PACIFIC ISLANDS WOMEN'S CONFERENCE
ON
EMPLOYMENT AND LABOR MARKET DEVELOPMENT
May 7-8, 1987
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by

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The conference convened Pacific women leaders from throughout the Pacific islands region to discuss development, trends, problems, and issues in employment and labor market development. The conference papers and topics covered Pacific women's concerns in the islands as well as on the United States mainland. The major focus was on employment characteristics, patterns, trends, opportunities, and barriers toward full and effective employment and labor market participation.

The conference brought together Pacific women leaders from the region in various professions, business, and government and the legislature, as well as employment and labor market officials. The specific goals of the conference were (1) to identify major problems, barriers, and issues affecting women's participation in employment and labor market development, and (2) to determine priorities, solutions, and strategies for local and national response, both public and private.

This conference is the first to be specifically aimed at the theme of Pacific Islands Women: Employment and Labor Market Development. The results of this conference are expected to provide guidelines and priorities for federal support in employment programs and labor market development of women in the Pacific territories. In addition, these guidelines can assist territorial programs in improving women's participation in employment and labor market development.

The conference faculty was primarily composed of indigenous Pacific island women leaders who represent a wide range of positions and backgrounds from the legislature, cabinet-level government administration, law, and education. They provided sensitivity and knowledge about the social, economic, cultural, and political issues affecting the Pacific islands woman as she struggles between her traditional role and the demands of modern contemporary life.

The workshops were designed and facilitated by Pacific women to respond to important issues and concerns identified during the pre-conference planning. These issues included job-seeking skills, job and career development opportunities, job survival skills, overcoming barriers and problems, and starting a business. Resources from the larger community were utilized. This strategy was designed (1) to improve the linkage and access of Pacific island women's groups to the existing resources in their communities, and (2) to increase communication and understanding of the resource agencies available to Pacific island peoples. The result was a substantive exchange of knowledge and information.

The conference was sponsored by a grant from the Women's Bureau, U.S. Department of Labor, Region IX; the Pacific Islands Development Program, East-West Center; and the Pacific Island Women's Council in Hawaii. A warm expression of gratitude is extended to Ms. Barbara Sanford of the Women's Bureau for her sensitivity and support of island women's issues in the U.S. Pacific territories and to Mr. Charles Lepani of the Pacific Island Development Program for his encouragement and support of Pacific island women's involvement and participation in the fields of economics and labor.
market development.

The conference extends its appreciation to the many Pacific island women and friends who assisted in making the conference a success.
About the conference

The conference convened Pacific women leaders from throughout the Pacific island nations on May 7 and 8, 1987, at the East-West Center in Honolulu. These leaders discussed developments, trends, problems, and solutions in the labor market of the Pacific islands region.

This conference is the first to invite indigenous women of the Pacific islands to come together and share the issues and problems that they are experiencing as they enter a new era in their development—that is, participation in employment and labor market development.

The papers and issues presented at the conference covered the concerns of women in the Pacific as well as in the United States. The specific countries covered were American Samoa, the Commonwealth of the Northern Mariana Islands, Guam, Hawaii, and Papua New Guinea, were examined. Employment patterns, opportunities, and barriers were presented and often contrasted with conditions in the United States. In addition, the conference offered workshops on job skills and entrepreneurship, which were led by the conference faculty presentors and other women working in employment and labor market fields.

This conference provided an opportunity for leaders of the Pacific islands community to share their accumulated wisdom while setting a precedent for future discussions and conferences. It was sponsored by the Women's Bureau of the U. S. Department of Labor, the Pacific Islands Development Program of the East-West Center, and the Pacific Island Women's Council in Hawaii.

The Opening Remarks were given by Dr. Madeleine J. Goodman, assistant vice-president for Academic Affairs at the University of Hawaii and former director of the Women's Studies Program. These positions have enabled Dr. Goodman to view the plight of Pacific women in an international context, leading her to believe there are few issues that appeal universally to all women. The feminist issues of the Western cultures are irrelevant to most Pacific women whose personal identities are deeply rooted in the family and in the community. Despite these differences, Dr. Goodman strongly feels there is one issue that unites all women—the need for wages that can support a woman and her family. Equal pay for equal work. This issue spans the gulf between women of developed and developing countries.

