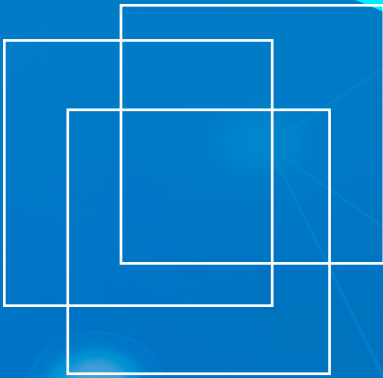




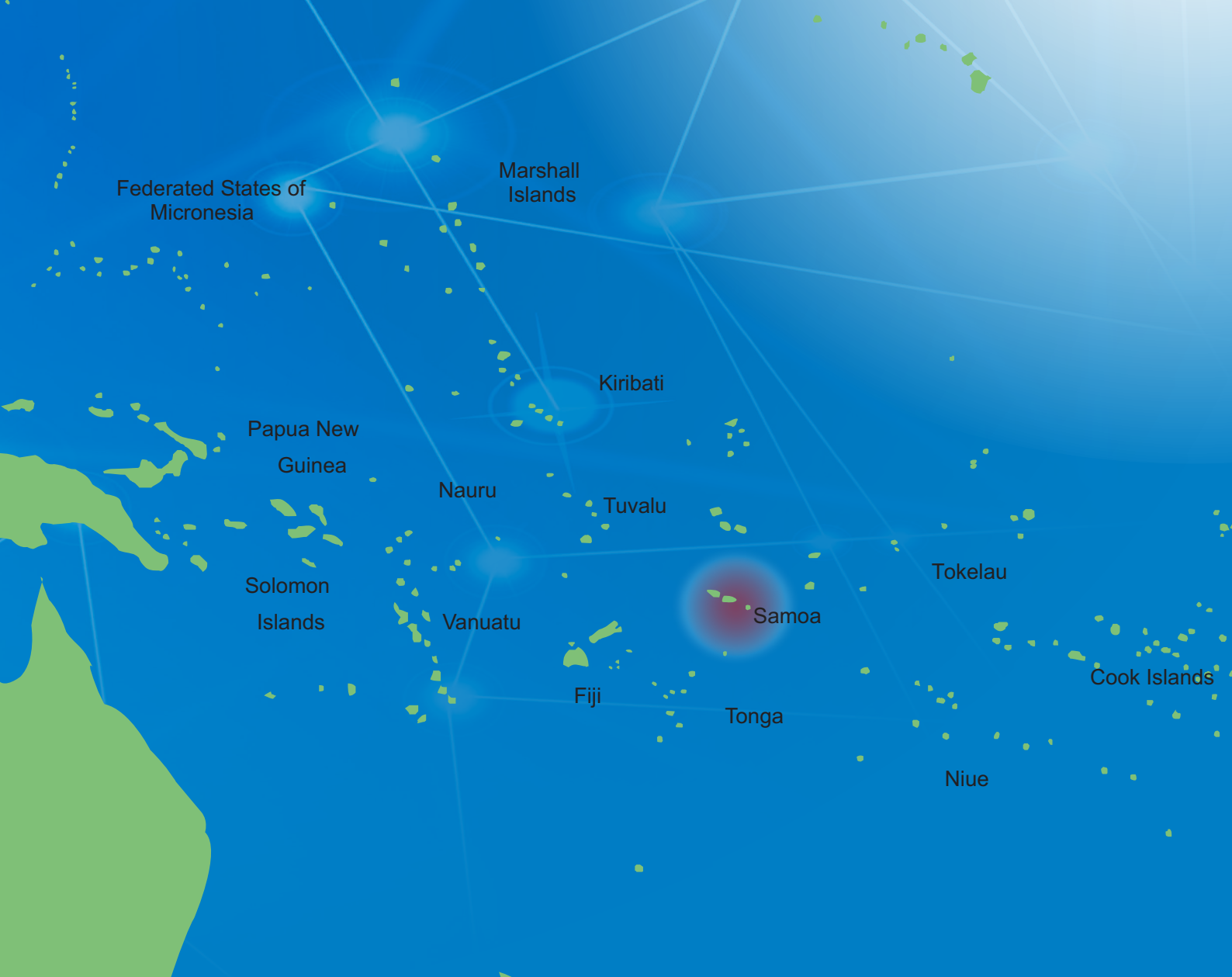
International
Labour
Organization



SAMOA

DECENT WORK COUNTRY PROGRAMME

2017 -2020





MEMORANDUM OF UNDERSTANDING

SAMOA DECENT WORK COUNTRY PROGRAMME (DWCP, 2017–2020)

Whereas the Government of Samoa, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in Samoa;


Whereas this DWCP continues support provided under DWCPs covering 2009-2012 and 2013-2016 which were signed by representatives of the Government of Samoa, employers' and workers' organisations and the ILO;

Now therefore, the Parties hereby agree as follows:


1. The Parties re-affirm their commitment to collaborate in the implementation of the Decent Work Country Programme. The following are agreed as priorities of the DWCP for the period 2017-2020:
 - A. *Priority 1* – Decent employment opportunities particularly for young men and women, and inclusive of persons with disabilities;
 - B. *Priority 2* – Urgent and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience;
 - C. *Priority 3* – Pro-active social dialogue and capacities of employers' and workers' organisations.
2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to DWCPs and to any related activities of the ILO in the country, the Parties will take into account the links to the Development Agenda relating to the ILO, as well as the setting up of the UN deliver as ONE in Samoa United Nations Country Team.
4. For DWCP-related activities, the Government agrees to provide the ILO with the necessary facilities and arrangements, including to exempt the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.

5. a) This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
- b) Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.
- c) The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, then the latter shall govern and prevail.
- d) This original of the MOU has been written and signed in English. If this MOU is translated into another language, the English version shall govern and prevail.
- e) This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.


For and on behalf of the Government


Hon. Lautafi Pio Belafi Joseph Purcell, Minister of Commerce, Industry & Labour
Apia, Samoa - Date: 30/05/2017


For and on behalf of the Samoa Chamber of Commerce and Industry (SCCI)


Mr Tuala Leagalesolo Pat Leota, President, Samoa Chamber of Commerce and Industry
Apia, Samoa - Date: 30 May 2017

For and on behalf of the Samoa Workers Congress (SWC)


Mrs Karamellie Leiataua - Tuala, Representative of Samoa Workers Congress
Apia, Samoa - Date: 30/05/2017

For and on behalf of the International Labour Office


Ms Tomoko Nishimoto, Assistant Director General & Regional Director for Asia and the Pacific
Apia, Samoa - Date: 30 May 2017

Acronyms

CEO	Chief Executive Officer
CPO	Country Programme Outcome
DMO	Disaster Management Organization
DWCP	Decent Work Country Programme
FoW	Future of Work
GDP	Gross Domestic Product
ILO	International Labour Organisation
ITC-ILO	International Training Centre of the ILO
KAB	Know About Business
LERA	Labour Employment Relation Act
LFS	Labour Force Survey
LMIS	Labour Market Information System.
MCIL	Ministry of Commerce, Industry and Labour
MLC	Maritime Labour Convention
M & E	Monitoring and Evaluation.
MNRE	Ministry of Natural Resources and Environment
MOH	Ministry of Health
MPMC	Ministry of Prime Minister and Cabinet
MWCSD	Ministry of Women, Community and Social Development
NCDs	Non-Communicable Diseases
OSH	Occupational Safety & Health
PDO	Pre-departure Orientation
PICs	Pacific Island Countries
PwSN	People with Special Needs
RBTC	Regular Budget Technical Cooperation
RBSA	Regular Budget Supplementary Allocation
SCCI	Samoa Chamber of Commerce and Industry
S.A.M.O.A	SIDs Acceleration Modalities Of Actions.
SBS	Samoa Bureau of Statistics
SDGs	Sustainable Development Goals (as part of the 2030 Development Agenda)
SDS	Strategy for the Development of Samoa
SESA	Samoa Employment Situational Analysis.
SNA	Samoa Nurses Association
SNAP YE	Samoa National Action Plan for Youth Employment
SNEP	Samoa National Employment Policy
SNPF	Samoa National Provident Fund
SNTF	Samoa National Tripartite Forum
SNYC	Samoa National Youth Council.
SPREP	South Pacific Regional Environment Programme
STWTS	School to Work Transition Survey

SWC	Samoa Workers Congress
UNCT	United Nation Country Team
UNDAF	United Nations Development Assistance Framework
UNPS	United Nations Pacific Strategies.
YEP	Youth Employment Programme

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1. INTRODUCTION

1. In December 2016, Samoa completed its second Decent Work Country Programme (DWCP) that operated for 4 consecutive years covering the period 2013 – 2016. The main priorities of the second DWCP which were agreed upon by tripartite partners were to complete outstanding priorities that were highlighted in the first DWCP (2009-2012), and to implement the new National Labour Law, increase youth employment rate, and further strengthen social dialogue among tripartite partners.
2. Samoa maintains good relations with the ILO. The ILO National Coordinator in Samoa plays an observer role in the high-level SNTF monthly meetings. Since 2014, the ILO and the Samoa National Tripartite Forum (SNTF) started a 6 monthly review of the DWCP for Samoa 2013-2016. The reviews were conducted jointly by the SNTF, social partners and civil society stakeholders. The results showed around 90% of the activities implemented with a few outstanding activities scheduled for completion before the end of 2017. Some of these delayed deliverables included activities scheduled under priority 2 of the DWCP namely the Samoa National Employment Policy that was finalized and launched in late 2016.
3. In the development of the new DWCP 2017-2020, findings and lessons learned from the review of second DWCP were used to facilitate the open discussion for each of the constituents over 3 consecutive days in order to identify the critical areas for consideration in the new DWCP. The submissions on the priorities from the constituents were compiled by the secretary of the SNTF, and incorporated into the DWCP by support of the ILO. The round table validation discussions of these priority areas were conducted on separate occasions for each of the constituents. The discussion was mainly for constituents to identify the target activities under the priority areas and their links to the national plans, Decent Work agenda, United Nations Development Assistance Framework (UNDAF) and Sustainable Development Goals (SDGs) that the workers' and employers' organizations, and the Government can implement in the next four years under the new DWCP. Youth Stakeholders (i.e. UN Youth Employment Programme, and Samoa National Youth Council) were also consulted so that their current activities could be aligned with and sustained under some of the targets identified by the constituents. The Samoa United Nation Country Team (UNCT) was also consulted and notified on the potential areas for joint programming and co-funding.
4. In the final review, the constituents prioritized the need for Samoa and ILO to place a greater emphasis on aligning the new DWCP with existing policies such as the Samoa National Action Plan on Youth Employment 2015-2020 (SNAP on YE), Samoa Development Strategy Plans 2016/17 – 2019/2020, Samoa National Employment Policy 2016-2020, and UN Youth Employment Programme 2015-2020 (YEP) and to ensure that the DWCP would contribute to the achievement of the 17 new UN SDGs for the 2030 Agenda. Thus, ***the primary goal of the DWCP is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.*** This includes encouraging and incorporating decent work as a key component in national policies of the Government and development partners. The DWCP 2017-2020 is in harmony with the Strategy for the Development Plan for Samoa, international and regional development objectives, the 17 SDGs

and the UNDAF. The Samoa DWCP 2017-20 also observes the priorities for national policies and actions to promote decent work designed and implemented in consultation with social partners as committed to in the Bali Declaration during the 16th Asia and Pacific Regional Meeting December 2016.¹

5. The Samoa DWCP 2017-2020 is a product of on-going collaboration and amalgamation of the ILO Country Office for Pacific Island countries in Suva incorporating reviews and consultations with the tripartite partners. The DWCP provides details on prioritized policies, strategies and targeted results that would culminate in real sustainable progress towards decent work opportunities for all. The document reflects the constituents' assessments in addition to ILO expert assessments on past ILO programmes with the aim of improving coherence of the ILO activities in Samoa. This greatly contributed towards the achievement of targeted priorities stated earlier. The most important function of the ILO is to continue to work with its constituents to ensure their delivery of DWCP 2017-20 results.

