



e-newsletter

Issue 15, February 2016

Word from the CEO

Chief Executive Officer

Peseta Margaret Peters Malua

Talofa Lava,

On behalf of the Ministry, I wish all our stakeholders and readers a Happy New Year.

Most of the achievements made especially towards the last quarter of 2015 are presented in this bulletin. The Ministry continues to keep stakeholders and members of the public informed and up to date with the constant changes in policies, legislation that are happening globally. These included; awareness workshops and programs for stakeholders in areas of Intellectual Properties, Metrology legislation, requirements under the Labour and Employment Relations Act 2013, increased capacity building to our officials to strengthen their skills in providing an even more quality service to you. In December, 31 apprentices graduated with Certificates of Due Completion after successfully completed the four (4) year Apprenticeship Training in their respective trades. We wish them well in their future endeavours.

The last quarter of 2015 was also a memorable time when MCIL on behalf of the government of Samoa for the first time, hosted the Regional Conference of Heads of Intellectual Property Conference (HIPOC) for the Pacific Island Countries followed by meetings of officials in charge from the Pacific Countries of Traditional Knowledge. A key milestone and outcome of the HIPOC was the development of the Outcomes Statement which listed the agreed outcomes of the Conference. In December, the ministry held its Sector and Corporate Plan Review in Aggies Sheraton Hotel for one day. The main objective of this review was to develop and integrate MCIL services into ONEMCIL strategy which would link to the Trade, Commerce and Manufacturing Sector Plan.



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Apprenticeship Scheme (AELM)

Samoa Apprenticeship Graduation

(Monday 14th December)

Another crop of tradesmen have once again been rewarded for their hard work on and off the job for the last four years of learning their respective trades. A total of thirty one (31) apprentices graduated with a Certificate of Due Completion and are now capable of supervising workers at workplaces. The following is a breakdown of the number of apprentices that graduated by trade:

Motor Mechanic	-	4
Fitting and Machining	-	2
Welding and Fabrication	-	2
Carpentry and Joinery	-	2
Plumbing and Sheet metal	-	7
Electrical	-	12
Refrigeration and Air Conditioning-		2

Reminder!!

Applications to enter the Apprenticeship Training Scheme 2016 are now available and open to those interested from our Main Office in Apia or Branch at Salelologa; or you can visit our website www.mcil.gov.ws to access the form. For further information please contact the Apprenticeship, Employment and Labour Market Division.



Intellectual Properties (RCIP)

Samoa Hosts the First Heads of Intellectual Property Office Conference (HIPOC) for Pacific Island Countries

The main objectives of the Conference are to familiarise the Heads of IP Offices to recent developments in the IP system; discuss available technical assistance from WIPO; encourage collaboration amongst the IP Offices in the Pacific Region.

In the last day, a HIPOC Outcomes Statement was developed. The Outcome Statement listed the agreed outcomes of the Conference. One of the main outcomes stated is securing WIPO's commitment to organise and support an annual HIPOC meeting and IP training workshops for the Pacific Region. Other outcomes include HIPOC Countries agreeing to commit themselves at the regional level to work collaboratively and share information to facilitate IP protection in the region. At the national level, HIPOC Countries also promised to commit themselves to work more closely with key agencies and stakeholders to improve coordination on IP related matters such as protection.

The Deputy Prime Minister, the Honourable Fonote Nuafesili Pierre Meredith hosted a welcoming reception at the Tanoa Hotel on the evening of the first day of the Conference to welcome all the HIPOC participants.

At the closing of Conference, Mr. Someshwar Singh (WIPO Consultant with Regional Bureau for Asia and Pacific) spoke on behalf of WIPO and all the participants to thank the host (Government of Samoa through MCIL) for the hospitality and support making the Conference a success. The next HIPOC Conference will be held in 2016 hosted by Marshall Islands.



