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## Message from the Director

Dear friends and colleagues,

It is with pleasure that we provide you with the latest edition of our newsletter. As in other editions we give you an overview of work conducted in the last 2-months, some indications of major upcoming events and highlight some new resources. As we all know, the Pacific is a region like no other, for its sheer geographical size, and cultural and economic diversity - all of which is spread over a massive expanse of ocean. In working in such a vast region, communication and information sharing is one of many challenges with which we are all faced.

This newsletter is just-one way that the ILO communicates with you about our work and the resources you can access. As part of our knowledge management strategy, our Programme Officers are visiting and maintaining contact with ILO constituents, and we manage a website that is linked with the newsletters. In addition, we have a library, which stores many valuable but under-utilized books, reports and other resources. Our goal over the coming months is to convert our physical library to become a service centre that can assist you to access the very large amounts of information available across the ILO. Read more about this at the end of the newsletter.

In this edition, I need to inform you that Ms. Caroline Scott has completed her assignment with the ILO and has returned to Australia to take-up a new wonderful job opportunity. Caroline has been an enthusiastic and important part of our ILO team in the Pacific. She has been instrumental in many of our important initiatives. In particular, Caroline has supported our labour law reform work, assisted countries in meeting their International Labour Standards reporting responsibilities and most importantly to consider and ratify the Maritime Labour Convention. Her departure is a significant loss, but we are all very pleased for her and wish her well in her future employment.

David Lamotte

(On behalf of the ILO Team in the Pacific)

## News and Events round up

### New ILO Regional Director for Asia Pacific takes up post

Mr Yoshiteru Uramoto (Japan) took up his post as Regional Director of the ILO Regional Office for Asia and the Pacific, based in Bangkok, on 16 October 2012. Until 2011, Mr Uramoto served as the Deputy to the Director-General of the United Nations Industrial Development Organization in Vienna, Austria. He spent 27 years with UNICEF, and his last position was as Director of the UNICEF Office for Japan and the Republic of Korea. He has also worked in New York and in the former Republic of Yugoslavia (Croatia), India, Indonesia, Myanmar, Timor-Leste and Sudan.



Mr. Yoshiteru Uramoto

### Pacific ratifications help to bring 'Seafarers Bill of Rights' into effect

The ILO has received the 30th ratification of the Maritime Labour Convention, 2006 (MLC), fulfilling the final condition for the first global standard spanning continents and oceans, to go into effect in a year's time. The Pacific made a great contribution to this achievement with Australia, Kiribati, Palau, Republic of Marshall Islands and Tuvalu all being amongst the first 30 countries to ratify, demonstrating the great importance of the maritime industry to this region. Fiji has also indicated to the ILO progress towards ratification of the MLC.



### Representing the UN at the Hibiscus festival

In August the ILO, as chair of the United Nations Working Group on Youth in the Pacific, collaborated with the Miss Hibiscus competition in Fiji to highlight UN's work for youth in the Pacific region. The UN Working Group, as a sponsor, was in particular responsible for boosting the thematic substance to the research component of the competition. Fifteen talented young women from Fiji were each given a question which they prepared a presentation for. The questions, provided by the UN Agencies in the working group, included themes such as environmental concerns, non-communicable diseases, good governance, violence against women and youth unemployment. ILO mentored two participants, including Ms. Drue Slatter, who eventually won both the research component and the whole competition to become Miss Hibiscus 2012.



Ms. Line Begby, ILO Gender Specialist, (right) with Ms. Drue Slatter.

### Pacific Growth and Employment Project

The Pacific Growth and Employment Project (PGE) one of the programmes of the Decent Work Agenda, Australia – ILO Partnership Agreement is now underway. The PGE is intended to improve employment opportunities for sustainable and productive employment growth in the tourism and transport sectors in Papua New Guinea and Vanuatu. The PGE management committee comprising of senior officers from the Australian Chamber of Commerce and Industry and the Australian Council of Trade Unions has appointed two project officers to implement the project activities. The PGE committee is currently undertaking industry analysis and consultations with Pacific island, Australian and New Zealand governments as well as industry and social partners to identify target countries where the project can best support activity. A formal launch of the PGE will take place at the Australian parliament in Canberra in November 2012.