2. COUNTRY CONTEXT

Economic and social context

6. The Independent State of Samoa is a small remote island nation located in the South West Pacific with a population of 192,339 as of November 2016. It consists of two main islands, Savai'i and Upolu, two other inhabited islands, Manono and Apolima, and other uninhabited islets, with a land area of 2,934 square kilometers and an exclusive economic zone of 98, 500 square kilometers, the smallest in the Pacific. About 20 percent of the predominantly Polynesian population lives in Apia while 60 percent live in small coastal villages².
7. Samoa has a small, open economy and growth over the last 10 years has been positive. Periods of downturn (negative growth) reflect the impact of external factors such as global crises and natural disasters. The main driver for the Samoan economy is commerce, accounting for 31 percent of total Gross Domestic Product (GDP) in 2015 fuelled mainly through private remittances. Other significant industries are Construction and Public Administration with 10 percent and 8 percent respectively. The tourism industry also contributes significantly to much needed foreign exchange earnings. Primary industries – Agriculture and Fisheries covering both monetary and subsistence continue to play a vital role in the Samoan economy. Furthermore, these industries are crucial for both formal and informal employment. Samoa continues to rely on development assistance to fund major infrastructure projects as well as rehabilitation efforts in the aftermath of natural disasters that have struck Samoa over the last decade. As stated, private remittances from overseas is a major income source for households. Samoa remains vulnerable to global economic shocks and natural disasters, such as the 2008 Global Economic Crisis, and 2009 Tsunami and Cyclone Evan in late 2012. The official announcement of the closing of one of the largest employers in the country, Yazaki EDS Samoa - a Japanese owned company that manufactures and supplies car parts, will also have a significant impact on the economy. The Government has been able to create a stable political environment in its 55 years

¹ Bali Declaration of the 16th Asia & Pacific Regional Meeting (APRM), December 2016

² SBS: "Census 2016 Preliminary Count" p 3.

of independence, and remains committed to strengthening economic management and public sector reform. The high quality of governance has contributed to economic growth.

8. Gender issues, such as the promotion and protection of women's rights, and gender equity and equality are of high importance in Samoa, being a matrilineal society. The level of women's participation in the paid labour force is relatively high, and their access to education, and achievements in the formal education system are virtually equal to men. This is very clear from the Universal Periodic Review (UPR) Report on engagement to implement the UPR recommendation. Women occupy a number of senior positions in the public sector. This year, 2017, is historical in that five Parliamentary seats are held by women. The church plays a key role in influencing public opinion and in education through the provision of schools at all levels.
9. The United Nations Development Programme (UNDP) Human Development Index (HDI) ranks Samoa 96th out of its 182 countries³ and the recent graduation of Samoa to a middle-human development country in 2014. Based on the 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.

National development plans & policies

10. Towards the end of 2016, two closely related national policies – the ***Strategy for Development of Samoa (SDS) 2016-2020***, and the ***Samoa National Employment Policy (SNEP) 2016-2020*** were developed and launched after intensive consultations between the Government, ILO constituents, and other partners, and together they provide a policy framework for the coming decade of national development and for ILO support.
11. ***Strategy for Development of Samoa*** –The overall strategic priorities for Samoa are contained in the SDS 2016 – 2020. Policy Statements are mostly developed for issues and areas that cut across each sector. The SDS was launched in November 2016 and the theme for the four year period is “*Accelerating Sustainable Development and Broadening Opportunities for All*” with four Priority Areas, including Economic, Social, Infrastructure and Environmental issues.
12. ***The United Nations Development Assistance Framework (UNDAF) now called the UN Pacific Strategy (UNPS)*** reflects six strategic outcome directions and sets out the priorities of the UN system as a whole for Samoa. Similar to the SDS, the UNPS resonates strongly with the Decent Work agenda and pursues three mutually reinforcing outcome areas:
 - A. By 2022, people and ecosystems in the Pacific are more resilient to the impacts of climate change, climate variability and disasters; and environmental protection.
 - B. By 2022, people in the Pacific in particular youth, women, and vulnerable groups, benefit from inclusive and sustainable economic development that creates decent jobs, reduces multi-dimensional and inequalities, and promote economic empowerment.
 - C. By 2022, more people in the Pacific, particularly the most vulnerable have increased equitable access to and utilization of inclusive, resilient, and quality basic services.
13. The SNEP provides a coherent framework to improve the quality of life for all Samoans as stated in the SDS through more and better productive employment opportunities. The SNEP

³ <http://hdrstats.undp.org/en/countries/profiles/WSM.htm>

specifically seeks to enhance labour market outcomes in Samoa by addressing challenges related to:

- Labour market demand
- Labour market supply; and
- Labour market policies and institutions

14. Thus, the SNEP categorically links to all the four Priority Areas of the SDS listed above. Furthermore, the SNEP addresses global targets such as the Sustainable Development Goals (SDG's) Goal 8 - *"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"*.
15. The SNEP's overall aim is: *"Integrating productive employment at all levels to support the creation of more and better jobs"*. The achievement of more and better jobs and consequent higher incomes through the integration of productive employment at the national and sector levels will ultimately bring to fruition increased quality of life, greater wealth and the reduction of hardship for vulnerable groups in Samoa. Productive employment was defined in the SNEP as undertaking any activity that adds value and generates additional income.

The objectives of the Samoa National Employment Policy are to:

- Promote a common understanding of the challenges in unemployment among key stakeholders and generate collaborative commitment towards addressing and solving these;
 - Promote decent and productive employment as a national priority and enable all participants in the labour force to gain productive and full employment;
 - Enhance and instil a conducive and enabling environment that promotes growth in the private sector;
 - Foster faster economic growth and adequate allocation of investment resources to employment potential sectors such as large scale agriculture, tourism, manufacturing and agro-processing industries including social services sectors;
 - Assist and provide an enabling environment for the gradual transition from the informal into the formal sector in Samoa;
 - Enhance skills and competencies for those in the formal and informal sectors;
 - Ensure income security and social inclusion;
 - Promote equal access to employment opportunities and resources endowments for vulnerable groups such as Youth and People with Special Needs (PwSN);
 - Strengthen the matching of labour market demand and supply, through the development of comprehensive labour market information system (LMIS) that collects, analyses and disseminates labour market information at all levels in a timely manner;
 - Safeguard the basic rights and interests of workers in accordance with National and International Labour Standards.
16. **The Samoa National Action Plan on Youth Employment (SNAP on YE)** was launched in 2015 with the Ministry of Women Community and Social Development (MWCSO) and the ONE UN programme on youth employment. This action plan outlines the priorities and objectives of the next 5 years Samoa National Youth Policy and Plan 2015 – 2020 defined by (MWCSO). The goals are to:
 - Increase youth jobs to improve their livelihoods

- Promote pathways to sustainable employment by building skills and opportunities, and
 - Ensure a trained pipeline of talent for local economic and private sector activity
17. The SNAP focuses on two specific areas. The first one is to – “*enhance employability amongst young people (15-29 years) through better alignment of skills and the labour market*” – demands by 2020, which is also aligned with the aim of the SNEP”. The second one is to “*promote youth employment opportunities through the development of village economies*”, to align with the Samoa SDS.
18. At the international level, the adoption by the UN General Assembly of the 2030 Development Agenda, which includes the 17 **SDGs** will have a significant influence on global priorities and development cooperation modalities as well as on national policies and priorities. The SDGs fully reflects the Decent Work Agenda and many of them are directly relevant to the DWCP. SDG Goal 8, is of particular relevance - promoting, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
19. The ***Samoa Labour Migration Policy, 2015*** which is administered by the Ministry of the Prime Minister and Cabinet, concentrates mainly on “*promoting temporary labour migration in Samoa’s Interests for sustainable economic growth and development*”. The policy sets out the rules, roles and responsibilities pertaining to international labour migration for Samoa and applies to all (i) Government agreements for temporary labour migration, both emigration and immigration and including all skill levels, and (ii) those with a formally mandated role and function under Samoa’s labour migration policy. It is proposed to relocate the division administering the RSE from MPMC to MCIL once approved by Cabinet, hence the function of the labour division will need to be strengthened to cater for this additional mandate.

Key Decent Work Challenges

20. Labour force and employment creation

This is a uniquely diverse region where Samoa and other Pacific Island countries face numerous challenges or barriers in terms of physical isolation, small economies, limited governance structures, small populations and markets, limited natural resources, uneven infrastructure, the impact and variability of climate change, natural hazard risks, and vulnerability to economic shock.

At the macro level, the *Samoa Employment Situational Analysis (SESA)* and Samoa National Employment Policy (SNEP) noted the close relationship between economic growth and employment creation. There was a need to increase real GDP growth to over 4 percent per annum *to ensure the improvement of unemployment rates*. This points to *the need to generate economic growth especially in areas that create decent employment opportunities*.

Total employment has fallen from 56,000 in 1991 to 45,200 in 2011, a decline of 19 per cent.⁴ However during this same period, more and more Samoans are working abroad. According to past Population Census, 35 percent of the population were classified as being economically active 20 years ago. This share has fallen to less than one in four (<25 percent). The 2016 Population Census results would provide a much needed update on the percentage of the population that are economically active. The closure of Yazaki Eds Company by the end of 2017,

⁴1991 and 2011 Population Census

will also have a significant impact on the decreasing of the total employment in the economy of Samoa.

21. **Formal Employment** has been defined in the SNEP as those that were employed by Registered Businesses, have regular paid wages and are registered with the Samoa National Provident Fund (SNPF). Between 2007 and 2014, formal employment increased by 1,401 from 22,262 to 23,663. This reflects only a 6 percent increase with an annual average employment growth rate of only 0.9 percent. The Public Administration alone accounted for the bulk of this increase in formal employment with 1,194 new jobs followed by the Commerce Industry with 583. Strong growth in formal employment was recorded in 2010 and 2011 mainly in Public Administration, Transport, Construction, Personal Services and Commerce, in that order. The recent closure of the largest Manufacturing Plant – Yazaki Eds Company has had a further dampening effect on formal employment.

The majority of formal employment according to the 2013 Business Activity Survey was in the Commerce Industry with 39.6 percent. This was followed by Hotels & Restaurants with 14.5 percent and Construction with 11.7 percent. These same industries also had the highest percentages of expatriate workers. Excluded from the Business Activity Survey were Yazaki Eds Company and Public Administration.

In terms of workforce by occupation, results from the 2013 Labour Market Survey showed the main occupational category being Services & Sales Workers with 21 percent reflecting the dominance of the commerce and trade industries. This was followed by Managers and Elementary Workers with 14 percent each, Clerical Support Workers with 13 percent, Crafts & Related Trade 10 percent, Plant & Machine Operators 10 percent, Professionals 9 percent, Technicians & Associate Professionals 9 percent and Agricultural & Fisheries with 1 percent.

22. **Unemployment Trends:** Overall, total employment fell from 50,325 in 2001 to 45,204 in 2011 (a decline of 10 percent), and productive employment, defined as employment that provides sufficient income to allow the worker and his/her family a level of consumption above the poverty line, is also estimated to have fallen by around 10 percent. This decline in productive employment was not due to demographic factors, as the working age population increased slightly over the period, but was the combined result of:

- i. A decline in the labour force due to a fall in labour force participation;
- ii. An increase in unemployment; and
- iii. ⁵ Basic needs poverty has declined for both households (20.1 percent in 2008 and 13.4 percent in 2013/2014) and population (26.9 percent in 2008 and 18.8 percent in 2013/2014).

Although unemployment increased between 2006 and 2011, at less than 6 percent it remains rather low by international standards. However, this average masks large variations across different groups of the labour force. *Unemployment mainly affects the young and to a very large extent young women compared to young men.* The reason being that young men are more readily absorbed into both subsistence and paid agriculture. *The estimated unemployment percentage for adults (aged 30+) is 5.6 percent but youth (aged 15-29) is as high as 16.4*

⁵ Samoa Hardship and Poverty Report, pg 47

percent.⁶In addition, the unemployment rate was lower for male youth with 14.0 percent unemployed compared to female youth which stood at 20.2 percent.

The 2014 Samoa Demographic and Health Survey reiterated the disparities between urban and rural regions with the highest percentage of those not employed residing in the rest of Upolu followed by Savaii. The Apia Urban Area and Northwest Upolu had the largest percentage of those employed. In addition it also showed that men were more likely to be employed with 37 percent reportedly being employed when compared to only 19 percent for females.

