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### Message from the Director

Dear friends and colleagues,

As 2012 draws to a close, I would like use this opportunity to briefly reflect on the ILO's work in the Pacific during the last 12 months. This short message cannot do justice to the breadth the ILO's engagement with constituents and partners in our nine Pacific member States. For each country we have sent individual letters detailing the work that has been undertaken in each country, but I thought I would highlight the following three broad developments.

Firstly, in 2012 we observed a continued momentum among Pacific Island countries to modernise labour legislation and progressively implement fundamental labour standards. This is truly central to the ILO's engagement across the Pacific and a recognition of the good work undertaken through the Labour Governance and Migration Project. This important project is funded and supported by the Australian Agency for International Development (AusAID) and the Department of Education, Employment and Workplace Relations (DEEWR). We are actively engaged with our Australian counterparts to consolidate and extend the reach of this work. I look forward to updating you to developments in this regard in the next edition of the Newsletter.

Secondly, this year we have embarked in the important process of developing the next generation of Decent Work Country Programmes (DWCPs). The DWCPs' guide the ILO's engagement in the Pacific and thus we are keen that the new DWCPs include outcomes and indicators that reflect your priorities, and whose attainment is realistic and measurable.

The ILO is committed to fully participate in the UN system process and programmes. In the Pacific, our ILO Offices covers three UN Country teams and throughout 2012 we have significantly increased our participation with these teams. We have also sought to ensure that your priorities are reflected in the reflected in the United Nations Development Framework (UNDAFs) across the Pacific.

Thirdly, this year brought significant leadership change within ILO. A new General Director, Mr. Guy Ryder, has recently taken the helm of the Organization. Mr Ryder brings a wealth of experience to ILO and he also takes a keen interest in the ILO's work specifically in the Pacific which he visited last year. We also have a new Regional Director for Asia and the Pacific, Mr. Yoshiteru Uramoto. Finally, I should not omit to welcome Palau our newest ILO member State.

There are many more developments that will drive our activities in 2013. These include the recently launched HIV/AIDS and Pacific Growth and Employment projects, our work on disabilities, and the significant progress in the area of Occupational Safety and Health. Next year I expect that our programme of work in the Pacific will grow. We will maintain our existing portfolio and also develop further initiatives, particularly in the areas of employment policy and youth employment. Next year we will also strive to ensure all countries are up-to-date on their ILS reporting obligations.

I hope you will enjoy reading about these and other important developments in this and future editions of the Newsletter. On behalf of the entire ILO's Pacific Office, I take this opportunity to wish you all a joyous festive season and a happy and prosperous New Year.

*David Lamotte (On behalf of the ILO Team in the Pacific)*



## News and Events round up

### Launch of the Pacific Growth and Employment Project

The Pacific Growth and Employment Project is an important component of the Australian Government - ILO Partnership Agreement (2010-2015). The project will support industry led action plans that enhance economic growth, deliver skills development and employment opportunities for youth, and sustainable and decent jobs for local workers. The ILO, as the implementing partner, will work closely with the Australian Chamber of Commerce and Industry (ACCI) and the Australian Council of Trade Unions (ACTU) who will manage the project. Together, these two social partners bring industry-links and the practical experience and perspective of their networks in the region that will generate new and realistic insights into how to improve employment outcomes. [Read more...](#)

*An initiative of the Australia - International Labour Organisation Partnership Programme jointly delivered by the Australian Chamber of Commerce and industry and the Australian Council of Trade Unions.*

*Related information:*

[Statement from the ILO Director General, Mr. Guy Ryder](#)

[Statement from the ILO Director, Pacific Island Countries, Mr. David Lamotte](#)

[Project factsheet available for download](#)

### Fiji National Employment Creation Policy workshop

In November 2012 the Fiji Ministry of Labour, Industrial Relations and Employment and the ILO jointly hosted a three day technical training workshop for senior Government officials, employers workers and academia to explore not only the technical aspects of developing National Employment Policies but also to consider the particular challenges and opportunities in Fiji.