PGE management committee members

### SCREAM - Supporting Children's Rights through Education Arts and the Media in Fiji

In October, a SCREAM training workshop was conducted by Save the Children Fund, Fiji, with technical support from the ILO Tackling Child Labour through education project-Fiji. Twenty student representatives each from selected primary and secondary schools in Suva, Sigatoka and Lautoka took part in the training. They were trained on essential information regarding child rights; issues faced by children including child labour and the worst forms of Child Labour and were empowered to take action in addressing these issues through the use of drama, role-plays and creative arts.



### Pacific Island Workplaces Combatting HIV and AIDS Project launched

The ILO/SPC HIV Project was launched on the 22 October by the Deputy Secretary for the Ministry of Labour, Fiji, Mr Osea Cawaru.

The ***ILO/SPC "Pacific Island Workplaces Combatting HIV and AIDS" Project*** focuses on delivering results in:

- developing national and enterprise policies to reduce employment discrimination toward people living with HIV;
- developing catalytic workplace HIV programmes that reach segments of the workforce most at risk for HIV, e.g. Correction Services, maritime and hotel industries, and;
- establishing workplace referral services with health clinics to increase uptake of HIV testing, treatment and care services.

The launch was done prior to the start of a workshop for the Fiji Corrections Services Senior Management team to draft their own workplace policy for HIV.



## ILO participates in the Pacific Island Forum Disability Ministers Meeting

The 2nd Pacific Island Forum Disability Ministers' Meeting was held in Port Moresby, Papua New Guinea, 3-4 October 2012, with the theme of 'Progressing Disability Inclusive Development'. The two-day meeting discussed emerging issues relating to disability inclusive development in the Pacific; share good practices in the region in areas of policies, services and programme initiatives in disability development; and provide information on upcoming international forums on Disability. In her closing remarks at the Meeting, Senator Jan McLucas, the Australian Parliamentary Secretary to the Prime Minister and Parliamentary Secretary for Disabilities and Carers reaffirmed Australia's commitment to disability inclusive development in the Pacific.

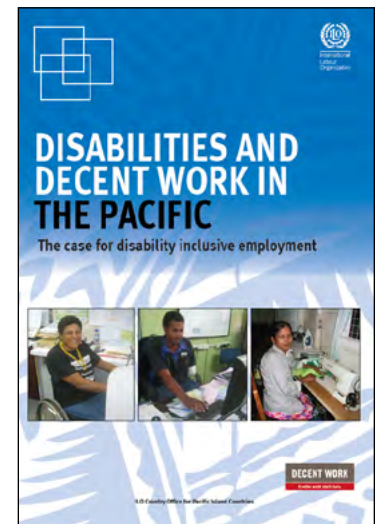


The Forum Disability Ministers

The ILO's recommendations were presented to the Ministerial meeting and were fully accepted by the participating Ministers. This provides a platform for the ILO to engage more directly with the Pacific Island Countries in addressing the Vocational Training and Employment needs of people with disabilities, which can also be included in the currently being revised DWCPs.

Leading up to this important regional event the ILO had:

- conducted a one-day meeting with government officials who would support their Ministers at the above-mentioned meeting on Convention 159 and Recommendation 168.
- produced the booklet *"Disabilities and Decent Work in the Pacific: The case for disability inclusive employment"* This publication aims to highlight some of the challenges faced by persons with disability in accessing decent jobs and to identify relevant labour standards and other policy interventions that could advance disability in the workplace and assist Pacific Island countries address these challenges.



## Presentation on Human Capital – A Driving Force for Business Growth

The ILO once again was asked to make a presentation at the Fiji Human Resource Institute (FHRI) 6th National Convention 2012. The FHRI is the national leader in promoting Human Resources development in increasing the level of performance and productivity and is affiliated with the Australian Human Resources Institute. <http://fhri.org.fj>

The ILO presented a paper titled *"Human Capital – A Driving Force for Business Growth" and the Fiji Human Resource Institute National Convention.*

The ILO's paper addressed:

- What is the ILO? What it Does?
- Why human capital development is relevant for business growth.
- A status update on human capital development in Fiji and conclude with some strategies that might be considered in workplaces to develop human capital.

The Convention including the ILO's presentation was widely reported in the Fiji media.

## PNG Employers' and Workers' sign Memorandum of Agreement on HIV& AIDS in the workplace

The MOA between PNG Employers Federation and Trade Union Congress provides policy guidance for employers and workers for non-discrimination on status of HIV, maintaining confidentiality, no screening or testing for purposes of employment and ensuring a safe, working environment conducive to education, health care services and support for workers living with HIV and /or affected by it. The Department of Labour's OHS Division have sought ILO's assistance with training their OHS inspectors on OHS and HIV in the workplace.



