

REGIONAL COURSE

YOUTH EMPLOYMENT IN DISASTER AND CONFLICT STRENGTHENING CAPACITIES OF EMPLOYERS' AND WORKERS' ORGANIZATIONS ON PROMOTION OF YOUTH EMPLOYMENT IN DISASTER AND CONFLICT SETTING

DATES : 11-15TH NOVEMBER, 2019.

VENUE : PORT VILA, VANUATU

YOUNG WORKERS REPORT



INTRODUCTION

- ◉ The 2018 World Risk Report places the Pacific region as the most at risk to disasters and places (5) Pacific countries as the top 20 that are most at risk to disasters.
- ◉ Due to the fragility of the Pacific small islands developing states (SIDS) it is critical that Pacific populations, including ILO social partners are resilient to the impacts of climate change.

NATURAL DISASTERS

- ❖ Category 5 cyclone in Vanuatu (2015) and Fiji (2016) resulted in 500,000 lost working days and 14 million respectively and lost income of U\$15 million and U\$176 million respectively.

CONFLICT

- ❖ Solomon Islanders youth are being economically idle with limited opportunities since “The Tensions” in 1998; a conflict started by a group of militant youths from the island of Guadalcanal against islanders from Malaita in northwest of Guadalcanal.

MOST AFFECTED

- ❖ The poorest, most vulnerable and least able to recover from settings of disaster/conflict are youth, women and persons with disabilities.

TRAINING OBJECTIVES

- ◎ **IMMEDIATE** - Strengthen capacities of Youth Chapters of Employers' and Workers' Organizations developing strategies for and support policy responses of the organizations to increase conflict settings and climatic events that impact youth employment.
- ◎ **OVERALL** - Develop common strategies for regional Employers' and Workers' Organisations, inclusive of youth, to effectively influence social and labour policies.
- ◎ **THEREFORE**, the outcomes of this meeting will feed into regional policy forums such as the 2020 Forum Economic Ministers Meeting (FEMM).

SPECIFIC OUTPUTS

- ◉ Enhanced knowledge of ILO's programmes on Just Transition and Jobs for Peace & Resilience
- ◉ Understanding of the impact of disasters and conflict on employment in the Pacific and past recovery/response strategies and
- ◉ Development of regional and national strategies on promotion of youth employment.
- ◉ PARTICIPANTS from:
Fiji, Kiribati, Samoa, Vanuatu, Tonga, Solomon and Cook Islands .

WORKERS' REP



EMPLOYERS' REP



LEARNING EXPERIENCE

1. Fragility Compass
2. Sector Selection
3. Empathy Map
4. Past Disasters (Case study - Fiji, Vanuatu, Tonga)
5. Field Visits:
 - i) Vanuatu Council of Trade Unions
 - ii) Vanuatu Chamber of Commerce & Industry
 - iii) Youth Challenge Vanuatu
5. Priority Setting for young workers - national and regional
6. Engaged in Social & Bipartite Dialogue

