rose to 197 million people world-wide. There are over 73 million unemployed young people world-wide and across the Asia-Pacific region young people are over twice as likely to be unemployed than adults.

Focal Points for Youth Employment in the Asia Pacific looks at the rising youth unemployment globally and how the ILO can respond to the challenges across the Asia Pacific. You can view the talk show at www.apyouthnet.ilo.org or read a summary of the discussion at <http://pgep.org.au/files/2013/02/summary-of-discussion2.pdf>



Key resources *available through our library*

The library of the ILO Office for Pacific Island Countries provides a broad range of information about the ILO and the world of work. The library's collections include books, periodicals, reports, legislation and statistics covering labour relations, employment, child labour, social security, vocational training, women workers, working conditions, occupational safety and health, and all labour related aspects of economics, social development and technological change in countries around the world. The library provides an enquiry and reference service, loan service and database search facilities. ILO publications can be ordered from ILO Geneva through our office.

If you are looking for reports, studies, or training materials or resources, please contact:

Ms. Sereana S Rokoika

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Some recent resources include:

Global Employment Trends 2013: Recovering from a second jobs dip

Global Employment Trends 2013 highlights how the crisis is increasingly raising trend unemployment rates, partly driven by sectoral shifts of jobs that had been triggered by the crisis. Despite historically low interest rates in many advanced economies, investment and employment have not shown tangible signs of recovery. Depressed growth prospects have started to spread to the developing world, where low productivity and wage growth continues to remain an issue in most regions, preventing improvements in employment and disposable incomes, in particular among poorer countries, and adding to a rise in global inequality.

Download link: http://www.ilo.org/global/research/global-reports/global-employment-trends/2013_WCMS_202326/lang-en/index.htm

Situational Analysis of Employment Policies in Papua New Guinea

Provides comprehensive overview of the broad employment policy challenges and opportunities in Papua New Guinea.

Papua New Guinea's employment policy framework is of critical importance to the country's future prosperity. The challenge is to translate the benefits of economic growth into decent work opportunities for men and women in the context of rapid economic expansion. Papua New Guinea faces a number of challenges that are discussed in this report. The country has a significant number of workers in the informal economy, high levels of unemployment and significant inequalities, particularly in relation to women's participation in the labour force. In addition, the need for rigorous labour market information is critical to building a forward-looking sustainable employment policy framework.

Download link: <http://www.ilo.org/suva/what-we-do/publications/lang-en/index.htm>

Tripartism and Social Dialogue in the Pacific

The principles of tripartism are fundamental to how the ILO works, and refers to engagement and consultation between governments, workers and employers. The Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) and supporting ILO recommendations refer to dialogue between tripartite partners, not only in relation to ILO matters, but also promote the principle of engagement on wider social and economic issues. New Zealand and Australia have long established tripartite dialogue on a wide range of issues including skills, productivity, labour law, social security and Occupational Safety and Health. However, there is also a growth of tripartite arrangements among other Pacific Island countries in recent years.

Tripartite Institutional Arrangements in the Pacific Region

Solomon Islands Labour Advisory Board
Kiribati Decent Work Agenda Steering Committee
Vanuatu Tripartite Labour Advisory Council
PNG National Tripartite Consultative Council
Fiji Employment Relations Advisory Board
Samoa National Tripartite Forum
Tuvalu Tripartite Maritime Labour Convention Committee

Recent developments in the Pacific have included the launch of a Tripartite Labour Advisory Council in Vanuatu in 2011, the establishment of a Decent Work Agenda Steering Committee in Kiribati in 2010 and most recently the formalisation of a new Labour Advisory Board in the Solomon Islands in 2012. In Tuvalu, one of the ILO's newest member States, where seafaring provides the greatest opportunity for private sector employment, a tripartite body was established by constituents specifically to ensure ratification and implementation of the MLC, 2006.

Why is tripartism important?

Tripartism is critical to supporting good labour market governance and securing long term sustainable labour market outcomes. Several countries in the Pacific region are characterised by fragile governance arrangements across a number of sectors. Addressing these challenges in an employment and industrial relations context relies on first, promoting the rule of law through a fair legal and policy framework that reflects the principles of Decent Work and secondly, securing strong institutional arrangements that support transparent decision making.

Tripartite arrangements play a key role in promoting good governance in these areas. Tripartite labour advisory bodies provide an important focal point for dialogue on policy issues, including law reform, strategies for employment growth, skills, occupational safety and health, addressing barriers to participation in the labour market for disadvantaged groups, as well as wages and working conditions.

Engagement in tripartite policy dialogue in these areas is more likely to produce decisions that are democratic, sustainable, informed by experience and "owned" by all constituents. Labour law reform processes, for example, that

are participatory and owned by constituents is more likely to deliver balanced and future proofed legislation. Transparency in decision making supports confidence in the law and good governance.

There are many other examples of how regular dialogue and communication in a tripartite setting is beneficial. It enables Governments, workers and employers to raise issues of relating to their respective interests and encourages dialogue as a means of finding joint solutions to problems. For workers' and employers' organisations it provides a "seat at the table" in relation to government policy processes. For governments, it enables policy decisions to be tested prior to implementation and again secures more enduring and sustainable policy and regulatory frameworks.

For the ILO, tripartite labour advisory committees are also an important mechanism to discuss ILO matters including consideration of the ratification and implementation of Conventions adopted by the International Labour Conference (ILC), a forum to discuss items on the agenda of the ILC as well as considering country reports on ratified Conventions under the ILO Constitution. There is also significant potential for tripartite labour advisory bodies to play a greater role overseeing ILO Decent Work Country Programmes.

"Tripartite labour advisory bodies are central to progressing the Decent Work Agenda in Pacific Island Countries. These bodies are critical to tackling employment and industrial relations challenges among ILO member States within their own economic and social contexts. Our office is committed to providing support for this important work."

David Lamotte, Director, ILO Office of Pacific Island Countries

Notwithstanding the benefits of establishing tripartite institutions, the Pacific region also faces challenges. One is the need to be mindful of balanced representation in tripartite bodies. This can be difficult in countries with relatively few private sector unions compared to the public sector. Public sector unions can become the voice of all workers by default in the absence of an organised private sector. It is important that tripartite bodies consider how to engage beyond public sector workers.

A further challenge is that smaller Pacific member States often have small labour administrations with a limited number of staff undertaking a wide portfolio of responsibilities. Often a lack of resources can hinder the provision of Secretariat capacity for tripartite institutions – which in turn impacts on their effectiveness. Strong tripartite institutions are most effective when they have labour administrations with sufficient resources to support their work with a dedicated budget for their work.

The ILO Office of Pacific Island Countries is alert to the challenges faced in the Pacific and is focusing on tools and support for tripartite bodies including the development of a new resource on implementing good practice.