



## CONCEPT PAPER

**Theme 1: HUMAN AND SOCIAL DEVELOPMENT  
(presented by MLHRD)  
KIRIBATI DEVELOPMENT PARTNERS FORUM  
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### BACKGROUND

Confronted with a young and growing population, the Government of Kiribati is committed towards synergizing policies that can address and capitalize human and social problems.

Key to this approach is the need to focus on human and social development as invested in the Governments' manifesto, development plan and policy statement. The key essential drivers of Human and Social Development in Kiribati, but not limited to, are:

- Education
- Health
- Community Collaboration and Social Dialogue
- Labour Mobility and Decent work opportunities

Strategic investment and reforms in these areas will be aligned to the key policy areas of the Kiribati Development Plan 2016-2019, that is **Key Policy Area 1: Economic Growth and Poverty Alleviation** and **Key Policy Area 2: Human Resource Development**.

One of the most powerful mechanisms for human development is Education delivered through Basic Education, secondary and tertiary sectors. In line with the Kiribati Development Plan 2012 – 2015, Education reform has taken shape in the following manner:

**Review, development and roll out of Years 1-4 curriculum.** By 2015, 100% of schools with a total number of 11,321 Primary school children are using the new curriculum for Years 1-4.

**95% of permanent MoE teachers of Years 1-4** have received training on the new curriculum, 64% completing the English Language Programs (KELP, TESOL) while 90% of school leaders have undergone training in education management and leadership, and ministry legislation and procedures. In addition Cabinet also approved in-service training of 25 primary school teachers to undertake the Bachelor of Education Program at USP Kiribati campus who enrolled at the beginning of this year

**Establishment and mobilization of 13 Island Education Coordinators** on outer islands to represent, make decision where appropriate, providing on-going support to teachers and establishing strong relationship with the communities to support the schools.

**Establishment of School Improvement Plan committees (SIPs)** which have provided a momentum for community engagement and support to the schools in terms of infrastructure, maintenance and school attendance.

**Legislature and regulatory framework** including the Education Act 2013, Inclusive Education Policy in 2015 and the Wash, Sanitation and Hygiene (WASH) in Schools Policy in 2015. The significant components of the Education Act include Compulsory and Free Education for school aged children of years 6 to 14, and Teacher Registration. In addition, the government also approved **registration of the Special School** in 2015, including provision of salary for 12 teachers. Furthermore, Cabinet has also approved provision of free exercise books, pens and pencils and free transport to Primary and JSS students.

**Upgrading of KTC 8 lecturers qualification to Graduate Certificate in Tertiary Teaching** which has enhanced lecturers' capacity to develop and deliver the programs.

**Better coordination of Development Partners support** is maintained through the establishment of Policy, Planning and Development Unit and the Education Partners in Kiribati (EPiK). The ministry has also increased community support and ownerships of the schools through the Community Consultation Teams (CCT)

**Key promising outcomes of the Education Sector reforms and achievements are identified below:**

- Improvement in Year 4 numeracy skills, with 78% of those who sat the 2015 STAKI test compared to 28% in 2013, while 68% students are able to write in Te-Kiribati.
- Improvement of primary students' attendance and participation from 76% in 2013 to 89% in 2015

These achievements and results indicate the reform process is well underway, with ongoing commitment to achieve the ESSP and KDP goals.

**Of fundamental essence to Human and Social development** is a healthy population that is productive. This requires a comprehensive health system and service that is accessible to the whole population. Faced with challenges of a growing population, Non Communicable Diseases, Communicable Diseases and Maternal mortality and Child mortality, a holistic approach to these challenges requires strong partnership between government line Ministries, NGOs and Civil Societies and Development partners.

**The Tobacco Act has been passed in 2015**, this is another significant achievement for the Ministry in its fight against smoking as a risk factor for NCD. In relation to this important legislative, about 22 maneaba in the country have been declared smoke free. School food policy has been enforced requiring schools to ensure students are supplied with healthy food choices. Healthy living as a subject has also been incorporated to the education curriculum, exposing students to safe and healthy lifestyles. The overall access to health services has increased simultaneously over the past years with strengthening of public health and hospital services, including outreach programs. With four hospitals and 103 public health

clinics around the country, each outer island has more than one health centre or clinics with at least a medical assistant and a midwife available.

