



e-newsletter

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Word from CEO

CHIEF EXECUTIVE OFFICER

Pulotu Lyndon Chu Ling

Talofa lava.

A warm Happy New Year to all our readers and subscribers.

The major highlights of this quarter are the launching of two long awaited projects in the Government's efforts in addressing employment creation. Firstly, our first ever National Employment Policy. Tackling unemployment is everyone's business and it relies on the partnership between the Government and the private sector to implement this policy to improve the standard of living for all our citizens. Secondly, the Labor Market Information System went live in November 2016. The system will enable jobseekers to register for jobs and employers to search for potential qualified jobseekers for their businesses.

In December 2016, 28 apprentices graduated with Due Completion Certificate after successfully completed 4 years of the Apprenticeship Training Scheme. We wish them well in their future endeavors.

This edition highlights also the Ministry's efforts in building its staff capacity to ensure they are well equipped with the knowledge and skills to implement the newly passed legislative requirements and enforcement role to our clients.

We welcome your feedback and contribution towards the development of the Ministry and the sector in 2017.



Monitoring and Evaluation

Construction Industry / Sewing and Hairdressing Services (IROSH)

The IROSH team conduct field inspections on a regular basis to ensure businesses /companies /organisations comply with existing labour laws. Part of our M&E function is to check whether business /companies / organisations provide decent working terms and conditions for their employees, such as fair wages, safe workplaces, appropriate hours or rest, relevant policies etc.

The team also inspect and remind foreigner employees who have been issued employment permits of their obligations. Furthermore, the team are required to request evidence of proper record keeping of employees employment details in accordance with statutory requirement.

This is also an opportunity to gauge views and concerns of employers /employees labour legislations and a policies.



The M&E conducted in the months of October and November

2016 covered a total of 26 businesses.

- Industrial Relations found 13 businesses / companies full compliance, while 11 partial, and two were identified as non compliance under the Labour and Employment Relations Act 2013 (LERA) and Regulations 2016.
- Employment Permits found eight businesses / companies full compliance , while 14 partial, and two were identified as non compliance with requirements under PART IX of the LERA.
- Occupational Safety and Health found one business full compliance, 21 partial, and four non compliance with requirements under the Occupational Safety and Health Act 2002 (OSHA).

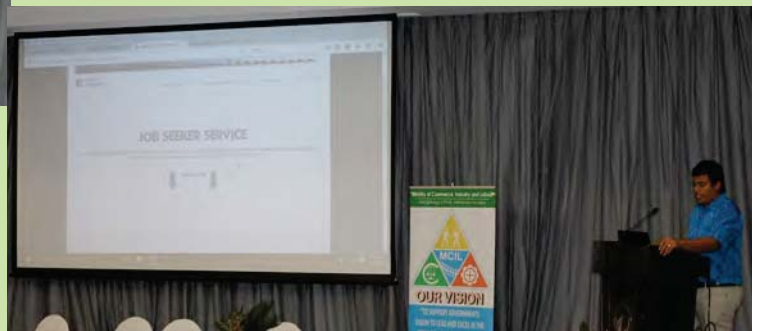
Corrective actions were issued for the partial and non compliance businesses / companies. The IROSH team are to follow up to ensure proper implementation of recommendations.

OFFICIAL LAUNCHING OF SAMOA NATIONAL EMPLOYMENT POLICY AND LABOUR MARKET INFORMATION SYSTEM (AELM)

In fostering economic growth for all, Employment unit launched the first ever Samoa National Employment Policy (SNEP) and the Labour Market Information System (LMIS) on the 11th November 2016 as part of its achievements in response to the ongoing economic issue of unemployment and underemployment in Samoa. The Honorable Minister of MCIL, Afioga Lautafi Fio Selafo Purcell delivered the keynote address acknowledging the support of International Labour Organization towards the funding of SNEP and also the Government of Australia through the Australian High Commission Office in Samoa for funding the LMIS project.