Following the opening and keynote address by the Minister of Labour, Dr Mahendra Reddy presented an overview of key employment trends which provided a detailed analysis of key trends across a range of sectors and issues in Fiji. A high level panel - including guests from the Labour Ministries in PNG and Samoa, the Fiji Ministry of Labour Fiji Employers and Commerce Federation and Fiji Trade Union Congress explored various perspectives on challenges facing Pacific Island Countries.

With the participant, ILO specialists from Geneva and Bangkok explored the key dimensions of national employment policies. This includes attention to labour market information and analysis systems, diagnostic tools, the policy elements of employment policies, the role of macro-economic and sectoral policies, active labour market policies, the role of SMEs, labour standards among a wide range of other cross cutting issues. It is anticipated that this work will continue in 2013. [Read more...](#)

### South South Cooperation Fiji / Kiribati

A Memorandum of Understanding (MoU) was signed between the Ministers of Labour of Fiji and Kiribati on labour reform and labour inspection earlier this year. This MoU was well received by the peoples of both countries and layed the platform to support the sharing of technical assistance between both countries. In realising this, the ILO through its Youth Employment Programme in Kiribati brokered an initiative with both countries that would support Kiribati in establishing a National Employment Service Centre (NESC). With Fiji already having an operational National Employment Center (NEC), the initiative facilitated a 10 day study attachment by a Ministry of Labour official from Kiribati to the Fiji National Employment Center.

Kiribati government official Ms. Kakiata Tikaatake said

*"I would like to take this opportunity to thank the ILO for supporting the 2 weeks work attachment from the 6th to 22nd November, 2012. For the last 2 weeks I have learned so many things especially in the NEC Services in Fiji. I understand why the NEC was established and its four services to People in Fiji targeting the unemployed person for Formal, Self-employment, Volunteer Services and Foreign Employment. I know now how the NEC Process works through the 9 steps, which are very helpful in a way of establishing the National Employment Services Center in Kiribati ."* [Read more...](#)



*Hon. Senator Bob Carr (centre) with Ms. Ged Kearney, President of the ACTU and Mr. Peter Anderson, Chief Executive of ACCI.*



*Minister for Labour, Industrial Relations and Employment, Mr. Jones Usamate (right), at the opening ceremony with Mr. Taito Waqa (MOL) and Mr. Agni Deo Singh (FTU).*



*Ms. Kakiata Tikaatake.*

## Labour Law Reform in Papua New Guinea

Papua New Guinea's existing Decent Work Country Programme prioritises the completion and implementation of labour law reform, and in particular, the passage of the Industrial Relations Bill and revisions to the Employment Act.

The ILO's Labour Governance and Migration (LGM) Project is providing technical assistance to revise the Employment Act. The primary objective of the reform process is to modernise the law relating to terms and conditions of employment to improve labour market outcomes and progressively realise international labour standards. A tripartite Working Group chaired by the Department of Labour and Industrial Relations (DLIR) is leading this work.

In late October during the course of two days, representatives of workers and employers met to discuss a draft Bill to revise the Employment Act and refine their policy positions. Mentoring assistance was provided to workers by the Nick Blake from the Australian Council of Trade Unions. These policy positions were shared at a meeting of the Working Group the following day.

A key area of discussion was further action to implement International Labour Standards relating to the Minimum Age of Employment (ILO Convention 138) and the Elimination of the Worst forms of Child Labour (ILO Convention 182). Participants agreed that the DLIR lead the establishment of an expert Committee to formulate a hazardous child labour list in regulations to fully implement the requirements of international labour standards. Legislative provisions are among a range of action being implemented in PNG to address the pervasive and destructive effects of child labour on individuals, families, communities and the economy. The EU funded TACKLE project is continuing to work on strengthening institutional capacities to formulate and implement policies, strategies and programmes to combat the worst forms of child labour, including child trafficking.