The doctor to patient ratio has significantly improved when the ministry received around twenty one medical graduates from Cuba and Fiji in 2013 and 2014. The Kiribati Internship Training Program (KITP) was established to ensure that these medical graduates undergo further medical training in order to be certified safe and competent to practice. The program required the recruitment of expatriate medical consultants as supervisors, which also added to the availability of consultants in the country. KITP has since emerged as an ideal model for internship training in the region with the program now recognized as a sub-regional training program with the inclusion of eight Tuvaluan medical graduates joining in January, 2016 along with Nauru medical graduates to be joining the program later in the year. KITP was just recently accredited by Fiji National University in April, 2016 paving the way for postgraduate studies.

Encroaching issues related to Human and Social development cannot be wholly addressed without Labour Mobility which has been recognized by Government as one of the key strategic areas to our resolve in addressing Human and Social Development. As such the Ministry of Labour continues to dedicate and commit its time and resource to ensuring optimal and decent employment opportunities are created and made available for the people of Kiribati through its technical vocational education and training delivered at the Kiribati Institute of Technology and the Marine Training Center.

**Establishment of National Career Counselling Employment Center** to address unemployment in Kiribati. In accordance to the 2010 population census, there is a rate of 31% in Kiribati. The center provides counseling to the unskilled and semi-skilled unemployed workers and tries to link them with the national and international labour market through the Recognised Seasonal Employment and Seasonal Worker Program schemes.

### **Kiribati Institute of Technology**

KIT has been an implementation partner in the TVET Sector Strengthening Program (TVETSSP) since January 2011. The main focus of TVETSSP is to increase the quality, quantity, scope and equity of training delivered by KIT to Australian standards. This program is funded through DFAT Australian Aid. As part of TVETSSP, all existing courses in automotive, electro technology, carpentry, business accounting were replaced by Australian accredited TVET courses delivered through an Auspice Agreement with TAFE South Australia. New Australian accredited courses in plumbing, roofing, drainage and community services have been introduced in recent years, the latter through an Auspice Agreement with TAFE Queensland East Coast.

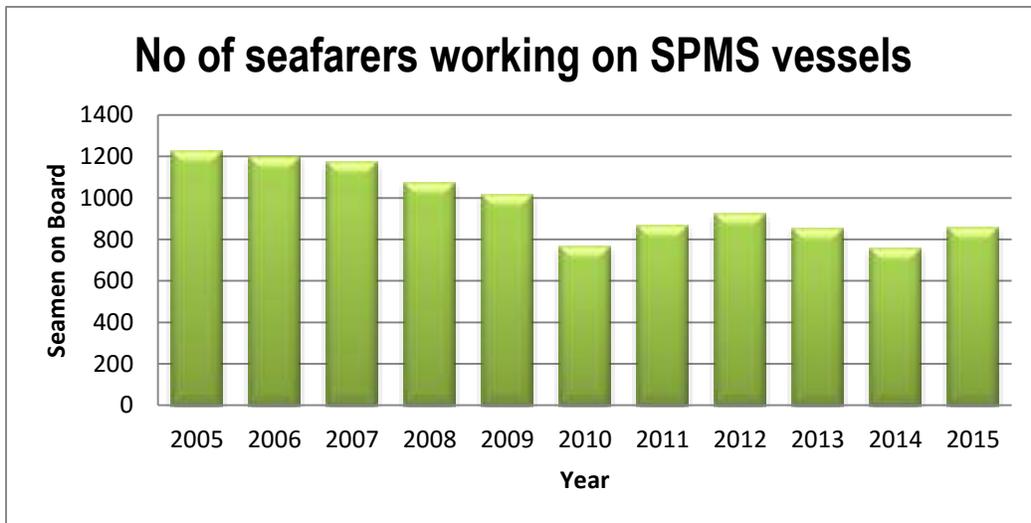
KIT established a Job Search Center which works closely with the NCCEC to drive increased national and international employment.

### **Marine Training Center**

MTC is a registered Kiribati Maritime Training Centre. It is a Division of the Ministry of Labour and Human Resource Development and therefore operate under the laws of GoK and within the guidelines of the Public Service Organisation. In January 2015, MTC (Marine Training Center) merged with FTC (Fisheries Training Center) and became one institute under the Ministry of Labour and Human Resource Development.