The Welcoming Remarks were contributed by Charles Lepani, director of the Pacific Islands Development Program, who cited his organization's new research on management skills among government employees in the Pacific
islands. He welcomed input from conference participants that would contribute to this research and the formulation of government policies. Mr. Lepani would like to see development in the employment sector that complements the existing traditional systems, particularly in the rural areas. He feels the challenge for Pacific women is to gain the knowledge of the emerging Western labor market in the Pacific so they can implement and integrate those elements that are beneficial to their cultures.

The Keynote Speech was presented by Dr. Haunani-Kay Trask who called attention to the unique heritage of and future prospects for Pacific island women. Dr. Trask outlined the unique role of Pacific women in the white male-dominated society that rules large segments of the Pacific populations. She reminded Pacific women they are indigenous people whose lifestyles and values should remain steadfast when confronted by Western cultures. At best, Pacific island women should be prepared to integrate the positive aspects of both worlds without sacrificing their heritage. Dr. Trask strongly feels that cultural survival and environmental poisoning of the Pacific homelands are at stake.

Dr. Trask delineated various aspects that are infringing upon or altering the Pacific way of life. Multinational corporations and dominant governments control much of the market and labor trends. The overwhelming American military presence in some Pacific nations and the inundation of Japanese money and tourists threaten to consume island traditions and skew the employment picture to fit their needs. The effects of mass tourism distort the native cultures, resulting in both a commercialization of their traditions and a dependent working class.

Dr. Trask urged other Pacific island women to regard Hawaii as an example of what not to do and to learn from Hawaii's mistakes. She reminded the audience to remember their native responsibilities and to question the definition of work—is it culturally sensitive and does it include the traditionally significant work of women that has been the backbone of Pacific cultures for centuries? How willing should Pacific island women be to work as defined by Western terms and at what cost to their cultural identity? Before the labor and employment trends can be fully examined, she urged the audience to consider which strategies would enhance the native Pacific women's role, not destroy it. She wants leaders to carefully consider funding from agencies that are not culturally sensitive.

Dr. Trask placed the questions about employment trends for Pacific women in the context of self-determination. If Pacific people have control over their lands, it will largely determine the kind of economy the people will produce. The recovery of lands under Pacific peoples' control will determine the kinds of work the people will engage in.

Strong indigenous Pacific island women's organizations are a key to facing these issues, according to Dr. Trask, because Pacific women are the guardians of their cultures and must work together to maintain that role.

The following section summarizes specific issues as described by representatives from American Samoa, Commonwealth of the Northern Mariana
American Samoa

A cohesive picture of the many variables affecting the employment of American Samoan women was presented by Dr. Salu H. Reid, an educator and working woman of American Samoa. She presented a typical scenario of her daily life, which depicted the similarities that are common to working women around the world.

Her scenario served the purpose of dispelling the myth that accompanies Pacific women, namely, the young women shown in travel posters with alluring smiles or the often-featured older and overweight women who sell flower leis to tourists. Dr. Reid wants to give credence to the multitude of Pacific women who keep their cultures and families intact, many of whom are active participants in the Samoan labor force. To better describe the present circumstances of Samoan women, Dr. Reid gave a historical perspective that divided Samoan history into four areas: the pre-missionary era (before 1830), the Christianization era (1830—1900), the colonization period (1900—1952) and the Samoanization Period (1952—present).

In the first era, Samoan women had a specific division of labor that encompassed childbearing, land beautification, agricultural management, and animal husbandry. The older the woman, the more responsibilities she assumed. During the Christianization era, which was quite successful among Samoan women, much of their energy was consumed by the furtherance of religion. Although this was not considered employment at the time, it has important bearing on Samoan women today. In the 1800s, the Samoan ministers were not paid in cash but rather by monthly donations that substantially defrayed their cost of living. Today, many of the Samoan women ministers, of which there are many, receive monthly incomes and other benefits that create a comfortable standard of living. The third phase of Samoan history was marked by the economic and social development caused by the arrival of the U.S. Navy. Medical jobs, clerical jobs, teachers, household jobs, and other service-oriented positions led to the development of a cash economy, which gave Samoan women the option of earning an income for their families. After the U.S. Navy left Samoa in 1952, several major investors opened up the economy for Western development and the tourist industry, again creating jobs in this sector. During the present era, Samoans are realizing they can manage many business aspects, and contract workers from the United States are slowly being replaced by Samoans, men and women.