The launching was held at Taumeasina Island Resort and the invitees included Cabinet Ministers & Associate Ministers, Australia and New Zealand High Commissioners, Government CEO's and Corporations, Managers and Directors of Key stakeholders and other relevant individuals that contributed to these two dominant projects. Live demonstration of the LMIS was done throughout the event and copies of the SNEP were presented to the participants after the launching. The event ended on a high note with guest socializing and networking afterwards during cocktails served on the side. Hence, the system is currently in use to facilitate employment service and have now enable jobseekers to register online from anywhere; and the policy itself is now proceeding to its action plan accordingly. The employment unit believes the implementation of these two initiatives is to push fast access to job offers and job requests, acceleration of the matching process by fast access to job offers and job requests for both employers and job-searchers.



Transfer of Customs Entries to MfR (IDIP)

On the 14th November 2016, the process for the approval of custom entries for goods imported under our Duty Concession Scheme was officially transferred to the Ministry for Revenue (Customs Division). Since the implementation of DCS, the initial step of entries being brought back to MCIL for clearance has been regarded as a burden over the years by qualifying projects as this may sometimes cause delays in the release of goods. Therefore, to address the issue a crucial decision to hand over the process to MfR was made to ensure that the timeframe for the release of consignments is reduced and eased. The transfer was smooth and successful.

AWARENESS PROGRAMS: INDUSTRIAL RELATIONS AND OCCUPATIONAL SAFETY AND HEALTH (IROSH)

An Awareness Workshop was conducted on the 22nd November 2016 at the Millennia Conference Room for the employers/employees in the Manufacturing, Tourism and Construction industries. The objective of the workshop was to enhance awareness of employers and employees of their rights and obligations under the LERA and the OSHA. It was also a forum for the participants to raise issues they have with existing legislation and whether these can be addressed through policy development or legislation review.



The Ministry also invited a representative from the Accident Compensation Corporation (ACC) given the close working relationship between the two organizations in promoting health and safety at the work-

place. It was also seen as a great avenue for the ACC to promote the different compensation schemes administered by the Corporation.



The workshop was a success as participants have learnt of their rights and obligations to better terms and working conditions as well as safety and health in the workplace. The Ministry would also like to acknowledge funding by the Enhanced Integrated Framework (EIF) project that made it possible for the workshop to take place.

SAMOA NATIONAL TRIPARTITE FORUM (AELM)

It was a privilege for member of the SNTF to meet with the newly appointed International Labour Organisation (ILO) Director for Asia Pacific Region Mr Donglin Li.

This was an opportunity for employers' organisations and employees' organisations to make know of their priority areas in regards to labour matters that the ILO can provide technical and financial assistance.

The Ministry through the IROSH division is the Secretariat to the SNTF. The SNTF has endorsed the revised Foreign Employee Employment Permit Policy 2016.



RENEWAL REQUIREMENT FOR ALL FIC HOLDERS (IDIP)



In accordance with recent amendments made to the Foreign Investment Act 2000, all Foreign Investment Enterprises are now required to renew their Foreign Investment Certificate (FIC) annually. Changes have also been made to applicable fees.

The implementation of this new renewal requirement came into effect on the 12th of February 2016 that all approved FIC's issued from this date are valid for a period of 12 months. All FIC's issued prior to this date are still required to be renewed.

The Industry Development and Investment Promotion (IDIP) Division since the implementation date has advertised such changes through the media for public awareness and will continue to do so. Furthermore, our team remains to work collaboratively with internal divisions and line ministries (MfR & Immigrations) in enforcing and implementing these changes.

