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Cook Islands become 186th ILO member State

GENEVA – Following the application for International Labour Organization (ILO) membership of the Government of the Cook Islands, the International Labour Conference voted to admit the country as a member of the ILO by a large majority of votes.

The admission follows a communication by the Government of the Cook Islands to the ILO Director-General stating its formal acceptance of the obligations of the ILO Constitution.

Message from Ms. Tomoko Nishimoto, Regional Director, Asia and the Pacific



Ms. Tomoko Nishimoto

Since taking up my new role in early January this year, I have had the opportunity to travel and meet many ILO constituents and colleagues. I am continually impressed by the modern day relevance of ILO's mandate and the commitment of constituents to engage to create decent work for all women and men.

In the Asia Pacific region there, there are many challenges ahead, including for example, addressing youth unemployment, eliminating child labour, and building robust, fair and fully functioning industrial relations systems that are grounded in the principles of tripartism. With my 28 years of international experience in other UN agencies, I am hopeful that I will be able to assist and lead our regional team to help you meet these challenges.

In the Pacific Islands where the countries are relatively small and disperse, the challenges are even more pressing. The impact and variability of climate change, natural hazards, and economic shocks all constitute key development challenges.

I would like to express a warm welcome to the Cook Islands who recently joined the ILO in June this year.

While I am yet to travel to the Pacific Islands, I am looking forward to meeting constituents in the future.

Yours sincerely,
Ms Tomoko Nishimoto

Promoting decent work for older out-of-school children in or at risk of child labour



Participants of the ILO / ITC sub-regional skills and livelihoods training programme for older out of school children in or at risk of child labour

Participants from Fiji, Kiribati, Papua New Guinea, Samoa, Solomon Islands, Tuvalu and Vanuatu have gained a better understanding of the key issues that require attention in the planning and delivery of skills and livelihoods training programmes for older out of school children in or at risk of child labour.

The ILO Office for Pacific Island Countries in conjunction with the International Training Centre for the ILO (ITC-ILO) conducted a sub-regional skills and livelihood training for older out-of-school children in child labour or at risk in the Pacific from the 27 to 31 July, 2015 in Nadi Fiji.

Technical training on the development of appropriate training and livelihoods programmes for older children in child labour is crucial as many Pacific Island Countries are faced with issues of out of school children and youth unemployment.

Ms. Giselle Mitton, ILO-ITC Activity Manager, said "an important component of the training was to emphasize the sharing of relevant experiences from the Pacific region on the issue of skills for older out of school youth in child labour or at risk."

"The country presentations very clearly indicated the existence of programmes and institutions engaged in skills development for the youth target group. The training highlighted entry points in existing programs where skills development as a means of protecting at risk children under 18 years of age from child labour can be mainstreamed. During the regional review conducted on the last day of the training the participants were also able to identify areas of their current programming that could be improved." Ms. Mitton said.

In the Pacific, stagnating economies with a lack of employment opportunities, and rural/urban inequalities are still the most significant underlying causes of youth problems.

Marie Fatiaki, ILO TACKLE Programme co-ordinator, said "At the end of the training, countries recommended technical support for entrepreneurship training, opportunities for formal certification as 'Start your Business' trainers, training for youth on core work skills and careers, conducting skills gap analyses and child labour research surveys."

At least 168 million children worldwide remain trapped in child labour and in addition, 75 million young persons aged 15 to 24 years who are unemployed and many more who must settle for jobs that fail to offer a fair income, security in the workplace, social protection or other basic decent work attributes.

The ILO's World Report on Child Labour: Paving the Way to Decent Work for Young People, launched in June 2015, makes clear the need for accelerated global action targeting child labour and the lack of decent work opportunities for youth.

The sub-regional training was an initiative of the Tackling Child Labour through Education Project (TACKLE) funded by the European Union, to provide a regional resource and knowledge sharing platform for the Pacific on child labour, trafficking and related issues. It provided further opportunity for participants to share strategies, lessons learnt, challenges and innovative approaches to addressing the issues and links between child labour and youth employment.