Samoa and other Pacific countries have become vulnerable to climate change with sea levels rising, floods, tropical cyclones and tsunami that pose a threat to most of the low lying islands economy and social life. ⁷Green jobs are fast becoming an important niche industry worldwide. They are central to sustainable development efforts and a global response to the challenges of climate change, environmental degradation and inclusive economic development is needed. Samoa has invested heavily, with foreign assistance, in environmental related projects climate adaptation and environmental conservation projects. Given the exposure and vulnerability faced by Samoa from the impacts of climate change, it is logical for Samoa to adopt and promote a green jobs focus.

Labour legislation and institutional frameworks

23. On-going reporting on the ratification of the eight fundamental Conventions with ratification of Maritime Labour Conventions sees the need for further consideration of ratifications of related technical Conventions for instance OSH and Labour Inspection. These are under consideration and the application of the new legislation will be an important element to implement the principles of the Conventions.

The Ministry of Commerce, Industry and Labour (MCIL) and the Public Service Commission (PSC) are the main agencies that deals with labour legislation and regulations. The PSC deals with public administration whilst the MCIL focuses on the private sector. These are supported by non-profit organizations and the Government under the umbrella of SNTF chaired by the CEO of MCIL with the support of the employers' and workers' organizations as well as other Government ministries. There is a great potential to further develop these institutions to provide an additional safety net and social protection for the Samoa labour force.

The ***Labour and Employment Relations Act 2013***, is the principal law governing the terms and conditions of employment. The new legislation introduces significant changes that will affect both employers and workers. There are new provisions on fundamental employment rights including: equal pay for equal work; no forced labour; prohibition of discrimination in employment on the grounds of ethnicity, race, gender, religion, sexual orientation, marital status etc.; right to bargain collectively; freedom of association, employment permits for non-citizens and conciliation and arbitration processes to settle disputes as well as for maternity and paternity leave entitlements.

It also regulates the SNTF that consists of four representatives each from the Government, employers and workers organizations on a 3 year term. The Forum has an advisory, consultative and investigative role in employment and labour matters. Other employment related legislation includes a new amendment to the Apprenticeship Act passed in the year 2014, the

⁶Samoa Labour Market Update, ILO Office for Pacific Island Countries 2014.

⁷ Samoa National Employment Policy 2016-2020.

Remuneration Tribunal Act 2003, the Occupational Safety and Health Act 2002; the Public Service Act 2004, and the Public Holidays Act 2008 and relevant amendments in 2011 and 2013.

While a major focus in recent years has been on strengthening the legal framework for labour and employment, the challenges ahead will include further preparation of subsidiary legislation, and policies on information and promotion as well as enforcement of the laws and regulations. New regulations such as the OSH Regulation 2014 and Labour Employment Relation Regulation 2016 are also in place to guide the implementation of the Labour and Employment Relations Act and the Occupational Safety and Health Act. MCIL has also developed the OSH Framework 2016 which is in the final stages of Cabinet approval with the OSH Taskforce already functioning and formalized under a directive of Cabinet.

MCIL, which is the competent authority as well as the enforcement authority for the labour and employment related legislation, has availed themselves of different capacity building opportunities in recent years, but recognizes the need for further strengthening of the inspectorate system for the effective function. The advantage of engaging the social partners in labour legislation application is also recognized and will be further pursued in this DWCP.

Social protection

24. Social security plays two crucial roles: to provide an adequate degree of security for those who work, and to provide an adequate degree of security for those who cannot or no longer work. In Samoa, formal sector workers are protected against some loss of income due to age, death and disability through the provisions of the Samoa National Provident Fund (SNPF), Senior Citizens Benefits Fund and Workers Compensation and Accident Insurance (ILO, 2006). The proposed review of the current Labour and Employment Relation Act 2013 may include benefits for redundancies, as this is a gap with current LERA Act 2013 for the private sector. For the public sector, all public servants are protected under the Public Service Act 2004 under article 58 which pertaining specifically to redundancy under cessation of employment.

On the other hand, workers in the informal economy (estimated at around 60 per cent of the labour force) are largely protected under the ***Village Fono Act 1980***. While extended families have played a central role in providing social protection, rapid social and economic changes are breaking down the way of living and community values.

An important challenge looms for the government of Samoa to extend social security to informal economy workers, particularly women who live in rural areas or to the self-employed, many of them also women in the urban informal sector. The Government will also have to consider the Domestic Workers Convention and recommendations to protect the domestic work industry employees.

There is an increasing recognition globally and particularly in Pacific Island countries (including Samoa) that Non-Communicable Diseases (NCDs) are an important development issue undermining health gains and imposing financial and economic costs on Governments and households. In PICs, NCDs are already the leading cause of death frequently accounting for 70% of all deaths. NCDs reduce worker productivity and can diminish household savings. NCDs could

dilute one of the strategic benefits open to Samoa, its potential “demographic dividend” of a large working age population.⁸

Tripartite capacity and social dialogue

25. In Samoa, the Labour and Employment Relations Act, 2013 provides for the establishment of the Samoan National Tripartite Forum (SNTF) consisting of twelve (12) members who hold office for three (3) years and are eligible for reappointment. The current 3 year term will end in May 2017
- Chief Executive Officer, Labour and Employment Relations (Chairperson)
 - Secretary of the Public Service Commission;
 - Chief Executive Officer, Samoa National Provident Fund;
 - Chief Executive Officer, Accident Compensation Corporation
 - Four (4) representatives from the employers’ organization to be appointed by the Head of State upon the advice of Cabinet;
 - Four (4) representatives from the employees’ organization to be appointed by the Head of State upon the advice of Cabinet.

The social partners in Samoa are members of the Samoa National Tripartite Forum, including employers’ organizations such as the Samoa Chamber of Commerce and Industry (SCCI), Samoa Hotel Association (SHA), Women In Business Development Inc., and Samoa Association of Manufactures & Export. The Employee partners who are also members of the SNTF are: the Public Service Association, Yazaki Staff Association, Samoa National Provident Fund Staff Association, and Samoa Nurses Association. There is also a newly established workers umbrella body Samoa Workers Congress which the ILO is closely working with, and which has applied to become a member of the SNTF in the next term. The Government members include the Public Service Commission, Samoa National Provident Fund, Samoa Accident Compensation Complex and Ministry of Commerce, Industry and Labour, which also Chairs and Administrator of the forum.

The Forum has the following duties and functions:

- Consults on labour and employment policies relating to employees’ employment security and working conditions;
- Consults on industrial, economic and social policies having impact on employees’ employment security and working conditions;
- Consults on the principles and directions of structural adjustments in the public and private sector;
- Consults on ways resolutions made at the Forum are to be implemented;
- Consults on the reform of institutions, consciousness and practices for better labour and employment relations;
- Consults on ways to support programs designed to increase tripartite cooperation, thereby promoting industrial peace and contributing to a balanced growth of the national economy.

⁸ The Economic Cost of Non-Communicable disease in the Pacific Islands, The World Bank, 2012

The ILO in Samoa

26. The ILO is the United Nation's first specialized agency, with a tripartite Structure that brings Government, employers', and workers' representatives to set labour standard that aim to promote rights at work, encourage decent employment opportunities for all women and men, enhance social protection and strengthen dialogue on work-related issues. The tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in in decision make on matters pertaining industrial relations in Samoa, as well as developing labour standards and in shaping policies and programmes under DWCP for Samoa. Internationally, the ILO also sets Labour Standards, produces documents, policies, tool kits, and periodical surveys to assist member countries to develop national policies, programmes, and projects.

Samoa has become a member of the ILO since 2005 and in 2014 was reclassified from a least developed country (LDC), to a lower-middle-income economy (LMIC). In the same year, Samoa hosted the UN Conference on Small Island Developing States (SIDS), adopting the S.A.M.O.A⁹ pathway statement agreeing to prioritize decent employment opportunities, particularly for young people, women and persons with disabilities. The Strategy for the Development of Samoa (SDS) 2017-20¹⁰ not only aligns with the S.A.M.O.A pathway but also with SDG 8: *Promote inclusive and sustainable economic growth, employment and decent work for all.*

In recent years, the ILO has supported a range of interventions in Samoa:

- Development of Samoa National Action Plan on Youth Employment (SNAP on YE);
- Development of the Samoa National Employment Policy (SNEP);
- ILO and UNDP leading agencies to promote Deliver as ONE UN with Youth Employment Programme (YEP);
- Launching of E-Youth Hub with Samoa National Youth Council & LMIS with MCIL;
- Launching of Samoa Report on Rapid Assessment of Children Working on the Street of Apia;
- Continue support of ILO on the 16 days activism on Gender Base Violence in Workplaces;
- Leading Samoa Bureau of Statistics and MCIL on the 2017 Labour Force Survey / School-to-Work Transition Survey including technical assistance;
- Support to the government with ILS Reporting;
- Close collaboration with constituents and Government of Samoa on Future of Works (FoW);
- Ongoing capacity building, including workshops for employers, workers representatives and training for MCIL staff;
- Ratification of Maritime Labour Convention (MLC) 2006.

ILO was also involved in the ratification of the 1947 Convention on the Privileges and Immunities for Specialized Agencies and this gives ILO more scope to expand the overall programme in Samoa. This is monitored and policed by Ministry of Foreign Affairs and ILO is following all the requirements on most of its programme and missions coming into Samoa.

⁹ <http://www.sids2014.org/index.php?menu=1537>

¹⁰ http://www.mof.gov.ws/Portals/195/Services/Economy/SDS%201617-1920_Eng.pdf

Challenges and lesson learnt from previous Samoa DWCP

27. Samoa's experience with its first DWCP 2009-2012, as a new member State, was limited in its ambitions and achievements. Samoa developed its second DWCP for the period 2013-2016, and it was a great success with 90% targets achieved with close collaboration between the SNTF and the ILO Office. A key lesson learned is the need for the constituents to work closely on all of the development of programme, as they will be accountable for implementation. In the next DWCP (2017-20), the SNTF has agreed to take on the Steering Committee role.

3. COUNTRY PRIORITIES AND PROGRAMMES OUTCOMES

28. Based on tripartite consultations including a review of the previous DWCP, the secretariat of SNTF consolidated feedback into three Priority Areas. It has been agreed that the following Country Programme Priorities be established.