# Eliminating Discrimination and Sexual harassment - a barrier to women's participation in decent work

Under the annual "16 Days of Activism campaign" to eliminate violence against women, which runs every year from 25 November to 10 December, the UN agencies in the Pacific will this year jointly launch a number of activities in the region. This newsletter insert is part of the contribution to the campaign. ILO also contributes to the campaign by organising two-day trainings for the Departments of Labour, employers' federations and trade unions in Papua New Guinea and Vanuatu in November 2012 and January 2013 on how to eliminate sexual harassment in the workplace. The training will include how labour inspectors, employers and unions can draft policies and guidelines, and make sure that grievance handlings and support mechanisms are in place.

## Introduction

Gender inequalities in the Pacific Island Countries remain pervasive and persistent, with women concentrated in jobs with low security, few occupational choices, low pay, poor working conditions, low status and low bargaining power in the labour market. Experience from the region shows that discrimination on the basis of sex is still widespread and will not vanish automatically with economic growth. Explicit changes in policies, institutions and practices are needed to allow for the effective utilization of all human resources.

Across the Pacific violence against women is widely recognised as a significant development challenge with 40 – 70% having experienced violence from their partners<sup>1</sup>. Violence against women at work is closely linked to sexual harassment. For example, according to a survey commissioned by the Fiji Women's Rights Movement, one in three women interviewed in Fiji (33%) claimed to have been sexually harassed in the workplace<sup>2</sup>. Sexual harassment of women at work often involves multiple incidents and cuts across all workplace types, affecting women from various socio-demographic groups.

Sexual harassment is any unwanted conduct of sexual nature which is imposed on, and unsolicited or unreciprocated by, the recipient. Sexual harassment can take various forms. It can involve conduct such as unwelcome touching, hugging or kissing; staring or leering; suggestive comments or jokes; unwanted invitations for sex or persistent requests to go out on dates; intrusive questions about another person's private life or body; unnecessary familiarity, such as deliberately brushing up against someone; insults or taunts of a sexual nature; sexually explicit pictures, posters, screen savers, emails, twitters, SMS or instant messages which create a hostile or uncomfortable work environment; accessing sexually explicit internet sites; inappropriate advances on social networking sites; behaviour which would also be an offence under the criminal law, such as physical assault indecent exposure sexual assault, stalking or obscene communications. Sexual harassment also refers to a demand by a person in authority, such as a supervisor, for sexual favours in order to obtain or maintain certain job benefits.

## Why is it a problem?

Both women and men can be targets for sexual harassment, or be the harasser. However, the majority of targets are women, and harassers are mainly men. Harassers can be colleagues, managers, clients, customers, patients and suppliers. Sexual harassment is essentially not about sex, but power. The majority of perpetrators are in more senior positions compared to the victim. Sexual harassment at work often occurs when there is an unequal authority or status situation. Gender subordination of women in society also means that even women in positions of power can be seen and treated as 'second' by equal or lower ranking workers. Sexual harassment has several negative consequences for employees, employers and societies as a whole. For the targets sexual harassment can lead to emotional stress, physical illness and trauma, and can effectively push workers out of the workplace. For enterprises, sexual harassment leads to workplace tensions which may impede team work, collaboration and work performance, with increased absenteeism and lower productivity. Sexual harassment impedes the achievement of equality between women and men, it condones sexual violence, and hinders productivity and development.

## But we rarely hear about it...

Sexual harassment is shrouded in silence due to many reasons. Many victims don't talk about the problem because taboos surround the issue, and because they often can be blamed for what has happened. Women can be accused of dressing too provocatively, or that they in some way have 'asked for it'. They may also be afraid of losing their jobs or responsibilities if it comes out as they are considered to be 'whiney' by complaining about 'details'. Many do not recognise sexual harassment as a problem, but consider it is only part of normal day life, and targets may be pressured to believe that if they ignore the 'typical male' behaviour, it will go away. Lastly, support mechanisms and fair processes of investigation and recourse may not exist, which leads to lack of confidence in the judicial system. Targets of sexual harassment may not see any point in reporting cases as they may (rightfully) think that the grievance will not be dealt with in a satisfactory manner anyway.

