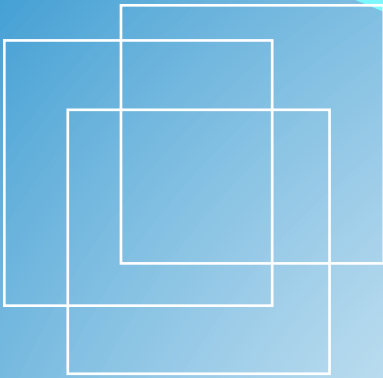




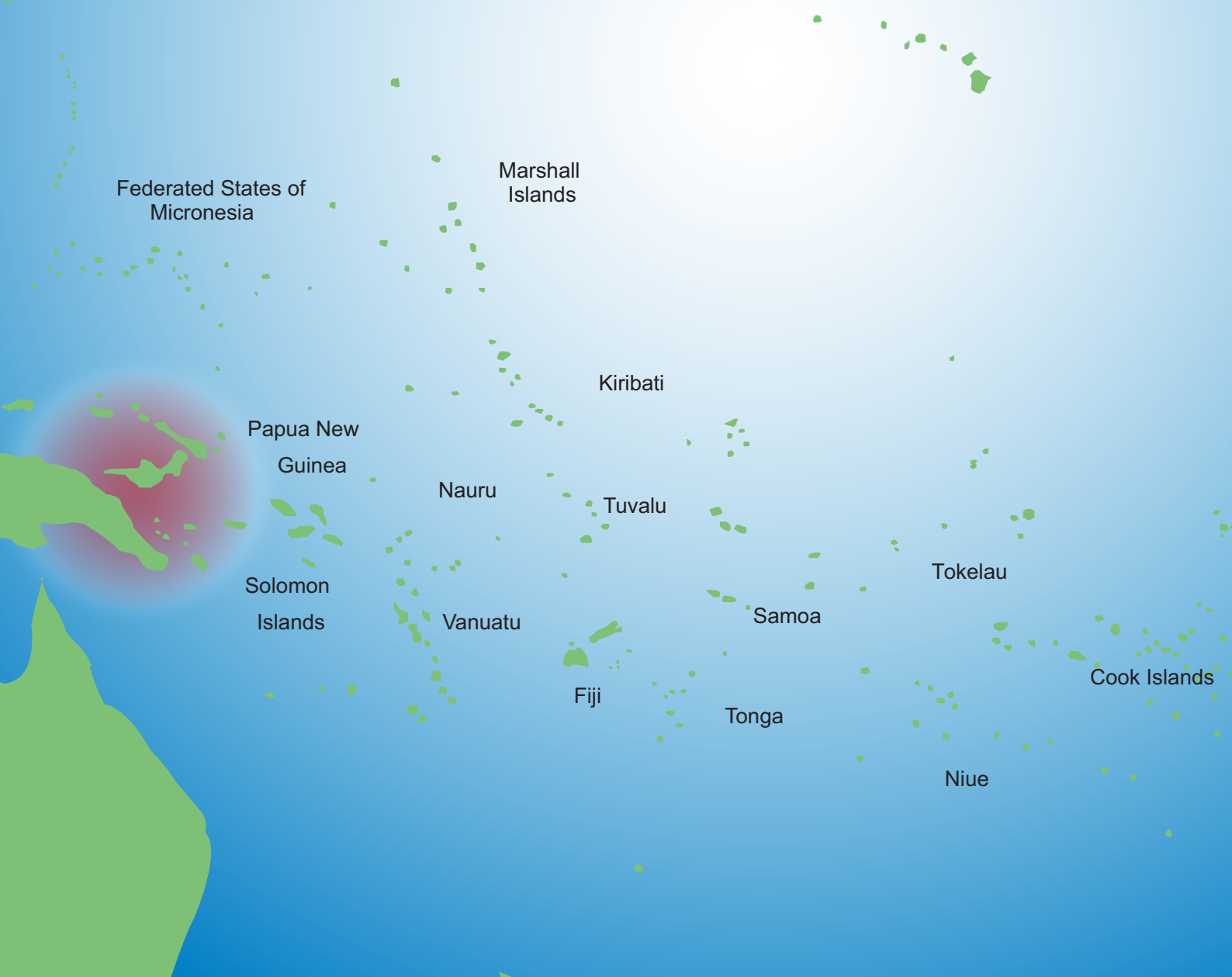
International  
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Organization



# **PAPUA NEW GUINEA**

## **DECENT WORK COUNTRY PROGRAMME**

2018 -2022



## JOINT STATEMENT

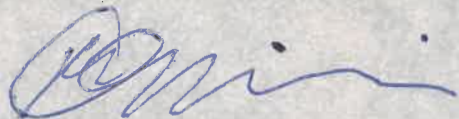
The Ministry of Labour & Industrial Relations, the Employers' Federation of Papua New Guinea, the Papua New Guinea Trade Union Congress, and the International Labour Office (ILO) (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in Papua New Guinea.

