



International
Labour
Organization

The ILO in Samoa



Key Facts and Figures

Population (2012): 189,000

GDP per capita (2012): US\$ 3,893

Labour force (2012): 48,000

- 35,000 male
- 13,000 female

Labour force participation rate (2011): 41.4%

- 58.4% male
- 23.4% female

Employment to population ratio (2012): 39.0%

- 55.2% male
- 21.7% female

Unemployment rate (2011): 5.7%

- 5.2% male
- 6.8% female

The Independent State of Samoa is a small island nation located in the South West Pacific. Samoa has a small, open economy driven by agriculture, fisheries and tourism. Subsistence agriculture and fishing are integral to Samoan livelihoods and more than two-thirds of households are engaged in these activities.

Sound economic management and high governance standards have led to strong economic growth in past decades. The booming tourism industry performed particularly well and led to the development of the service sector.

Ratified Conventions

Samoa has ratified nine ILO Conventions including all eight Fundamental Conventions:

- C.29 - Forced Labour Convention, 1930
- C.87 - Freedom of Association and Protection of the Right to Organise Convention, 1948
- C.98 - Right to Organise and Collective Bargaining Convention, 1949
- C.100 - Equal Remuneration Convention, 1951
- C.105 - Abolition of Forced Labour Convention, 1957 (Not in force)
- C.111 - Discrimination (Employment and Occupation) Convention, 1958
- C.138 - Minimum Age Convention, 1973
- C.182 - Worst Forms of Child Labour Convention, 1999



But the Samoan economy remains vulnerable due to its remoteness, income volatility, limited economic diversification, susceptibility to natural disasters, environmental damage and limited institutional capacity. It still relies heavily on development assistance and private remittances from overseas. In recent years, the Samoan economy and labour market have suffered from the global economic crisis in 2008, the tsunami of 2009 and Cyclone Evan in late 2012.

Meanwhile, the Samoan government faces challenges to provide the young population with sufficient paid employment opportunities as more and more of them migrate from rural to urban areas.

According to recent The United Nations Development Programme (UNDP) Human Development Index (HDI), Samoa has one of the higher levels of social development in the Pacific, showing higher overall educational and health standards than other Pacific islands. The government is committed to strengthening economic management and public sector reform.

Employment and other labour issues are mainstreamed in The Strategy for the Development of Samoa (SDS) 2012 – 2016, the country's development blueprint. The strategy aims to increase employment in "export oriented industries", "employability of graduates from Post-Secondary Education Training (PSET) providers", and the engagement of women and youth in community-based programmes and businesses.

Sources: ILO KILM.

The ILO - Who We Are

The International Labour Organization (ILO) is the UN specialized agency dealing with work and workplace issues, and related rights and standards. Its overarching goal is to achieve decent work for all so everyone benefits from working conditions that offer freedom, equity, security and human dignity. In working towards this goal the ILO has four principal strategic objectives:

- To promote and realize standards, and fundamental principles and rights at work.
- To create greater opportunities for women and men to secure decent employment.
- To enhance the coverage and effectiveness of social protection for all.
- To strengthen the relationship between workers, employers and governments, and encourage social dialogue.

Founded in 1919, the ILO is the only surviving major creation of the Treaty of Versailles, which established the League of Nations. It became the first specialized agency of the United Nations in 1946.

The ILO in Samoa

Samoa became a member of the ILO in 2005. The ILO Country Office for South Pacific Countries in Fiji manages ILO work in Samoa.

Current areas of work

In response to Samoa's social and economic needs, particularly the labour issues that hinder development, such as weak labour legislation, insufficient occupational security and health, lack of tripartite consultation and inadequate social protection, the ILO in consultation with the tripartite constituents established three priorities in Samoa's first Decent Work Country Programme (2009-12):

- Modernisation of labour laws.
- Promotion of decent employment opportunities, particularly for young women and men, and inclusive of persons with disabilities.
- Capacity building of tripartite partners and improvement of social dialogue.



Within the framework of the DWCP the ILO has undertaken a range of activities:

- Desk review on youth employment.
- Pacific Trade Union Training on Decent Work for Youth and Labour Migration in Samoa.
- Conduct of baseline social security studies.
- Review of Samoa's labour legislation and technical assistance with the drafting of new or revised legislation.
- Funding of 2013 Labour Force Survey / School-to-Work Transition Survey, including technical assistance.
- Support for the government and social partners to put in place workplace policies to address HIV/AIDs.
- Capacity building; including workshops for employers, workers' representatives and training for Ministry of Commerce, Industry and Labour staff.

Based on the outcomes of the first DWCP, the 2013-2016 programme included new priority areas:

- Completion of the labour law reform and implementation of labour laws.
- Development of the Labour and Employment Relations Act 2013, to include new maternity and paternity leave entitlements, termination notice periods, pay-out entitlements, and provisions on the elimination of child labour.
- Young women and men have greater access to information and employment services to support their transition from school to work.
- Developing the national employment policy to synthesize macroeconomic, industrial, migration, employment services with education and skills training.
- Tripartite capacity is strengthened.
- Providing social partners with training on foundation skills, new responsibilities under revised labour and OSH legislation, workplace policies, and strategies to tackle the gender and disability discrimination, sexual harassment, Sexually Transmitted Infections (including HIV/AIDs) as well as Non-Communicable Diseases (NCDs).

Social partners

The social partners in Samoa are the Samoa Trade Union Congress (STUC) represented by the Samoa Public Service Association (SPSA), the Samoa Chamber of Commerce and Industry (SCCI), the Samoa Manufacturers and Exporters Association (SMEA) and the Ministry of Commerce, Industry and Labour (MCIL).

The International Labour Organization

The International Labour Organization (ILO) is the UN agency for the world of work. It was founded in 1919 as part of the Treaty of Versailles that ended World War I, to reflect the principle that universal and lasting peace can only be achieved if it is built on social justice. The ILO is the only 'tripartite' United Nations agency that brings together representatives of governments, employers and workers to shape policies and programmes for social justice and decent working and living conditions for all women and men. For this it was awarded the Nobel Peace Prize in 1969. The ILO is also responsible for drawing up and overseeing international labour standards (Conventions and Recommendations). This unique arrangement gives the organization an edge in incorporating 'real world' knowledge about employment and work into its activities.

DECENT WORK

A better world starts here.

ILO Country Office for South Pacific Island Countries

FNPF Place, 8th Floor, 343-359 Victoria Parade

Suva, Fiji

Tel.: +679 331 3410, Fax.: +679 330 0248

Email: SUVA@ilo.org

www.ilo.org/suva



[iloasiapacific](https://www.linkedin.com/company/iloasiapacific)



[@ILOAsiaPacific](https://twitter.com/ILOAsiaPacific)



www.facebook.com/ILO.ORG



www.youtube.com/user/ILOTV