*The ILO's labour law reform programme in PNG is funded by AusAID under a Partnership Agreement with the Australian Government. [Read more...](#)*

## Women entrepreneurs in Fiji get a boost!

The Fiji Commerce and Employers Federation (FCEF) with the support of the ILO, organized two trainings in November for fifty women entrepreneurs in Fiji. Targeted at women entrepreneurs, the training aimed to bring together women to entrepreneurs provide them with added skills in their professional lives, and to improve their businesses.

The workshops covered overcoming barriers for women entrepreneurs, business mapping, book keeping, management skills, and growth strategies to expand their businesses. Among the participants were both women who had just started their small businesses, such as arts and crafts productions, and some who were already recognised as successful entrepreneurs, such as Ms Makereta Matemosi, who recently won the logo competition for the Fiji Airways brandmark with her masi symbol.

At the end of the second day, FCEF's launched its Women Entrepreneurs and Business Council, a council which will assist women in entrepreneurship and business through resources, information sharing, networking support and national recognition. [Read more...](#)

## HIV workplace policy formulation initiatives in Fiji

The Ministry of Labour and the Fiji Red Cross Society in collaboration with the ILO/SPC Pacific Island Workplaces Combating HIV and AIDS Project have been conducting nation wide training programmes to raise awareness on the stigma and discrimination associated with HIV and build-capacity with prison inmates. This has resulted in the drafting of a HIV workplace policy for the Fiji Corrections Services.

The involvement of the inmates in policy consultations is a milestone in itself. In the hotels sector, a HIV & Gender workshop was held to raise awareness on the importance of gender and its role in HIV. Management and staff from a cross-section of departments in the hotel industry participated and have pledged their support to draft a HIV Workplace policy for participating hotels. This will be followed up in the New Year. [Read more...](#)



*Workers and Employers meetings, Port Moresby, PNG.*



*Mr. Nick Blake chairing a session with worker representatives, Port Moresby, PNG.*



*Entrepreneurs share experiences.*



*Fiji Corrections Services Northern Division Training.*

### Papua New Guinea moves to establishing a National Employment Policy

The Papua New Guinea Government has prioritised the development of a new National Employment Policy to implement ILO Convention 122. This process commenced in 2012 with the development of a Situational Analysis of Employment Policies in PNG, commissioned by the ILO and undertaken by a research team from Massey University based in Auckland. The situational analysis was discussed in detail in November 2012 at an Employment Policy Seminar jointly hosted by the Department of Labour and Industrial Relations and the ILO in Port Moresby. A wide range of stakeholders from Ministries, unions and employers participated in the event.

The seminar provided an opportunity to discuss critical challenges, issues and opportunities in the context of PNG's rapidly growing economy and how this can deliver decent work outcomes within a National Employment Policy framework. The presence of a large informal economy, gender based disparities, critical gaps in labour market information and the need for strong cross agency co-ordination were among the key challenges identified during the seminar.

It is anticipated in next year, work will commence to establish a high level taskforce to oversee the development of a new National Employment Policy that will engage a wide range of stakeholders. The Department of Labour and Industrial Relations will be playing a leading role in this work. [Read more...](#)

### University of the South Pacific and the ILO pilot Community Based Enterprise Development Programme

The Aspiring Entrepreneurs component of the Community Based Enterprise Development (C-BED) was piloted at the Regional Centre for Continued Community Education (RCCCE) of USP. The two days training was delivered to students, who are currently undertaking bridging courses with RCCCE.

The C-BED training program is an innovative ILO-developed tool that enables participants to explore opportunities for business improvement; to learn from each other; and to make plans, take action, introduce innovation, and measure their impact. C-BED is designed to be a low cost, flexible program that leverages existing knowledge within the community. Therefore, C-BED does not require the presence of an external expert, only a literate member from the community is needed to introduce the modules and keep time. The package incorporates hands-on, activity based lessons, maximizing the use of diagrams and pictures so that both literate and illiterate participants are able to learn together. Thus, the C-BED methodology presents a skill development opportunity in challenging environments where lack of or unavailability of teachers and instructors, such as in the Pacific, is common.