- **Priority 1**: Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities
- **Priority 2**: Immediate and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience
- **Priority 3**: Pro-active social dialogue and enhanced capacities of social partners and tripartite constituents

29. The identification of these priorities and the Outcomes and Strategies describe below are consistent and integrated into the UNPS for the Pacific sub-Region. Broadly, the UNPS (2017-2022) focuses its programming and advocacy efforts on five inter-related outcomes areas, namely:

- Climate Change, Disaster Resilience and Environment Protection
- Gender equality
- Sustainable and inclusive Economic Empowerment
- Equitable Basic Services
- Governance and Community Engagement
- Human Rights

Outcomes and Strategies

Theory of Change

DWCP GOAL
Women and men have better opportunities to obtain decent and productive work in conditions of freedom, equity, security and human dignity



PRIORITY 1 (OUTCOME 1)		PRIORITY 2 (OUTCOME 2)		PRIORITY 3 (OUTCOME 3)		
Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities		Timely and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience		Pro-active social dialogue and enhanced capacity of tripartite constituents and social partners in support for the better decent employment opportunities in Samoa		
Outcome 1.1	Outcome 1.2	Outcome 2.1	Outcome 2.2	Outcome 3.1	Outcome 3.2	Outcome 3.3
Mechanisms for policy leadership, coordination and implementation fully functioning and supporting availability and access to decent work	The Samoa Labour Market Information System (LMIS) being used to collect, analyze, publish labour market information in line with international labour standards, including the informal economy	Tripartite constituents and social partners have sufficient capacities to ratify and apply international standards, and implement social protection measures focusing on Occupational Safety and Health (OSH) to support formal and informal economy workers, including those affected by natural disaster, and young migrant workers	Social partners and tripartite constituents have capacities to design, address, and adapt employment programmes to be responsive to climate change challenges	Samoa National Tripartite Forum (SNTF) being an effective entity engaging in dialogues on policy reforms and providing quality support services to existing and potential membership	Workers' organizations have adequate capacities to advance Decent Work agenda and social dialogue	Employers' organizations have adequate capacities to advocate for and to advance Decent Work agenda

Priority 1: Decent Employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities

30. ***This priority aims to elevate support of the development of a national employment policy and youth employment programme as national priority.*** Following several consultations, and meetings with validation workshop of the Samoa employment situation analysis in 2015, the ILO provided technical support in formulating a coherent and integrated national employment policy that looks at coordinating macroeconomic, industrial, migration, employment services and education and skills and other relevant policies. The Samoa National Employment Policy (SNEP) was finally launched in November 2016. Significant outputs under this aspect of the work include:
- Establishment of an inclusive national employment policy working committee called National Employment Policy Council with agreed terms of reference and comprising of representatives of key government agencies, social partners and civil society;
 - A Government commitment to include the SNEP in their MCIL national budget;
 - Ministry of Commerce, Industry and Labour as the leading ministry for monitoring and implementing of the SNEP.
31. The Strategy for the Development of Samoa 2016-2020 agreed that employment targets would be stated as part of the overall national targets for Samoa. To achieve this, ***supportive economic and social policies are needed to ensure that the youth in particular have adequate level of employment and their rights are respected.*** International experience demonstrates that employment is at the center of poverty and hardship reduction efforts and the development of human resources a key strategy in addressing employment. ¹¹ Employment creation and economic growth are closely linked. With the current outward migration trends, GDP growth needs to be greater than 4 percent to avoid unemployment.
32. ***The persistent challenges of addressing gaps in critical labour market information to inform evidence-based policy development is essential to the long-term success of Samoa National Employment Policy Framework.*** The key part of this policy is integrating productive employment at all levels to support the creation of more and better jobs. One of the primary objective of the SNEP is ¹²*“promote decent and productive employment as national priority and enable all participants in the labour force to gain productive and full employment.”* The ILO and MCIL launched the Labour Market Information System (LMIS) in 2016, alongside with the launching of the Youth E-platform call E-Youth Hub, These online services have streamline the process for jobs seekers and youth looking for jobs. The E-Youth Hub is housed and administered by Samoa National Youth Council (SNYC). LMIS on the on the other hand is managed by MCIL who supports the Samoa Bureau of Statistics on developing a framework for the collection, analysis and dissemination of secondary labour market data falling within the purview of the Ministry. (a) availability of reliable and up to date labour market data and (b) frequency publishing labour market information while E-Youth Hub is the increase number of users and youth able to secure jobs in using this service.

¹¹ Samoa National Employment Policy 2016-2020

¹² SNEP 2016-2020

33. ONE UN YEP plays an important role in combining programme for all UN Agencies that their mandates concentrate on youth employment. The ILO along with UNDP are the leading agencies working alongside SNYC and MWCS division for Youth in implement this joint programme. The SNAP on YE for Youth Programme has enabled the agencies to follow and guide the Ministry on their implementation and monitoring. ¹³The SNAP set out this thematic idea throughout the report and are supported by a foundational belief that every young person deserves an equal opportunity for gainful, meaningful employment which is at the heart of *faasamoa* (Samoan way) aiming at:
- a. Enhance employability amongst young people (15-29) through better alignment of skills and labour market demands by 2020
 - b. Promote youth employment opportunities through the development of village economies.
34. ***The ILO with its constituents will develop project documents that can be used for mobilizing for resources to the development partners.*** Moreover in ensuring that these activities are well formulate under Samoa Country Programmes Outcomes. These efforts will focus on the following specific areas:
- ILO to provide technical cooperation to provide technical assistance to Ministry of Commerce, Industry and Labour on implementation of Samoa National Employment Policy and Samoa National Action Plan on YE.
 - A technical assistance provided for (a) law, policy and administrative practice is enhanced to provide effective service for Labour Market Information system as well as to School To Work Transitional and (b) to improve the economic potential of youth employment in Samoa economy context.
35. ***Work under this priority is integrated into the United Nation Pacific Strategies Framework 2018-2022 under the outcome areas of (a) Sustainable and Inclusive Economic Empowerment and (b) Gender Equality.*** The DWCP Country Programme Outcomes and the ILO support for the attainment of these Outcomes is summarized below.

Priority 1 - Outcomes, Indicators, and Targets.

Outcome 1.1: Mechanisms for policy leadership, coordination and implementation fully functioning, and supporting availability and access to decent work

<i>Indicators</i>	<i>Targets</i>
<i>1.1.1 Number of mechanism and policies/strategies, programmes that enhance employment opportunities for young Samoan and people with disabilities (PWDs) employment established and operational.</i>	<p><i>1.1.1(a) By 2019, at least one (1) SNEP working council fully established and approved by the Cabinet;</i></p> <p><i>1.1.1 (b) By 2019, at least three (3) strategies regarding Future of Work, Green Job for Green Work, and Outreach developed and adopted.</i></p> <p><i>1.1.1 (c) By 2019, at least three (3) training programmes on Know About Business,</i></p>

¹³ Samoa National Action Plan (SNAP)

	<i>economically and financially sustainable organic farming, and build capacity of government senior staff and social partners to deliver SNEP developed, tested, and institutionalized.</i>
<i>1.1.2 Number of actions or initiatives taken by trained staff to support the delivery of Samoa National Employment Policy (SNEP)</i>	<i>1.1.2 By 2019, at least 50% of actions or initiatives taken by trained staff supported the achievement of the Samoa National employment Policy (SNEP) implementation.</i>
<i>1.1.3 Number of action or initiative taken by trained young men and women to support the implementation of Samoa National Action Plan on Youth Employment (SNAP YE)</i>	<i>1.1.3 By 2019, at least 50% of actions or initiatives taken by trained young men and women supported the achievement of the Samoa National Action Plan on Youth Employment (SNAP YE) implementation.</i>

Outcome 1.2: The Samoa Labour market Information System (LMIS) being used to collect, analyze and publish labour market information in line with international standards, including the informal economy

<i>Indicators</i>	<i>Targets</i>
<i>1.2.1 Number of surveys conducted that include informal economy coverage and gender statistic.</i>	<ul style="list-style-type: none"> ▪ 1.2.1 By end of 2018 – Samoa Labour Force Survey should be completed and launched.
<i>1.2.2 Number of systems reviewed and revised to inform employment related policies, strategies, plans, and programmes.</i>	1.2.2 By 2020, at least two (2) systems informing decent employment reviewed and revised in line with international standards.
<i>1.2.3 Number of reports published in line with the Samoa Labour Market Information System (LMIS) requirements.</i>	1.2.3 By 2019, at least two (2) reports drawing from the Labour Force Survey (LFS) and School To work Transitional Survey (STWTS) published and reflected in national policies, strategies, and plans.

Priority 2: Immediate and radical responses to climate change especially natural disasters, and promotion of workplace safety and health, for greater resilience.

36. Climate Change poses major risks to economic prosperity and social progress. Current carbon and resource – intensive approaches to economic growth and development will increasingly undermine productivity and affect enterprises, jobs, livelihoods and in some cases even the ability of households to remain in their region.
37. ¹⁴The predicted effects of climate change could have significant impacts on efforts to manage waste, chemicals, and pollution in Samoa and the Pacific. Coastal inundation and floods could damage waste management infrastructure and release harmful chemicals and leachate that pollute the land and groundwater and intensified tropical cyclone could generate increased volumes of disaster debris and waste overwhelm existing management capacities. In the face

¹⁴ Cleaner Pacific 2015 “Pacific Regional Waste and Pollution Management Strategy 2016 – 2025”

of these impacts, it is crucial that adaptation to climate change impacts be integrated into national waste management planning.

38. It is very important that this DWCP implies the challenges that the Climate Change is not affected only Samoa but also for other pacific islands. Samoa is in a unique diverse region where its location is vulnerable to climate change and natural hazard risks. ¹⁵Tropical Cyclone Evan in 2012 ravaged Samoa causing damages estimated at around US\$315 million, not mentioning other pacific islands who also face similar consequences of the tropical cyclones from time to time. The number of hurricane-strengthen cyclones in the region has increased in recent years exceeding climate change model projections. With climate trends for the Pacific pointing to more extreme conditions and increased climate variability in the future, it is essential for Samoa and other pacific islands countries to develop comprehensive risk management plans for the natural hazards they have encounter. Samoa and the Pacific UNCT also initiated its response to demands laid out in the S.A.M.O.A pathway by establishing more innovative partnership and proving it can deliver better together.
39. MCIL as the administration department of the OSH Act 2002, has undergone developments of the OSH Framework in 2016. Technical capacity across the OSH nationally needs a good coordination mechanism and collaboration amongst the interrelated Government ministries. This needs great improvement, however, an effective strategy to reach SMEs and workers in the informal economy are lacking. Most members that pay attention to and are affected by OSH and hazard risks are women and children, so effort is being made to expand the range of coverage through by the development of the OSH framework so that it will have a positive impact on women, as well as improve efforts to reach SMEs and workers in the informal economy.
40. With the proposed relocation of Regional Seasonal Employment Scheme (RSE) from Ministry of Prime Minister and Cabinet to MCIL, the Ministry has requested support to enhance pre-departure and reintegration services for its seasonal workers once the RSE is under MCIL. Accordingly, the ILO will work to enhance measures for the protection and support of migrant workers and their families, and the development outcomes from seasonal labour migration. Indicators of success is (i) possibility of Migration Resource Center set up (ii) percentage of the registered seasonal migrant workers received pre-departure guidance (iii) percentage of registered seasonal migrant workers recruited to decent jobs and (iv) number of return migrant workers who have start their own business. Union to union co-operation similar to the work of reintegration in the NZ labour force and society of emigrants/ workers Samoan to NZ by Samoa First Union.
41. ILO with its constituents will develop project documents that can be used for national and donor resource mobilization efforts in the following areas:-
 - A technical cooperation project with support of ITC-ILO to mobilize resources and tools available for skills training of constituents on OSH prevention in workplaces in time of natural disaster, and also climate change.
 - ILO in providing provision on policy advice through development of evidence-based research on the trends of migrant workers.

¹⁵ Strategic Summary of Coordination Results Samoa and Fiji, 15 Feb 2017.

- Training of the tripartite on social dialogue on communicating of general information and sharing knowledge and skills on climate change resilience in Samoa.
- To liaise with donor partners on programmes that ILO can deliver in line with their mandates of their climate fund projects.

• **Priority 2 - Outcomes, Indicators, and Targets**

Outcome 2.1: Increase tripartite constituents and social partner’s capacities to ratify and apply international standards, and implement social protection measures focusing on Occupational Safety and Health (OSH) to support formal and informal economy workers, including those affected by natural disaster, and young migrant workers.

Indicators

2.1.1 Number of additional training programmes, and advocacy and knowledge packages on OSH related competency areas developed and utilized.

2.1.2 Number of systems reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers.

Targets

2.1.1 (a) By 2018, at least four (4) training programmes on OSH related competency areas developed and utilized (i.e. Pre-departure Orientation training and OSH training programmes to young migrant workers; natural disaster preparedness and disaster management training programmes to social partners and nurses; OSH training programme on solid waste management to tripartite constituents .

2.1.1 (b) By 2018, at least two (2) advocacy and knowledge packages on post disaster (one for workers and the other for employers) developed and utilized.

2.1.2 By 2018, at least two (2) OSH system and LMIS reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers.

2.1.3 Number of conventions related to social protection ratified and applied.

2.1.3 (a) By 2020, Convention 187 is ratified along with Convention 81 for OSH compliance.
2.1.3 (b) By 2020, at least one (1) convention related to social protection ratified and applied.