The *Ministry of Commerce Industry and Labour (MCIL)* in collaboration with the *Regional Bureau for Asia and Pacific* arm of the *World Intellectual Property Organisation (WIPO)* co-hosted the first *Heads of Intellectual Properties Office Conference (HIPOC) for Pacific Island Countries* from the 7th and 8th December 2015, Tanoa Hotel, Apia, Samoa. The Conference was attended by 11 of the 12 countries of the region that have functioning Intellectual Property Offices. The countries in attendance were Cook Islands, Fiji, Kiribati, Marshall Islands, Palau, Papua New Guinea, Solomon Islands, Tonga, Tuvalu, Vanuatu and Samoa Niue was absent. The Pacific Community (*SPC*); the Pacific Islands Forum Secretariat (*PIFS*) and the United Nations Educational, Scientific and Cultural Organisation (*UNESCO*) were also represented at the Conference.

INDUSTRIAL RELATIONS AND OCCUPATIONAL SAFETY & HEALTH DIVISION

Va feiloa'i faalefaigaluega; saogalemu ma le soifua maloloina

Are you aware of the services that the Occupational Safety and Health (OSH) team provide?

The OSH team work together with businesses and organisations to promote a safe and healthy work place by:

Conducting routine inspections to ensure appropriate implementation of the Occupational Safety and Health Act 2002, and OSH Regulations 2014.

Monitor and evaluate the level of compliance and carry out corrective measures in accordance with legislations.

Undertake investigations for reported accidents in workplaces, and identify cause of accidents and recommend preventative measures to minimize future accidents.

The OSH team encourages collaborative efforts through the Samoa National Tripartite Forum to strengthen rapport with all our key stakeholders to ensure workers and employers work together in a safe and healthy work place



Do you use MCIL's website?

We're currently revamping www.mcil.gov.ws, and expect to launch the improved site soon. The plan for a refreshed website takes into consideration the needs of our stakeholders, compatibility with mobile phones and tablets, as well as a friendlier navigation.

If you have any suggestions on how we could improve our site, get in touch with our communications team at mpal@mcil.gov.ws

The current website is still up and running during these changes.



Intellectual Properties (RCIP)

The Office of the Registrar of Intellectual Properties co-hosts National Workshop on Copyright Treaties with WIPO

The main objectives of the workshop are to provide an overview on the *Marrakesh VIP Treaty* and *Beijing Treaty* and to discuss the costs and benefits of establishing a *National Collective Management Organisation* for authors and creators. The *Marrakesh VIP Treaty* provides for the development of a national exception to allow copies of copyrighted works for the use of those who are visually impaired. The *Beijing Treaty* provides for the legal recognition of intellectual property rights of actors and actresses in their audiovisual performances. Samoa has not ratified these Treaties. Collective Management Organisations are responsible for the issuing of licences for use of copyrighted materials and the collection of royalties from such works on behalf of copyright holders.

The outcomes of this Workshop reveal the need for more workshops on copyright especially on the national copyright legal framework. There was a lot of support for the Government ratification of both Treaties and the setting up of a National Collective Management Organisation. The WIPO sent a technical expert, Mr. Paolo Lanteri, a copyright lawyer to lead the Workshop. More than 60 participants from all sectors (Public Sector; Private Sector; Non-Governmental Organisations; and Community Organisations) attended the Workshop



The *Division for the Registration of Companies and Intellectual Properties (RCIP)* of the *Ministry of Commerce Industry and Labour (MCIL)* conducted a National Workshop on Copyright Treaties in collaboration with the *Copyright Division of the World Intellectual Property Organisation (WIPO)*. The workshop was conducted in the MCIL Conference Room on the 21st October and on the Ground Floor of the Tui Atua Tupua Tamasese Efi Building (TATTE) at Sogi from the 22nd and 23rd October 2015.



METROLOGY (FTCD)

METROLOGY ACT 2015

The Measure Ordinance 1960 was reviewed and has been replaced by the new Metrology Act 2015 which was passed by Parliament in March 2015. The Act aims to enable traders to use accurate and internationally prescribed measuring standards for weighing and measuring equipment, encouraging fair trade practices and protecting the consumer in order to enhance social economic development of Samoa. The Ministry proposed to carry out more awareness before the commencement date in March 2016 given the technical of some of the provisions and its application.



