

Development of research briefs for pacific employers

Terms of Reference (TOR) 24 February – 16 March 2020

1. Introduction

Pacific Island Countries (mostly Small Island Developing States (SIDS) are extremely vulnerable to climate change due to their heavy reliance on marine resources, agriculture and tourism, and the concentration of all major services, settlement and tourism infrastructure in coastal areas. Rising sea levels, erosion, inundation, loss of fresh-water and frequent and more intense tropical cyclones and other natural disasters will further negatively impact all major services, infrastructure, environmental resources and livelihoods.

Recent disaster impacts in the Pacific have accounted for 30-60% of Gross Domestic Product (GDP). In 2015 Tropical Cyclone Pam resulted in lost personal income of \$14.8 million and lost work days amounting to 504,050 days. Tropical Cyclone Winston in 2016 effected 30% of Fiji's GDP. In terms of livelihoods affected, 57% relate to the agricultural sector, 17% to commerce, 10% to manufacturing, and 8% to tourism and transportation equally. Total damage and loss for the commerce and manufacturing sectors was F\$142.8m. Commerce and Manufacturing incurred total lost days of 1,084,022 and lost personal income of F\$35.6m.¹

2. Effective national and regional workers organisations supporting just transition

As climate induced disasters become more frequent and intense in the pacific, employers and workers institutions both national and regional face the challenge of effectively representing their membership. This has been recognised by the ILO's Bureau of Workers Activities (ACTRAV) with a publication of a Policy Brief on Just Transition towards Environmentally Sustainable Economies and Societies for All.

In November 2019, the ILO (CO-Suva) and ACTRAV supported the establishment of the Pacific Island Council of Trades Unions (PICTU). PICTU has recognised the importance of effectively engaging in policy discussions relating to climate change and just transition to ensure decent work workers. While national level advocacy is critical to develop policies and legislations, PICTU has also decided to engage at the regional level through the Forum Economic Ministers Meeting (FEMM), Pacific Leaders Meeting and Climate Action Pacific Partnership Meeting (CAAP).

PICTU has also agreed on policy areas to focus on for the above key regional meetings and plans to develop policy papers to advocate on their positions.

3. The ILO project

The ILO project, titled *"Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy"* is a two (2) year (March 2019 – February 2021) managed by the ILO Office for Pacific Island Countries in Suva, Fiji.

The overall goal of the project is to achieve a just transition to climate-resilient economic growth and sustainable development in the Pacific. The project targets national Employers and Workers organizations in Fiji, Vanuatu, Samoa and Kiribati. As the project has a regional scope, the beneficiary of the project are also the regional organisations of both Employers and Workers, the Pacific Islands Council of Trades Unions (PICTU) and the Pacific Island Private Sector Organisation (PIPSO), respectively. This project aims to build/enhance the core capacities and systems of

¹ https://www.ilo.org/suva/public-information/WCMS_505711/lang--en/index.htm

employers' and workers' organisations, individually and jointly, through effectively social and bipartite dialogue and take action on issues of common interest to support the achievement of the SDGs (8, 13 & 16), and in particular climate resilience and a just transition to environmental sustainability through decent work.

4. PICTU policy areas and links to the project

Immediate Objective 1 of the project states *“Employers’ and workers’ umbrella and member organisations have enhanced capacity and have engaged nationally and/or at regional level in bipartite dialogue, and in particular the just transition to environmental sustainability through decent work in the context of climate change in Pacific SIDS”*. To achieve this, output 1.3 of the project states *“Pacific regional umbrella employers' and workers' organisations have contributed to Pacific action plans on climate resilience and included a gender perspective”*.