Outcome 2.2: Increase social partners and tripartite constituents’ capacities to design, address, and adapt employment programmes to be responsive to climate change challenges

<i>Indicators</i>	<i>Targets</i>
<p>2.2.1 Number of additional training programmes and advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized.</p>	<p>2.2.1 (a) By 2018, at least one (1) training programme on climate change resilience to SNTF members developed and utilized.</p> <p>2.2.1 (b) By 2019, at least one (1) advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized.</p>
<p>2.2.2 Number of additional awareness raising programmes on conservation and improving green jobs.</p>	<p>2.2.2 By 2018, at least one (1) awareness raising programme at the national level on conservation and improving green jobs conducted.</p>

Priority 3: Pro-active social dialogue and enhanced capacities of social partners and tripartite constituents

42. A significant focus of this DWCP is supporting the social partners to represent their members and associates and to operate in the new environment established by Labour and Employment Relations Act and to Occupational Safety and Health legislation. The Samoa Chamber of Commerce as the umbrella body of the employers in Samoa are actively engaged with its members through activities such as in country trainings, sector-based think tank forums and also their monthly members’ meetings building strong networks within the business community. The establishment of Samoa Workers Congress plays an important part in getting-together all workers association under one umbrella saw a great success with affiliated members increasingly and also their effort of increasing awareness and reviving few other dormant workers’ organization which plays a very important role in the economy of Samoa i.e. Samoa Seafarers Union.
43. Samoa National Tripartite Forum (SNTF) is the umbrella body of tripartite herein Samoa that deals directly with all work related matters. It compiles all 3 constituents (Workers, Employers

and Government) represented by 4 members in each constituents. The operation of ILO works in Samoa is closely with the SNTF where ILO sit in as an observant to the forum on the update of ILO matters where Samoa needs to prioritize from time to time. The forum gives advice to the Cabinet on any review or final decision to be made on legal matters pertain in the labour issues.

44. The ILO with its constituents, will develop project documents that can be used for national and donor resource mobilization efforts in the following areas:
- A technical cooperation project with the support of ITC-ILO International Training Centre to establish a programme to deliver foundation skills training to social partners.
 - A technical cooperation project to build awareness of and to develop implementation strategies and capacities to give effect to national legislations and policies and the involvement of social partners in this effort.
 - A technical cooperation project focusing on workplace policies and strategies to tackle the negative spill-over of social problems in workplaces – including disability discrimination, gender discrimination and sexual harassment, rights of workers, ILS freedom of association collective bargaining.
45. Work under this priority is integrated into the UNPS outcome areas of (Outcome 2) Gender equity and (Outcome 6) Human Rights. The DWCP Country Programme Outcomes and the ILO support for the attainment of these Outcomes is summarized below.

• [Priority 3 - Outcomes, Indicators, and Targets.](#)

Outcome 3.1: Increase the value of Samoa National Tripartite Forum (SNTF) to existing and potential membership.

<i>Indicators</i>	<i>Targets</i>
<i>3.1.1 Number of additional capacity development training programmes developed and utilized to strengthen members SNTF capacity to serve member interests.</i>	<p><i>3.1.1 (a)</i> - By 2018, at least five (5) capacity development training programmes developed and utilized (i.e. recruitment, operational, foundation skills, leadership skills, and obligations of member states upon ratification training programmes) to strengthen SNTF capacity to serve member interests.</p> <p><i>3.1.1 (b)</i> – By December 2018 SNTF should launch its first Strategic Plan 2018-2023, and confirm plan of the ILO 100 years centennial 2019 with ILO support through the International Dates commemoration.</p>

Outcome 3.2: Increase the capacity of workers' organizations to advance Decent Work Agenda and Social Dialogue

<i>Indicators</i>	<i>Targets</i>
<p>3.2.1 <i>Percentage increase in number, disaggregated by sex, of formal and informal workers covered by Samoa Workers Congress.</i></p> <p>3.2.2 <i>Number of additional capacity development training programmes developed and utilized to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests.</i></p> <p>3.2.3 <i>Number of additional Samoa Workers Congress initiatives to promote conventions and influence national laws, and policies.</i></p> <p>3.2.4 <i>Percentage increase in number of women in Samoa Workers Congress leadership and management positions.</i></p>	<p>3.2.1 - By 2019, At least 50% increase in number of formal workers and 100 % increase in the number of informal workers (disaggregated by sex) covered by Samoa Workers Congress.</p> <p>3.2.2 - By 2019, at least three (3) capacity development training programmes developed and utilized (i.e. strategic plan development, advocacy and outreach trainings) to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests.</p> <p>3.2.3 - By 2019, at least two (2) initiatives to promote conventions and influence national laws, and policies.</p> <p>3.2.4 - By 2019, at least 30% of leadership and management positions are held by women.</p>

Outcome 3.3: Increase the advocacy capacity of employers' organizations to advance Decent Work Agenda

<i>Indicators</i>	<i>Targets</i>
<p>3.3.1 <i>Number of advocacy tools/actions with new developed methodology that promote a specific employment cause and influence the policies and practices of the government associated with the cause.</i></p>	<p>3.3.1 (a) – 3.3.1 (a) – By December 2018 – 50% increase in the rate of women participating in leadership from private sector organization</p> <p>3.3.1 (b) – By December 2020, at least one (1) advocacy tool (i.e –climate change tool) and training packages developed for employers.</p>

4. MANAGEMENT, IMPLEMENTATION PLANNING, MONITORING, REPORTING AND EVALUATION ARRANGEMENTS

(a) Implementation, Performance monitoring and evaluation arrangement, including roles of ILO constituents

Management and Implementation Planning

46. The Samoa Government and the social partners will collaborate with the ILO Office in the development, implementation, and regular review of the DWCP. All partners will participate fully at all stages of the DWCP cycle, including quarterly SNTF meeting to review the

implementation. The ILO will also cooperate with other key stakeholders in the country, including UN system joint programme (i.e. – YEP), funds and agencies through the UNPS, and based on a shared commitment to support of the national development priorities and a mutual respect for the mandates, expertise, and resources of each partner – development partners.

Monitoring, Reporting and Evaluation

47. The overarching DWCP focus is support for the implementation of existing policy that are cover under each 3 Priorities area i.e. Samoa National Action Plan on Youth Employment (SNAP), UN Youth Employment Programme (YEP), Samoa National Employment Policy (SNEP), and the Strategic Development Plan for Samoa (SDS), and the relevant section of the Labour Employment Relation Act (LERA) and OSH Act. This represents the ILO’s contribution to the national development priorities and the UNPS.
48. The ILO will also support the Samoa in achieving the employment-related Sustainable Development Goal (SDGs) and targets. To monitor DWCP implementation and progress in contributing to the national development priorities and in achieving the SDGs targets, an integrated single Implementation Monitoring Plan will link together all existing stand-alone M&E developed for specific national policies, strategies, or ongoing employment-related project.

(b) Risks

49. Achieving the DWCP outcomes will depend on the following:-
 - the political will of the Government, including the allocation of the national budget support for these outcomes
 - the social partners and other key stakeholders’ commitment to work towards shared goals.
 - culture aspects on some of the programmes
 - availability of fund
 - Natural disaster that vulnerable to Samoa tropical location that may delay delivering of the programmes and activities on the approve timeline.
50. As mentioned above that the overarching DWCP framework is based on implementation of the above policies that are in places and their sustainability; (SNEP, YEP, SNAP, SDS). The DWCP focuses on these measures:
 - building and continuing on the achievements of the Government and the social partners during the period of the previous DWCP (2013-2016)
 - successful completion and implementation of those initiatives that remain underway
 - Developing of the new CPO for Samoa on climate change and employment.
51. To succeed in these objectives, the DWCP must assume the following:-
 - a level of political stability;
 - continuation of the current major policy directions;
 - continuing economic and jobs growth; and
 - continuing commitment on the part of Government and the social partners to more inclusive and equitable growth
 - Engagement of the labour sector to the environment to integrate climate resilience programmes for youth employment.

52. While the DWCP assumes an increasing level of national budgetary support for the agreed outcomes, it also recognizes the Government's fiscal space limitations. Funding gaps prevail for most of the DWCP outcomes for which the national partners and ILO must together mobilize resources. These outcomes and the associated resources needed have been defined prudently with regard to likely sources of funding and in view of the decreasing potential for securing donor support for Samoa. Nonetheless, and inability to secure the necessary financing of the DWCP remains a risk.
53. The elements of a mechanism for managing these risks, and for adjusting the DWCP as necessary in response to unforeseen developments, include the following:
- Close engagement of constituents throughout the DWCP process, including provision for a national annual tripartite review meeting and on-going coordination.
 - Stock-take & update by the SNTF reporting on their monthly meeting of activities with members.

5. FUNDING PLAN

54. As it is very clear that ILO is not a funding agency or donor. Where there are funding gaps in enabling DWCP implementation, the ILO will make every effort to mobilize both internally and from the development partners, and will work with constituents to explore financing partnership within their own networks and beyond. Recognizing that, with Samoa graduation from LDC to a lower-middle-income economy, the Government will increasingly be expected and required to support its development objectives through the national budget, rather than relying on financing from development partners. With mindful to the close correlation between sustainable capacity buildings and national budget allocations, the DWCP is formulated with the expectation that the national budget will adequately reflects its jointly identified priorities.
55. While these budgetary expectation cannot be applied in the same way to the social partners, it is mutually agreed that they will commit their own human or other resources in support of agreed joint DWCP priorities. On the other hand, ILO RBTC and RBSA will reserve internally through Country Programmes Outcome to assist.

6. ADVOCACY AND COMMUNICATION PLAN

56. Effective development, implementation and review of the DWCP depends on close coordination among the ministries and other government agencies, and between Government and social partners. The SNTF as more of the communication subcommittee that ensured this coordination during the DWCP 2013 – 2016 with the coordination of ILO National Coordinator for Samoa, bringing together the members for their monthly update on the implementing progress. ILO commitment to, and alignment with, the UNPS will also be assessed under the annual Samoa UN ONE review process and reporting obligations to Government of Samoa.
57. Within the ILO, implementation is coordinated and led by the Country Office of ILO in Samoa under coordination and supervision of the ILO National Coordinator for Samoa, who will be working in close relationship with members of the SNTF and relevant government ministries. Also in support is the from ILO PICs office in Fiji and the Regional Office for Asia and the Pacific and the Headquarters.

7. Endorsement of the DWCP

58. The DWCP 2017 – 2020 reflects the priorities of the tripartite constituents, including the Government of Samoa, Employers’ and Workers’ Organizations, and is the outcome of discussions and consultations, with a final tripartite national endorsement on 30th May 2017.

Appendices

Annex 2: DWCP RESULTS MATRIX							
DWCP Priority 1: “Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities”							
Relevant to the SDS, SNEP, SNAP, YEP and UNPS							
	DWCP Outcome 1.1: - Mechanisms for policy leadership, coordination and implementation fully functioning, and supporting availability and access to decent work	Partners: ILO/ MCIL/ SNEP Council/ SNTF	Integrated Resource Framework				
		Appendices	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Estimated to be available</td> <td style="width: 50%;">To be mobilized</td> </tr> <tr> <td style="text-align: center;">US\$10,000</td> <td style="text-align: center;">US\$35,000</td> </tr> </table>	Estimated to be available	To be mobilized	US\$10,000	US\$35,000
		Estimated to be available	To be mobilized				
US\$10,000	US\$35,000						
	Indicator 1.1.1 - Number of mechanism and policies/strategies, programmes that enhance employment opportunities for young Samoan and people with disabilities (PWDs) employment established and operational.	Baseline: <i>Samoa National Employment Policy Work-plan Framework 2016-2020</i> <i>Samoa National Action Plan on Youth Employment 2016-2020</i>	Target: <ul style="list-style-type: none"> ▪ (a) By 2019, at least a SNEP working council fully established and approved by the Cabinet; ▪ (b) By 2019, at least three additional (3) strategies regarding Future of Work, Green Job for Green Work, and Outreach developed and adopted. ▪ (c) By 2019, at least three additional (3) training programmes on Know About Business, economically and financially sustainable organic farming, and build capacity of government senior staff and social partners to deliver SNEP developed, tested, and institutionalized. 				
	Indicator 1.1.2: - Number of actions or initiatives taken by trained staff to support successful implementation of Samoa National Employment Policy (SNEP)	Baseline: <i>As of 2017 - 2010 Initiatives conducted of Samoa National Employment Policy (SNEP)</i>	Target: <ul style="list-style-type: none"> ▪ By 2019, at least 50% of actions or initiatives taken by trained staff supported the achievement of the Samoa National employment Policy (SNEP) implementation. 				