Whereas the Decent Work Country Programme for Papua New Guinea 2018-2022 is aligned to and will contribute to achieving the National Development Strategy "Vision 2050", the National Strategy for Responsible Sustainable Development (STaR), the Development Strategic Plan 2010-2030 and Medium-Term Development Plan, UNDAF 2018 – 2022 and the 2030 Global Sustainable Development Goals (SDGs).

The Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP. The following three priorities are identified and agreed:
  - **Priority 1:** Promotion of Labour Law Reform and Labour Administration
  - **Priority 2:** Promotion of productive and decent employment opportunities, particularly for young women and men
  - **Priority 3:** Capacity building of tripartite constituents
2. The Department of Labour and Industrial Relations headed by the Secretary, takes carriage of the DWCP and through the existing implementation platforms will review progress and challenges and coordinate the successful implementation of the DWCP, with the view to enhance the capacities of each of the tripartite constituents in achieving Papua New Guinea's development goals.

For and on behalf of the Government



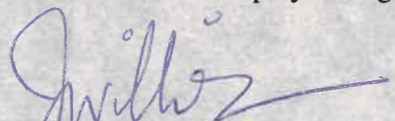
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**Honorable Mehrra Kipefa, MP**  
Minister for Labour and Industrial Relations

For and on behalf of the International Labour Office



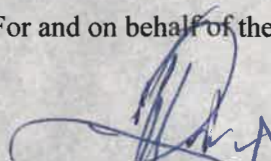
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**Ms. Tomoko Nishimoto**  
Assistant Director General & Regional Director  
for ILO Regional Office for Asia and the  
Pacific (ROAP)

For and on behalf of the Employers Organization



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**Ms. Florence Willie**  
Executive Director of Employers Federation of  
Papua New Guinea

For and on behalf of the Workers' Organization



-----  
**Mr. John Paska**  
General Secretary of Papua New Guinea  
Trade Union Congress

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## **List of Abbreviations**

ADB	Asian Development Bank
CEACR	Committee of Experts on the Application of Conventions and Recommendations
DLIR	Department of Labour and Industrial Relations
DNPM	Department of National Planning and Monitoring
DWCP	Decent Work Country Programme
EFPNG	Employers' Federation of PNG
GDP	Gross Domestic Product
HDI	Human Development Index
ILO	International Labour Organization
ILS	International Labour Standards
IMF	International Monetary Fund
ITC-ILO	International Training Centre of the ILO
LNG	Liquefied Natural Gas
MLC	Maritime Labour Convention
MTDP	Medium Term Development Plan
MTR	Mid-term Review
NAP	National Action Plan
NED	National Education Department
NCD	Non-Communicable Diseases
NPP	National Population Policy
NSO	National Statistics Office
NTCC	National Tripartite Consultative Council
OSH	Occupation Safety and Health
PNG	Papua New Guinea
PNGTUC	PNG Trade Union Congress
RSE	Recognized Seasonal Employer Scheme
SBDC	Small Business Development Corporation
STaRS	National Strategy for Responsible Sustainable Development for PNG
SWP	Seasonal Work Programme
TVET	Technical and Vocational Education and Training
UNCCA	United Nations Common Country Analysis
UNDAF	United Nations Development Assistance Framework
USDOL	United States Department of Labour

# 1. Introduction

The Decent Work Country Programme (DWCP) 2018-2022 for Papua New Guinea (PNG) serves as a framework to support the Government of PNG to achieve its National Development Strategy “Vision 2050”, its’ National Strategy for Responsible Sustainable Development, its’ Development Strategic Plan 2010-2030 and Medium-Term Development Plans, and the 2030 Sustainable Development Goals (SDGs).

The DWCP 2018-2022 represents the Government’s priorities, as well as those of the workers’ and the employers’ organizations, and supports the ILO’s core mandate to advance opportunities for women and men to obtain decent and productive work in condition of freedom, equity, security and human dignity.