MTC is currently recognized as a certified training provider under STCW -95 (Standard of Training, Certification and Watch-keeping Convention as revised in 1995); allowing I-Kiribati seamen retain “White List” status which enable them to be employed on international vessels. The MTC is highly regarded not only in Kiribati but also throughout the Pacific. In addition remittances from seamen contribute significantly to the national economy.

However, due to external factors such as high cost in airfares and reduction in shipping fleets, there has been a notable decline in the recruitment of I-Kiribati seafarers as depicted in the graph below.

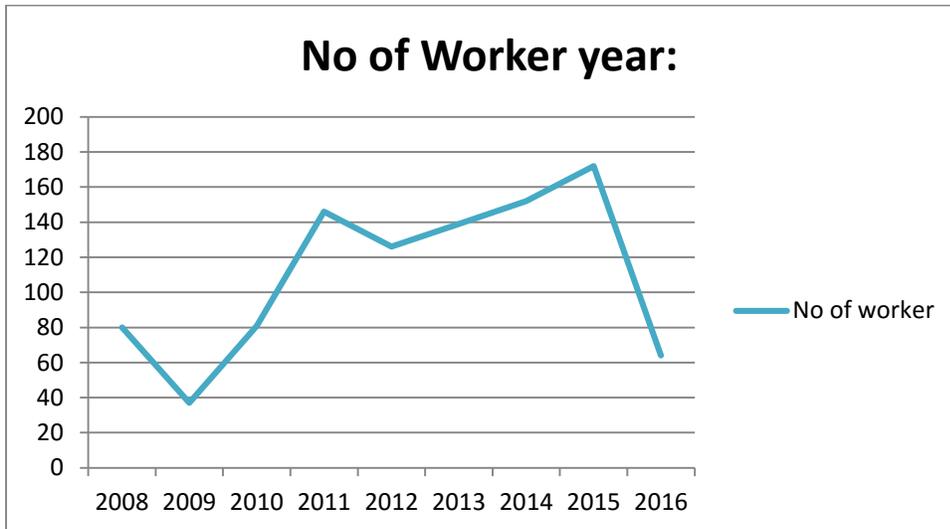


The above graph shows the number of recruitment made by South Pacific Marine Services since 2005 to 2015. The graph explicitly portrays that in 2005 there were 1225 seafarers being employed by SPMS, however, this recruitment number was not maintained but gradually decreased in the years after and in 2010 the number of recruitment reached 764 and then slightly increase thereafter.

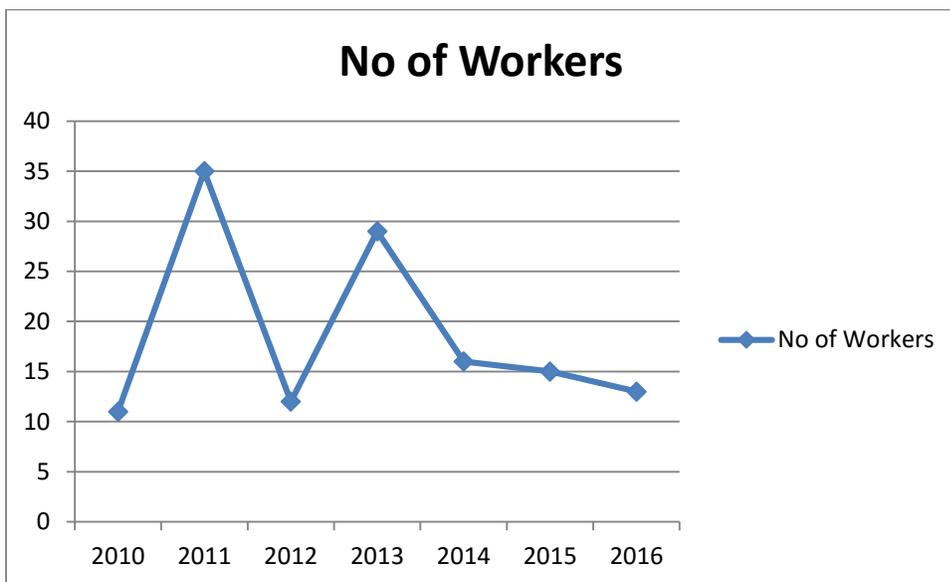
#### **OVERSEAS EMPLOYMENT – Recognised Seasonal Employers (RSE) and Seasonal Worker Program (SWP).**

Overseas employment since its inception of RSE and the latter introduction of SWP has improved over the years with a trend as depicted below:

RSE



SWP



The fluctuation in trend indicates that there is still limited and challenge for access of I-Kiribati workers to both schemes.