As a result of these factors, more Samoan women are working than ever before (43% of the labor force) with a majority in lower paying clerical jobs. Samoan women are on a level comparable to men in educational status. A fairly representative number of Samoan women have management and higher level positions. Dr. Reid has a detailed and telling accumulation of data in this regard. For example, the Office of Manpower Resources of the American Samoan government reported that 36 percent of its employees are women who work an average of 12—14 years with an average income of $8,530. Dr. Reid has also compiled relevant data for other professions and
Problems in the labor force, however, still affect Samoan women as they do women of other cultures. Samoan women are juggling the cultural conflicts of being both working women and traditional women. They are dealing with male subordinates and other women of different ranks in the village hierarchy, which can pose problems. In addition, the Samoan women's job possibilities are still subjected to the approval of male counterparts.

Dr. Reid presented several carefully considered options, of which the two most important are education for men regarding women's roles in the labor force and positive role models for younger Samoan women. Annual conferences are needed that focus on Pacific women and on the strengthening of women's organizations. Local governments should collect more accurate and comprehensive data on women's working trends and should establish training programs that utilize women's special skills, keeping in mind that all women deserve the option of not participating in the Westernized cash economy. A cadre of local women from each island state should manage an Employment and Labor Market Development Program for its local women with adequate funding guaranteed and reviewed by a Council of Pacific Island Women. This program should be continually updated to provide suitable development activities that follow a common guideline for all aspects of the program. This program should provide job announcements, job training, networking, and educational components designed for the needs of women in Samoa.

Commonwealth of the Northern Mariana Islands

Anicia Q. Tomokane, the special assistant in Women's Affairs Office of the Commonwealth of the Northern Mariana Islands, stated that her region has no formal plan for the employment of women. However, the issue was finally addressed in the 1987 Economic Strategy Report, which projected the biggest employment opportunities for women in the health, education, and tourism industries. At this time, however, very few women hold prominent jobs, with only 100 teachers and fewer than 100 nurses commanding higher range salaries. In governments, there are no female senators, but two members of the Cabinet are women. All government boards and commissions are mandated by law to include at least one woman.

A major factor in the employment practices of the tourist industry is the strong dislike of local women for bar and restaurant work. Consequently, imported labor is brought in for these trades, creating social and economic upheavals. The local nannies are also being phased out as cheaper substitutes are brought into the economy. Because of limited opportunities, traditional dislike for certain jobs, lack of professional role models, and, most important, the importation of labor, the young women of the Northern Mariana Islands have scarce employment prospects.

Recommendations for this region include increased financial aid for women to pursue higher education, training programs, and an upgrading of the professions that women are entitled to enjoy. The women of the Northern Mariana Islands face the challenge of integrating traditional
roles with the demands of the workplace. This goal may be achieved by the strengthening of women's organizations, according to Mrs. Tomokane.

Guam

Senator Elizabeth P. Arriola of Guam provided the key information about the employment scenario for Guamanian women. She began her presentation by declaring that women in Guam have no major employment problems. The employment problems affect both genders. She gives due importance to the central role that women play in the families of Guam and the physiological bond with their children.

According to tables compiled by the U.S. Census Bureau, the percentage of females employed in the work force has escalated from 17 percent in 1950 to 41 percent in 1986. Much of this increase can be attributed to the U.S. military presence in Guam. This escalation of women in the labor market is not confined to one age group but was exercised by women of all age groups, except for women in their late teens and early 20s who sought out marriage, child bearing, or higher education. Over 70 percent of the women in the work force have children under 17 years of age. In fact, the presence of children seems to be a strong motivation for women to seek employment. A majority of the women are married with 15 percent as heads of households. Nearly one-half of all the women employed have at least a high school education with another 15 percent having completed some college education.

By far the greatest number of women are employed in the financial, insurance, real estate, retail trade, and services occupations. Many of these positions are concentrated on the lower end of the economic scale in clerical jobs. A substantial number of women are also employed in education, health and medicine, and entertainment/recreation. Recently, Guamanian women have been breaking through traditional stereotypes and pursuing new occupations formerly assigned to men. Many of these working women have children but are without the traditional family support network, making the need for day care services acute among the working women of Guam.