Some of the functions the Ministry is obligated under the new legislation includes:

- Visiting traders to examine the accuracy of weighing and measuring equipment, and goods sold by weight, measure or number.
- Addressing consumer complaints and inquiries on measurement issues.
- Providing education to traders about compliance and information to consumer groups on consumer rights under the legislation.
- Accrediting companies or individuals (accredited persons) to verify and certify measuring equipment used for trade.
- Conducting surveillance of accredited persons to ensure that measuring equipment is cor-

rectly verified or certified.

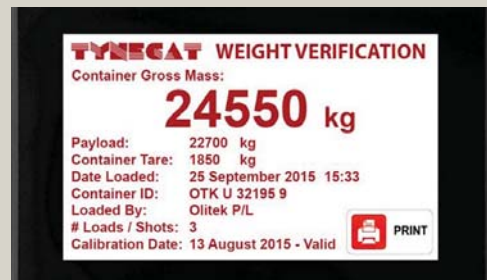
- Approving new measuring equipment to ensure it will not facilitate fraud.



1. Always check that the scale or petrol pump is on zero before you are served.



2. Check to see whether the scale or petrol pump has a current certificate of accuracy. You can rely on scales and pumps that have a current certificate.



3. Where goods are weighed or measured at the time of purchase you are entitled to see the measurement take place and the indication of that measurement.
4. Where goods are weighed into containers, the weight of the container must be deducted. If in doubt check with the assistant or store manager.
5. If the goods are pre-packed and are prepared in the shop selling them you are entitled to ask for those goods to be weighed, measured or counted



INDUSTRIAL RELATIONS AND OCCUPATIONAL SAFETY & HEALTH DIVISION

Va feiloa'i faalefaigaluega; saogalemu ma le soifua maloloina

The Industrial Relations team on a daily basis receives all kinds of employment grievances including but not limited to the following; unlawful termination, unpaid overtime, working public holidays, annual and sick leave entitlements etc. Our role is to promote decent work for all through the lawful and fair facilitation of employment disputes between employers and workers in the effective and efficient implementation of labour laws.

PART VIII Termination of Contract of Service – Final Pay Entitlements

The most common employment grievance received by the Ministry for the past two years concern final pay entitlements when an employee's service is terminated, and/or when an employee resigns from his/her employment. Terminating an employee's employment can be stressful for everyone involved. It is important that a process is undertaken to avoid any misunderstanding between the employer and employee.

When terminating an employee you are required to provide written notice of termination to the employee, including reference to their last day of employment. This notice can be given directly to the employee. Two things to consider when terminating an employee are whether you let them work through the minimum notice period, or you pay them in lieu of notice. The notice period for termination can be found under Schedule 2 of the Labour and Employment Relations Act 2013 ('LERA')

There are two ways to assess entitlements upon termination of an employee's service.

1. When an employee's service is terminated for misconduct and abuse under section 57 of the LERA, the employee is entitled to

The following in accordance with Part VIII 'Termination of Contract of Service' of the LERA;

- Proportionate annual leave if an employee has completed a period of service of more than three (3) months is entitled to annual leave with pay proportionate to the length of service for which he or she has not received such annual leave or compensation thereof;
 - Any untaken annual leave the employee;
 - The employer may terminate the service of an employee without any notice nor payment of notice period.
2. When an employee resigns of their own free-will;
 - Proportionate annual leave if an employee has completed a period of service of more than three (3) months is entitled to annual leave with pay proportionate to the length of service for which he or she has not received such annual leave or compensation thereof;
 - Any untaken annual leave the employee;
 - Notice period in accordance with Schedule 2 stipulated the LERA.

Further the employer **MUST** pay out an employee's final pay entitlement no matter the reason for termination of service.

Trade, Commerce & Manufacturing (TCM)

Outcomes of the 2nd Annual TCM Sector Review 4 December 2015 – DBS Conference Room



The Trade, Commerce and Manufacturing Sector Plan held its 2nd annual sector review with the “*theme “Value adding, productivity and employment opportunity”*”. It was attended by representatives from Government Ministries and corporations, private sectors and NGOs as well as donor partners.