The Ministry of Women, Youth and Social Affairs has also undergone progress within the last four years. After 2010 Kiribati Family Health Study Result, it was found that 68% women have been victimized by domestic violence. From that prevalence of violence, the government of Kiribati decided to formulate a Policy and National Action Plan 2011 – 2021 to prevent gender based violence from occurring and

consequently improve the quality of life for women, men, children, families and communities. The policy provides a mandate for the operationalization of national commitments and is accompanied by a comprehensive Action Plan. In this plan, guidance is provided for the implementation of these commitments and will be reviewed periodically.

The Policy sets priorities for the five thematic areas of strategic focus which includes:

1. Develop National Leadership and commitments to Eliminate Sexual and Gender Based Violence
2. Strengthen Legal frameworks, laws enforcement and the Justice system
3. Build Institutional and Community Capacity
4. Strengthen & Improve Preventative, protective & Social Support Services
5. Eliminate and prevent Sexual and Gender Based violence through civic Engagement and Advocacy

Establishment of the Policy on Eliminating Sexual & Gender Based Violence (ESGBV) funded by DFAT and UN Women&SafeNet Project (funded by World Bank) under the Women Development Division are achievements.

ESGBV project is a mother project that develops primary preventions, rehabilitation to eliminate sexual and gender based violence through a strong collaboration with key-line ministries. On the other hand, Safenet project creates a network with key service providers to ensure that victims of violence are given full support.

The establishment of a new Ministry (Ministry of Women, Youth and Social Affairs) in 2013 is one of the major governmental achievements.

The following Legislations are also known as major achievements which Donors have heavily contributed to:

#### **1. Children, Young People & Family Welfare Act 2013**

The main objects of this law are to:

1. Strengthen families and promote the wellbeing of children and young people
2. Acknowledge the primary role of parents (single parents are included), families and communities in safeguarding and promoting the wellbeing of children and young people, and to encourage and support them in carrying that role;
3. Strengthen positive traditional practices that promote and provide care and protection for children and young people;
4. Strengthen and develop community structures which can assist and promote children and young people's wellbeing and development.
5. Promote and support caring attitudes and responses for children and young people in the community so that risks to their wellbeing are identified and necessary care, support and protection is provided promptly;
6. Makes provision for the care and protection of children and young people in circumstances where their parents, families and communities are unable to do so.

#### **2. Te Rau n teMwenga Act 2014 (Family Peace Act)**

The objects of the law are:

1. To ensure the safety and protection of all persons including children, who experience or witness domestic violence
2. To provide support and redress for all victims of domestic violence
3. To implement programmes for victims of domestic violence to ensure their recovery to lead a safe and healthy life
4. To facilitate enforcement of Court order issued in order to stop acts of domestic violence
5. To enact provisions that are consistent with certain principles underlying the Declaration on the Elimination of Violence against women and
6. To enact provisions that are consistent with the CEDAW and the CRC

### **3. Juvenile Justice Act 2015**

The intent of this Act is to set up a juvenile justice system that

1. Prevent crime by addressing the circumstances underlying a juvenile's offending behavior
2. Rehabilitate juveniles who commit offences and reintegrate them into society and
3. Ensure that a juvenile is subject to meaningful consequence for his or her offence in order to promote the long term protection of the public

## **Challenges and interventions**

Despite the achievements made in the last four years, the Ministry of Education encounters challenges which require on-going and further development.

The Ministry of Education still requires ongoing leadership and management capacity development to strengthen MoE leadership and management level. Critical to the achievement of the goals of its sector plan, the ministry requires training on monitoring and evaluation on the implementation and annual reporting on the progress of the ESSP. On-going development of the teaching force also remains one of the ministry's key priorities.

The government acknowledges the contributions and support donor partners have provided for school rehabilitations. However, this will remain an issue for the government for sometime given the condition of many school facilities for which it will continue to seek financial assistance.