In line with the stated project objective, key policy focus areas of PICTU are:

- i. **Just transition for Pacific workers** – best practices or strategies and policy and operational requirements that must be initiated by Government, Employers and Workers on issues of income loss, productivity, loss of jobs, types of new jobs that can be created, social security issues, gender concerns, youth impact, and impact on informal workers based on previous impacts of disasters in the Pacific.
- ii. **Safe and productive labour migration for Pacific workers** - A general scan of the migration policies in the region, status and type of migrant jobs, contract procedures outgoing and in receiving country, visa process and types of migration (e.g. illegal,), acquisition of new skills, remittances and household incomes, pathway to citizenship or , in receiving countries, skills gaps in sending countries, and reintegration plans back in the home countries.
- iii. **Formalisation of jobs/sectors for improved protection of workers** – status and scope of the informal sector, percentage of contribution of the informal sector to the national economy. Types and categories of persons employed in the informal sector (e.g. youth, own family workers, part time, seasonal, low skilled etc.) access to finance and rates of finance, debt repayment and income expansion. Existing policies or regulations of informal sectors, coverage of labour laws. Opportunities for transition from informality to formality. Costs benefit analysis of such transitions.
- iv. **Fair wages for poverty eradication and improved productivity.** A scan of minimum wage fixing mechanisms. Are minimum wage rates a meaningful number for a decent life, do minimum wage rates reflect a minimum above the poverty lines? How many workers are covered by the minimum wages rate schedules? Are rates arbitrarily set or are workers organizations or who is involved in the setting of the rates? Are trade unions equipped or trained on such purposes of wage rate fixing? Do the unions have the research capacity and analytical capabilities for a sound suggestion of wages arte modifications? Is industry content with the minimum wage rate setting mechanism? Do they see it as a viable and need mechanism to regulate employment and jobs?
- v. **Decent Jobs for Youths and Women in Fragile Settings (Disaster, Conflict and Redundancies)** – regional scan of women and youth employment status. What employment policies or labour market opportunities exists to accommodate the

youth and women? What employment guarantee programmes or process exists in the region to tackle better use of youth and women? What policies exist regarding climate action related job changes and creation of new job opportunities. What sectors of the economy has the greatest elasticity to accommodate the growing employment opportunities. Are the key impediments or deterrents for youth and women in employment? Do policy reflect a genuine change? Are the youth and women have the required skills? Alternatively, are there mismatches where demand and supply of skills and employment options do not meet? What steps have business deployed to overcome the deterrence and encourage greater employability of workers through skills upgrading and life long learning? What effects do they have on the future of work and the digitalization?

- vi. **Trade agreements, impact and social clauses:** A scan of trade agreements in the region. What social clauses exist in the contracts that guarantee the protection of workers' rights? Are working conditions and or respect to national labour laws covered in the agreements? Alternatively, are international Conventions covered that protect workers? Are terms and conditions meaningful and guarantee employment? What mechanisms exist within the agreements for settling labour disputes or discrepancies on labour law violations? Are workers better off in these agreements compared to those in the non-agreement? Are there special economic zones created because of the agreements? What options exist for trade related agreements to modify and help boost opportunities for the existing job markets? What is the status of youth and women in these agreements? What sectors are covered by the agreements? What type of agreements are they – e.g. Bilateral, Multilateral, Development Cooperation, Free Trade Agreements, Preferential Trade Agreements or any other type?

5. Objective

The objective of this ToR is to develop three (3) page research briefs, for each of the above six (6) identified policy areas. The briefs must look at best options for workers and their representative organizations and provide qualitative and quantitative information that will lead to a series of recommendations.

The briefs will be primarily based on desk reviews of existing ILO and non-ILO publications (listed in *Annex 1* but not limited to it) and with selected and coordinated consultations with PICTU members and ILO Specialists (listed in *Annex 2*) through teleconferencing or other means.

6. Outputs

- (a) Submit a clear outline of the topics, the reasons of the topics selected, what will be the intended analysis under each topic, the expected recommendations that can be derived by the analysis for the three (3) page research briefs by 26th February 2020. (3 days)
- (b) Submit the first draft of the six (6), three (3) page research briefs by 9th March 2020 (10 days)
- (c) Be available for a Skype conference/workshop to discuss each paper and its contents, and receive comments and feedback from workers representatives the week of 9th March 2020

(1 day)

- (d) Submit final draft of the six (6), three page research briefs taking in to account the discussions held in the Skype Conference and the modifications suggested and feedback received by 16th March 2020 (4 days)

7. Investment – time and funding

A total of eighteen days (18) will be allocated for this consultancy, at the rate of U\$300.00 per day.