Senator Arriola would like to see more programs that advise women on contemporary job-related issues that reflect the increasing choices that women make in their careers and the attendant stresses that accompany these changes. Family services should be provided on a larger scale to accommodate the modern Guamanian women's goals. In addition, scrutiny of issues affecting Affirmative Action programs, child care centers, tax laws, and equal pay for equal work should be continually carried out. Senator Arriola summarized her sentiments on the future of employment for women in Guam: "A woman can pursue any career she would like, provided she has the motivation and attitude to attain such a goal."

Pacific island women in Hawaii

An overview of the issues facing Pacific island women in Hawaii was presented by Mrs. Winona E. Rubin who, as director of the Hawaii Department of Social Services and Housing, has a firsthand experience in the needs of
this special population. Mrs. Rubin examines the dilemma of Hawaiian and American Samoan women in Hawaii whose needs for economic opportunity are escalating as more Hawaiian women (21%) and American Samoan women (30%) are becoming single heads of households.

Samoans are among the poorest members of the population in Hawaii largely because of the kinds of occupations they pursue, the high rate of unemployment, and the high numbers receiving public assistance. A substantial number of families with children under six years of age have extremely low incomes. Factors preventing the mainstreaming of Samoans into the Hawaiian employment picture include poor language skills, adjustment to urban surroundings, and local discrimination. To ease this situation, Mrs. Rubin recommended that job training programs be offered that incorporate language and job performance skills. She further suggested that the JTPA (Job Training Partnership Act) allow "set-asides" that could alleviate this situation on a statutory level.

As for Hawaiians, they clearly earn less income than average and have a higher number on public assistance, which causes them to exist below the poverty level. Many of the Hawaiians are concentrated in blue collar jobs. Interestingly, there is little data on Hawaiian females, but educated guesses and early results from a study currently in progress offer some insights. Hawaiian women workers are rated very high in courteousness, loyalty, enthusiasm for their work, ability to get along well with others, and caring for others. Where they fall short, however, is in ambition, punctuality, and self-confidence. An examination of the educational choices of Hawaiians shows that many tend to enroll in vocational courses and that many women stay in fields that support their traditional feminine role.

Mrs. Rubin suggests that career awareness programs, which could lead to more prestigious jobs by Hawaiian women, would be of value. On a pre-professional level, methods of education should be explored, including the inclusion of peers and family members in the learning process with emphasis on Hawaiian identity as a motivation.

Papua New Guinea

Ms. Meg Taylor, attorney, Papua New Guinea opened her presentation by demonstrating that social barriers to employment faced by women in the West and in the Pacific are not all that different but merely have local variations. Although women have been joining the workforce in increased numbers every decade since 1880, they still face discrimination; thus governmental intervention on behalf of women is essential. Ms. Taylor concludes that family life and employment patterns for women must change together or not change at all.

Ms. Taylor cautioned that the traditional sector of the labor force in Papua New Guinea cannot be overestimated. It provides an essential foundation for work-related village-based subsistence living on a relatively high level. For this reason, many citizens in the monetized economy are reluctant to accept wages that are below the standard to which they are accustomed. This system provides a cushion of support for the
majority of the population. For this reason, the labor markets developed in advanced Western societies need to be adapted selectively to the Pacific environment.

Ms. Taylor outlined the legislation in force in Papua New Guinea, which prohibits discrimination and promotes fair employment practices for women. The nation's constitution includes a right to employment for every person possessing the qualifications. Various laws ensure minimum standards of employment in the business and public sectors that benefit women, including pregnancy and maternity leave and special conditions applicable to married women. Other provisions set standards for all employees, males and female. There are certain limitations to these legislative acts, including a provision that allows discrimination against married women in public service if there is an abundance of qualified men (unless the woman is a head of household). Furthermore, the Employment Act of 1978 basically applies only to the private sector with other statutes pertaining to public service.

Although Ms. Taylor noted the lack of statistical data on women in the labor market in Papua New Guinea, she compiled an impressive array of data on employment patterns in all sectors of public and private businesses. Within this framework, Ms. Taylor makes a clear case for the substantial contribution that rural women make in the agricultural economy (64 percent of all rural women) and in the home production and cash crop economies. Slightly more than 80 percent of Papua New Guinea's population lives in the rural regions, which dramatically underscores the importance of women's contributions. Women provide the dominant share of work for agriculture, which has greater impact due to the increased population growth in Papua New Guinea and the increased demand for cash crops.