	Indicator 1.1.3: - Number of action or initiative taken by trained young men and women to support the implementation of Samoa National Action Plan on Youth Employment (SNAP YE)	Baseline: As of 2019; six (6) Trainings proposed for Council and MCIL before end of this year	Target: <ul style="list-style-type: none"> By 2019, at least 50% of actions or initiatives taken by trained young men and women supported the achievement of the Samoa National Action Plan on Youth Employment (SNAP YE) implementation. 	
	DWCP Outcome 1.2: - The Samoa Labour market Information System (LMIS) being used to collect, analyze and publish labour market information in line with international standards, including the informal economy	Partners: MCIL/ YEP/ SNYC/ SCCI/ ILO	Integrated Resource Framework	
			Estimated to be available	To be mobilized
			US\$37,100	US\$15,000
	Indicator 1.2.1 – Number of surveys conducted that include informal economy coverage and gender statistics	Baseline: As of 2017 – LFS should be conducted for Samoa.	Target: <ul style="list-style-type: none"> By end of 2018 – Samoa Labour Force Survey should be completed and launched. 	
	Indicator 1.2.2: - Number of systems reviewed and revised to inform employment related policies, strategies, plans, and programmes.	Baseline: In 2017 – LERA and LMI Review to align with ILS	Target: - <ul style="list-style-type: none"> By 2020, at least two additional (2) systems informing decent employment reviewed and revised in line with international standards. 	
	Indicator 1.2.3: - Number of reports published in line with the Samoa Labour Market Information System (LMIS) requirements	Baseline: In 2017 – 1 Report (Substantive Analysis of LFS and STWTS developed)	Target: <ul style="list-style-type: none"> By 2019, at least two additional (2) reports drawing from the Labour Force Survey (LFS) and School To work Transitional Survey (STWTS) published and reflected in national policies, strategies, and plans. 	
DWCP Priority 2: “Immediate and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience”				
Relevant National development priorities – SDS, SNEP, SNAP, YEP, ILO Climate Change Factsheets and UNPS				
	DWCP Outcome 2.1: - Increase tripartite constituents and social partner’s capacities to ratify and apply international standards, and implement social protection measures focusing on Occupational Safety and Health (OSH) to support formal and informal economy	Partners: SWC, SNA, ILO, MCIL	Integrated Resource Framework	
			Estimated to be available	To be mobilized

workers, including those affected by natural disaster, and young migrant workers.		US\$105,000	US\$169,050
	Indicator 2.1.1 - Number of additional training programmes, and advocacy and knowledge packages on OSH related competency areas developed and utilized.	Baseline: As of 2017, 4 trainings conducted on OSH Act 2002	Target: - <ul style="list-style-type: none"> ▪ (a) By 2018, at least four additional (4) training programmes on OSH related competency areas developed and utilized (i.e. Pre-departure Orientation training and OSH training programmes to young migrant workers; natural disaster preparedness and disaster management training programmes to social partners and nurses; OSH training programme on solid waste management to tripartite constituents . ▪ (b) By 2018, at least two additional (2) advocacy and knowledge packages on post disaster (one for workers and the other for employers) developed and utilized.
	Indicator 2.1.2: - Number of systems reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers	Baseline: (OSH Framework/ LMIS/ Samoa Employment and Environmental sustainability fact sheets 2017)	Target: <ul style="list-style-type: none"> ▪ By 2018, at least two additional (2) OSH system and LMIS reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers.
	Indicator 2.1.3: - Number of conventions related to social protection ratified and applied	Baseline: As of 2017 – there was no OSH Convention has ratify – (SNTF November meeting resolve to ratify C81)	Target: <ul style="list-style-type: none"> ▪ (a) By 2020, Convention 187 is ratified along with Convention 81 for OSH compliance. ▪ (b) By 2020, at least one additional (1) convention related to social protection ratified and applied (Convention 189)
DWCP Outcome 2.2: - Increase social partners and tripartite constituents’ capacities to design, address, and adapt employment programmes to be responsive to climate change challenges		Partners: YEP, MNRE, ILO, SNYC, SWC, SCCI, MCIL, SPREP	Integrated Resource Framework
		Estimated to be available	To be mobilized
		US\$20,000	US\$42,700

	<p>Indicator 2.2.1 - Number of additional training programmes and advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized.</p>	<p>Baseline: As of 2017 – 3 trainings on Climate Change and 2 programmes on Green Jobs conducted with 3 factsheet developed under SNAP – also 1 ILO Just Transition, Decent Work, and Climate Resilience factsheet</p>	<p>Target: -</p> <ul style="list-style-type: none"> ▪ (a) By 2018, at least one (1) training programme on climate change resilience to SNTF members developed and utilized. ▪ (b) By 2019, at least one (1) advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized. 					
	<p>Indicator 2.2.2: - Number of additional awareness raising programmes on conservation and improving green jobs.</p>	<p>Baseline: As of 2017 – 2 Green Jobs for Green Works workshop conducted and 1 recovery programme conducted</p>	<p>Target: -</p> <ul style="list-style-type: none"> ▪ By 2018, at least one (1) awareness raising programme at the national level on conservation and improving green jobs conducted. 					
<p>DWCP Priority 3: “ Pro-active social dialogue and enhanced capacities of social partners and tripartite constituents”</p>								
<p>Relevant National development priority: SDS, SNEP, SWC Strategic Plan, Samoa Chamber Strategic Plan, and SNAP</p>								
<p>DWCP Outcome 3.1: - Increase the value of Samoa National Tripartite Forum (SNTF) to existing and potential membership.</p>		<p>Partners: SNTF, SWC, SCCI, ILO, MCIL</p>	<p style="text-align: center;">Integrated Resource Framework</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="1317 895 1615 967" style="text-align: center;">Estimated to be available</td> <td data-bbox="1615 895 2029 967" style="text-align: center;">To be mobilized</td> </tr> <tr> <td data-bbox="1317 967 1615 1007" style="text-align: center;">US\$65,000</td> <td data-bbox="1615 967 2029 1007" style="text-align: center;">US\$20,000</td> </tr> </table>		Estimated to be available	To be mobilized	US\$65,000	US\$20,000
Estimated to be available	To be mobilized							
US\$65,000	US\$20,000							
	<p>Indicator 3.1.1 - Number of additional capacity development training programmes developed and utilized to strengthen members SNTF capacity to serve member interests.</p>	<p>Baseline: As of 2017 – 4 capacity development training programmes have been developed and utilized by SNTF - SCCI Strategic Plan</p>	<p>Target:</p> <ul style="list-style-type: none"> ▪ (a) By 2018, at least five additional (5) capacity development training programmes developed and utilized (i.e. recruitment, operational, foundation skills, leadership skills, and obligations of member states upon ratification training programmes) to strengthen SNTF capacity to serve member interests. ▪ (b) By December 2018 – SNTF developed and launched its first Strategic Plan 2018-2023, and confirm plan of the ILO 100 years centennial 2019 with ILO support through the International Dates commemoration. 					

	DWCP Outcome 3.2 :- Increase the capacity of workers' organizations to advance Decent Work Agenda and Social Dialogue	Partners: SWC, ILO, MCIL	Integrated Resource Framework	
			Estimated to be available	To be mobilized
			US\$20,000	US\$41,000
	Indicator 3.2.1 - Percentage increase in number, disaggregated by sex, of formal and informal workers covered by Samoa Workers Congress.	Baseline: As of 2017 – SWC covered 110 formal workers and 10 informal workers	Target: <ul style="list-style-type: none"> By 2019, At least 50% increase in number of formal workers and 100 % increase in the number of informal workers (disaggregated by sex) covered by Samoa Workers Congress. 	
	Indicator 3.2.2 - Number of additional capacity development training programmes developed and utilized to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests.	Baseline: As of 2017 – 3 capacity development training programmes covered by SWC	Target <ul style="list-style-type: none"> By 2019, at least three additional (3) capacity development training programmes developed and utilized (i.e. strategic plan development, advocacy and outreach trainings) to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests. 	
	Indicator 3.2.3 - Number of additional Samoa Workers Congress initiatives to promote conventions and influence national laws, and policies.	Baseline: As of 2017; 2 trainings conducted by SWC to promote workers right fundamental conventions.	Target <ul style="list-style-type: none"> By 2019, at least two (2) initiatives to promote conventions and influence national laws, and policies. 	
	Indicator 3.2.4 - Percentage increase in number of women in Samoa Workers Congress leadership and management positions.	Baseline: As of 2017 - 18 women held leadership position with SWC	Target <ul style="list-style-type: none"> By 2019, at least 30% of leadership and management positions are held by women. 	
	DWCP Outcome 3.3 :- Increase the advocacy capacity of employers' organizations to advance Decent Work Agenda	Partners: ILO & SNTF	Integrated Resource Framework	
			Estimated to be available	To be mobilized
			US\$20,000	US\$65,000

	<p>Indicator 3.3.1 - <i>Number of advocacy tools/actions with new developed methodology that promote a specific employment cause and influence the policies and practices of the government associated with the cause.</i></p>	<p>Baseline: <i>As of 2017; 2 Confidence Survey conducted, 2 Capacity building trainings, and several submissions on contribution to reviewing of national laws with private sector</i></p>	<p>Target:</p> <ul style="list-style-type: none"> ▪ 3.3.1 (a) – <i>By December 2018 – 50% increase in the rate of women participating in leadership from private sector organization that contribute to improving the economy of Samoa.</i> ▪ 3.3.1 (b) – <i>By December 2020, at least one (1) advocacy tool (i.e – climate change tool) and training packages developed for employers.</i>
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ANNEX 4: THE DWCP RESULTS MONITORING PLAN

First preparation date: 28/04/2017 Revision dates: 5/01/2019 20/06/2019 12/12/2019 10/06/2020 10/12/2020	Means of verification (Data sources, frequency and collection methods Incl. any M&E link to TC Projects)	Responsible staff/entity	Baseline and date	Milestones				End target and date	Cost for monitoring (US\$)	
				Year 1	Year 2	Year 3	Year 4		Required	Available funds
CP Priority 1: Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities										
CP Outcome 1.1: Mechanisms for policy leadership, coordination and implementation fully functioning, and supporting availability and access to decent work		ILO/MCIL/SNEP Taskforce/ SNTF							\$35,000	\$10,000
CP Outcome Indicator 1.1.1: Number of mechanism and policies/strategies, programmes that enhance employment opportunities for young Samoan and people with disabilities (PWDs) employment established and operational.	SNEP Framework, SNAP on YE Work-plan/ ONE UN YEP database / On-line Registration of SNYC E-Youth Hub	MCIL/ SNEP Taskforce/ WIBDI/ SBEC	<i>Samoa National Employment Policy Work-plan Framework 2016-2020</i> <i>Samoa National Action Plan on Youth Employment 2016-2020</i>			X		By 2019, at least one (1) SNEP working council fully established and approved by the Cabinet; By 2019, at least three (3) strategies regarding Future of Work, Green Job for Green Work, and Outreach developed and adopted. By 2019, at least three (3) additional training programmes on Know About Business, economically and financially sustainable organic farming, and build capacity of government senior staff and social partners to deliver SNEP developed, tested, and institutionalized.		
CP Outcome Indicator 1.1.2: Number of actions or initiatives taken by trained staff to support the delivery of Samoa National Employment Policy (SNEP)	5 trainings under the SNEP work-plan for labour inspector and annual reports	MCIL/ SNEP Taskforce	<i>As of 2017 - 2010 Initiatives conducted of Samoa National Employment Policy (SNEP)</i>			X		By 2019, at least 50% of actions or initiatives taken by trained staff supported the achievement of the Samoa National employment Policy (SNEP) implementation.		
CP Outcome Indicator 1.1.3: Number of action or initiative taken by trained young men and women to	4 trainings conducted for SNYC E-Youth Hub & SNYC work plans and annual reports	ONE UN YEP/ SNYC/ SCCI	<i>As of 2017; six (6) Trainings proposed for Council and</i>			X		By 2019, at least 50% of actions or initiatives taken by trained young men and		

