

National stakeholder mapping for provision of Employment & Social Protection Services for Yazaki Workers

Ministry of Commerce, Industry & Labour (MCIL)		
Stakeholder brief and potential link to Yazaki	Available Services	Recommendations for Services to Yazaki Workers
<p>Apprenticeship, Employment & Labour Market Division (AELM) of MCIL is responsible for employment and labour issues. AELM is also the custodian of the National Employment Policy (NEP). The NEP specifically highlights the grave concern on the impact on employment and economy by the closure of Yazaki. The CEO of MCIL chairs the Samoa National Tripartite Forum (SNTF). Workers rep from Yazaki Staff Association (YSA) and the General Manager of Yazaki (as Samoa Manufactures and Exporters Association - SAME) are represented in the SNTF.</p> <p>Job seekers registrations: http://www.mcil.gov.ws/index.php/en/publication/jobseekers</p> <p>Apprenticeship Training Scheme: http://www.mcil.gov.ws/index.php/en/2-uncategorised/116-apprenticeship-scheme-mcil</p> <p>Employment Permits: http://www.mcil.gov.ws/index.php/en/2-uncategorised/121-foreign-employee-employment-permit-ir</p> <p>LMIA - Job Seekers http://lms.mcil.gov.ws/jobseeker_add/employee_service_add.php</p> <p>LMIA - Employers http://lms.mcil.gov.ws/jobseeker_search/employee_service_list.php</p>	<p>1. Employment Services The services provided include registration of job seekers, screening and mapping exercise and referrals. Assistance in compiling curriculum vitae (CV's) and the writing of job applications for jobseekers who seek such assistance.</p> <p>2. Apprenticeship Training Scheme The Apprenticeship Scheme is mandated under the Apprenticeship Act 2014 and the Apprenticeship Regulations 2014. It combines work and part-time study -three (3) to four (4) years or six thousand (6,000) to eight thousand (8,000) hours and awarded certificate of Due Completion in their chosen trade.</p> <p>3. Employment Permits The Industrial Relations, Occupational Safety & Health Division ('IROSH') of MCIL issues employment permits. Currently there are 900 work permits issued to foreign workers.</p> <p>4. Overseas seasonal workers scheme (RSE Scheme) This programme will move from the Ministry of Prime Minister and Cabinet to MCIL by the end of the year.</p>	<p>(a) Organise an in-house registration (Yazaki) of non-youth Yazaki workers who want to access employment services and provide digestible information on the type of services available. This will also provide more information on the characteristics of the workers, including geographical location for ease of follow-up after the closure of the company.</p> <p>(b) Develop a tailored programme for Yazaki workers engaged in and with vast experience in a specific trade but does not have any qualifications specific to the trade. Obtaining a certification will complement their experience and increase their employability.</p> <p>(c) Based on the characteristics of registered Yazaki workers in (a) above, conduct an assessment against the characteristics of work permits issued to determine if jobs held by foreign workers can be localised when permits expire.</p> <p>(d) During the transition start to negotiate with overseas employers, particularly through Yazaki parent body in Australia, to consider Yazaki workers. The production line skills of the workers (standing, attention to details, patients, etc) can be valuable for fruit picking etc.</p> <p>(e) SNTF proposes to government to wave income tax and accident cover deductions from redundancy payment of workers and put it into a pool of funds for programme support, including support for children's educational expenses.</p>

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		<p>(f) SNTF proposes to the Samoa National Provident Fund (SNTF) to:</p> <ul style="list-style-type: none">(i) provide a 12 months grace period with no interest, for Yazaki workers loans;(ii) provide a grant from individual members/workers savings to start small business, based on an agreed criteria. <p>(g) Approach technical skills training providers such as APTC, USP, NUS to provide re-skilling of workers based on labour market demand. Preferably through provision of scholarships through government or training institutions.</p>
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Samoa Chamber of Commerce & Industry (SCCI)		
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<p>Yazaki EDS is a member of the Samoa Manufactures and Exporters (SAME) Association and SAME is a member of the SCCI.</p> <p>http://www.samoachamber.ws/</p>	<ol style="list-style-type: none"> 1. Internship Programme Began in December 2015 through ILO technical assistance based on a PPP concept, involving the SCCI, Samoa National Youth Council (SNYC) and Ministry of Youth. 16 went through the 1st round. The 2nd round is in May 2017 targeting 40 young people. 2. Membership SCCI has an affiliate membership of T\$50.00 per year. There is no voting rights but possible to access services. 3. Managing your money training* This service is not a formal programme of the SCCI. However, the SCCI has expressed interest to potentially organise this training for Yazaki workers. 	<ol style="list-style-type: none"> (a) Entrepreneurship Internship & Mentoring Programme (EIMP) for Yazaki workers that have the potential to start small business. Samoa Business Enterprise Center (SBEC) has already started skills training for Yazaki workers in 5 specific areas. The EIMP will provide them with entrepreneurship experience through attachment with an established business owner for 2 weeks and thereafter 3 months of mentoring for start-up. SCCI will then be responsible for monitoring up to 6 months post start up. The EIMP should be an expensing of the PPP model. (b) Those selected for the EIMP become affiliate members of SCCI. This will allow for accessing of SCCI services including 6 months post start up monitoring by the SCCI. For young entrepreneurs, they can join the Junior Chamber. (c) Organise training and information sessions on savings and investments. This will assist the workers to make responsible decisions when they receive their redundancy packages.