The plan is now in its 3rd year of implementation and the review was an excellent platform to update all stakeholders on the progress of the TCM sector plan. It was also a good opportunity to get feedback on the relevance of strategies and activities to be adopted in the next TCM sector plan post 2016.

Outcomes of the review

There were comments from stakeholders on Linkages among sectors and donors as well as encouraging value chain approach. It was also endorsed to consider developing a One-Productive Sector Plan to include the Agriculture Sector and other relevant sectors.

Stakeholders also pointed out consideration of factors to reduce cost of utilities and increase access to finance.

Discussions on Market Access were made largely on how to improve quality to meet market standards and how to improve product innovation and branding.

Furthermore, an exit strategy and financial support must be in place to consider the availability of funds for sustaining implementation of projects as well as having more Government support and commitment to the Sector Plan.

In addition, the finalisation and adoption of the TCM Monitoring & Evaluation Framework and the Communication Strategy should provide necessary development. Propositions were also made on the development of the new MCIL Corporate Plan to reflect the sectors objectives and also to consult with other Sectors to strengthen sector linkages especially the Agriculture Sector.

The outcomes of the sector review are very important in the development of the next sector plan post 2016.

Intellectual Properties (RCIP)

Samoa hosts the First Regional Practical Workshop on Intellectual Property, Traditional Knowledge, Traditional Cultural Expressions and Genetic Resources

The main objectives of the Workshop are to provide an overview of the main principles of the intellectual property system; discuss options available to promote and protect traditional knowledge (TK), traditional cultural expressions (TCEs) and genetic resources (GRs); and setting platform for co-operation and collaboration between stakeholders at both national and regional levels.

The Workshop provided an important networking platform for stakeholders; information about technical support available from WIPO and our Pacific Partners namely SPC and PIFS; and a better understanding of the IP System and how it can be used to protect and add value to TK, TCEs and GRs related products.

The Government of Samoa hosted a dinner with cultural performances at the Samoa Tradition Resort on the evening of the first day of the Workshop to mark the beginning of the Workshop. WIPO hosted a farewell reception at the Tanoa Hotel on the last day of the Workshop. **(Continued page10)**



The Ministry of Commerce Industry and Labour (MCIL) in collaboration with the Traditional Knowledge Division of the World Intellectual Property Organisation (WIPO) co-hosted the first Practical Workshop on Intellectual Property, Traditional Knowledge, Traditional Cultural Expressions and Genetic Resources on the 10th and 11th of December 2015 at Elisa Hotel, Apia, Samoa. The Workshop featured a wide representation from stakeholders from the Public and Private Sectors across the region. More than 40 representatives from 13 countries of the Pacific Region were in attendance. The countries represented were Cook Islands, Fiji, Guam, Kiribati, Marshall Islands, Niue, Palau, Papua New Guinea, Solomon Islands, Tonga, Tuvalu, Vanuatu and Samoa. The Pacific Community (SPC) and the Pacific Islands Forum Secretariat (PIFS) were also represented at the Conference.



Intellectual Properties (RCIP)

Samoa hosts the First Regional Practical Workshop on Intellectual Property, Traditional Knowledge, Traditional Cultural Expressions and Genetic Resources (continued)

At the closing of the Workshop, Mr. Wend. Wendland (*Director of WIPO Division for TK, TCEs and GRs*) spoke on behalf of WIPO and the participants to thank the host (Government of Samoa through MCIL) for the hospitality and wonderful support which help made the Workshop a success.