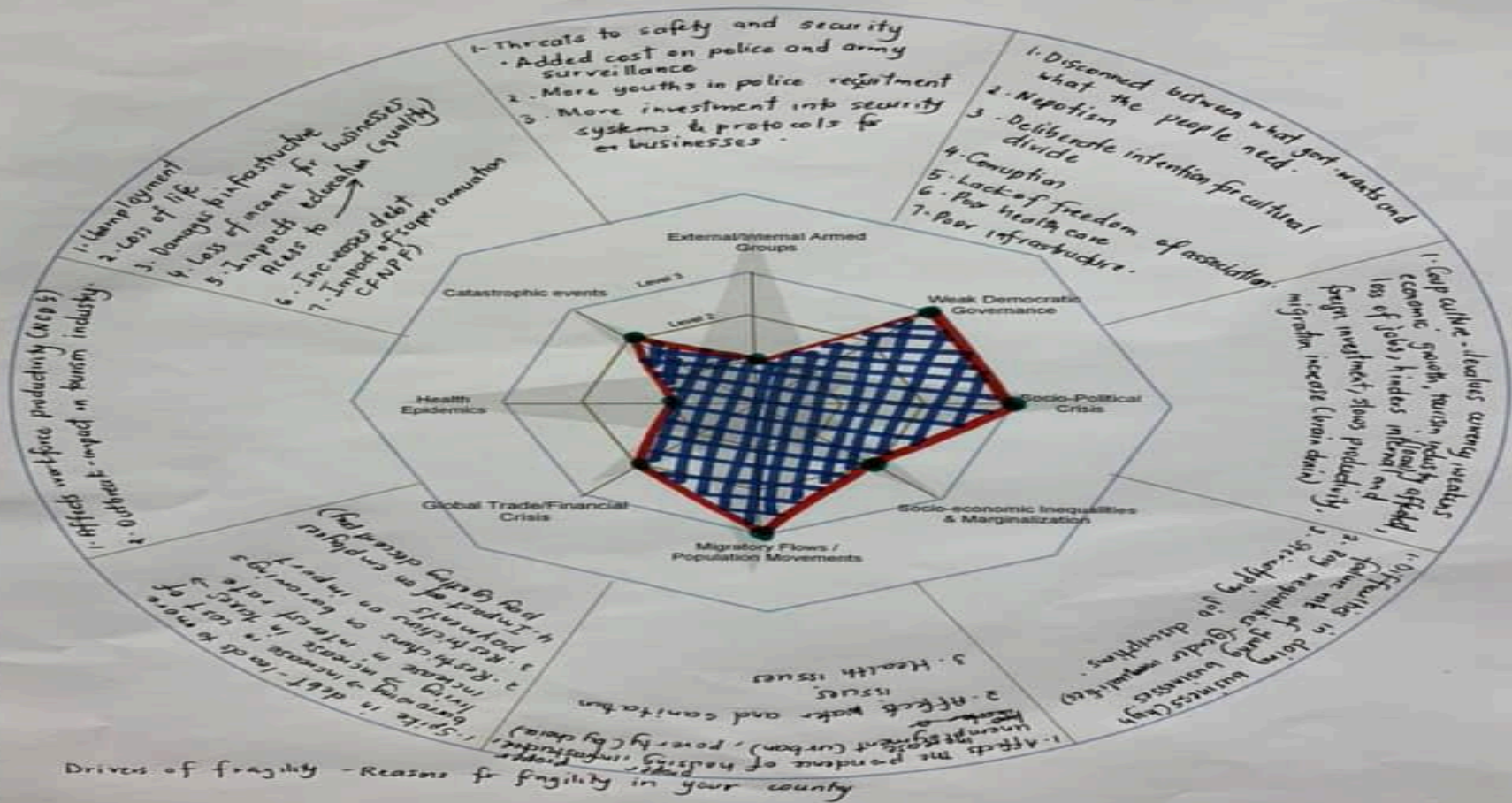
FRAGILITY ANALYSIS



STRENGTHENING CAPACITIES OF EMPLOYERS' AND WORKERS' ORGANIZATIONS ON PROMOTION OF YOUTH EMPLOYMENT IN DISASTER AND CONFLICT SETTINGS
 11 - 13 NOVEMBER 2010
 PORT VILA, VANUATU



Fiji - Central Region



SECTOR SELECTION



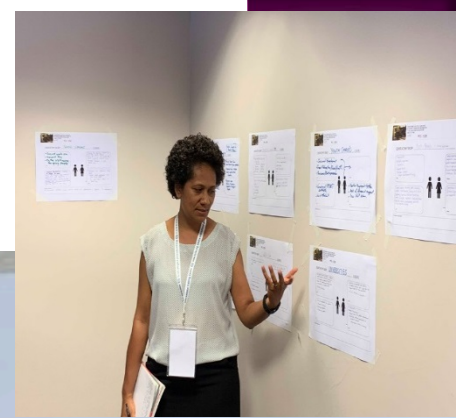
STRENGTHENING CAPACITIES OF EMPLOYERS' AND WORKERS' ORGANIZATIONS ON PROMOTION OF YOUTH EMPLOYMENT IN DISASTER AND CONFLICT SETTINGS
 15 - 16 NOVEMBER 2010
 PORT OF SPAIN