In the modern economy of Papua New Guinea, women's participation is limited by their neglected educational opportunities. As a result, women are increasingly turning to small business opportunities that, in turn, are hampered by lack of support and imagination from banking institutions. In summary, Ms. Taylor argues that the household unit should be considered a unit of production in order to fully comprehend the role of women in Papua New Guinea's economy.

Unlike their rural counterparts, urban women in Papua New Guinea, have a different situation in that they do not have the family structure to provide day care. Therefore, many urban women are stunted in their search for employment by the lack of adequate day care for children. Of the urban women, 14 percent work outside the home largely in lower paying jobs.

Ms. Taylor makes the point that the barriers facing women are a reflection of the unemployment dilemma in Papua New Guinea. When there is a lack of employment, the labor market will more readily absorb males before females for the available jobs. In addition, Ms. Taylor stated, "the key to the role of women in the development process is education." Girls in the education programs tend to be pushed into "women's" subjects rather than toward professional roles. Therefore, basic skills in reading, writing, and arithmetic are needed, coupled with increased access to information that improves their chances of employment.
Ms. Taylor stresses that each locale must devise strategies best suited to its particular circumstances. Furthermore, Papua New Guinea must seriously consider if it is to be a society of production (according to Western development) or one of distribution (according to Melanesian tradition). With this in mind, the women of Papua New Guinea—who are major players in the marketing of goods—can respond to job opportunities or employment only if the economic conditions are conducive to their involvement.

Pacific island women entrepreneurs

As part of the workshop on Pacific Island Women Entrepreneurs, Pamela Takiora Ingram Pryor contributed a paper that cited the fact that many Pacific island women are already active in the business world but they are largely overlooked. She delineated the pressures faced by women both in the United States and in the Pacific: uncooperative banks, poor business training, and lack of communication. However, she pointed out that laws have been passed in the United States that address the inequities facing women in business; laws that need to be enacted in the Pacific. In addition, Ms. Pryor cited the poor image still accorded to Pacific women who are expected to resemble the exotic travel posters.

She singled out the varying circumstances among Pacific island nations that affect women in the labor market. Papua New Guinea was one of the first countries to delineate the employment needs of women and offer government legislative assurance. In Solomon Islands, only 20 percent of the female students finish the last year of secondary school, and only 15 percent of those formally employed are women. The Fijian government formally encouraged the elimination of discrimination against women in business in its latest development plan. In the Cook Islands, women are playing a crucial role in the tourism industry. Ms. Pryor then proceeded to cite examples of several outstanding Pacific women who have been successful in business with the much needed support of their families and husbands.

Ms. Pryor's statements were part of a workshop for women wishing to succeed in business. The recommendations of this group included pressure by women on local politicians to pass legislation that prohibits discrimination against women in education and in financing, the establishment of suitable training programs, pressure on financial institutions to open special "windows of opportunity", more active participation by Pacific women in the local Chambers of Commerce with more support from this same organization to enhance women's roles in business, and the establishment of a Pacific Island Women's Marketing Cooperative to market women's products to a broader market.

Workshop recommendations

Other conference workshops offered practical advice on developing job-seeking skills, overcoming employment barriers, and developing relevant information. The sessions provided the participants with opportunities to discuss in small groups the various issues presented during the conference.
In addition, two of the workshops were designed to identify and develop practical job skills. The small group sessions enabled detailed discussions of pertinent problems, issues, and concerns that affect access and opportunities for Pacific island women in employment and labor market development. Valuable insights and solid suggestions emerged from these workshops. The results of and recommendations from the workshops are summarized as follows:

The Improvement of Skills and the Job Market

- Integration of personal philosophies with those of an employer.
- Orientation classes offered by corporations for employees.
- Introduction of job-seeking skills in junior and high schools.
- Sensitivity by employers about cultural mores in the Pacific.
- Management training programs for women.
- Consideration of the needs of working mothers.
- More respect for women who work in nonformal occupations (childcare, housework).
- Interisland network for working women to establish contacts and support.
- Contact of key women to form a network from each country or locality.
- Circulation of information and important events of interest to working women.