Below are the new fees for FIC Applications;

Lodgement fee for a NEW Foreign Investment Registration Certificate	SAT\$50.00
Issuance fee for a NEW Foreign Investment Registration Certificate fee	SAT\$50.00
Inspection fee for Foreign Investment Register	SAT\$50.00
Fee for amending Foreign Investment Registration Certificate	SAT\$70.00
Renewal fee for Foreign Investment Certificate	SAT\$50.00
Fee for one copy of Foreign Investment Certificate	SAT\$5.00

APPRENTICESHIP GRADUATION 2016 (AELM)

The EFKS hall at Sogi was filled with families and friends on 16th December, when the Apprenticeship Division hosted its annual graduation for apprentices that have successfully completed their studies under the Samoa Apprenticeship Scheme for the year 2016. This year's graduation saw 28 apprentices from all 7 trades graduating in their respective trades, with one of them being our very first female to graduate under the Carpentry and Joinery trade, Miss Maaola Fiu Pepe. The MCIL Minister, Hon. Lautafi Fio Selafi Purcell delivered the keynote address, congratulating everyone for the work well done and encouraging everyone especially females, to take up training at the Apprenticeship Scheme for a qualification to help them secure their future in their selected trades. The Apprenticeship Scheme is now opened for 2017 for those who are interested; forms can be uplifted from our office, 4th floor ACC Building during working hours and also our office at Saleleoga Savaii.



REVIVAL OF TRADES TESTING SCHEME

The Apprenticeship Council at its meeting of 24th Nov, 2016 unanimously approved a submission on Revival of the Trades Testing Scheme. The scheme was eliminated by Council resolution in 2014 due to a concern raised to encourage youths of Samoa to go through formal educational pathway with the intention to achieve qualifications that is recognized locally and the international level. Trade testing is opened to all interested trade workers in the available 7 trades. Application forms can be uplifted from the MCIL office, Level 4 ACC Building. Fees: Grade 1 - \$300.00, Grade 2 - \$200.00.

SAMOA AGRITOURISM POLICY SETTING FORUM 2016 (RCIP)

This 3 day workshop was attended by our ACEO Houlton Fa'asau and Lisa Viali. The main objective of the workshop was Promoting Linkages between Agriculture and Tourism Related Markets for Improved Food and Nutrition Security. This workshop was very educational and also a great experience for representatives from all related government ministries, non-government institutes, representatives from the private sector and regional bodies such as; Ministry of Health, Ministry of Natural Resources and Environment, Ministry of Agriculture and fisheries, Ministry of Commerce Industry and Labour, Pacific Islands Private Sector Organization (PIPSO), South Pacific Tourism Organization, UNDP, Samoa AgriBusiness Support Project, NUS, FAO, Samoa Tourism Authority, Ah liki Investment Group, Samoa Chamber of commerce, SAME, METI, Samoa Hotel Association, Women in Business Development and Misiluki Beauty Products only to name a few.

The main concern stressed by various panellists was the need to promote local produce and use of local farmers to supply local fruits and vegetables to the tourism industries instead of relying on the imported ones, but also working on improving the standards of local produce and food preparation standards. We also had a private business owner of Misiluki Beauty Products, presented on her journey on bringing Misiluki Skin-care concept to life, which is inspiration to other Samoans who are also looking to set up their businesses. This was one of the examples of how our own local people have created skincare products using some local resources to promote "Samoan made products" to the world which is one of the important areas of Tourism that needed to be improved.



ACEO of RCIP during his presentation day 1



Showcasing of local produce

To conclude, the main purpose behind the Agritourism policy setting forum was to exchange ideas and concerns amongst the participants from both the public and private sectors in order to come up with some suggestions or recommendations to develop a policy in the near future, which would strengthen linkages between our agriculture and tourism. This would hopefully, lessen the need of imported produce for consumption in our tourism sector and increase the consumption of our local produce that would also lead to the result of our local farmers and their farms and local suppliers to be developed more and attract more tourists to consume locally made food and products.