F I J I

KEY CRITERIA	WEIGHT (%)	Sector: TOURISM		Sector: AGRICULTURE		Sector: EMPLOYABILITY AND ENTREPRENEURIAL EDUCATION	
		SCORE	WEIGHTED SCORE	SCORE	WEIGHTED SCORE	SCORE	WEIGHTED SCORE
1. Institutional Dimension <i>Sector (promotion) policies and regulations are in place and effective.</i>	30	7	210	8	240	4	120
2. Economic Dimension <i>Opportunities for employment Creation.</i>	25	6	150	9	225	3	75
3. Environmental Dimension <i>Green Opportunities</i>	15	6	90	5	75	5	75
4. Social Dimension <i>Working Conditions</i>	30	3	90	4	120	6	180
Total score	100%		570		660		450

EMPATHY MAP



STRENGTHENING CAPACITIES OF EMPLOYERS' AND WORKERS' ORGANIZATIONS ON PROMOTION OF YOUTH EMPLOYMENT IN DISASTER AND CONFLICT SETTINGS

11 - 13 NOVEMBER 2019
PORT HILA, SINGAPORE



EMPATHY MAP: TRADE UNIONS (USER)

- Decent work env.
- Decent Pay
- On the job training for young people

src - Disaster Plan for Teachers.

- Changing the education system to match the needs
- Decent pay (minimum wage campaign)
- Up-to-date with regulatory standards (OHS)
- Unionized Internal Capacity Building
- Providing relief mechanisms (grant/extra pay) during post-disaster
- Encourage youth to join unions



- Changing the education systems to match the market demand.
- Does the current pay match the recent increased cost of living?
- Encourage employers to give disaster pay.

Think: child labour
 women empowerment.

- Employees are undermined during disaster
- Unskilled youth employees lose jobs during disaster
- The pay doesn't balance as decent pay.

Feel:

Problem statement:

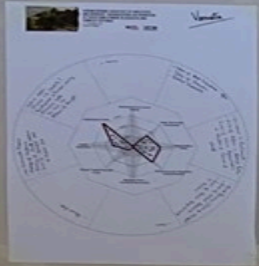
The disconnect between Unions, private sector and government in regards to employability.

PAST DISASTERS - UNDERSTANDING IMPACT ON ECONOMY & EMPLOYMENT



Case study

TC Pam (2015) VANUATU



Impact on Economy

Total direct value: VTL 6.6 bn (2015 post tax) equivalent to 6% of GDP

Top three sectors most affected

1. Revenue - 33%
2. Tourism - 20%
3. Education - 15%

Transport - 12%

Largest level economic loss

1. Agriculture 85%
2. Tourism 22%

Impact of Disaster

1. - 49%
2. - 40%
3. - 36%

Impact on Employment/Income

Affected basic livelihood of Households 14000pt.

500000 working days (formal economy) (VTL 6 billion of personal income loss)

211,191 work days (informal economy)

200,000 work days (informal economy)

Potential Response

Preparedness

Awareness on Maldivian
No cyclone fund done for tourists
Lack of Food Preservation

Relief to
P205
Health Camps
Schools
Government

Recovery

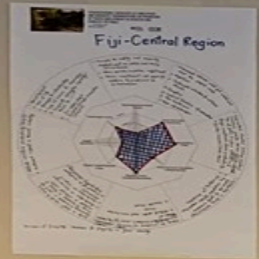
Recovery
- Funds help out for as a distribution in different areas and islands
- Recovery time is 5 years in government plan

Waged
Self

Having an evacuation plan in place
Protection of business building
All Companies in business areas should be covered by insurance

Consult insurance company
Check on STPs and Business Assets
Identify areas that need to be insured

TC Winston (2016) FIJI



Damage incurred: VTL 3000 million

Growth rate ↓ from 3.8% to 1.3%

Govt reduced 20% of 2016 budget

Exports declined by 12%

Higher imports (Medicine, equipment, materials) for reconstruction and replacement of infrastructure in the housing, education, telecommunications and transport sectors

Fiji's BOP current account deficit for 2016 is set to worsen by 8.9% (lower than 2015) due to higher import prices