[Read more...](#)

### Ending violence against young women in the Pacific

As part of the United Nations' contribution to the 16 Days Campaign to End Violence Against Women in the Pacific the United Nations Working Group on Youth (UNWGY), chaired by the International Labour Organization convened a panel discussion on the theme **"Creating safe spaces for young women - our homes, schools, workplaces and communities"**.

The panel discussion, took place on the 27 November 2012, and was a contribution for and by young people in the Pacific towards the UN-wide 16 Days Campaign to End Violence Against Women in the region, where various agencies highlight the problem through several activities from 25 November to 10 December.

[Read more...](#)

### Solomon Islands Council of Trade Unions Leadership Training Workshop

The Solomon Islands Council of Trade Union (SICTU) represents the nine Trade Unions and Associations in Solomon Islands. Recent changes in officials within the various affiliates has resulted in the need to provide training to enhance basic understanding of their responsibilities and duties to their members and their role as leaders of the Trade Union Movement in Solomon Islands.

A three day event was held from the 12-14 December was supported that focussed on: the origin of Trade Unionism in Solomon Islands; the Trade Union Act of Solomon Islands; tripartism and collective bargaining system, and Labour Laws of Solomon Islands; and an update on proposed Labour Laws reforms. [Read more...](#)



*Dr. Jane Parker, Associate Professor (Employment Relations and Human Resource Management), Massey University.*



*Aspiring Entrepreneurs at the Regional Centre for Continued Community Education.*



*Panel Members convened to discuss "Creating safe spaces for young women - our homes, schools, workplaces and communities"*

### Solomon Islands works towards a national HIV policy

A Tripartite workshop was held in Honiara to raise awareness on the stigma and discrimination associated with HIV in October 2012. As a result of this workshop, the Solomon Islands Chamber of Commerce and Industry (SICCI), the Solomon Islands Council of Trade Unions (SICTU) and the Solomon Islands Labour Division, have agreed to work towards drafting their own individual policies with the assistance from the *ILO/SPC Pacific Island Workplaces Combating HIV and AIDS Project*. SICCI have expressed interest in running awareness and advocacy workshops for their members whilst the Labour Division will explore how it can garner Government endorsement for a national HIV policy. [Read more...](#)



*Solomon Island tripartite participants  
Honiara, Solomon Islands*

### Elimination of sexual harassment in the workplace - PNG

As part of the United Nations' contribution to the 16 Days Campaign to End Violence Against Women in the Pacific, the International Labour Organization (ILO) organized a training on elimination of sexual harassment in the workplace on 28 and 29 November in Port Moresby.

The training was organized for labour inspectors, trade union representatives and employers in Papua New Guinea. Through interactive discussions, group activities and presentations, the participants learnt more about sexual harassment and how to prevent it. The training consisted of 6 modules, which included: Understanding of gender equality, sex based discrimination in the world of work, and ILO's work to improve gender equality; Understanding sexual harassment in the workplace, particularly in PNG; Learning about workplace policies to eliminate sexual harassment; How to establish correct grievance mechanisms in the workplace to assist alleged victims and alleged harassers; How to properly communicate policies in workplaces and organize trainings; and Identifying next steps for tripartite constituents. [Read more...](#)



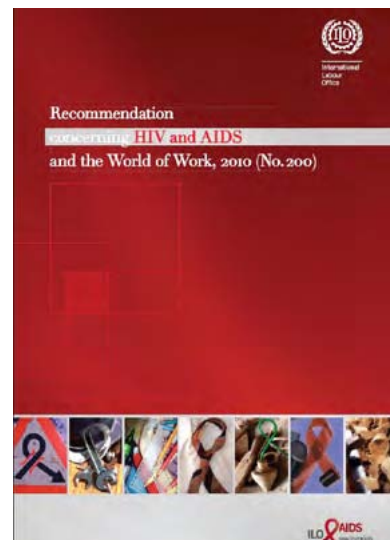
*Labour inspectors, trade union  
representatives and employers in PNG.*

### PNG Employment Award gives effect to the ILO Recommendation on HIV and AIDS in the World of Work

The PNG Employers Federation and the PNG Trade Union Congress signed a Memorandum of Agreement (MOA) that is part of an Employment Award between the two organisations and their member affiliates. This Employment Award gives effect to the ILO Recommendation on HIV and AIDS in the World of Work (R200).