ILO and UN Women Celebrate Anniversary of the Adoption of the Domestic Workers Convention



While exact numbers are not available, there are many domestic workers in Fiji and across the Pacific. The ILO Office for Pacific Island Countries and UN Women urge Pacific Island governments to review Convention 189 and to consider modifying laws and regulations to ensure consistency with the Convention, given the important contribution that domestic workers make on a social and economic level.

However, ensuring rights of domestic workers is not only in the hands of government, but also at the control of those who employ domestic workers.

The ILO Office for Pacific Island countries has launched a campaign amongst UN agencies to raise awareness amongst those staff who are employers of domestic workers of their own responsibilities to ensure that domestic workers enjoy decent work.

Given that most domestic workers are women, the standards are an important element of advancing gender equality in the workplace and ensuring women's equal rights and protection under the law.

Domestic workers are often part of the informal economy, and frequently have low wages for largely insecure positions, both of which make domestic workers more vulnerable to financial dependence and poverty. Well-designed fiscal, wage and social protection policies can be powerful tools to reduce poverty, and, in the case of women domestic workers, to redress women's socio-economic disadvantage and guarantee their right to an adequate standard of living.

The Convention was adopted by a majority of ILO members - the culmination of highly active participation and engagement of governments, employers and workers, including domestic workers themselves.

New labour legislation passed in Kiribati

New labour legislation passed in Kiribati in August has significantly raised the profile of international labour standards and made major changes to the governance of labour relations in the country.

In a significant milestone, the existing legal framework has been repealed and the new Employment and Industrial Relations Code and Occupational Safety and Health Act were passed into law in August. The new framework is based on the work of a tripartite Decent Work Agenda Steering Committee with technical support from the International Labour Organization. The comprehensive framework marks a significant achievement in the Government's efforts to modernize the governance of labour relations and improve compliance with international labour standards.

The Minister for Labour and Human Resources Development, Hon. Martin Moreti highlighted that the new legislation is of significant importance to workers in Kiribati, particularly private sector workers who will see a significant improvement in terms and conditions of employment. The Hon. Minister thanked the ILO for its support, particularly during the consultation process. The Officer in Charge of the ILO Office of Pacific Island Countries, Mr Satoshi Sasaki also commended the efforts of the Government of Kiribati. "The new legislation provides an important framework for good labour governance by significantly advancing the legal protection of workers

and providing for a fair and transparent system of labour relations in Kiribati" said Mr. Sasaki.

The new Employment and Industrial Relations Code establishes a comprehensive framework for labour relations and establishes the Decent Work Advisory Board, a tripartite labour advisory body comprising representatives of Government, employers and workers who will play an important role in labour policy, including making minimum wage recommendations to the Minister of Labour.

The new Code establishes;

- a strengthened system of oversight by the Ministry of Labour and Human Resource Development, including providing for a system of comprehensive labour inspection;
- strengthened provisions relating to freedom of association for employers and workers;
- new provisions governing collective bargaining, including requirements to bargain in good faith
- new leave entitlements for employees;
- new provisions clearly defining the minimum age for employment – including prescribing a minimum age for employment, minimum age for light work and prohibiting children from engaging in hazardous work
- provisions prohibiting the worst forms of child labour



Kiribati Maritime Training Center

- new provisions prohibiting sexual harassment in the workplace and to repeal discriminatory elements of existing labour laws.

The new Occupational Safety and Health Act was also passed in August and marks a significant milestone in efforts to tackle occupational injuries and diseases. To date Kiribati has had a limited legal framework very few legal obligations on employers and employees to maintain safe and healthy workplaces. The preventative regime places duties on employers and employees in workplaces and establishes a new system of accident recording, investigation and surveillance.

The Ministry of Labour and Human Resource Development will provide a significant role in governance of health and safety issues through the establishment of Occupational Safety and Health Inspectors who have a number of functions under the Act including the inspection of workplaces.

ILO 'Start Your Business' training to Support People with Disabilities in Fiji

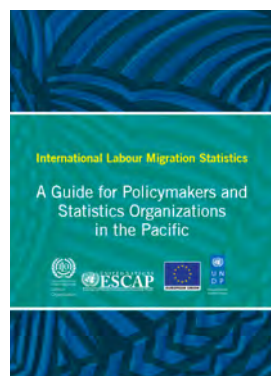
The ILO Office for Pacific Island Countries in collaboration with the Fiji Disabled People's Federation and the Pacific Disability Forum, have completed 'Start Your Business' (SYB) training programmes in Fiji. The SYB Programme has been tailored to meet the training needs of people in the Pacific running

small businesses by enabling potential entrepreneurs to identify and carry out the steps to start their own businesses.