Reconstruction in terms of saving in terms of bill of goods inflows in 2016

Reconstruction in terms of saving in terms of bill of goods inflows in 2016

Reconstruction in terms of saving in terms of bill of goods inflows in 2016

Total income lost post cyclone: FJD 351.4 m

No of job loss: 5,780 / 2.1%

Work days lost per person: Total 14,490,129

Productive sectors

Agriculture: FJD 298.2 m

Manufacturing: FJD 18.5 m

Services - price

Social Services: 4.0 m

Health: 1.0 m

Retail: 1.0 m

Manufacturing: 1.0 m

Training for proper address
Participated to sustain livelihood
Workshop organization in cooperation with employees to adapt industrial management for decent employment and income generation
Apprenticeship
Disaster preparedness (DPP)

Reduce work hours
No payment of over-time
Cases of limited full recovery
Even benefits are paid, not demand pay rise but ensuring benefit of all employees are not eroded

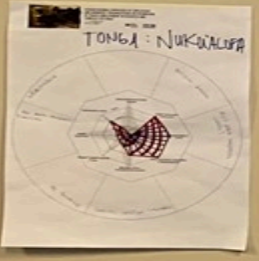
Provide more government support (NARS)
Private sector expansion for first chance to be employed
Relocate other states (Philippines)
Relocate other states (Philippines)

Waged
Self

Disaster preparedness training as a base plan
Action plan
Backing up of data
Secure resources
Upgrade existing details
Communicate with those in the supply chain (supplier - buyers)
Insurance (Health, Care)

After damages
Set up a committee strategy contact staff to assist their state
Multi-tasking
Proper health care

TC Gita (2018) TONGA



closure of business
Increase of inflation
The impact education
Total economic loss (net of insurance) was 1.1 bn (1.1 billion)
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131,400 tourism
Tourism Industry Affected - 20% 30 million

Debt of Balance of Payment (Net Import from Export)

reduction in work days

increase need for labor (labor in construction sector)

reduced quality of construction work
reduction of income due to 1 working hour

Loss (TOP)
Productive Sector: 1193.15 M
Social Sector: 1134.22 M

Education & awareness on disaster plan
Municipal bodies role originated from the health care workers - insurance
DPP training
product diversification
Business Continuity Plan

↓ of import tax
value chain recovery movement
Volunteer Program
Regional & National

Waged
Self

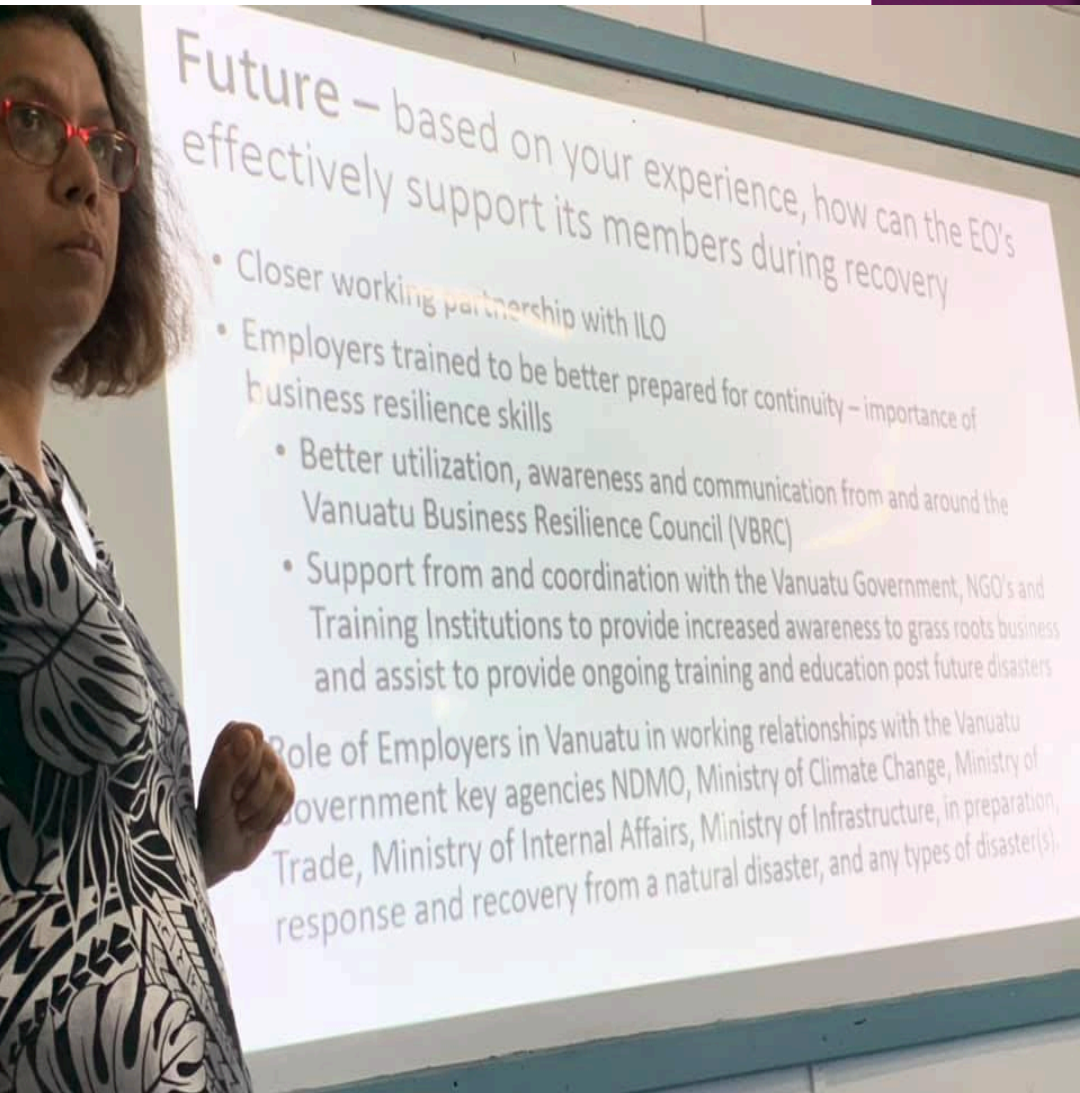
Business Continuity Plan
failed insurance Plan
Stakeholder mapping & communication plan
Curriculum Development