The Need for Pertinent Information

- Data on salary breakdown per island and per category.
- Data revealing the differentiation of women ethnically and occupationally.
- Preliminary data on women's employment in Federated States of Micronesia and Palau.
- Increased documentation of Pacific employment trends for use in proposals.
- Survey of Pacific women to verify demographics and discrimination.
- Research on loan practices of banks and international government agencies.
- Data on women's contributions to the non-cash economy.
Common themes

Although the various cultures represented at the conference have their own local issues and responses to these concerns, mutual interests apply to all the Pacific women around which they can rally for further improvements. The dominant themes generated by the conference were as follows:

Education. Most Pacific women leaders feel that improved education, access to education, and increased emphasis on basics, which assist in job seeking, should be available on a much broader basis to Pacific women. Education is the key to growth in the employment sector. In addition, education that extends beyond the concepts of "women's" subjects should be reinforced, which can then serve to broaden the professional goals of women.

Job Training. Nearly every participant in the conference urged their governments to sponsor training programs for women that utilize their skills and improve their chances of securing better employment. Subjects should range from job performance skills to more advanced forms of training, including professional training. It is through job training that a broader spectrum of Pacific women can obtain meaningful jobs.

Cultural Integrity. A topic of paramount importance to women leaders is the integration of traditional and communal roles of Pacific women with the modern concepts of employment trends, that is, how to maintain traditional roles and yet function in the increasingly Western-oriented economies in the Pacific. One key component to assist Pacific women in this crucial struggle is the strengthening of women's organizations.

Definition of Women's Work. The terms and categories that apply to Western cultures do not necessarily take into account the work contributions of Pacific women whose lifestyles and circumstances are vastly different from those of Western women. To accurately reflect the current employment picture, the concept of work and employment should include traditional occupations of Pacific women.

A Center for Action. The need for a central point for collective action and networking among indigenous Pacific islands was identified as an important action plan for women of the Pacific islands. The network could provide (1) a focus for Pacific women's concerns in employment and labor market development, (2) a mechanism to stimulate and organize common efforts and interests toward specific goals and objectives, (3) an information clearinghouse, and (4) the identification of Pacific women leaders and a catalyst for them to work together for mutual interests and goals.

Future Directions

A milestone in Pacific island women development, this conference demonstrated the level of leadership demonstrated of indigenous Pacific island women in identifying and describing the needs and concerns of Pacific women in employment and labor market development. The discussions
and mutual responses to the issues raised during the conference underscored the unique styles and commonly shared values and experiences of Pacific island women.

As a beginning, this conference served to initiate and stimulate a common arena for focusing on the long-neglected issues of Pacific women who now face a new role for themselves—whether they are to be wage earners and economic contributors or merely to survive as individuals in a rapidly industrialized and Westernizing environment. The conference identified the areas of need for development, as well as stimulated a network of interested women in the Pacific islands. The participants expressed their strong commitment to the continuation of efforts to carry out the agenda for action as identified during the conference.

The conference identified three main areas where effort and emphasis are needed to advance the participation of Pacific island women in employment and labor market development. These broad areas are designed to integrate those major themes brought out by the conference, faculties, as well as the ideas, issues, and concerns raised during the small group sessions, or workshops. These three areas are discussed in the following sections.

I. Need for data and reliable information regarding the status of Pacific island women in employment and labor market development

Although some information was available, the conference underscored the absence of data that accurately describe the participation of Pacific women in employment and the labor market. This lack of data limits the development of a clear direction for action. It is evident, however, that the participation of Pacific island women in employment has become an issue of economic necessity, not of choice. Therefore, efforts are needed to determine how Pacific island women are accessing the job market, which factors facilitate their access and opportunities for development, and which factors inhibit or prevent their access and opportunities for development and advancement.

What are the employment patterns of Pacific island women? What types of jobs and occupations do they have? What is their employment status, e.g., rank, tenure, full/part time, wages, and benefits? Do they have dead-end jobs? Are they able to advance and access opportunities for training and promotions? Answers to these questions can direct efforts to improve the participation of Pacific island women in employment and labor market activities.

II. Education and training

It is a fact that Pacific island women are underrepresented in professional fields of all types. Outreach programs, educational counseling and guidance, and financial support are all needed to improve Pacific island women's participation in professional and occupational leadership positions. Many bright and talented Pacific women are excluded from the labor market simply because they lack opportunities. The present
conditions of the islands and the critical needs for creative and intelligent manpower cannot afford these losses. The practice of importing professional manpower is costly for both the short and long-run policies of government. A sound manpower policy can promote local development and reduce the long-term effects of dependency and economic disenfranchisement of indigenous residents as long as outsiders continue to control of administrative and professional positions in government.