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Samoa Workers Congress (SWC)		
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<p>The recently formed Yazaki Workers Association (YWA) is a member of the SWC.</p> <p>Samoa First Union is an affiliate of the SWC and currently has 120 Yazaki workers and members. Samoa First Union registers workers individually and not through associations.</p> <p>http://firstunion.org.nz/issue/samoa-first-union</p> <p>https://www.facebook.com/Samoa-First-Union-1432518943736097/</p>	<p>1. Membership through an affiliate union</p> <p>Although unemployed, the former Yazaki workers will need some form of protection services to mitigate any risk of exploitation, either while looking for jobs or when they secure jobs. Samoa First Union is the most appropriate and costs T\$1.00 per fortnight per person.</p>	<p>(a) Offer individual registrations for Yazaki workers who want to be members of Samoa First Union, for a period of 12 months after company closure.</p> <p>(b) SWC in collaboration with Samoa First organise trainings and awareness campaigns on rights of workers and labour laws.</p>

Samoa National Youth Council (SNYC)		
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<p>The SNYC is a major partner of the ILO in the implementation of youth employment programmes. SNYC was part of the Samoa National Action Plan on Youth Employment (SNAP) Project and a member of the UN-Government of Samoa Youth Employment Programme (YEP).</p> <p>http://www.snyc.org.ws/</p> <p>http://snyc.org.ws/e-youthhub/youth-hub-registration</p>	<p>1. e-youth hub</p> <p>The ILO provide technical assistance in the establishment of the e-youth hub for registration of young job seekers and online creation of CV. There is also a link to the MCIL labour Market Information System (LMIS).</p>	<p>(a) Organise an in-house registration (Yazaki) youth Yazaki workers who want to access employment services and provide digestible information on the type of services available. This will also provide more information on the characteristics of the workers, including geographical location for ease of follow-up after the closure of the company. The online automatic general of CV, through the e-youth hub is a bonus.</p> <p>(b) Provide employment services, such as referrals, training, placements, etc through the e-youth hub for the registered youths.</p>

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Small Business Enterprise Center (SBEC)		
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<p>SBEC is the only national organisation currently engaged with Yazaki and supporting the workers. The programme is on skills development focussing on Sewing, Printing, Hospitality, Food & Beverage and Fruits & Vegetable Gardening. The skills training is funded by Yazaki.</p> <p>* Based on funding from Yazaki, SBEC will deliver business training for those who have the potential to start business.</p> <p>http://www.sbcsamoa.ws/</p>	<p>1. Business Training (SIYB)</p> <p>SBEC houses the ILO SIYB training and also administers the loan guarantee scheme for start-up.</p>	<p>(a) Develop a selection criteria and select those workers who have the potential to start business. Criteria should also include those who agree to use part of their redundancy package, for start-up.</p> <p>(b) Deliver SYB training to selected workers</p> <p>(c) Support business registration of start-ups. Once they have registered and started, register them with the SCCI.</p>

Ministry of Women and Community Development (MWCD) / ONE UN YEP		
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<p>MWCD houses the division of youth and community development. They are also a member of the YEP and have programmes such as Entrepreneurship, TVET, Internships (PPP) and Post School Education & Training. They have recently started to discuss establishing incubators to support community level business start-ups.</p> <p>http://www.mwcds.gov.ws/divisions/youth</p>	<p>1. Community level Entrepreneurship and TVET Programmes</p> <p>They have a strong focus on vulnerable people and families.</p>	<p>(a) Based on MCIL and SNYC registrations, identify the most vulnerable and geographical location.</p> <p>(b) Expand existing entrepreneurship and TVET programmes to the communities where the most vulnerable are located.</p>

Samoa Bureau of Statistics (SBS)		
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<p>SBS has recently signed a technical contract with the ILO to conduct the 2017 Labour Force Survey (LFS). The last LFS was conducted in 2012 also through ILO technical assistance.</p>	<p>1. 2017 Labour Force Survey</p> <p>This survey will commence in July, a month before the closure of Yazaki.</p>	<p>(a) The SBS to include in their LFS questioner components that will provide some insight into the impact of the Yazaki closure to the Samoa Labour Market, including comparing results of the 2012 LFS and the 2017 LFS.</p>