The SYB training material includes a 'business awareness manual and business planning manual. Practical activities have been designed to find out how much participants

have learnt. The training also encourages participants to prepare a development plan to help participants identify and organise further training and any additional business skills they may require.

EU, ILO and ESCAP launch labour migration statistics guide for the Pacific region



In May 2015, the ILO launched a new Guide on International Labour Migration Statistics for Policymakers and Statistics Organizations in the Pacific. The guide explains key concepts relevant to international labour migration statistics and makes concrete recommendations on how Pacific Island countries can

move towards a harmonized system for collection and analysis of timely, accurate and relevant migration statistics.

Launching the guide, European Union Ambassador, Mr. Andrew Jacobs said "As with many aspects of policymaking, reliable and timely statistics are the bedrock of good policy. We need statistics

in order to understand the link between the economy, social development and migration, to develop policies and to monitor and tweak these policies".

40 years of ILO's work in the Pacific Island Countries

Ms. Surkafa Katafono, National Programme Officer, ILO Office for Pacific Island Countries reflects on her recent work experience at the International Labour Conference in June 2015.



Ms. Surkafa Katafono with Mr. Guy Ryder, ILO Director General (left) and with the 2015 ILO International Labour Conference secretariat team (right)

This year marks 40 years of ILO's work in the Pacific Island Countries with the ILO opening its first Office in the South Pacific in Suva in 1975. Forty years is an important occasion to mark and for me, I wanted to do something out of the ordinary to celebrate the milestone, so I decided to apply to participate at the 2015 International Labour Conference (ILC) as part of the ILO's secretariat team. The ILC is convened each year in June to bring together governments', workers' and employer's delegates of the ILO member States to set the broad policies of the ILO. In addition, the Conference establishes and adopts international labour standards and is a forum for discussion of key social and labour questions.

This year's discussions centred on the following important topics amongst others:

1. Transition from the Informal economy
2. SMEs vital for sustainable economic growth and decent work for all.
3. Social (labour) protection.

The Conference also adopts the ILO's budget and elects the Governing Body.

I was excited to be accepted to work in a team of messengers for two whole weeks. It was a once-in-a lifetime opportunity to witness what happens in this global labour Conference and it was also the first time that the Conference is held over two weeks instead of three. In addition, I was also excited to learn that the Cook Islands applied to join the ILO.

There were also four member states from the Pacific Islands whose tripartite delegations participated, including Fiji, Kiribati, Papua New Guinea and Samoa and I was keen to see them in action at the ILC and to learn about their experiences.

Although the Pacific Ocean was earth's largest ocean, the Pacific Island Countries at the ILC was like a drop in the big ocean given the many participants that came from the world over.

Since I was based at the Palais de Nations, I was able to do my job as messenger as effectively and efficiently as I could, assist the five delegations from the Pacific Islands as well as slip into the plenary hall to listen to our Pacific Island Ministers and delegation members speak in response to the Director General's Report on the future of work. I witnessed the assembly vote on Cook Islands becoming a member of the ILO which was such an honourable occasion for them, and for me I was proud to witness this event.

I also attended the special sessions where Presidents of France and Panama spoke and also the 2014 Nobel Prize Winner Kailash Satyarthi. Working in the messengers' team taught me so much about who's who in the ILO, and what goes on behind the scenes and I am now better equipped to advise our Pacific member State delegations about what to expect etc when they go to the ILC.

I thank ILO very sincerely for giving me the opportunity to participate in the 2015 ILC.

Palau and Marshall Islands receive ILO reporting training

The ILO Office of Pacific Island Countries delivered a training seminar in June with the support of the Bureau of Labor to tripartite constituents in Palau on obligations under the ILO Constitution, including the preparation of reports on ratified and unratified Conventions. This was followed by a similar training seminar in the Marshall Islands for tripartite constituents with support from the Department of Labour.