PNG’s first DWCP (2008-2012) priorities included (a) capacity building of tripartite partners; (b) labour law reform; (c) the promotion of decent work; and (d) skills development. The second DWCP (2013-2017) prioritized (a) completion and implementation of the labour law reform; (b) development of a national employment strategy and framework aimed at creating and improving access for young women and men to decent employment and (c) strengthen tripartite capacity.

This DWCP builds on the progress and lessons under previous such programmes. A key lesson learned from the first two DWCPs is the need to identify more pragmatic and realistic priorities, with clear implementation plans. The need to strengthen the leadership role of the NTCC to oversee the implementation of the DWCP has also been recognized, as well as the support required from the ILO in resource mobilization. Improvements in coordination, implementation and monitoring of DWCP outcomes were also seen as areas that need to be addressed.

The DWCP 2018-2022 has been jointly developed by the Ministry of Labour & Industrial Relations, the Papua New Guinea Trade Union Congress, the Employers’ Federation of Papua New Guinea and the ILO through a series of reviews and consultations. The DWCP’s agreed three priority areas are:

**Priority 1: Promote reform of Labour Law and labour administration in line with international standards**

**Priority 2: Promote productive and decent employment opportunities, particularly for young women and men**

**Priority 3: Promote effective social dialogue and tripartite cooperation**

Within these priorities, the promotion of gender equality and non-discrimination, tripartism, social dialogue, institutional capacity building and environmental sustainability are cross-cutting drivers. The tripartite constituents, through social dialogue, will participate at all stages in the formulation and delivery of the DWCP’s Implementation Plan.

The 2018-2022 DWCP also elaborates the policy priorities proposed by ILO member states in the Bali Declaration. These priorities relate to fundamental principles and rights at work, fundamental labour standards, social dialogue and tripartism, freedom of association and collective bargaining, autonomy and independence of workers’ and employers’ organizations, policies for more decent jobs, reversing widening inequalities and the incidence of low-paid work, closing gender gaps, and enhanced labour migration policies and labour market institutions.

The 2018-2022 DWCP also reflects ILO member states’ priorities as articulated during the ILO Pacific Sub-Regional High Level Tripartite Dialogue on the Future of Work in Suva from the 24<sup>th</sup> to 25<sup>th</sup> May 2017. The importance of addressing job creation, youth unemployment, entrepreneurship, the skills gap, emerging impacts of climate change and innovative technology on labour markets, and labour market mobility, were critical elements affecting Pacific island states that were discussed at the Future of Work dialogue.

## 2. Country Context: Diagnostic and Situation Analysis

Papua New Guinea (PNG) has a land area of approximately 463,000 km<sup>2</sup> and a culturally, ethnically and linguistically diverse population of 8.4 million. 50% of the population is below the age of 24<sup>1</sup> and the average annual population growth rate from 2011 to 2016 was 3.1%. At this rate, the population is expected to double over the next 22 years. The country is rich in natural resources<sup>2</sup> and has significant potentials for further developing agriculture and tourism. However, economic growth is impeded by structural factors that weaken the environment for private sector development, and poverty remains widespread<sup>3</sup>.

About 88% of the population lives in rural areas and their livelihoods is primarily based on subsistence agriculture and small-scale sales of cash crops in the informal sector. Accessibility to the widely scattered rural communities is often difficult and transportation costs are very high<sup>4</sup>.

### 2.1 Economy and Employment

PNG's economy is dominated by a large - predominantly informal - agricultural sector, and a mining and petroleum sector<sup>5</sup>. The mining and petroleum sector's share of the GDP in 2014 was 20%. The agriculture sector is dominated by subsistence-oriented smallholders. There are small numbers of medium and large size enterprises that produce oil palm, copra, tea, coffee and fisheries for exports. The manufacturing sector is small, consisting of food and food canning, soft drinks, beer, tobacco processing and furniture making. Some small-scale engineering and metal processing, clothing and other light industries are also present<sup>6</sup>.

In 2015, PNG was classified as a Lower Middle-Income Country, with a Gross National Income (GNI) per capita of US\$2,386. PNG's GNI capita increased 76.3% between 1990 and 2015<sup>7</sup> and reaching US\$2,680 in 2016 (with an annual growth rate of 3.58%)<sup>8</sup>. After years of economic decline, the last decade witnessed strong economic performance, mainly driven by a very large new liquefied natural gas (LNG) project. Growth in other sectors however is modest and inflation has increased. The recent decline in commodity prices and the El Nino-related droughts in 2015-2016 have weakened the country's fiscal position and led to lowered economic growth. The government responded to this by cutting expenditure in the supplementary 2015 and 2016 budgets and by adopting a prudent 2017 budget<sup>9</sup>.