The Pacific islands, particularly the U.S. territories, depend primarily on a service economy. Industries and other private businesses are very limited. Thus, efforts to stimulate and develop labor market activities are urgently needed in the islands. Skill training in small business development, management, and marketing will be extremely beneficial. The types of small business development could include native arts and crafts, agricultural production, services of various types, e.g., day care service, clothing and textile, and domestic service. Increases in travel and transportation have shown a concomitant increase in travel industry development, as are illustrated by the experiences of Guam, the Northern Mariana Islands, and American Samoa. Business and capital development are new concepts for most Pacific islanders who traditionally were members of an agrarian and subsistence economic systems. Therefore, understanding and knowledge of markets and market developments are critical if such efforts are to be successful.

III. Need for a coordinated approach for action

The islands are small, have limited resources, are isolated, and are unable to fully participate in any national forum that pertains to women’s concerns in general and to employment and labor market issues in particular. A regional center is needed for coordination, collaboration, and cooperative ventures in employment and labor market development. Such a center could support a network of active and interested women and stimulate collective action for development and participation. In addition, this network will also be able to facilitate information sharing and dissemination. As such, it can also provide a clearinghouse for Pacific island women’s activities and opportunities.

A regional center or networking approach can provide a (1) networking mechanism for bringing important issues into a central focus and (2) viable methods for solving diffuse and isolated problems. Approaches can be designed for common and mutually supportive programs, as well as strategies for interventions.

Pacific island women need to establish a networking by which they can collectively gather their resources, share their problems, and create culturally appropriate programs and plans that are feasible within their islands. Employment and labor market participation are critical to economic and political development. Pacific island women can influence and facilitate this development in their favor through a strong network of cooperation and action.
THURSDAY - MAY 7, 1987

8:00 - 9:00 REGISTRATION
Coffee and Rolls

9:00 - 9:15 INTRODUCTIONS
Dr. Faye Untalan-Munoz

WELCOME MESSAGES
Mr. Charles Lepani
Director, Pacific Island Development Program,
East-West Center

Ms. Barbara Sanford
Women's Bureau
U.S. Department of Labor, Region IX

Dr. Madeline Goodman
Vice-President of Academic Affairs
University of Hawaii

9:15 - 9:45 KEYNOTE ADDRESS: "Women of the Pacific:
Working into the Future"

Dr. Haunani-Kay Trask
Chairwoman
Hawaiian Studies Council
University of Hawaii

9:45 - 10:45 ISSUE PAPERS

Dr. Salu Reed, American Samoa
Program Officer
Department of Education
American Samoa

Mrs. Anicia Q. Tomokane
Special Assistant for Women's Affairs
Office of the Governor
Commonwealth of the Marianas
10:45 - 11:15  GENERAL DISCUSSION

11:15 - 12:00  ISSUE PAPERS

Ms. Meg Taylor, Papua New Guinea
Attorney, Collins and Leahy, Ltd.
Goroka, Papua New Guinea

Mrs. Winona Rubin
Director, Dept. of Social Services and Housing
State of Hawaii

12:00 - 12:30  GENERAL DISCUSSION

12:30 - 1:15  LUNCH (JEFFERSON HALL)

1:15 - 3:00  WORKSHOP SESSIONS

3:00 - 3:15  BREAK

3:15 - 4:30  GENERAL SESSION
WORKSHOP REPORTS
SUMMARY - Dr. Faye Untalan-Munoz

5:00 - 7:00  RECEPTION (EAST-WEST CENTER COTTAGE)
9:00 - 12:00  WORK SESSIONS

CONVENER: Dr. Faye Untalan-Munoz

REVIEW RECOMMENDATIONS
DEVELOP STRATEGIES
FUTURE DEVELOPMENT

RECORDERS: Irene Aquino
Stephen Hattori
Mary Hattori Sasaki
Sylvia Taitano
SESSION I: Job Seeking Skills, Room 4005

: How to find a job
: Preparing a resume
: Filling out job application forms
: Applying for and preparing for a job interview

Workshop Facilitator: Ms. Pat Luce
Workshop Resource: Ms. Patty Masuo
Workshop Recorder: Ms. Irene Aquino

SESSION II: Job Development Skills, Room 4005

: Professionalism on the Job - How to improve work habits and attitudes
: How to approach and prepare for promotion
: Resources and Methods for improving work skills