Update on Post-Nairobi and Preparation for MC11: Role of the Multilateral Trading System, Emerging Issues and Regional Integration and Phase Two of the Enhanced Integrated Framework (TCM)

The workshop was conducted jointly by the Commonwealth Secretariat, World Trade Organization (WTO), Enhanced Integrated Framework (EIF) Secretariat and Pacific Islands Forum Secretariat (PIFS). The keynote address was delivered by Vanuatu's Minister of Trade, Tourism, Commerce and Industry at the official opening. The first two days of the workshop focuses on the "Update on Post-Nairobi and Preparation for MC11: Role of the Multilateral Trading System, Emerging Issues and Regional Integration" The objective was to facilitate an informed discussion on the multilateral trading system, regional integration, emerging issues and capacity building support as an integral part of achieving the Sustainable Development Goals (SDGs), since these issues have to be addressed coherently to achieve the goals, and global stakeholders have to be sensitised to these issues for small states to be given the special attention they deserve.

Deliberations on the last two days of the workshop focus on the phase two of the EIF for the next 7 years which starts on January 1st, 2016. The Programme Framework for Phase Two preserves the successful core structure of Phase One while strengthening aspects to reflect the evaluation findings and stakeholder feedback. Phase Two will produce a more dynamic and results driven EIF, demonstrating increased efficiency, effectiveness, sustainability and value for money. The head of delegation from Samoa Mr. Muliufi Nickel (ACEO/TCM Sector Coordinator – MCIL) presented on the third day, Samoa's experiences on EIF, Gender and Poverty alleviation. Samoa's delegation includes Fiona Lene-Samoa (MFAT), Mathew Tofilau (MCIL) and Hermine Raeli-McCarthy (MCIL).



Participants called for greater continuity in these regional workshops and for the Commonwealth Secretariat, WTO, EIF and PIFS to productively collaborate again in the future to regularly organise such meetings to build greater awareness and understanding of key trade issues and developments, and their implications for the region's trade.



Advocating a Law Oriented Infrastructure to Promote Foreign Direct Investments (B) Training (IDIP)

The purpose of this training program was designed to enhance the basic understanding of participants on legislations, legal frameworks and other issues related to FDIs (Foreign Direct Investments) in the context of socio-economic development in trainees' countries. The training enabled us to learn and experience the opportunities to examine the legislation and legal frameworks with reference to practical examples from the Japanese people and other countries' experiences from various perspectives.

There had been a vast opportunity to explore and learn from the knowledge and experiences shared in the training and some important aspects relevant to our field of work include;

- Benefits associated with Foreign Direct Investment in terms of development of Domestic Small and Medium sized Enterprises (SMEs) through employment creation, capital inflow, technology transfer, diversification and upgrade of Industry, education, training and updated information on the market,
- Marketing Strategies to attract Foreign Direct Investment including Political and Social Stability, Transparency of laws and regulations and value added supply chain, and
- The importance of having good Labour policies in place for good human resource development and ensuring considerations of working conditions and living standards of workers.

In summary of the educational training that was conducted, the knowledge and skills that I have gained helped broadened my capacity and that I can now be able to understand more and be practical when dealing with these issues internally and outside of the working area.



held on September 26th – November 11th 2016 in Japan

A delightful addition to the IROSH Division –

Miss Faiiletasi Elaine Seuao, Principal Employment Permit Officer

Miss Seuao brings a wealth of skills, knowledge and nine years of work experience to the division. Her spirited and pleasing character will help with Ms Seuao transition from RCIP to IROSH with ease. Miss Seuao will lead the Employment Permit team to finalise the FEEP Policy to ensure effective and efficient implementation of PART IX of the LERA.



Seminar on Culture and Art (RCIP)

The Chinese Government through bilateral relationship with the Government of Samoa invited a group of twenty participants from various government Ministries and the private sector organisations to participate in a seminar on Chinese Culture and Art held in Beijing China, 2016. Two representatives for RCIP (Lisa and Len-ita) were fortunate to be a part of a group of 20 participants who were selected to attend a seminar on Culture and Art in Beijing, China. The main objective of the seminar was to educate the participants about the current situation and policies on culture industry, public cultural services, the safeguarding cultural heritage, artistic performance and artistic situation, and also exchange ideas and cultural experiences.