support the implementation of Samoa National Action Plan on Youth Employment (SNAP YE)			<i>MCIL before end of this year</i>					women supported the achievement of the Samoa National Action Plan on Youth Employment (SNAP YE) implementation.		
CP Outcome 1.2: The Samoa Labour market Information System (LMIS) being used to collect, analyze and publish labour market information in line with international standards, including the informal economy		SBS/MCIL							\$37,000	\$15,000
CP Outcome Indicator 1.2.1: Number of surveys conducted that include informal economy coverage and gender statistic.	Samoa Labour Force Survey (LFS) 2017	SBS/ MCIL	<i>As of 2017 – LFS should be conducted for Samoa</i>			X		<i>By 2018, Samoa Labour Force 2017 completed and launched.</i>		
CP Outcome Indicator 1.2.2: Number of systems reviewed and revised to inform employment related policies, strategies, plans, and programmes.	Samoa Labour Force Survey (LFS) 2017	MCIL/ SBS	<i>In 2017 –LERA and LMI Review to align with ILS</i>				X (2020)	<i>By 2020, at least two (2) systems informing decent employment reviewed and revised in line with international standards.</i>		
CP Outcome Indicator 1.2.3: Number of reports published in line with the Samoa Labour Market Information System (LMIS) requirements.	Samoa SDS 2016-2020, SNEP 2016 - 2020	MCIL/ SBS	<i>In 2017 – 1 Report (Substantive Analysis of LFS and STWTS developed)</i>			X		<i>By 2019, at least two (2) reports drawing from the Labour Force Survey (LFS) and School To work Transitional Survey (STWTS) published and reflected in national policies, strategies, and plans.</i>		
CP Priority 2: Immediate and radical responses to climate change, especially natural disasters, and promotion of workplace safety and health, for greater resilience										
CP Outcome 2.1: Increase tripartite constituents and social partner's capacities to ratify and apply international standards, and implement social protection measures focusing on Occupational Safety and Health (OSH) to support formal and informal economy workers, including those affected by natural disaster, and young migrant workers.		SNTF/ MCIL/ SCCI/ SWC							\$169,050	\$105,000

<p>CP Outcome Indicator 2.1.1: Number of additional training programmes, and advocacy and knowledge packages on OSH related competency areas developed and utilized.</p>	<p>Samoa National OSH Frame work plan 2018</p>	<p>MCIL/SNA/ RSE</p>	<p><i>As of 2017, 4 trainings conducted on OSH Act 2002</i></p>		<p>X</p>			<p>(a) By 2018, at least four (4) training programmes on OSH related competency areas developed and utilized (i.e. Pre-departure Orientation training and OSH training programmes to young migrant workers; natural disaster preparedness and disaster management training programmes to social partners and nurses; OSH training programme on solid waste management to tripartite constituents</p> <p>(b) By 2018, at least two (2) advocacy and knowledge packages on post disaster (one for workers and the other for employers) developed and utilized.</p>		
<p>CP Outcome Indicator 2.1.2: Number of systems reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers.</p>	<p>RSE data base LMIS database</p>	<p>MCIL/ MOH/ ACC</p>	<p><i>2 (OSH Framework/ LMIS/ Samoa Employment and Environmental sustainability fact sheets 2017)</i></p>		<p>X</p>			<p>By 2018, at least two (2) OSH system and LMIS reviewed and revised to inform employment of formal and informal workers, including those affected by natural disaster and young migrant workers.</p>		
<p>CP Outcome Indicator 2.1.3: Number of conventions related to social protection ratified and applied</p>	<p>LERA 2013 Amendments (in 2018) OSH Framework work plan 2018</p>	<p>MCIL/ SNTF</p>	<p><i>As of 2017 – there was no OSH Convention has ratify – (SNTF November meeting resolve to ratify C81)</i></p>				<p>X (2020)</p> <p>X (2020)</p>	<p>(a) By 2020, Convention 187 is ratified along with Convention 81 for OSH compliance.</p> <p>(b) By 2020, at least one additional (1) convention related to social protection ratified and applied (Convention 189)</p>		
<p>CP Outcome 2.2: Increase social partners and tripartite constituents' capacities to design, address, and adapt employment programmes to</p>		<p>MCIL/ SNTF/ SCCI/ SWC</p>							<p>\$42,700</p>	<p>\$ 20,000</p>

be responsive to climate change challenges										
CP Outcome Indicator 2.2.1: Number of additional training programmes and advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized.	Samoa SDS 2016-2020 Sector Plan SNAP on YE 2015-2020	MCIL/ SWC/ SCCI	<i>As of 2017 – 3 trainings on Climate Change and 2 programmes on Green Jobs conducted with 3 factsheet developed under SNAP – also 1 ILO Just Transition, Decent Work, and Climate Resilience factsheet</i>		X		X	(a) By 2018, at least one (1) training programme on climate change resilience to SNTF members developed and utilized. (b) By 2019, at least one (1) advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized.		
CP Outcome Indicator 2.2.2: Number of additional awareness raising programmes on conservation and improving green jobs.	SNAP on YE work-plan SNYC E-Youth Hub Registration YEP Database collection MOU signed between ILO MNRE & MCIL on Green Jobs under GCF Project.	MCIL/MNRE/ SNTF SNYC/ ONE UN YEP	<i>As of 2017 – 2 Green Jobs for Green Works workshop conducted and 1 recovery programme conducted</i>		X			By 2018, at least one (1) awareness raising programme at the national level on conservation and improving green jobs conducted.		
CP Priority 3: Pro-active social dialogue and enhanced capacities of social partners and tripartite constituents										
CP Outcome 3.1: Increase the value of Samoa National Tripartite Forum (SNTF) to existing and potential membership.		MCIL/ SNTF							\$65,000	\$20,000
CP Outcome Indicator 3.1.1: Number of additional capacity development training programmes developed and utilized to strengthen members SNTF capacity to serve member interests.	SNTF Yearly Report	MCIL/SNTF	<i>As of 2017 – 4 capacity development training programmes have been developed and utilized by SNTF - SCCI Strategic Plan</i>		X			(a) By 2018, at least five (5) capacity development training programmes developed and utilized (i.e. recruitment, operational, foundation skills, leadership skills, and obligations of member states upon ratification training programmes) to strengthen SNTF capacity to serve member interests.		
					X					

								(b) By December 2018 – SNTF developed its first Strategic Plan 2018-2023 and confirm plan for the ILO 100 years centennial 209 with ILO support through the International Dates commemoration.		
CP Outcome 3.2: Increase the capacity of workers’ organizations to advance Decent Work Agenda and Social Dialogue		SWC/ ILO/MCIL							\$41,000	\$20,000
CP Outcome Indicator 3.2.1: Percentage increase in number, disaggregated by sex, of formal and informal workers covered by Samoa Workers Congress.	SWC Strategic Plan 2017-2021 and annual reports	SWC	<i>As of 2017 – SWC covered 110 formal workers and 10 informal workers</i>			X		<i>By 2019, At least 50% increase in number of formal workers and 100 % increase in the number of informal workers (disaggregated by sex) covered by Samoa Workers Congress.</i>		
CP Outcome Indicator 3.2.2: Number of additional capacity development training programmes developed and utilized to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests.	SWC Strategic Plan 2017-2021 and annual reports	SWC	<i>As of 2017 – 3 capacity development training programmes covered by SWC</i>			X		<i>By 2019, at least three (3) capacity development training programmes developed and utilized (i.e. strategic plan development, advocacy and outreach trainings) to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests</i>		
CP Outcome Indicator 3.2.3: Number of additional Samoa Workers Congress initiatives to promote conventions and influence national laws, and policies.	SWC Strategic Plan 2017-2021 and annual reports	SWC	<i>As of 2017; 2 trainings conducted by SWC to promote workers right fundamental conventions.</i>			X		<i>By 2019, at least two (2) initiatives to promote conventions and influence national laws, and policies.</i>		
CP Outcome Indicator 3.2.4: Percentage increase in number of women in Samoa Workers Congress leadership and management positions.	SWC Strategic Plan 2017-2021 and annual reports	SWC	<i>As of 2017 - 18 women held leadership position with SWC</i>			X		<i>By 2019, at least 30% of leadership and management positions are held by women.</i>		

CP Outcome 3.3: Increase the advocacy capacity of employers' organizations to advance Decent Work Agenda		SCCI/ SAME/ WIBDI/ SHA							\$18,550	\$10,000
CP Outcome Indicator 3.3.1 Number of advocacy tools/actions with new developed methodology that promote a specific employment cause and influence the policies and practices of the government associated with the cause.	SDS Economic Sector Plan 2016-2020	SCCI	<i>As of 2017; 2 Confidence Survey conducted, 2 Capacity building trainings, and several submissions on contribution to reviewing of national laws with private sector</i>		X			3.3.1 (a) – By December 2018 – 50% increase in the rate of women participating in leadership from private sector organization that contribute to improving the economy of Samoa. 3.3.1 (b) – By December 2020, at least one (1) advocacy tool (i.e – climate change tool) and training packages developed for employers.		

ANNEX 5: DWCP IMPLEMENTATION MONITORING PLAN

		Implementation - planned/actual														Resource framework (all sources of funds)		CP Outcome indicator/ annual			
		DWCP timeframes 2018-2020												Responsible							
		Year 1/ 2018				Year 2/ 2019				Year 3/ 2020				Unit/Official		Available		Gap (US\$)	milestones to which outputs contribute	Remark	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			Staff w/m		Other resources (US\$)			
CPO value: WSM 101 (\$169,050)																					
WSM101 - Increase tripartite constituents and social partner’s capacities to ratify and apply international standard, and implement social protection measure focusing on Occupational Safety and Health to support formal and informal economy workers, including those affected by natural disaster, and young migrants’ workers.												CO-Suva/ Samoa		0.25 w/m @ NO-A 2.5 w/m @ P5		RBTC \$20,000	\$45,000				
Output - 2.1.1(a) – By December of 2018 – the above 4 trainings should be completed for SNTF constituents, social partners, nurses, and the PDO should be in-places for the Migrant Workers under RSE. This will be funded by RBTC of \$15,000 since there is not yet conformation of project with SPREP and J-Prism for Samoa on this.		Planned				X														Contribute to the CPO Milestone 2018 Indicator 1 on programmes in the DWCP 2.1.1	
		Actual																			
Output 2.1.1 (b) – By November of 2018 – advocacy packages for employers and workers should be completed and distributed. The estimate fund of \$15,000 is proposed under the RBTC as no current project running in Samoa for this Outcome.		Planned				X														Contribute to the CPO Milestone 2018 Indicator 1 on programmes in the to the DWCP 2.1.1	

	Actual																	
<p>Output - 2.1.2 – August 2018 OSH and LMIS should be reviewed, and the funded under the RBTC \$10,000, due to the fact that there are no national assistance from Government to conduct this activity.</p>	Planned				X													CPO Milestone 2018 - Indicator 2, on the DWCP 2.1.2 target
	Actual																	
<p>Output 2.1.3 (a) – By June 2020 - PDNA with OSH should be published and distributed to workplaces. This is funded under the RBTC of \$15,000 as there is no other source of fund in the region that can accommodate this activity.</p>	Planned				X													CPO Milestone 2018 - Indicator 2, on the DWCP 2.1.3 target
	Actual																	
<p>Output 2.1.3 (b) – By June 2020 during the ILC – Convention 187 should be ratified, and with preparation of consultation and seminars with final submission fund of \$10,000 is required under the RBTC as there is no ILS resources in the region that can assist with this activity.</p>	Planned									X								CPO Milestone 2018 - Indicator 2, on the DWCP 2.1.3 target
	Actual																	
CPO value: WSM 126 (\$45,000)																		
WSM126 - Mechanism for policy leadership, coordination and implementation fully functioning, and supporting availability and access to decent work											CO-Suva/Samoa	1.0 w/m @ NO-A 1.2 w/m @ P3			RBTC \$10,000	\$35,000		
<p>Output 1.1.1(a) - By 2019 SNEP working council fully established and approved by the Cabinet. This is funded under the RBTC of \$5,000 with the assistance of the MCIL National Budget of \$2000.</p>	Planned				X													CPO Milestone 2019 - under the Indicator 1 of this CPO, on the DWCP 1.1.1 target
	Actual																	
<p>Output 1.1.1(b) - In 2019, three (3) full strategies for Future of Works, Green Jobs and Outreach programme is developed and adopted. This is funded under the RBTC of \$15,000 as there is no</p>	Planned					X												CPO Milestone 2019 - under the Indicator 1 of this CPO, on the DWCP 1.1.1 target
	Actual																	