## What can Governments do?

Governments, typically through Ministries of Labour, have the overall responsibility to ensure non-discrimination in the world of work. National laws, in particular labour laws, should comply with the ILO Conventions 100 and 111 on gender equality,

and include specific provisions to eliminate sexual harassment. Many national labour laws include obligations which hold employers liable in industrial tribunals for implementing active measures to prevent sexual harassment from taking place, and for making sure that proper grievance handlings are in place if harassment occurs. Labour inspectors need training and resources to follow up on these workplace measures.

### **What can employers do?**

All employers, whether in a small or large workplace, should establish a policy to deal with equal opportunities and sexual harassment. An established sexual harassment policy at the workplace supports the creation of an effective, productive and healthy working environment. The key to preventing sexual harassment is for employers and management to make it clear to all workers and those who interact with the workplace that sexual harassment is unacceptable behaviour. The policy should be accessible to all staff members and be reinforced at staff meetings. Regular training and information should be provided to those who are in charge of grievance handlings and investigations if complaints are reported.

### **What can trade unions do?**

Unions can play a major role in eliminating sexual harassment at work. They can advocate governments to introduce legislation, conduct training to sensitize union leaders and officials, negotiate with employers on the issue, and include gender equality and sexual harassment prevention clauses in collective bargaining agreements. Trade unions also have an important role in informing workers about their rights and responsibilities. Lastly, trade unions can represent complainants and alleged harassers in grievance handlings and procedures.

### **What is ILO in the Pacific doing?**

ILO is currently undertaking several activities to assist our Member States to eliminate sexual harassment in the workplace.

- Support is given to Governments, trade unions and employers in Kiribati, Papua New Guinea, Samoa and Vanuatu to review and reform their labour laws. The updated laws will improve application of the ILO's international labour standards on non-discrimination and prevention of sexual harassment.
- A two-day trainings for the Departments of Labour, employers' federations and trade unions in Papua New Guinea and Vanuatu in November 2012 and January 2013 on how to eliminate sexual harassment in the workplace. The training will include how labour inspectors, employers and unions can draft policies and guidelines, and make sure that grievance handlings and support mechanisms are in place.
- In collaboration with Fiji Commerce and Employers Federation a guide is developed and will be published for employers to strengthen gender equality in the workplace. The guide includes concrete tips and advice on how employers can reduce gender bias in recruitment processes, what to remember with regards to maternity leave and protection, and how to prevent sexual harassment.
- A study is undertaken in Papua New Guinea to assess the prevalence of sexual harassment in the workplace, to scope what knowledge and mechanisms already exist to prevent incidences, and what grievance handlings are in place to follow up on complaints.

### **Resources:**

"Action against Sexual Harassment at Work in Asia and the Pacific", ILO, 2001

<http://www.ilo.org/public/english/region/asro/bangkok/download/sexttech.pdf>

"Comparative study on social dialogue and gender equality in New Zealand, Australia and Fiji", ILO, 2011.

[http://www.ilo.org/ifpdial/information-resources/publications/WCMS\\_175007/lang--en/index.htm](http://www.ilo.org/ifpdial/information-resources/publications/WCMS_175007/lang--en/index.htm)

"Addressing Sexual Harassment in the Workplace – A Management Information Booklet: An ILO Survey of Company Practices", ILO, 1999

[http://www.ilo.org/public/libdoc/ilo/1999/99B09\\_251\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/1999/99B09_251_engl.pdf)

"Stopping Sexual Harassment at Work", ITUC.

[http://www.ituc-csi.org/IMG/pdf/Harcelement\\_ENG\\_12pgs\\_BR.pdf](http://www.ituc-csi.org/IMG/pdf/Harcelement_ENG_12pgs_BR.pdf)

16 Days of Activism Against Violence

<http://saynotoviolence.org/16days2011>

<sup>1</sup> "Ending Violence Against Women and Girls: Evidence, Data and Knowledge in Pacific Island Countries - Literature Review and Annotated Bibliography, 2nd Edition", UN Women, 2011

<http://unwomenpacific.org/resources/uploads/attachments/documents/UN%20Women%20Ending%20VAW%20Literature%20Review%202nd%20Edition.pdf>

<sup>2</sup> Ibid, p. 15

## Look ahead

### ILO is working with its constituents to renew Decent Work Country Programmes for Pacific Island Countries

Decent Work Country Programmes (DWCPs) are country specific programmes agreed by tripartite constituents to implement the ILO's four strategic goals relating to fundamental principles and rights at work, employment, social protection and social dialogue. Seven of the ILO's nine member States in the Pacific have DWCPs that have been progressively implemented for the last three years. These DWCPs will expire at the end of 2012. The ILO Office for Pacific Island Countries has started work on renewing these DWCP and over the next year it is expected that all nine member States in the Pacific will have a new DWCP. This work is being supported by ILO Specialists from the Decent work Team and the Regional Office, all of who are based in Bangkok.

