

**National Development Forum
18 – 20 October 2016, Holiday Inn
Consultative implementation Monitoring Council**

Day 3 Session

Theme: *Creating Employment Opportunities through suitable policies, strategies & Partnerships: Current State of Play*

Sub: Theme: *Partnerships to provide skills transfer opportunities for equal participation and development.*

Topic : Proposed development of the National Employment Policy - Intent for an appropriate Policy Model, as the Way Forward

Outline of Presentation

1. Brief background to Current stage
2. Global Goal, Goal 8 on Decent Work and productive employment for economic growth, - PNG Decent Work Country program
3. Proposed development of the National Employment Policy, Intent and as an all inclusiveness and cross cutting policy
4. Statute, Limitations and Challenges Faced and Suggested approach to addressing these challenges ,
5. Some Statistics, to capture foreign employment trend, 2012 -2015
6. Summarise and Conclude

Brief Background to Current stage – Proposed Employment Policy development

- ILO Convention No 122 on Employment Policy, adopted in 1976
- Decent Work Policy Statement, 2002, approved by National Executive Council.
- PNG Decent Work Country Program, 2009 – 2012, 2013 -2015, 2016-2017.
- 4 Pillars of the Decent Work Agenda : Fundamental Rights at Work- Labour Law Reforms, Employment Generation/Creation, Social Security, and Social Dialogue.
- Conduct of the Organisational Situational Analysis Report of Employment Policies in PNG, by the ILO commissioned research from the Massey University, New Zealand, 2012.
- Stakeholder and Government agencies consultations and discussions , with assistance of ILO, in 2013-2014 : Outcome NEC Policy Submission to establish the National Task Force , to develop the policy seeking approval of NEC, 2015.
- [Social partners, Govt agencies, PMNEC, DNPM, Fiance, Treasury, DLIR, DPM,DHERST, DCTI, NYC, Education, Agriculture, NSO]

UN 2030 Sustainable Development Goals, Goal 8 on Decent Work and productive employment for sustainable economic growth

Articulate Goal 8 :

- MDTP 2010 -2015, and the MDTP 2 2016-2017 , though no specifically stated is reflected broadly as “ enabling environment”
- PNG Decent Work Country program , is central to and the vehicle to implementing the Goal.
- How would PNG address this, under the proposed development of the National Employment Policy.

Proposed development of the National Employment Policy, Model Intent

- As an all inclusive Policy development to cover different employment strands.

Categories:

More focus

- Formal sector, -sufficiently regulated

Emerging

- Micro Small to Medium Enterprise sector (MSME),
- Informal and subsistence sector- unregulated facilitate progress

Broaden Employment base

- Part-time,
- Seasonal work – Domestic and Regional
- Self Employment, and others

Proposed Aim: To have a coherent and integrated employment policy that is consistent with the overall social and economic development

Challenges

- No specific ministry responsible for overall employment matters
[DLIR, DPM, DNP&M, DoEducation, DoHerst]
- Limited Employment Base to create employment opportunities – Need to broaden to cover other areas.
- Inadequate / non availability of information on skill needs of Industries
- Fragmented Labour Market information systems.
- Mismatch in Supply v Demand in the labour market, leading to imbalance in the Labour market.
- Absence of national classification of industrial occupations to basic job entry requirements/ skills.
- Ineffectiveness in inter agencies consultations and collaborations program.

Existing related laws and Statute Limitations

Employment Act, 1978, -

- Outdated and has limitations to enforcement and compliance
- Provides for basic Terms and Conditions of Work, [aftermath of contractual employment entered into whether verbal/oral or written.

Placement Services, Act, 1966

- Outdated, and has limited enforcement and compliance
- Voluntary services
- Deals with referrals of Job seekers

Employment of Non-Citizens Act, 2007

- Covers employment of non-citizens on issuance of work permits under open occupations categories [450/800]
- Allows for 2 year periodical reviews in occupations [open-450, conditional-120 & restricted-230]

Public Service Management Act, 2014

- Covers workers in the Public Sector, under standard terms and conditions of employment and contract employment for senior officers in Public service

Employment of Non-citizens in Public Service

Programs and Policy Reviews within Ministry

- National Training Council Law and Policy Review, including Industrial Boards under NTC Council, in good progress for Council
- Revision to Occupations in employment under Work permits Issuance system
- Apprenticeship and Trade Testing, Review and development of Trade Occupation relevant to Labour Market demand
- Export Labour [Labour mobility, migrant labour], SWP and RSE
- Employment statistics law, 1980, Annual returns, lack of enforcement, so to re-introduce in new year, 2017
- Baseline data Survey on inventory on qualifications and skills sets in PNG
- National Minimum Wages Determination, periodical wage setting – move towards long term wage fixation.

Proposed linking of the pathways for Education, Training, skills development.

- Establishment of the Nationals Skills Development and Training Authority as one national cohesive mechanism, linking to and meet industry demands for skilled workers.[NEC Decision No 104/2010]
- Technical Vocational Education Training Board
- National Training Council
- National Apprenticeship Trade Testing Board
- Independent Fellowship Scheme
- National Employment Service
- Academic and Training Institutions

Some statistics on foreign employment :Period 2012 – 2016 (September), Graphical presentations

Work Permits issued to non-citizens against open category (450/800)

- By year
- By Industry
- By occupations for the Construction and Infrastructure and Manufacturing
- Policy interventions to address critical skills needs area through , training and upskill, and skills transfers to nationals.

Summary and Conclusion

The proposed development of the National Employment Policy, intent for a Policy model that is all inclusive to cover and cross cut to:

- Different employment sector strands, formal, informal, MSMEs, part-time, seasonal etc.
- In Gender equality, skills development and training, and education .
- Labour Market Information is vital for employment planning and meeting demand for jobs.
- Forming partnership with relevant stakeholders, and development partners collaborate and drive policy consultations, to achieve desired outcomes, is needed.
- Most importantly, relevant Government Agencies, and especially the Central Agencies Consultative Committee, must collaborate and commit time and budget support towards the formulation of this important National Employment Policy for Papua New Guinea.

My contact details



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Thank you