This work is a continuation of ongoing support provided to the Pacific region during the last year to address reporting challenges and improve the status of ILO reporting across the Pacific.

Upcoming events

ILO Workshop on membership, the constitution and workplanning
Rarotonga, Cook Islands
8-10 September 2015

Employment Projection Model Training for Ministry of Finance and Planning and Ministry of Labour, Industrial Relations and Productivity
Suva, Fiji
8 - 9 September 2015

Foundation Skills Train-the-Trainers Programme for Senior PNG OSH Inspection and Senior Labour Inspection staff.
Port Moresby, Papua New Guinea
14 - 19 September 2015

Tripartite workshop on implementation of the OSH Bill
Port Moresby, Papua New Guinea
21 - 22 September 2015

Community-Based Enterprise Development (CEBED) Training of trainers for Solomon Islands Prisons Department
Honiara, Solomon Islands
22 - 24 September 2015

Launch of the Fiji Employment Study (Collaboration between ADB / ILO)
Suva, Fiji
19 October 2015

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Special coverage

ILO work in Vanuatu

July 2015 Update



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Photo by Dave Hunt / Reuters

Cyclone PAM causes devastating impact on employment and livelihoods

Port Vila – The extremely destructive category 5 cyclone Pam that struck Vanuatu on March 13, 2015 severely affected the provinces of SHEFA, TAFAEA, MALAMPA and PENAMA. Not only did it cause enormous losses and damages to physical assets, but also loss of income and livelihoods.

The total economic value of the effects caused by Tropical Cyclone Pam is estimated to be approximately VT 48.5 billion (US\$449.4 million) which is equivalent to 64.1% of the GDP of Vanuatu.

Based upon the Employment, Livelihoods & Social Protection (ELSP) assessment it is estimated that Cyclone Pam has affected directly

and indirectly the livelihoods of about 40,800 households or 195,000 people that live across the four disaster-affected provinces. A total of 504,050 work days and of VT 1.6 billion of personal income have been lost.

Sector	Work Days Lost	Income Lost (1,000VT)	Private (%)	Public (%)
Agriculture	234,749	227,002	100	0
Commerce and industry	170,861	487,192	100	0
Tourism	98,440	892,929	100	0
Total	504,050	1,607,123	100	0

http://www.ilo.org/suva/information-resources/public-information/WCMS_368560/lang--en/index.htm

ILO conducts Labour Based Technology (LBT) for gravel road construction and maintenance

To facilitate road maintenance and create jobs in localities, a unique approach to gravel road construction and maintenance was the focus of a two week specialized training for



23 local staff of the Island Based Contractors (IBC) and the Public Works Department (PWD) from Tanna, Vanuatu from 18 – 29 May 2015. Additional support to IBC's in Tanna will be through the provision of Business Development Services (BDS) by the Vanuatu Chamber of Commerce & Industry (VCCI) and Labour Law and Working Conditions training by the Department of Labour (DoL) and Vanuatu Council of Trade Unions (VCTU).

<http://www.ilo.org/suva/information-resources/public-information/press->

Preparedness for SME's important to reduce loss of income during crisis

The International Labour Organization (ILO) conducted a training for business trainers in Vanuatu on Business Continuity Plans (BCP) on 8 May 2015. The



objective of the training was to capacitate business trainers to support SME's to build back their businesses and livelihoods to limit the losses of their future income. This was achieved through the trainers understanding concepts of business risks and disasters and developing BCP's based on local business cases.

http://www.ilo.org/suva/information-resources/public-information/WCMS_375162/lang--en/index.htm

Vanuatu Department of Labour launches Employment Services Vanuatu (ESV) and calls on registrations

The three month pilot will focus on Shefa province and is designed to provide services to formal sector employees who lost jobs as a result of cyclone Pam and want to return to the



workforce, including unemployed young people who are seeking career counselling, training and jobs. "I am very pleased to see one of the recommendations, suggested in the Post Disaster Needs Assessment (PDNA) is being implemented", said Hon. Salwai. While this initiative is government lead, I am very grateful for the technical assistance of the International Labour Organisation (ILO) as it is in-line with government's recovery and development plans, he added.