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<sup>1</sup> ADB Basic Statistics 2017. PNG National Statistics Office

<sup>2</sup> PNG is the supplier of 3% of the world's gold, 2% of its copper, 3% of its coffee and 1% of its palm oil production

<sup>3</sup> IMF Country Report No. 17/22: PNG January 2017

<sup>4</sup> ADB Poverty Analysis Summary; Country Partnership Strategy: PNG 2016-2020 from analysis of PNG 2011 HIES

<sup>5</sup> consisting mainly of liquefied natural gas (LNG), gold, copper and silver extraction

<sup>6</sup> ADB Economic Analysis Summary; Country Partnership Strategy: PNG 2016-2020 from analysis of ADB Outlook PNG 2015 and ADB Pacific Economic Monitor: PNG 2015 and 2014

<sup>7</sup> UNDP Human Development Report 2016: PNG

<sup>8</sup> <https://data.worldbank.org/indicator/NY.GNP.PCAP.CD?view=chart>

<sup>9</sup> IMF Country Report No.17/22 PNG January 2017 & PNG Mid-Year Economic and Fiscal Outlook Report 2017

## 2.2 Formal and Informal Sector

Economic growth from extractive industries has not resulted in the creation of large-scale formal sector employment or associated economic opportunities. It also did not result in the broadening of the tax base<sup>10</sup>. Self-employment in the informal sector – particularly in subsistence agriculture – remains the dominant economic activity in the rural economy, especially for women.

The overall labour force participation rate (% of total population ages 15+, modeled ILO estimate) was 69.92 % in 2017. Its highest value over the past 27 years was 72.53 in 2004.<sup>11</sup> In 2016, the female rate of labor force participation was 69.6 %, compared with 71.0 % for men.<sup>12</sup> A key factor in labour force participation and employment rates for women is their engagement in agriculture and fishing for household consumption in rural areas, where some 87 % of the population is concentrated. . As a share of total employment, employment in the agriculture sector in 2010 was 19.2% (the latest available figures). The proportion employed in industry was 5.6% and in the services sector 49.7%.<sup>13</sup>

Unpaid work, unemployment and underemployment are widespread, and the growth of formal sector employment has not kept pace with the labour force growth. Significant numeracy and literacy gaps are also a contributing factor to the low levels of formal employment, with the majority of labour market entrants seeking jobs in the informal sector. Incoming migrant labour flows from the wider region increasingly compete for formal sector jobs<sup>14</sup>. According to the IMF, a renewed focus is needed on creating enabling conditions for private sector development, particularly by improving infrastructure and financial access for sectors such as agriculture<sup>15</sup>.

### 2.2.1 Youth Unemployment and Under-employment

Youth (15-24 years age) in PNG comprise about 60% of the population<sup>16</sup>. With an annual population growth rate of 2.3 %, and with 50 per cent of the population under 20 years old, the youth population is expected to increase dramatically in the next twenty years.<sup>17</sup> Young people are 2.5 times more likely to be unemployed compared to adults, and 49 per cent of people registered as unemployed are aged under 25 (ILO, 2011).

While many young people seek employment to secure the survival of themselves and their families, economic uncertainties and limited private sector development make it harder for them to find formal employment. Less than 10,000 youths enter the formal labour market every year (ILO, 2008). As a result, many remain unemployed or under-employed in the informal economy which is linked with lower wages, poor working conditions and limited career prospects.<sup>18</sup> This situation has contributed to the deterioration in law and order and human rights, with increased incidences of violence – particularly against women and girls – and a worsening environment for national and international investment, with disproportionately high costs for security protection.<sup>19</sup>

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<sup>10</sup> Less than 10% of the population are paying taxes. Source: UN in PNG Common Country Analysis; October 2016

<sup>11</sup> International Labour Organization, ILOSTAT database. Early release of the 2017 ILO Labour Force Estimates and Projections, retrieved in November 2017.

<sup>12</sup> UNDP. (2017). Gender Inequality Index. Accessed on 29/05/2018 at [hdr.undp.org/en/composite/GII](http://hdr.undp.org/en/composite/GII)

<sup>13</sup> Household income and expenditure survey, 2010

<sup>14</sup> In the period 1996 to 2013 the annual number of overseas persons arriving for work purposes increased by 42.7% to 70,000. In this period the number of formal sector jobs grew by only 50%, or about 115,000 jobs, which meant that only 45,000 additional formal jobs were available for PNG people, i.e. only about 2,500 jobs per year.