It will be tabled to the National Executive Council of PNG to be considered as a Common Rule and will call for all types of workplaces, both in the formal and informal economies to take measures to reduce risk of all modes of HIV transmission and promote the reduction of risk behaviours. Including the promotion of occupational health and safety measures, particularly in sectors vulnerable to occupational transmission such as the healthcare sector and to advocate for voluntary HIV counselling and testing as well as access to condoms.

[Read more...](#)



## Look ahead

### Reporting on ILO conventions in the Pacific

Each ILO Member State is required under the ILO Constitution to report on ratified and unratified ILO Conventions each year. Reporting on Conventions is an important opportunity for members to benchmark their own progress with the implementation of international labour standards as well as identifying any practical difficulties with implementation. In 2013 the ILO Office for Pacific Island Countries will be placing extra emphasis on assisting members fulfil their reporting obligations. This can include training Governments, workers, employers and other officials on reporting requirements, providing practical assistance with preparing reporting plans as well as technical input into report preparation. Members are welcome to contact the Office at any time to discuss their reporting needs.

Each member can access up-to-date information about reports that are due on the ILO website by clicking on country profiles at <http://www.ilo.org/dyn/normlex>

## General Survey on Minimum Wage Fixing Conventions

### Your opportunity to participate!

The ILO Governing Body has decided that the General Survey for 2014 will cover the Minimum Wage Fixing Convention, 1970 (No. 131) and the Minimum Wage Fixing Recommendation, 1970 (No. 135). The subject of wages policy has been intensely discussed in many of our Pacific Island member States in recent years.

Too often your voices and experiences are not heard in the international debates. Thus this is an important opportunity for you to contribute to and learn from this survey.

The ILO is requesting all member States to participate in the survey (by the 28th February 2013) by completing the report form that can be found at: [http://www.ilo.org/global/standards/WCMS\\_183533/lang--en/index.htm](http://www.ilo.org/global/standards/WCMS_183533/lang--en/index.htm)

## TACKLE Fiji Child Labour DVD Production

### “Back To School: Tackling Child Labour in Fiji”

This ILO video production funded by the European Union is a 16 minutes documentary which highlights the plight of children in child labour in Fiji and some of the good practices that are being implemented by key stakeholders to change these children’s situation. This documentary was filmed and produced over a period of nine (9) months this year resulting in a ‘high impact’ film featuring child labour, best practices, achievements and real impacts in Fiji. It is envisaged that this video will be officially launched in 2013 and translated into other languages at future dates.

## National Child Labour Forum

### January - March 2013

A major objective of the 2012 National Child Labour Forum is to finalise the National Action Plan (NAP) drafted during the training workshop on formulating a NAP to eliminate the WFCL including trafficking in May, 2012. The forum will also review actions the draft national matrix of child labour issues and agreed actions developed during the 1st Fiji National Child Labour Forum in 2008. This review will give stakeholders the opportunity to discuss progress against proposed actions, share lessons learnt and ensure these are factored into the NAP. Stakeholders involved in developing the matrix of actions to address child labour issues at the first child labour forum will form the majority of participants, supported by education specialists and technical resource persons. The Forum will be facilitated by Mr. Lionel Gibson in partnership with TACKLE Fiji.

## Tuvalu Labour Force Survey

### January - February 2013

The Department of Labour in Tuvalu will be conducting a national survey to gather baseline data of the Labour Force in Tuvalu that will enable the formation of Tuvalu’s ‘National Labour market Information Database’. This activity is being supported by the ILO given its priority to undertaking activities geared towards strengthening the Labour Market information and its analysis in Tuvalu. This support towards the Ministry’s initiative is to establish a national Labour Database for Tuvalu which entails the profiles of the Tuvaluan Labour force including private sector workers, employees of the Government, Seafarers, and the workers on the seasonal schemes. This survey will be initiated in January - February 2013.