MCIL also acknowledged the valuable support from Bluesky Samoa in providing sim-cards for participants of HIPOC and TK Workshop and also unlimited wifi access at the meeting venues at the Tanoa Hotel Conference Room and Elisa Hotel Conference Room

The *Ministry of Commerce Industry and Labour (MCIL)* in collaboration with the *Traditional Knowledge Division of the World Intellectual Property Organisation (WIPO)* co-hosted the first *Practical Workshop on Intellectual Property, Traditional Knowledge, Traditional Cultural Expressions and Genetic Resources* on the 10th and 11th of December 2015 at Elisa Hotel, Apia, Samoa. The Workshop featured a wide representation from stakeholders from the Public and Private Sectors across the region. More than 40 representatives from 13 countries of the Pacific Region were in attendance. The countries represented were Cook Islands, Fiji, Guam, Kiribati, Marshall Islands, Niue, Palau, Papua New Guinea, Solomon Islands, Tonga, Tuvalu, Vanuatu and Samoa. The Pacific Community (*SPC*) and the Pacific Islands Forum Secretariat (*PIFS*)

Apprenticeship Scheme (AELM)

Itu Asau Savaii Awareness Program

(Thursday 12th November 2015)

More than seventy people turned up during the Apprenticeship Awareness Program that was held at the Auga Seaside Resort. The target groups were those currently working on the seven apprenticeable trades and those keen enough to try out a new career path. Upon completion, we have found out that a lot of people are carrying out work on buildings but do not have the formal qualification. Some of the participants have never heard of the scheme and



its benefits and it was clear more similar programs in the near future are needed to address the issue.

Practical Training on Apprenticeship Data Base

(Tuesday 17th November)

The Apprenticeship staff got a feel of how to work the newly established Data Base after weeks of ongoing communications with the Computer Services Limited Team with the assistance of our IT crew. This training helped to identify minor areas that need to be added and improved on before it becomes final.



Apprenticeship Scheme & Employment & Labour Market (AELM)

Negotiations to expand with NUS and APTC

Since Samoa is moving towards a complete shift to renewable energy sources, the Apprenticeship Council in its meeting on Wednesday 4th November 2015 advised the apprenticeship team to meet with training providers such as NUS and APTC on opportunities for apprentices and the possibility of having energy related courses taught to apprentices. Though there were some areas the two sides viewed differently but positives were addressed and that being NUS is currently teaching 300 level courses related to renewable energy.

With the mindset of expanding to other trades and have the ability to cater for the needs of the market in terms of employment, our CEO Peseta Margaret Malua put forward our intentions of working cooperatively with APTC to see this vision through during our meeting at APTC Headquarters. To upgrade the scheme MCIL will have to tap into trades .i.e. Chefs, Tailors, Technicians and Care Givers that are outside of the traditional apprenticeable trade's. Clean Energy related courses was also on the table for discussion as it is increasingly important for the government's future plans to do away completely with diesel operated power stations. APTC views the talks as a great opportunity that needs further exploring and are very much interested to work with MCIL to see it develop.

Industry Awareness Program in Savaii

The employment section of AELM division conducted an Industry Awareness Program on Thursday, 12th November 2015 as part of their on-going core plan activities at Vaisala Savai'i. The program focused on raising awareness for young people including school leavers concerning jobs that are available in the labour market. This was a good chance for the unemployed youth members to explore various opportunities that would assist them in creating job application skills. The program also benefited the participants as they were able to learn the procedure and work conditions that are required from different careers in the industry. It also inspired young people to explore and select for their possible future careers. Consequently and more importantly this event was very successful as the target group were able to understand and share presentations arranged and delivered after thorough discussions on questions raised on various issues.



*Some of the participants during the
Awareness in Vaisala Savai'i*



Employment & Labour Market (AELM)

Samoa National Employment Policy Consultation

The Employment and Labour Market section of AELM division coordinated a consultation on appraising the first ever Samoa National Employment Policy 2016-2020 on the 27th November 2015 with its vision of *“Integrating productive employment at all levels to support the creation of more and better jobs”*. The rationale behind this significant event was to make known to stakeholders and the public that the Policy itself seeks to enhance labour market outcomes in Samoa by addressing issues related to:

- labour market demand,
- labour market supply and
- labour market policies and institutions.

It also seeks to provide a coherent framework to improve the quality of life for all Samoans through more and better productive employment opportunities. The main presentation by the SNEP Technical Advisor Mr Silafau Paul Meredith, where the demonstration of the situational analysis and the draft of the policy were also introduced to the public to seek their comments and views. The outcome of this dominant event was fruitful as participants were able to discuss issues and enquiries with regards to the Policy during a number of presentations.