BEIJING, CHINA 20th OCTOBER - 9TH November -, 2016

Group photo taken after the ceremony with the Vice President of (CACA) and the Ambassador of Samoa Afio-ga Tapusalaia Terry Toomata.

The seminar was hosted by the Central Academy of Cultural Administration (CACA) an education and training institution directly under the Ministry of Culture of the People's Republic of China. The seminar consisted of lectures on Chinese History, Cultural tourism, visits to Chinese ethnic groups, onsite lectures at historical sites; Yuanmingyuan Imperial Garden, Summer Palace Imperial Garden, Hauxi Wetland Park, Qingyan Ancient Town, Guizhou Province, Zhijindong Cave Site Visit, and the Great Wall of China only to name a few.

Through this seminar we learnt how well invested the Chinese are in preserving their cultural heritage and cultural artifacts, hundreds of years after they are able to pass on the knowledge and history through the preservation of their artifacts and ancient architectural ruins. It poses a question for us as Samoans: what are we doing to preserve our cultural heritage, and our traditional way of life? What measures can we take to make sure that the future generation and the world can enjoy our cultural traditions.

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Training on Metrology – Mass, Volume and Scale (FTCD)

The ACP-EU TBT Programme kindly provided technical assistance for the implementation of the new Metrology Act. As part of the component of the project related to the implementation of the act is the assessment of metrology needs in the perspective of establishing a dedicated metrology unit within the Fair Trading Division through the provision of specific training on Metrology mainly on weight, mass and volume.

Ms. Karen Niumata – Principal Fair Trading & Codex Alimentarius – Upolu, Mr. Ulises Rimoni – Principal Fair Trading & Codex Alimentarius – Savaii and Mr. Kolio Tuiluluu – Fair Trading Officer attended the two weeks training on Metrology – Mass, Volume and Scale in Paris, France from the 17th- 28th October 2016. The training was conducted by Laboratoire National de métrologie (LNE) which is a reference laboratory responsible for helping society to evolve and advance.

The overall aim of this training program is to familiarize officials with functions in the field of metrology and their application to ensure a smooth implementation of the new Metrology for business and industry and for the benefit of consumers. This will include;

- A fair understanding of the content for metrology according to OIML standards
- Training on implementing the new requirements for verification and inspection; and
- Consider how to promote effective enforcement of metrology law.

The objectives of the program were fulfilled through discussions, practical applications of OIML standards for scale, mass and volume calculations, laboratory testing, testing scales and field visits.

The officials were grateful to gain knowledge and skills in the calibration and testing of standards of weights and measures, testing of different types of scales and petrol pumps, information on sampling products, density determination as well as inspections and field visits. Furthermore, they were able to understand the brief history of Metrology in developed countries, basic vocabulary used for Metrology and familiarize with some of the international standards and organizations that dealt with Metrology. The officials also got a good opportunity to provide understanding of the LNE Office in Paris, France in terms of operating a manageable laboratory which is one of the long dream of Metrology in Samoa. There is still more to be learnt in this field and one can be specialized in this field in order to grasp the many skills, know-how and abilities in order to be an expert in this diverse field of metrology.

The overall training program was very beneficial as it practically relates to the line of work especially with inspection of trader's scales, calibration of petrol pumps and testing of numerous weights and measures.. It was noted that Samoa needs to put more effort on development of metrology in order to meet international standards.



in Paris, France, 17th -28th October 2016

PRINCIPAL INSPECTOR TRIP TO QUANGDONG, CHINA (AELM)

The Principal Inspector, Tanuvasa Solomona visited Guangdong Province, China for three (3) weeks on a program fully funded by the People's Government of Guangdong Province, China. The visit was offered for Civil Servants from the Pacific Island Countries including Samoa, Fiji, Vanuatu, PNG, Cook Islands, Tonga and the Federal State of Micronesia. The study program was mainly on China's history, economic development and culture.