Workshop Facilitator: Dr. Salu Reed
Workshop Resource: Ms. Eva Robinson
Workshop Recorder: Ms. Mary Hattori Sasaki

SESSION III: Career and Professional Opportunities, Room 4125

: Career Opportunities for Women
: Professional Training and Education

Workshop Facilitator: Ms. Nanette Judd
Workshop Resources: Alicia Agon - Education
Rashni Prashad - Economics
Virginia Sablan - Law
Workshop Recorder: Ms. Joni Quenga

SESSION IV: Women in Business Development, Room 4121

: What is involved in starting a business
: Pacific Island Women Experiences in the business world

Workshop Facilitator: Ms. Pam Pryor
Workshop Resources: Linda Colburn
Stan Emoto
Alise Stunnenberg
Workshop Recorder: Ms. Sylvia Taitano
SESSION V: Problems and Barriers in Employment and Labor Market Development, Room 4118

- Barriers and problems experienced by Pacific Islands women in the working world
- Strategies for coping and managing
- Changing attitudes and behaviors

Workshop Facilitator: Dr. Faye Untalan-Munoz
Workshop Resource: Dr. Huanani-Kay Trask
Workshop Recorder: Ms. Ann Hattori
CONFERENCE FACULTY

SENATOR ELIZABETH P. ARRIOLA
Senator, 19th Guam Legislature
Territory of Guam

MS. PAT LUCE
Governor's Representative
American Samoa Government Liaison Office
San Francisco, California

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Program Officer
Department of Education
American Samoa

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State of Hawaii

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Chairwoman, Hawaiian Studies Council
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DR. FAYE UNTALAN-MUNOZ
Principal Investigator and Conference Coordinator
Assistant Professor, Schools of Public Health and Social Work
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CHAIRPERSON: DR. FAYE UNTALAN-MUNOZ

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PACIFIC ISLANDS DEVELOPMENT PROGRAM
EAST-WEST CENTER, HAWAII

PACIFIC ISLAND WOMEN’S COUNCIL
HAWAII

WOMEN’S BUREAU, U. S. DEPARTMENT OF LABOR
REGION IX, SAN FRANCISCO, CALIFORNIA

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Mrs. Teresita I. Coalson
Ms. Makerita Ehesia

Mr. Stan Emoto
Minority Business Development Center

Mr. Sio Laumatia

Mr. & Mrs. Diego Benavente

Guam Club of Hawaii

Mrs. Frances B. Leon Guerrero

Marianas Club of the University of Hawaii

Hawaiian Studies Program, University of Hawaii

Kāʻa'ala Farm, Waianae

OPELU Project, Waianae

Waianae Women’s Support Group

East-West Center Pan Pacific Club
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<td>Aga, Tiva</td>
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PACIFIC ISLANDS DEVELOPMENT PROGRAM

The Pacific Islands Development Program (PIDP) at the East-West Center helps meet the special development needs of the Pacific islands through cooperative research, education, and training. Its quality in-depth research provides island leaders with information on alternative strategies to reach development goals and meet the needs of the island peoples.

PIDP serves as the secretariat for the Pacific Islands Conference, a heads of government organization, and for the Standing Committee, composed of eight island leaders. PIDP's projects—requested and reviewed by the Standing Committee—respond to the development themes discussed at the First (1980) and Second (1985) Pacific Islands Conference. This process is unique within the East-West Center and in other research and educational organizations serving the Pacific.

Since 1980 PIDP has conducted research and training in nine areas: appropriate government systems, aquaculture, disaster preparedness and rehabilitation, energy, faculty development, indigenous business development, nuclear waste disposal, regional cooperation, and roles of multinational corporations in the Pacific tuna industry.

At its Tenth Meeting in January 1986, the Standing Committee endorsed a set of new projects for PIDP. These are health and nutrition, roles of multinational corporations—petroleum marketing and supply, Pacific youth, policy analysis, role of the private sector in Pacific development, and urban and rural life.

EAST-WEST CENTER

The East-West Center is a public, nonprofit educational institution with an international board of governors. Some 2,000 research fellows, graduate students, and professionals in business and government each year work with the Center's international staff in cooperative study, training, and research. They examine major issues related to population, resources and development, the environment, culture, and communication in Asia, the Pacific, and the United States. The Center was established in 1960 by the U.S. Congress, which provides principal funding. Support also comes from more than 20 Asian and Pacific governments, as well as private agencies and corporations.