<sup>15</sup> IMF Country Report No.17/22 PNG January 2017

<sup>16</sup> <http://png.unfpa.org/en/topics/young-people-8>

<sup>17</sup> ILO. (September 2013). Youth Employment Policy Brief: Papua New Guinea - Inclusive growth for youth

<sup>18</sup> Ibid

<sup>19</sup> PNG DWCP 2013-2015



## **2.2.2 National Initiatives to Support Economic and Employment Opportunities**

### **(i) Vision 2050, STaRS and MTDPs**

Vision 2050 is the blueprint for PNG's social, economic and environmental development, implemented under 7 strategic focus areas- (i) Human capital development, gender, youth and people empowerment; (ii) Wealth creation; (iii) Institutional development and service delivery; (iv) Security and international relations; (v) Environmental sustainability and climate change; (vi) Spiritual, cultural and community development, and; (vii) Strategic planning, integration and control. Vision 2050 aims at broad-based diversified economic growth and less reliance on extractive industries. It aims to develop manufacturing services, agriculture, forestry, fisheries and ecotourism sectors.

The National Strategy for Responsible Sustainable Development (STaRS) promotes green growth and sustainable development. Its guiding principles include productive and secure decent work and green jobs, poverty alleviation, social protection, skills development and supporting human rights and workers' rights.

Above long-term strategies are supported by sectoral policies and Medium-Term Development Plans (MTDPs).

### **(ii) National Employment Policy and National Training Policy**

Initiatives to support job-seekers to find employment are limited and there are no government-led employment services and no national or sectoral strategies for matching workers and jobs. The Employment Placement Services Act that regulates employment agents is outdated and requires reform to address this service gap. The development of a National Employment Policy to implement ILO Employment Policy Convention 1964, has been prioritized by the Government. A National Training Policy is being developed by the Government to address the critical shortage of skilled and technical professional personnel.

### **(iii) PNG Seasonal Workers Scheme**

The PNG Seasonal Workers Scheme started in 2012. It aims to create employment opportunities, increase remittance incomes and promote skills transfer. The projected increase in participation of PNG workers in the Australian Seasonal Work Programme (SWP) and New Zealand's Recognized Seasonal Employer Scheme (RSE). The scheme requires the development of regulatory frameworks and systems to protect the rights of seasonal workers and provide pre-departure and return/reintegration services for seasonal workers. The PNG Seasonal Workers Taskforce – and inter- departmental agency team led by the Department of Foreign Affairs and Trade – was established in 2012 to manage PNG seasonal workers' participation and act as a focal point for authorized employers in Australia and New Zealand.

### **(iv) PNG National Population Policy (NPP) 2015-2024**

The PNG National Population Policy (NPP) 2015-2024 outlines strategies for employment creation and adapting education and non-formal learning to prepare the labour force to support productive sectors. It also aims to minimize unemployment and under-employment, address urban unemployment, increase rural incomes and reduce rural underemployment, and building skills and qualifications of formal sector trade, technical, and managerial employees. NPP's goal is also to raise the level of education of the population, promote broad-based sustainable social and economic development, improve the status of women, and contribute to raising the quality of the labour force. NPP furthermore aims to increase the proportion of the economically active population engaged in paid decent employment through the strengthening of SMEs and implementing the SME Policy<sup>20</sup>.

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<sup>20</sup> Department of National Planning and Monitoring (DNPM), PNG National Population Policy 2015-2024

## (v) PNG SME Policy (NPP) 2016

The objective of the PNG SME Policy 2016 is to support the SME sector in creating new employment opportunities, achieve sustainable economic growth outside the resources sector, and achieve a fair and equitable distribution of wealth through majority citizen ownership of business activities. Its 2030 policy goals include an increase in the number of SMEs from 49,500 to 500,000; an increase in formal employment from 290,000 to 2 million; a reduction of unemployment (from 84% to 49%); increased formalization of the economy from 10% to 70%; an increase of SMEs' contribution to the GDP from 10% to 50%, and an increase per capita income from US\$2,000 to US\$9,600 by 2030. Entrepreneurial development is promoted as a strategic avenue towards achieving these objectives.<sup>21</sup>.

## 2.3 Social Protection

### 2.3.1 Poverty and Inequality

40% of the population lives below the national poverty line<sup>22</sup> and around 27% of the households in PNG are classified as extremely poor<sup>23</sup>. In 2015 PNG was ranked 154<sup>th</sup> of 188 countries in the Human Development Index (HDI). PNG's high income from natural resources has not significantly improved the well-being of all citizens and has resulted in growing inequalities and geographic disparities.