2016 LABOUR MARKET SURVEY (AELM)

One of the major activity for the period under review until date is the preparation of the 2016 LMS report, in terms of coding and data entry in which the Employment Team are directly engaged with. This is quite a challenging task as this is the 1st time in which the new Labour Market Information (LMI) System is being utilized since its formulation and installation.

WTO Regional Trade Policy Course for Asia- Pacific Countries (FTCD)

RTPC is one of the WTO's many Technical Assistance programmes aiming at building the capacity of officials from WTO members and observers on WTO Agreement and to update on current negotiations. This course was held in partnership with the Chulalongkorn University and the International Institute for Trade and Development in Bangkok, Thailand from 3rd October to 25th November 2016. Elisapeta Ma Dar, Senior Officer from MCIL and Louis Ofele, Senior Officer for MFAT attended this two months training.



The objectives primarily focused on developing participants understanding of the WTO Agreements and functioning of the WTO, its rules and procedures, enhance understanding of each participant in relevant trade policy issues in their regional context and to facilitate strengthening of participant's network of professional contacts such as WTO experts and so forth. The courses have broadened and expand the knowledge in areas like the Asia-Pacific RTAs (ASEAN and APTA), trade performances of members from the region. It is important for Samoa to continue participating in this annual WTO regional programme.

WTO Regional Workshop on Trade Facilitation, Technical Barriers to Trade and Sanitary & Phytosanitary Measures

A workshop on Trade Facilitation, Technical Barriers to Trade and Sanitary and Phytosanitary Measure was held in Singapore on the 30th November- 2nd December 2016. The overall aim of the workshop was to build capacity and knowledge of third country members including Samoa about trade agreements regulated under the WTO and to look at some of the problems that affect trade under these agreements.

The three days training was very informative and comprehensive. The trainers presented on their field of expertise which was relevant and useful in extents that I need familiarity on. Group discussion, exercises and video documentaries of other countries experiences helped me understand more about the trade agreements and some of the trade issues related to each agreement.

Overall, the workshop was very helpful and enjoyable experience for me. Having the opportunity to attend this workshop enables me to be more efficient and effective in doing my work which provides a total beneficial to our division as well as achieving the objectives of our Ministry.



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End of Year Retreat for FTCD Staff

Before 2016 ends, the Staff of FTCD managed to spend few days (16th – 17th December 2016) away from the usual working environment for a retreat at Sinalei Reef Resort, Siumu. The purpose of the retreat was to revive the spirit of team work, discuss the division's plan and identify improvement areas to achieve the Division set targets for FY 2016 – 2017. Brief presentations were presented by officers followed by group activities and fun games. It was a fruitful and spiritual weekend.



PROFESSIONAL DEVELOPMENT

IROSH as part of its Annual Calendar 2016/2017 has included a Professional Development session every second month as part of staff capacity building and to promote organizational knowledge as it is not only important to understand the work of the division but how it links with the strategic direction of MCIL.

Ms. Gaulua Sefulutasi presenting on International Labour Standards Reports as after returning from Turin, Italy.



FIRE WARDEN TRAINING - This training was hosted by Samoa Fire Service Authority and fire Warden Officer from MCIL, NATIONAL BANK, and reps from ACC tenants.

BROCHURES

To further promote the apprenticeship scheme, the Apprenticeship Division with the help of our volunteer from Australia during 2015, Ms Iona Salter. We have now finalized and printed brochures for each of the trades currently under the apprenticeship scheme. Featured in each brochure is a description of the trade, the time in which theoretical classes (offered by NUS – training provider) starts and a success story for each of the tradesmen that have attended and graduated from this scheme. Brochures are available at the MCIL office for more information.