Progress	Samoa	PNG	Kiribati	Solomon Islands	Vanuatu	Tuvalu	Fiji	RMI	Palau
Individual constituent briefings on the DWCP process									
ILO briefing to national tripartite committees on the DWCP process									
ILO & national committee identify person to develop country context									
Draft country context is reviewed and finalized									
ILO/tripartite meeting to identify DWCP priorities									
First draft of new DWCP considered by national tripartite committee									
Revised DWCP prepared based on national tripartite committee feedback									
Finalize draft DWCP with national tripartite committee									
Submit the draft DWCP to the ILO Quality assurance mechanism									
New DWCP formally signed off by constituents and ILO									
<b>KEY</b>	<b>Completed</b>		<b>To be completed by end of 2012</b>		<b>To be completed in Q1 2013</b>		<b>To be completed in Q2 2013</b>		

#### Capacity-building workshop on Employment Policy in Fiji to be held in Suva, Fiji from 28-30 November, 2012

This workshop is to familiarise the ILO Fiji constituents with the framework, concepts, process and potential elements of employment policy/strategy for Fiji as well as identify potential ways forward on the formulation of an employment policy/strategy for Fiji. Specialist from ILO Geneva and Bangkok will be delivering this workshop for a wide range of government departments and social partners. This important workshop will be a significant contribution to the new DWCP for Fiji.

#### "Establishing a new PNG National Employment Policy" Seminar to be held in Port Moresby, Papua New Guinea on the 1st November 2012

The plenary will discuss the next steps in the formulation of the PNG national employment policy, including any further in-depth research that needs to be undertaken, establishing a possible technical committee to generate policy options to address the selected priority issues and other matters required to initiate the formulation of a national employment policy.

#### ILO to facilitate mentoring workshop on reforming the Employment Act in PNG

to be held in Port Moresby, Papua New Guinea on the 30th October 2012

Representatives from Business New Zealand and from the Australian Council of Trade Unions will facilitate meetings of employers and workers representatives to prepare policy positions on revisions to the Employment Act and draft Employment Relations Bill.

## Know About Business - Fiji Training and Pilot Test

The Ministry of Education, Fiji, with guidance and technical support from the ILO, will be implementing a Pilot Phase of KAB in selected number of schools in Fiji beginning in **October 2012**. The pilot phase aims at developing a sustainability framework which will plan for the full implementation of KAB through the formal education curriculum. Teachers of selected schools and relevant staff of the Ministry of Education will be trained to become National KAB Facilitators. KAB resources and business skills training resources will be printed and made available to the schools and training institutions. In addition, the first pilot phase will be evaluated and lessons learnt shared with key partners to inform the design of the KAB implementations and sustainability framework. <http://www.knowaboutbusiness.org/>

## Awareness workshop on capacity building on OHS and HIV policy - Fiji

Fiji Corrections Services Northern Division will have a awareness workshop on capacity building on OHS and HIV policy (Recommendation 200) on the **8th and 9th November** in Labasa, Fiji. The overall aim of the Policy is to provide guidelines on reducing the transmission of HIV and AIDS and give appropriate care and support to personnel, their dependents and inmates infected and affected by HIV and AIDS through comprehensive, relevant, effective, coordinated, and accessible services in cooperation and collaboration with government, non-governmental organizations and other partners.

## Key resources available through our library service

The library of the ILO Office for Pacific Island Countries provides broad access to 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. We also handle the promotion and sale of ILO publications. 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**  
[rokoika@ilo.org](mailto:rokoika@ilo.org)  
+679 331 3866

## Some recent resources include:

### Asia Pacific Labour Market Update, October 2012

Provides a snapshot of recent economic and labour market trends for a number of countries in the Asia-Pacific region, based on official data available as of 15 October 2012, with special coverage on the youth employment challenge, improving job quality and strengthening social protection systems.

### ILO launches online blog

Visit the ILO's new blog, where key officials and ILO experts will give their personal views on some of the most important current work-related issues and events.

<http://iloblog.org/>