The ILO will invest a total of **U\$5,400** for the delivery of the above outputs with the payments as follows:

- (a) U\$1,620 or 30% on signing the contract and submission of first output 6 (a) and submission of invoice;
- (b) U\$2,700 or 50% on delivery of second and third outputs 6 (b) (c) and submission of invoice;
- (c) U\$1,080 or 20% on delivery of final output 6 (d) and submission of invoice

8. Consultant minimum qualifications requirements (MQR)

The consultant must:

- (a) Possess graduate education qualification on potential subjects of Public Policy, Business Management, Economics, Labour Economics, Law or Social Sciences.
- (b) Have at least five (5) years of research undertaking and published work. Consideration placed for research done in the fields of social and economic impact of worker.
- (c) Have an appreciation and understanding of the role of workers organisations and their mandates.

ANNEX 1

KEY POLICY AREA	REFERENCE DOCUMENT/CONTRIBUTION – ILO	REFERENCE DOCUMENT – Non ILO
Just transition for Pacific workers	<p>Just Transition Towards Environmentally Sustainable Economies and Societies for All – ACTRAV policy brief (2018) https://www.ilo.org/actrav/info/pubs/WCMS_647648/lang--en/index.htm</p> <p>World Employment and Social Outlook 2020 https://www.ilo.org/global/research/global-reports/weso/2020/lang--en/index.htm</p> <p>World Employment and Social Outlook 2018 – Greening with Jobs https://www.ilo.org/global/publications/books/WCMS_628654/lang--en/index.htm</p> <p>Pacific tripartite high level forum on climate change and decent work https://www.ilo.org/suva/events-and-meetings/WCMS_712376/lang--en/index.htm</p> <p>Future of Work for climate resilience in the pacific (2019) https://www.ilo.org/suva/publications/WCMS_712546/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (TC Pam)- Vanuatu (2015) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_397678/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (TC Winston) – Fiji (2016)</p>	<p>SIDS SAMOA Pathway Outcome Statement http://www.sids2014.org/index.php?menu=1537</p> <p>Climate Action Pacific Partnership (CAPP) 2019 https://cop23.com.fj/capp-2019/</p> <p>Climate Change & Disaster Risk Management (PIFS) https://www.forumsec.org/climate-change-and-disaster-risk-management/</p> <p>Pacific Regionalism and the Blue Pacific (PIFS) https://www.forumsec.org/pacific-regionalism/</p> <p>Pacific Leaders Communique (PIFS) http://www.forumsec.org/category/communiques/</p> <p>Ministerial outcomes and action plans (PIFS) http://www.forumsec.org/category/communiques/</p>

	<p>https://www.ilo.org/suva/public-information/WCMS_505711/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (Drought) – Marshall Islands (2016) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_553635/lang--en/index.htm</p> <p>Rapid Assessment (TC Gita) – Tonga (2018) https://www.gfdrr.org/en/publication/tonga-post-disaster-rapid-assessment</p> <p>ILO Pacific response to disaster preparedness and recovery https://www.ilo.org/suva/areas-of-work/disaster-mitigation-and-recovery/lang--en/index.htm</p> <p>Bali Declaration https://www.ilo.org/global/meetings-and-events/regional-meetings/asia/aprm-16/reports/WCMS_537445/lang--en/index.htm</p>	
<p>Safe and productive labour migration for Pacific workers</p>	<p>Migrant Workers (ACTRAV) https://www.ilo.org/actrav/areas/WCMS_DOC_ATR_ARE_MIG_EN/lang--en/index.htm</p> <p>Trades union agreement on migrant works rights (ACTRAV) https://www.ilo.org/actrav/info/pubs/WCMS_115036/lang--en/index.htm</p> <p>Migrant works rights (ACTRAV) https://www.ilo.org/actrav/info/pubs/WCMS_115035/lang--en/index.htm</p>	<p>Regional Mobility (PIFS) https://www.forumsec.org/regional-mobility/</p> <p>Pacific skills partnership (APTC) https://devpolicy.org/a-pacific-skills-partnership-improving-the-aptc-to-meet-skills-needed-in-the-region-20190807/</p> <p>PIPSO and APTC partnership http://www.pipso.org.fj/news/news/press-release/2018-2/pipso-aptc-partnerships-push-pacific-skills/</p>