There is evidence of knowledge and skill gaps between what is acquired by students at the school system and TVET, and the Private Sector needs. In this regard, the Ministry of Education will commit itself to providing the skills and capability of all students to enable them to progress to a productive future after leaving the school system. In addition, there is limited opportunities for these students at the vocational and higher academic education, and private sectors. Data shows that the number of Form 7 applicants range from 300-400 plus for the last three years

with less than 100 getting scholarship awards. This indicates the inadequacy of scholarship awards for our students.

Remoteness is a huge impediment to the effective and efficient delivery of MoE's services and programs. The mobilization of IECs is identified as a strategy for decentralization of MoE's decision making and services on the islands. However, the ministry requires further support and assistance to enhance the IECs capacity to carry out their roles, and responsibilities.

Despite the few successes of Health, the health system in Kiribati must cope with the challenge of an increasing population. The main referral hospital, Tungaru Central Hospital, is limited in capacity to cater for the population of South Tarawa. To maintain, rather, improve quality health services, the Ministry has plans for hospital expansion, purchasing new medical equipment while improving maintenance of existing equipment, explore the use of affordable renewable energy while essential public health and hospital services are strengthened. The health workforce requires qualified staff, which in and of itself poses another obstacle to quality health services. With the limited opportunities available for scholarships; nurses, doctors and paramedics are among the disadvantaged when it comes to the prospect of further training. There is a crucial need for nurse and doctor specialization training to maintain optimum patient care, however, given the limitation in scholarship offers this is an area that requires assistance not only from the government but from development partners as well.

Public health issues such as Non-Communicable Diseases and Communicable Diseases coupled with the rapid change in lifestyle, overcrowding living conditions and poor hygiene continue to present a major concern for the Ministry. Other crucial areas that Kiribati needs to improve include maternal mortality and child mortality, tuberculosis and leprosy. In the region Kiribati has the highest rate of maternal mortality and child mortality, including tuberculosis. Globally Kiribati is one of the four countries with leprosy still existing. Confronted with double burden of diseases it is imperative that public health and hospital services are strengthened to support human and social development. This requires strong partnership within government organizations, NGOs and development partners to address to social determinant of health.

Challenges also exist in Labour mobility but with these challenges are our strategies to overcome these barriers as tabled below:

<b>Strategic Area</b>	<b>Policy</b>	<b>Action Plan</b>
On-site services in Australia and New Zealand (and other countries)	Strengthen consular and liaison services to support seasonal workers and provide assistance with resolving employment disputes as well as finding additional employment opportunities.	Assess feasibility of appointing additional Liaison Officer in New Zealand and Australia (and other countries, should numbers of workers in those countries increase).
Foreign employment research & promotion	Improve communications with employers and migrant workers	Dedicated server/efficient internet for fast communication  Regular communication with workers abroad for motivation purposes

		<p>including sending subscribed newspapers</p> <p>Regular communication with workers and Team Leaders for monitoring purposes</p>
		Staff training on publishing softwares
Seafaring industry	Revitalise overseas demand for I-Kiribati seafarers with aim of securing 1,400 employment contracts in 2016, 1,500 in 2017, and 1,600 or more contracts per annum from 2018 onwards.	Develop a comprehensive plan to assess options for increasing employer demand for seafarers including Seafarer's Identity Document, and making recommendations to Government.
Employment opportunities in hospitality & related sectoris	Explore employment opportunities for I-Kiribati in catering and hospitality roles including on regional cruise liners.	Review employment prospects and devise targeted marketing strategy(s). – strengthen links to potential employers.
Employment opportunities in maritimre, fishing, port operations and related sectors.	Explore employment opportunities for I-Kiribati in maritimre, fishing, port operations and related sectors.	Review employment prospects and devise targeted marketing strategy(s). – strengthen links to potential employers.
Employment opportunities in aged care, health and community services	Explore employment opportunities for I-Kiribati in in aged care, health and community services roles.	Review employment prospects and devise targeted marketing strategy(s). – strengthen links to potential employers.
Seasonal work opportunities	Increase numbers of seasonal workers in Australia and New Zealand to 200 by 2017.	<p>Promotion campaigns among employers in Australia and New Zealand, organised through diplomatic missions, and inviting employers to Kiribati.</p> <p>Enhancing the quality of workers sent to Australia and New Zealand including under the new pilot scheme of the Micro State visa (250 job opportunities for workers from Kiribati).</p> <p>Expanding employment research to other potential new markets, and new sectors through RSE and SWP meetings or conferences</p>