Consumer Rights (FTCD)

PRESENTATION AT THE HUMAN RIGHTS DAY

The Office of the Ombudsman invited a presentation from the Fair Trading Division on consumer rights to be part of their Human Rights Day celebration at Falelatai on 10 December 2015 from 9am to 1pm. The half day programme aimed as an educational session providing information to participants about various rights that are important for their everyday life to assist them to make better and positive choice

ACEO, Mr. Fepulea'i Roger Toleafoa presented on the overall functions of the Ministry while Ms. Karen Ni-umata presented on eight consumer rights:

1. The right to satisfaction of basic needs
2. The right to safety
3. The right to information
4. The right to choose
5. The right to representation
6. The right to redress
7. The right to consumer education
8. The right to a healthy environment

The participants expressed their gratitude for the presentation in which they were well educated and aware of their rights as consumers. The celebration was astounding with dance performances and activities and also colorful with different uniforms worn by five villages (Samatau, Siufaga, Pata, Matautu and Falevai) demonstrating diverse rights of a human being. Orange signifies respect, green indicates freedom, blue means peace, purple reflects equality and red illustrates love.



INDUSTRY DEVELOPMENT & INVESTMENT PROMOTION (IDIP)

DUTY CONCESSION SCHEME (DCS) FOR TOURISM AND MANUFACTURING DEVELOPMENTS

The Duty Concession Scheme is an initiative to promote investment in the Tourism and Manufacturing Sector by exempting duty on certain imported materials for development. As part of the division's (IDIPD) administration work, a quarterly inspection visit was conducted on December 14th -15th 2015 to monitor the previous and current beneficiaries to ensure these businesses are compliant with the conditions of the scheme. It was noted from the inspection that all companies are compliant and all the materials that were imported are used directly for the purpose it was granted for. The team also received a number of entries for imported goods to be cleared from the border and continues its support for new businesses at its early stage of development by providing them access to the available government assistances. Thus alleviates costs of doing business in Samoa and create opportunities for exports and the economy to grow.

Interested groups and individuals involved in tourism and manufacturing developments are encouraged to contact our office or to visit our website for more information. We look forward to meet with you and to discuss your project.

INCREASE OF FEES FOR APPLICATIONS FOR FOREIGN INVESTMENT CERTIFICATES

Recent amendments to the Foreign Investment Act 2000 have led to the following changes to the fees applied on all applications for Foreign Investment Certificates;

Item	Subject	\$(SAT)
1.	Application fee for a Foreign Investment Registration Certificate	50.00
2.	Foreign Investment Registration Certificate fee	50.00
3.	Inspection fee for Foreign Investment Register	50.00
4.	Fee for amending Foreign Investment Register	70.00
5.	Renewal fee for Foreign Investment Certificate	50.00
6.	Fee for one copy of Foreign Investment certificate	5.00

These new rates have been in effect since 11th August 2015

NEW APPLICATIONS FOR PRIVATE SECTOR

SUPPORT FACILITY (PSSF) PUT ON HOLD

The public and private sector communities are hereby advised that the submission of new application under the Private Sector Support Facility continues to be put on hold until further notice.

Trade, Commerce & Manufacturing (TCM)

Providing Benchmarks and Baseline Information for TCM Sector



In the absence of relevant and updated statistical data to measure the performance of the TCM sector, there was a need to obtain data on the businesses in Samoa. This is one of the deliverables under the Trade, Commerce and Manufacturing (TCM) Sector plan funded by the Enhanced, Integrated Framework (EIF).

The BAS will provide baseline data and benchmarks to measure the progress in implementation of sector strategies and the overall performance of the sector as a whole.

The survey was a 6 month project conducted by the Samoa Bureau of Statistics. The report was officially launched on 12 November 2015, at the Samoa Tradition Resort. This report is readily available from the Samoa Bureau of Statistics.



Are you on Facebook?