school program for women & youth
Volunteer group payment (support)

FIELD VISIT TO LEARN FIRST HAND EXPERIENCE IN RECOVERY DURING TC PAM- VANUATU COUNCIL OF TRADES UNION (VCTU)



FIELD VISIT TO LEARN FIRST HAND EXPERIENCE IN RECOVERY DURING TC PAM-VANUATU CHAMBER OF COMMERCE & INDUSTRY (VCCI)



LEARN FIRST HAND EXPERIENCE THE IMPACT TO WORKERS DURING TC PAM – HOTEL INDUSTRY

**General Manager, Warwick Le Lagoon
and President of Vanuatu Hotel
Association**

**Young Union Rep of Warwick
Le Lagoon**



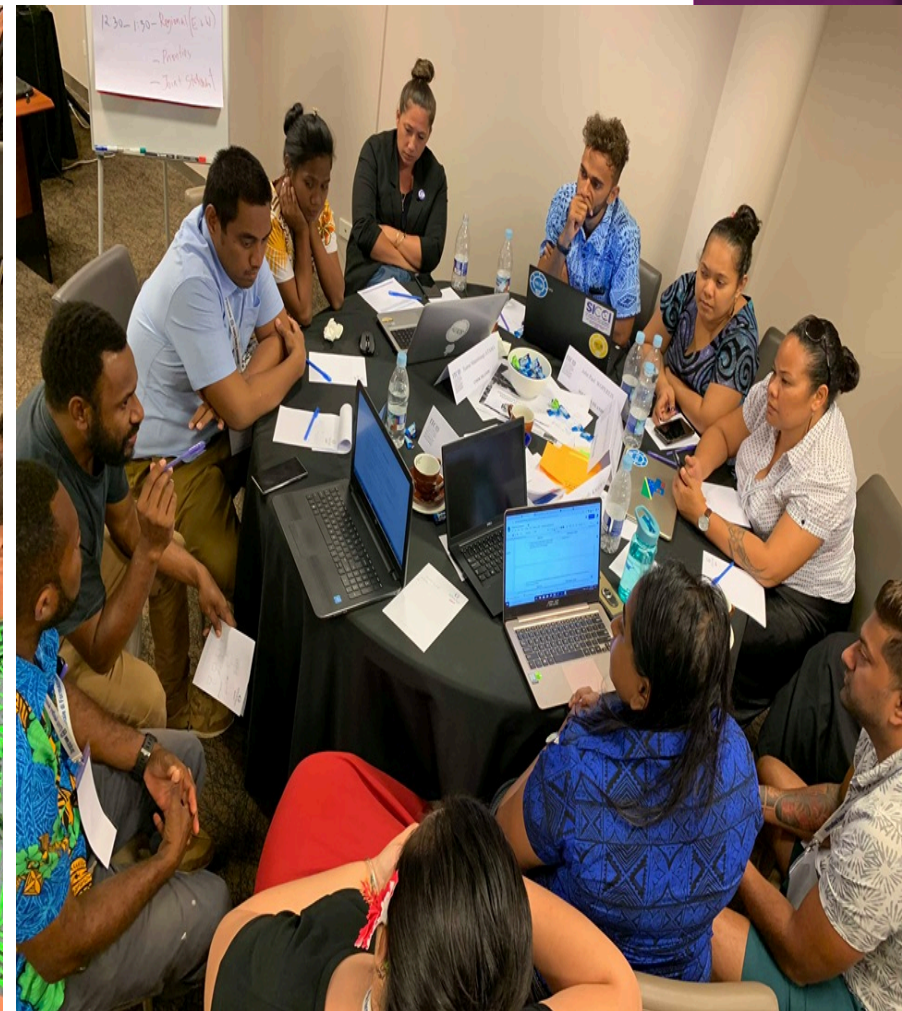
FIELD VISIT TO LEARN FIRST HAND EXPERIENCE IN RECOVERY DURING TC PAM- YOUTH CHALLENGE VANUATU (YCV)