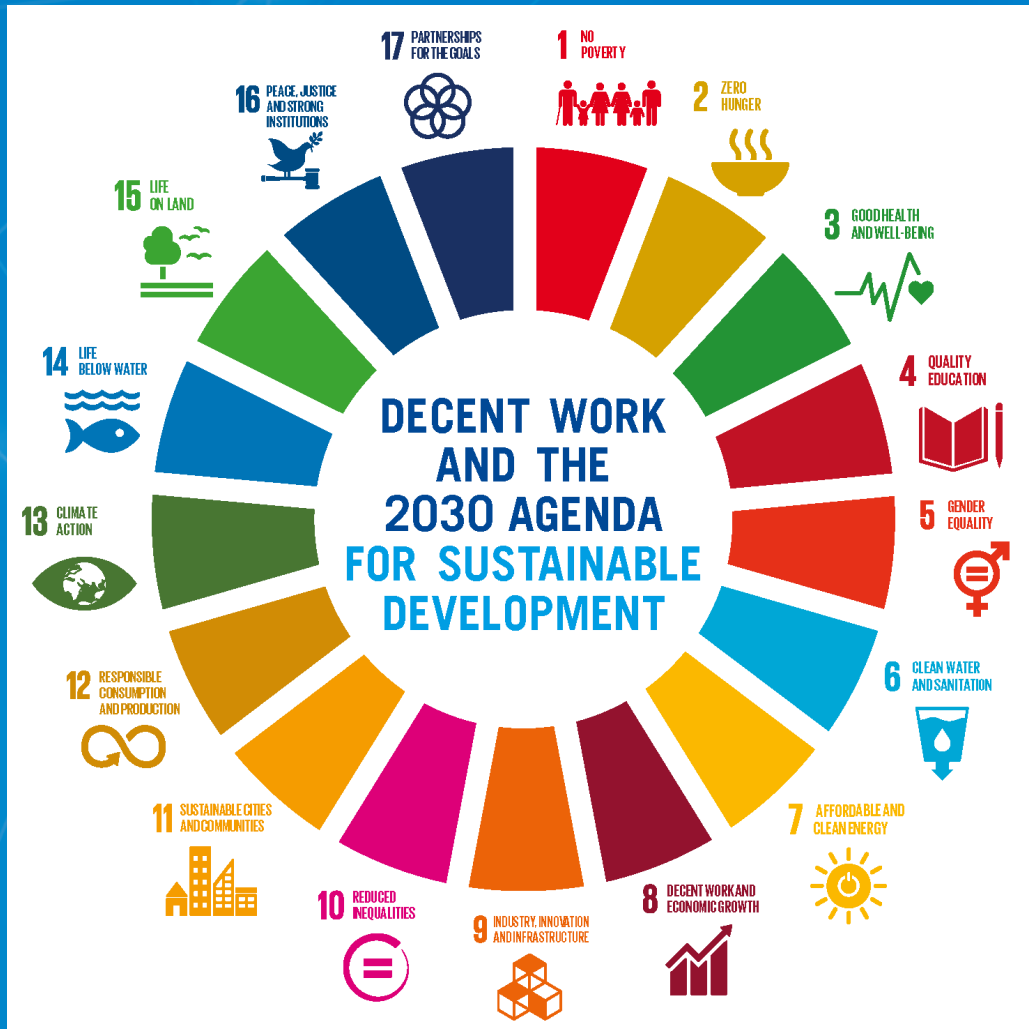
project exist for Samoa on Employment policy.																			
Output 1.1.1(c) By 2019, at least three additional (3) training programmes on Know About Business economically and financially sustainable organic farming, and build capacity of government senior staff and social partners to deliver SNEP developed, tested and institutionalized.	Planned								X										CPO Milestone 2019 - under the Indicator 2 of this CPO, on the DWCP 1.1.1 target
	Actual																		
Output 1.1.2 - In December 2019, at least 50% of actions or initiatives taken by trained staff supported the achievement of the Samoa National Employment Policy (SNEP) implemented. This activity would be funded under the RBTC of \$10,000 mainly on training and proposing review sessions with the responsible staff of MCIL.	Planned								X										CPO Milestone 2019 - under the Indicator 3 of this CPO, on the DWCP 1.1.2 target
	Actual																		
Output 1.1.3 – By November of 2019, at least 50% of actions or initiatives taken by trained young men and women supported the achievement of the Samoa National Action Plan on Youth Employment (SNAP on YE) implementation. Funding for this activity would be from RBTC of \$15,000 mainly in training and proposing review sessions with responsible organization (SNYC, Ministry of Women and Youth, and One-UN YEP)	Planned																		CPO Milestone 2019 - under the Indicator 3 of this CPO, on the DWCP 1.1.2 target
	Actual																		
CPO value: WSM127 (\$37,100)																			
WSM127 - The Samoa Labour Market Information System (LMIS) being used to collect, analyse and publish labour market information in line with international standards, including the informal economy.										CO-Suva-Samoa	1.2 w/m @ P4 1.0 w/m @ P3		RBTC \$15,000	\$17,500					
Output 1.2.1 – By December 2019, at least two (2) surveys conducted in line with	Planned								X										CPO Milestone 2019 - under the Indicator 1

international labour standard. This is funded by RBTC of \$10,000 as there are no source of fund for this activity in Samoa.	Actual																					of this CPO, on the DWCP 1.2.1 target
	Planned																					CPO Milestone 2020 - under the Indicator 2 of this CPO, on the DWCP (2017-2020) target 1.2.2
Output 1.2.2 - By December 2020 – at least two (2) systems informing decent employment reviewed and revised in line with international standards. Source of fund should be coming from MCIL National budget and RBTC of \$10,000 due to no existing project for Samoa on this CPO	Actual																					
	Planned																					X
Output 1.2.3 - By July 2019 – at least two (2) reports drawing from the Labour Force Survey and School To Work Transitional Survey (STWTS) published and reflected in national policies, strategies and plans. Fund would be mainly from RBTC of \$12,500 and Trade Commerce Manufacture Sector (TCM) within MCIL due to unavailable source of fund for this CPO.	Actual																					CPO Milestone 2019 - under the Indicator 3 of this CPO, on the DWCP 1.1.3 target
	Planned																					X
CPO value: WSM826 (\$65,000)																						
WSM826 – Strengthened capacity of member States to ratify and apply international labour standard and to fulfil													CO/Suva-Samoa	2.0 w/m @ P3		RBTC \$20,000	\$40,000					
Output 3.1.1 – (a) By December 2018, at least five (5) capacity development training programmes developed and utilized (i.e. – recruitment, operational, foundation skills, leadership skills, and obligations of member states upon ratification training programmes) to strengthened SNTF capacity to serve member interests. This is fund by RBTC of \$15,000 due to no project available in Samoa for this CPO.	Actual																					CPO Milestone 2018 - under the Indicator 1(a) of this CPO, on the DWCP 3.1.1 target
	Planned																					X

Output 3.1.1 – (b) By December 2018 – SNTF should launch its first Strategic Plan 2018-2023 and confirm plan of the ILO 100 years centennial 2019 with ILO support through International Days commemoration	Planned				X														CPO Milestone 2018 – under Indicator 1(b) of the this CPO on the DWCP 3.1.1	
	Actual																			
CPO value: WSM801 (\$18,550)																				
WSM801 - Increase the advocacy capacity of employers’ organizations to advance Decent Work Agenda.													CO/Suva-Samoa	2.2 w/m @ P3		RBTC \$10,000	\$5,000			
Output 3.3.1 (a) - By December 2018 – should be increase in the rate of women participating in the private sector as business owners, increase in financial independence amongst women in rural country, increase presence of women in decision making, and greater accessibility of market opportunities and business partnership. This would be fund by the RBTC \$10,000 and in support of the ACTEMP as there are no existing project for this CPO available in Samoa.	Planned				X														CPO Milestone 2018 - under the Indicator 1 of this CPO, on the DWCP 3.3.1 (a) target	
	Actual																			
Output 3.3.1 (b) - By December 2020, at least one (1) advocacy tool (i.e –climate change tool) and training packages developed for employers. This would be fund by the RBTC \$5,000 and in support of the ACRAV as there are no existing project for this CPO available in Samoa.	Planned													X					CPO Milestone 2020 - under the Indicator 1 of this CPO, on the DWCP (2017-2020) under 3.1.1 (b) target	
	Actual																			
CPO value: WSM802 (\$41,000)																				
WSM802 - Increase the capacity of workers’ organization to advance Decent Work Agenda and Social Dialogue.													CO/Suva-Samoa	1.0w/m @P4		RBTC \$20,000	\$21,000			
Output 3.2.1 – By December 2019, at least 50% increase in	Planned								X										CPO Milestone 2020 - under	

number of formal workers and 100% increase in the number of informal workers (disaggregated by sex) covered by Samoa Workers Congress. This is fund by RBTC of \$6,000 due to no project available in Samoa for this CPO	Actual																								the Indicator 1 of this CPO on the DWCP 2017-2020 target 3.2.1		
Output 3.2.2 – By May of 2019, at least three (3) capacity development training programmes developed and utilized (i.e – strategic plan development, advocacy and outreach trainings) to strengthen members capacity to (i) promote conventions and/or (ii) serve member interests. This CPO should be fund by RBTC of \$15,000 due to unavailable project for promotion of workers activities in Samoa.	Planned								X																CPO Milestone 2020 - under the Indicator 2 of this CPO, on the DWCP (2017-2020) target 3.2.2		
Output 3.2.3 – By December 2019, at least two (2) initiatives to promote conventions and influence national laws, and policies. Fund will be from RBTC of \$10,000 mainly for forums to promote core conventions ratified	Planned																								CPO Milestone 2020 - under the Indicator 3 of this CPO, on the DWCP 3.2.3 target		
Output 3.2.4 – By end of 2019 – at least 30% of leadership & management position are held by women. Working with SWC and UN Women project on Women in Leadership in Samoa to promote and advocate (i) Leadership in Union (ii) Women in Leadership in communities. This total allocation is \$10,000 fund from RBTC, and requesting ACTRAV for additional of \$5,000.	Planned								X																CPO Milestone 2020 - under the Indicator 4 of this CPO, on the DWCP 3.2.4 target		
CPO value: WSM902 (\$42,700)														CO/ Suva- Samoa	1.0 w/m @ P3 0.5 w/m @ P3						RBTC \$20,000	\$20,500					
WSM902 - Increase social partners and tripartite constituents' to design, address, and adapt employment programmes to be responsive to climate change challenges.																											

<p>Output 2.2.1(a) - By December 2018, at least one (1) training programme on climate change resilience to SNTF members developed and utilized. This is fully fund by RBTC of \$10,500 and potential funding by J-PRISM, because there is no fund commitment by this joint project yet for Samoa.</p>	Planned				X														CPO Milestone 2018- under the Indicator 1 of this CPO on the DWCP 2017-2020 target 2.2.1 (a)	
	Actual																			
<p>Output 2.2.1 (b) - By December 2019 – at least one (1) advocacy and knowledge packages on climate change adaptation and mitigation developed and utilized. This activity is fund under the RBTC of \$15,000, as the J-PRISM fund commitment yet to finalize for Samoa</p>	Planned				X														CPO Milestone 2019 - under the Indicator 2 of this CPO, on the DWCP (2017-2020) target 2.2.1 (b)	
	Actual																			
<p>Output 2.2.2 - By December 2018, at least one (1) awareness raising programme at the national level on conservation and improving green jobs conducted. Fully fund under the RBTC of \$15000 and hoping for potential fund under the J-PRISM Project as this has yet to identify any commitment for Samoa.</p>	Planned				X														CPO Milestone 2018 - under the Indicator 3 of this CPO, on the DWCP 2.2.2 target	
	Actual																			



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