## Labour Law Reform Workshop for Employers in Solomon Islands

### January 2013

The Solomon Islands Chamber of Commerce and Industry (SICCI) will in early January 2013 hold a Labour Law Reform Workshop with its member employers. The primary objective of the workshop is to discuss the employers' position paper for the Labour Law Reform in Solomon Islands. As part of its mandate towards its constituents, the ILO provides strategic and technical support to this activity to enable SICCI to develop its capacity to effectively participate in the labour law reform process.

## Strengthening the school curriculum through entrepreneurship education

### Know About Business Workshop - January-March 2013

The Ministry of Education has agreed to support a Pilot Phase of Know About Business (KAB) introduction in selected number of schools in Fiji. The pilot phase will aim 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. The TACKLE project and the ILO Country Office in Suva, with support from KAB specialists in Geneva and Turin, will provide the technical support.

## New Publication ‘Employers’ Guide to Gender Equality’

“Employers’ Guide to Gender Equality: Creating Gender Responsive Workplaces for Women and Men in Fiji” A joint publication of Fiji Commerce and Employers Federation and the ILO will be published in January 2013.

## Training on elimination of sexual harassment in the workplace

### 16 January 2013

Training with Fiji Hotel and Tourist Association for hotel owners and managers on elimination of sexual harassment in the workplace, Nadi, Fiji.

## 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:

#### **Global Wage Report 2012/13: Wages and Equitable Growth**

The Global Wage Report 2012/13 looks at differences in wages around the globe and how they have been influenced by the economic crisis. It includes global and regional wage trends and statistics, as well as policy recommendations.

[http://www.ilo.org/emppolicy/pubs/WCMS\\_188048/lang--en/index.htm](http://www.ilo.org/emppolicy/pubs/WCMS_188048/lang--en/index.htm)

#### **Building the Development Potential of Seasonal Work**

Seasonal labour migration schemes can be a significant source of jobs and a key contributor to economic growth and development in the Pacific. Its impact goes beyond the increase in income and household consumption. Its wider reaching ramifications include opportunities for micro enterprise development for women and the acquisition of transferable skills. It can also improve access to better health care and education. This ILO case study focuses on the experiences of ni-Vanuatu seasonal workers returning primarily from New Zealand under the Recognised Seasonal Employer (RSE) Scheme. It also explores the experiences of their families left behind and the impact on communities.

[http://www.ilo.org/emppolicy/pubs/WCMS\\_188048/lang--en/index.htm](http://www.ilo.org/emppolicy/pubs/WCMS_188048/lang--en/index.htm)

#### **Guide for the formulation of national employment policies**

This guide for the formulation of national employment policies has been prepared as a capacity building tool for ILO's tripartite constituents, ILO technical staff and a variety of national stakeholders who are engaged in the development and implementation of national employment policies (NEP). It provides practical guidance and a clear and value-based framework in which to develop national employment policies adapted to local contexts and conditions. It draws on practical experience gained through the ILO's policy advisory work in some 60 countries from 2006 to 2011, as well as on the most recent policy research and analysis regarding employment and labour markets. This Guide provides a road map and framework for developing a coherent and integrated national employment policy through policy dialogue. It can be an essential component of the capacity-building strategy for Governments (Ministries of Labour, but also Finance, Planning, Economy, and others), Employers and Workers' organizations and all those concerned with employment. It can be used as a stand-alone resource or accompanied by training activities and workshops. The capacity-building strategy described is flexible and responsive to specific demands and relevant to a wide range of contexts. This guide is produced as a living and evolving resource to be enriched with further feedback and discussions.

[http://www.ilo.org/emppolicy/pubs/WCMS\\_188048/lang--en/index.htm](http://www.ilo.org/emppolicy/pubs/WCMS_188048/lang--en/index.htm)