	<p>Labour mobility in pacific island countries https://www.ilo.org/suva/publications/WCMS_712549/lang--en/index.htm</p> <p>Pacific tripartite high level forum on climate change and decent work https://www.ilo.org/suva/events-and-meetings/WCMS_712376/lang--en/index.htm</p> <p>ILO Pacific Labour migration work https://www.ilo.org/suva/areas-of-work/labour-migration/lang--en/index.htm</p>	<p>Pacific seasonal workers: Learning from the contrasting temporary migration outcomes in Australian and New Zealand horticulture https://onlinelibrary.wiley.com/doi/full/10.1002/app5.261</p> <p>Few non-seasonal work opportunities in Australia for the Pacific https://devpolicy.org/few-non-seasonal-work-opportunities-in-australia-for-the-pacific-20191115/</p> <p>Pacific Labour Scheme – is it a flop https://devpolicy.org/the-pacific-labour-scheme-is-it-a-flop-20190729/</p> <p>Pacific labour scheme https://www.fairwork.gov.au/how-we-will-help/helping-the-community/pacific-labour-scheme</p> <p>Seasonal Workers Programme https://www.fairwork.gov.au/how-we-will-help/helping-the-community/seasonal-worker-programme</p>
<p>Formalisation of jobs/sectors for improved protection of workers</p>	<p>https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_735630.pdf</p> <p>https://www.ilo.org/actrav/info/pubs/WCMS_711040/lang--en/index.htm</p> <p>https://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_614428/lang--en/index.htm</p>	

	<p>https://www.ilo.org/global/topics/employment-promotion/informal-economy/publications/WCMS_711804/lang--en/index.htm</p> <p>https://www.ilo.org/global/meetings-and-events/lang--en/index.htm</p> <p>https://www.ilo.org/skills/areas/skills-training-for-poverty-reduction/WCMS_534328/lang--en/index.htm</p>	
<p>Fair wages for poverty eradication and improved productivity</p>	<p>https://www.ilo.org/global/topics/wages/minimum-wages/setting-machinery/WCMS_460933/lang--en/index.htm</p> <p>https://www.ilo.org/global/topics/wages/minimum-wages/setting-machinery/WCMS_460937/lang--en/index.htm</p> <p>https://www.ilo.org/global/research/global-reports/global-wage-report/2016/WCMS_537846/lang--en/index.htm</p> <p>Global Wage Report 2012/13: Wages and Equitable Growth</p> <p>https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_145265/lang--en/index.htm</p> <p>https://www.ilo.org/global/publications/books/WCMS_650553/lang--en/index.htm</p>	