		<p>Meetings attended in New Zealand and Australia, PACER Plus etc.</p> <p>Explore new employment opportunities/schemes with employers/government delegates in ILO meetings/conferences attended.</p> <p>Encourage and facilitate increase in recruits by existing recruiting agencies</p> <p>Encourage and establish another agency for seafarers</p> <p><b>Develop staff capacity in understanding employment contracts and letters of offer for seasonal workers</b></p> <p><b>Selection process – improve process</b></p>
		<p>Training assistance for employment section on new visa form for jobs in the Northern Australia Worker Pilot Program</p>
		<p>Capacity building on communication skills for officials to enhance communication knowledge</p>
Strengthening links between education and overseas employment	Assess labour market demand and supply in different skill areas to identify domestic and overseas employment opportunities and match training to areas of skill shortage.	Develop Foreign Labour Market Studies on potential foreign labour markets.
		<p>Work attachment programs for KIT/APTC graduates in Australia (TAFE) to link the graduates with potential employers, enhance their practical experiences, and work readiness and to enable them to sell their potential to employers they engaged with.</p>

	Residential training program	Refurbishment/new buildings at KIT Bikenibeu Campus allowing for residential predeparture programs for I-Kiribati overseas workers.
	Extension of KIT Building at Betio Campus.	Refurbishment/new buildings at KIT Betio Campus.
		Training on financial literacy/business plan for families of migrant workers.
Facilitating reintegration of migrant workers	Ensure appropriate training for returning migrants	Examine options for the provision of training for returning migrant workers in the areas of financial literacy, setting up a business, and finding productive employment, to be delivered by KIT.
Labour migration data management systems	Improve data collection, management and dissemination on the labour market and labour migration.	<i>TA on Database (NEC) &amp; Website set-up</i>

Key social problems have emanated the following key activities in need of Government and donor partners support:

**1. Communication & Advocacy (campaigns in media)**

One indirect way to give lessons and directions to people is through media, either through newspapers or radio spots. This is to promote peace, impacts of social problems to families, communities and especially to the lives of young generation of our Country.

**2. Young Couples Initiative**

**a. Marriage preparation**

Before Marriage, young couples are, before marriage, expected to attend a marriage preparation session organized by Social Welfare Division. In this YCI, Social Welfare will conduct on the following sessions: parenting skills, human rights, gender based violence, agricultural development, budget skills, problem management skills, counselling skills as well as promotion of our services at Social Welfare Division. This YCI will become a preventative approach to prevent social problems from happening to the couples and their families. Young Couples are expected to have prior knowledge before entering marriage world.

**3. Community outreach programs**

Visiting communities is one way to promote our services that we provide. Not only that but we also include Young couples initiative topics like parenting skills, human rights, gender based violence, agricultural development and budget skills, problem management skills and counselling skills. We also provide advice on single parenting skills and other related family issues. This is one of the preventative approaches and

can also be the curative approaches to those who are facing difficult situations in their lives.

#### **4. Strengthening of Data Collection & Data base**

To make our stories accurate and more realistic, there is a need for a comprehensive and strong database for recording and reporting system. Although we do have a current database system, but there is a need for more improvements.

#### **5. Strengthening Counselling Services to the Public**

##### **a. Staff Capacity building is required**

Counselling is one of the most important services that can help & advance people's lives from negative to a more positive status. However, there is a need for more capacity building to Social Welfare Staff so they can more efficiently and effectively deal with different issues.

#### **6. Strengthening Rehabilitation Services in liaison with the Police & Prison Services**

##### **a. Program with perpetrators**

We believe there no one is perfect in this life. Perpetrators commit offences because of certain reasons. It does not necessarily mean that they do wrong things because they are bad, but because of the negative thought that they have. This program will help them to reform and renew the way of thinking. They will be counselled by Counsellors and be rehabilitated so that they see new lights and became good citizens of Kiribati.

#### **7. Development of frameworks for juvenile delinquency (Assembly drinking, curfew policies)**

Nowadays, we can see lots of problems like juvenile delinquency; young people drink a lot and cause many troubles to individuals and communities. Young children particularly teenagers are now unsupervised by their parents. So one option is to formulate policies that can be used to solve juvenile delinquency or to stop children roaming at midnights.