http://www.ilo.org/suva/information-resources/public-information/WCMS_375161/lang--en/index.htm

ILO training to account for loss of employment and income during future crisis

A training programme to build the capacity of local government, private sector, trade unions and NGO's to better capture employment, livelihoods



and social protection data in the Post Disaster Needs Assessment (PDNA). An ILO expert team worked with the Department of Labour to develop the final report on Employment, Livelihoods and Social Protection which was submitted to the PDNA macro team based at the Prime Minister's Office.

http://www.ilo.org/suva/information-resources/public-information/WCMS_377160/lang--en/index.htm

Vanuatu Department of Labour- Recovery phase of Cyclone Pam must achieve maximum employment outcomes

The Government of Vanuatu, through the Department of Labour (DoL) convened a “National Dialogue on Designing and Implementing Emergency Employment & Livelihoods Programmes”. Mr David Lamotte,



the International Labour Organisation’s (ILO) Director for Pacific Island Countries delivered a technical presentation that clarified the type of emergency employment and livelihoods programmes typically implemented during humanitarian, recovery and construction phases.

http://www.ilo.org/suva/information-resources/public-information/WCMS_375163/lang--en/index.htm

Safety and health at work also important during recovery: Labour

The Vanuatu Department of Labour and the Tripartite Labour Advisory Council (TLAC), during this recovery stage in Vanuatu, is emphasising that all employment and livelihoods programmes designed and implemented by government, local enterprises, NGOs and international agencies, must adhere to International and National Labour Standards. http://www.dailypost.vu/news/article_124574bb-c758-5b24-a16c-0b1a4996d44d.html

Labour: Relevant programmes necessary for emergency employment for recovery phase

Ensuring relevant emergency employment programmes are designed and implemented by all agencies with close coordination with government and through government is vital.

http://www.dailypost.vu/news/article_4e9a4c42-b335-5316-aca4-bba362513010.html

Vt10 billion needed to recover: Private sector

The private sector needs an estimated Vt10 billion to assist businesses in all sectors across the country to fully recover from Cyclone Pam’s devastation. The cost of recovery, different from total cost is approximately Vt460 million, excluding tourism sector, shipping, manufacturing, construction, land transport and sea transport.

http://www.dailypost.vu/news/article_5946233b-b595-5bf0-ac90-9f489e139f40.html

Need for decent work: Unions

“The workers need to organize industrially, communally and politically. The workers have gone astray from the principle of life. Today, we call on all workers in every sectors of employment undertakings in the government and the private sectors to reflect on where we have come from and how far we have come, plan to bring back the basic tenets which is framed in the International Labor Organization (ILO) concept of “Decent Work”, Kalsakau emphasized.

http://www.dailypost.vu/news/article_8cce430a-4cc4-5380-93b1-4c52c1f01a88.html

ILO contributes to UN Joint Programme in Vanuatu

The ILO Office for Pacific Island Countries has been contributing to the development of a UN Joint Programme to support recovery efforts in Vanuatu.

http://www.ilo.org/suva/information-resources/public-information/WCMS_377159/lang--en/index.htm



ILO Employment Intensive Infrastructure Programme (EIIIP) Specialist, Mr Chris Donnges presenting to Vanuatu PWD and R4D Programme on LBT, 2 weeks before cyclone Pam.



Japanese government/donor representatives in Vanuatu visit LBT field training site and had positive feedback about their assessment.



Jack lamak and Tom Kaitoi from Tanna attended the ILO LBT training in late 1980’s and early 1990’s after cyclone Uma. After more than 25 years they are now owners of IBC’s and have continued to use LBT methods for road construction and maintenance, employing about 60 locals.



Mr Lionel Kaluat, Commissioner of Labour and Chair of TLAC presenting the findings of the ELSP assessment for inclusion in the PDNA to PMO, NDMO and sector analysts.



Julian Schweitzer (ILO official) and Mike Shone (ILO Consultant) having daily briefings with the Commissioner of Labour.

For more information on disaster preparedness and response go to:

<http://www.ilo.org/suva/areas-of-work/disaster-mitigation-and-recovery/lang--en/index.htm>

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