<p>Decent Jobs for Youths and Women in Fragile Settings (Disaster, Conflict and Redundancies)</p>	<p>Post Disaster Needs Assessment (TC Pam)- Vanuatu (2015) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_397678/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (TC Winston) – Fiji (2016) https://www.ilo.org/suva/public-information/WCMS_505711/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (Drought) – Marshall Islands (2016) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_553635/lang--en/index.htm</p> <p>Rapid Assessment (TC Gita) – Tonga (2018) https://www.gfdr.org/en/publication/tonga-post-disaster-rapid-assessment</p> <p>ILO Pacific response to disaster preparedness and recovery https://www.ilo.org/suva/areas-of-work/disaster-mitigation-and-recovery/lang--en/index.htm</p> <p>Bali Declaration https://www.ilo.org/global/meetings-and-events/regional-meetings/asia/aprm-16/reports/WCMS_537445/lang--en/index.htm Post</p> <p>Disaster Needs Assessment (TC Pam)- Vanuatu (2015) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_397678/lang--en/index.htm</p> <p>Post Disaster Needs Assessment (TC Winston) – Fiji (2016) https://www.ilo.org/suva/public-information/WCMS_505711/lang--en/index.htm</p>	
--	--	--

	<p>Post Disaster Needs Assessment (Drought) – Marshall Islands (2016) https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_553635/lang--en/index.htm</p> <p>Rapid Assessment (TC Gita) – Tonga (2018) https://www.gfdr.org/en/publication/tonga-post-disaster-rapid-assessment</p> <p>ILO Pacific response to disaster preparedness and recovery https://www.ilo.org/suva/areas-of-work/disaster-mitigation-and-recovery/lang--en/index.htm</p> <p>Bali Declaration https://www.ilo.org/global/meetings-and-events/regional-meetings/asia/aprm-16/reports/WCMS_537445/lang--en/index.htm</p>	
<p>Trade Agreements</p>	<p>https://www.ilo.org/skills/projects/sted/WCMS_561536/lang--en/index.htm</p> <p>https://www.ilo.org/employment/areas/trade-and-employment/WCMS_162297/lang--en/index.htm</p> <p>https://www.ilo.org/employment/areas/trade-and-employment/WCMS_158387/lang--en/index.htm</p> <p>https://www.ilo.org/employment/Whatwedo/Projects/sector-trade-policies/WCMS_652225/lang--en/index.htm</p> <p>https://www.ilo.org/employment/Whatwedo/Projects/sector-trade-policies/trade/WCMS_671539/lang--en/index.htm</p>	<p>EU and PIFS Sign Two Financing Agreements Totaling EUR 94 million to Boost Climate-Sensitive Business, Trade and Investment in the Pacific</p> <p>https://www.forumsec.org/eu-and-pifs-sign-two-financing-agreements-totaling-eur-94-million-to-boost-climate-sensitive-business-trade-and-investment-in-the-pacific/</p> <p>Fiji calls for a new Pacific trade pact</p>

	<p>https://www.ilo.org/global/standards/information-resources-and-publications/free-trade-agreements-and-labour-rights/lang--en/index.htm</p> <p>https://www.ilo.org/global/standards/information-resources-and-publications/free-trade-agreements-and-labour-rights/WCMS_115876/lang--en/index.htm</p> <p>https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/multilateral-system/g7/2019/WCMS_719226/lang--en/index.htm</p> <p>https://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_180616/lang--en/index.htm</p> <p>https://www.ilo.org/global/publications/books/WCMS_719226/lang--en/index.htm</p>	<p>https://www.rnz.co.nz/international/pacific-news/409603/fiji-calls-for-a-new-pacific-trade-pact</p>
--	--	--

ANNEX 2

1. Mr Daniel Urai
President, PITCU danielurai234@gmail.com
2. Ms Mele Amenaki
General Secretary, PICTU pictu2019@yahoo.com
3. Ms Tili Afamasaga
President, Samoa Workers Congress tiliafamasaga@gmail.com
4. Mr Felix Anthony
General Secretary, Fiji Trades Union Congress (FTUC) solidarity2011@hotmail.com
5. Mr Riennang Ioane
President, Kiribati Trades Union Congress (KTUC) rienking@gmail.com
6. Ms Loreen Bani
President, Vanuatu Council of Trades Union (VCTU) 5lsbani1197@gmail.com
7. Mr Ravindra Samithadasa
Specialist for Workers Activities, ILO samithadasa@ilo.org
8. Mr Edward Bernard
Project Coordinator, ILO bernard@ilo.org