YOUTH PRIORITY SETTING – FOR NATIONAL AND REGIONAL

Regional Young Workers Group/Junior
SPOCTU

Regional Young Employers
Group/Junior PIPSO



SOCIAL & BIPARTITE DIALOGUE - JOINT REGIONAL YOUNG WORKERS (JUNIOR SPOCTU) AND EMPLOYERS (JUNIOR PIPSO) PRIORITIES



FACEBOOK PAGE TO SHARE INFORMATION AND IMPROVE DIALOGUE BETWEEN YOUNG WORKERS AND EMPLOYERS



Just Transition (Climate Change), SDG's and Decent Work for Pacific Youths >

PRIVATE GROUP · 14 MEMBERS



Watch party

Photos

Events

Files

Albums

REGIONAL YOUNG WORKERS PRIORITIES

To improve the participation/representation of young workers, need SPOCTU to:

1. Develop a youth regional database
2. Establishment of youth committees in unions
3. Awareness on youth empowerment in International Labour Standards

To improve the delivery and quality of services for young workers, need SPOCTU to:

1. Provide the opportunity for a young workers representative in SPOCTU executive
2. Young workers as part of the Tripartite Forums
3. Provide resources and avenues to empower young workers to be ready and participate in pre and post disaster/crisis

REGIONAL YOUNG WORKERS PRIORITIES

To Improve coordination/collaboration with the regional employers' organization, and their youth chapters, request SPOCTU to:

- ① 1. Training for national unions to formulate Collective Agreement to reflect young employees' agendas in the pre and post disaster terms.
- ② 2. SPOCTU to facilitate the establishment of a SPOCTU Relief Fund either at regional or local level.
- ③ 3. Include youth representatives at the Civil Society Organization Forum (CSO) and at the Climate Action Pacific Partnership Meeting

REGIONAL YOUNG WORKERS AND EMPLOYERS JOINT PRIORITIES

We request SPOCTU and PIPSO to:

1. Include youth representatives from employers and workers as part of the Civil Society and Private Sector Dialogue delegation for the Forum Economic Ministers Meeting (FEMM) and the Climate Action Pacific Partnership Meeting (CAPP)
 - *Need to have a joint meeting to discuss common issues to jointly advocate for*
2. Regional Labour Mobility Scheme to prioritise disaster affected young workers and entrepreneurs
3. Employers and Workers to work with Government to develop national policy to ensure equitable distribution of disaster Aid, which is inclusive of young workers and entrepreneurs.
4. Development of a Relief Fund at National and Regional level for Young workers and Entrepreneurs.

**VIDEO PRESENTATION -
REGIONAL YOUNG WORKERS
AND EMPLOYERS**

QUESTIONS & ANSWERS

ACKNOWLEDGEMENT

VINAKA VAKALEVU