We recently joined Facebook so like our [page](#) and get all the latest information and updates on MCILs work and activities in Samoa.

www.facebook.com/MCILSamoa

Capacity Building (MCIL)

REGIONAL COURSE ON KEY ISSUES ON THE INTERNATIONAL ECONOMIC AGENDA

(Held By UNCTAD, Singapore 9th-27th November 2015)

Mr. Faigalotu Taamilosaga, Fair Trading & Codex Development Officer attended the 33rd regional course on key issues on the international economic agenda held by UNCTAD but hosted by the Singapore Cooperation Programme in Singapore from 9th to 27th November 2015. This seminar was basically on development of policies and the role of international trade and finance in a globalized world Implications for Asia and the Pacific region. Moreover it also addressed harnessing benefits from trade on changing dynamics in the multilateral trading system, trade logistics and regional trade agreements, also enhancing productive capacities through enterprise development, foreign direct investment, and science, technology and innovation. The workshop was very significant and well related to our ministry mandates and responsibilities.

This seminar has widened the understanding of some compound issues that could advance the development of countries, such as trade remedy, trade logistics, enterprise development, foreign direct investment and more," Also, general knowledge and skills have improved in adapting to the Singapore culture, learning about their history, also exploring the country during site visits.

The course programme have focused on presentations and discussions. Participants were also given the opportunity to share their experiences and the development and trade challenges encountered within their countries; as well as practical exercises conducted in the area of trade policies and negotiations and the relationship between trade and development to

name a few to further enhance participants skills.



Technical Consultation for Government Officials Concerning Working Conditions on Fishing Vessels for ILO Member States in the Pacific Region, Honiara Solomon Islands

The consultation was facilitated by the International Labour Office (ILO) with support from the Forum Fisheries Agency (FFA). The objective of the meeting was to bring together officials from relevant agencies / sector to discuss ILO instruments with the aim of enhancing future collaboration at the national level on issues related to improving conditions of



work on fishing vessels.

The meeting also discussed the main principles and provisions of the Work in Fishing Convention 2007 (C188) which looks at working conditions for fishermen when on board fishing vessels.

(Continued page16)

Capacity Building (MCIL)

Technical Consultation for Government Officials Concerning Working Conditions on Fishing Vessels for ILO Member States in the Pacific Region, Honiara Solomon Islands (continued)

The Ministry also will work collaboratively with Fisheries Division of MAF, Ministry of Works, Transport and Infrastructure, and the Fisheries Industry as a whole on industrial relations and occupational safety and health issues.

Miss Jacinta Matulino (Principal Labour Inspector – Industrial Relations) represented the Ministry to this meeting. The meeting outcomes highlighted the need for mechanisms such as tripartite consultations, conducting of legislative gap analysis, trainings for fishermen, sharing information, development of procedures and guidelines for preparing contracts, and determine competent authority responsible for working conditions on vessels.

MINISTRY REVIEWED ITS SECTOR AND CORPORATE PLAN

Past experience reveals that real sustainable growth comes from a combination of reflection, learning from others and committing to do new things. We believe the best way to achieve this is away from normal work environment. On 9th December 2015, MCIL for the first time held its one (1) day review at Aggies Sheraton Hotel Conference Fale. For many, it was a first time to be spent away from the comfort of their workstations and family and into a neutral and relaxing environment of team bonding and fellowship.

The main objective of this review was to develop and integrate MCIL services into ONEMCIL Strategy which would be linked to the Trade, Commerce and Manufacturing Sector Plan. During the retreat, the staff was taken through a process of self-review and SWOT analysis, reassessing goals, strategies and measure for the ministry, and then alternative strategies were explored, with participants broken into groups to debate and select the most suitable options for the ministry, goals, structure and resources. The outcomes of the review revealed a major need for capacity building in all teams. It was a very productive session and inputs by all divisions were noted for the development of the new One MCIL strategy. One important outcome is for respective teams to visualize where MCIL is heading in the next 5 years and to determine a new vision and mission for the ministry. It is planned MCIL will have its first draft of the ONE MCIL strategy in March 2016 .



Sector & Corporate Plan Review (MCIL)



End Of Year Party (MCIL)