Rural areas host 85% of the country's population and 80% of the country's poor. This caused substantial migration from rural to urban areas and increased levels of urban unemployment. It also resulted in the establishment of informal settlements and housing with poor infrastructure. Furthermore, it increased the strain on service provision and led to high rates of crime<sup>24</sup>.

There are notable disparities in access to social services and other aspects of human development. These are related to location and setting (urban or rural), wealth, gender and ethnicity. PNG is placed in the top 50 of the most unequal countries in the world in 2015. There is no comprehensive social protection system with safety nets for the vulnerable people. In 2010 public social protection expenditure was only 3.2% of the GDP<sup>25</sup>.

Existing social security and social protection programmes are concentrated largely on workers in formal employment. As most people in the informal sector lack the financial resources needed to pay for increased facilities and services, the challenge for the government is how to finance social protection services for the majority of the people, i.e. those who live in the informal economy<sup>26</sup>.

### 2.3.2 Current Social Protection Schemes

Compulsory retirement benefit schemes<sup>27</sup> exist in the public sector and for private sector enterprises with 20 or more employees. The two major schemes are the Nambawan Super Limited Fund for public sector workers and the National Superannuation Fund for private and public sector workers. Other examples of social security protection measures include maternity leave with pay for public sector workers and the Work Injury Compensation Insurance Scheme. In 2009, the National Executive Council (NEC) decided to develop a social protection policy<sup>28</sup>. Once fully developed and implemented, social protection programmes implemented under this policy will complement the Government's efforts to reduce poverty and improve the quality of life for all. In 2011 the Government also established free education and health policies to promote social protection.

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<sup>21</sup> Price Waterhouse Coopers: Overview & Commentary on PNG Government's SME Policy 2016 & UN in PNG Common Country Analysis, 2016

<sup>22</sup> 2015 estimate in ADB Basic Statistics 2017

<sup>23</sup> PNG UNDAF 2018-2022

<sup>24</sup> UN in PNG Common Country Analysis; October 2016

<sup>25</sup> ILOSTAT: Country PNG

<sup>26</sup> ILO 2006; PNG: A Review of the Social Security System: An Initial Assessment

<sup>27</sup> ILOSTAT: In 2010, active contributors to an old age pension scheme constituted 3.0% of the formal labour force.

<sup>28</sup> Chaired by the Department of Community Development. DLIR is a member of the Task Team to develop this Policy.

## **2.4 Social Dialogue and Tripartism**

### **2.4.1 The National Tripartite Consultative Committee (NTCC)**

The NTCC is the highest level tripartite oversight and coordinating body in PNG. Its role includes oversight of DWCP progress, with the Department of Labour and Industrial Relations headed by the Secretary taking carriage of DWCP implementation through existing implementation platforms, including coordination and review.

### **2.4.2 The Department of Labour and Industrial Relations (DLIR)**

There is considerable commitment to tripartism in PNG, but results of social dialogue have been mixed due to capacity issues among the government and the social partners. The DLIR has varying capacities for labour inspections, general industrial relations, employment services, promotion of employment policies, arbitration, and occupational safety and health. While DLIR has performed well in the areas of regulation and processing of the foreign employment sector, there are significant capacity constraints to drive policy development and reform, and core labour legislation. These constraints are exacerbated by the lack of labour market information. In addition, confidence in the legal framework is undermined by a large backlog of unresolved arbitration and mediation cases. In 2011 DLIR signed an agreement with AusAID for building capacity in the areas of finance and labour market information.

### **2.4.3 Employers Federation of PNG (EFPNG), PNG Trade Union Congress (PNGTUC)**

EFPNG and the PNGTUC, continue to be engaged in dialogue on labour and OSH legislation, developing a national employment policy, and strengthening the labour administration systems and other areas of work. The social partners face capacity issues related to resource constraints. This affects their capacity to increase membership, to organize existing members, and engage in policy dialogue and other labour-related areas. The social partners not only need to build the capacity of their members to implement changes under the revised regulatory frameworks, they also need to implement their core functions of organizing, representing and bargaining on behalf of their members industrial matters. There are significant opportunities for EFPNG and PNGTUC to take leading roles to assist members in implementing workplace strategies that address disability and gender discrimination, sexual harassment, and issues related to HIV/AIDs and Non-Communicable Diseases (NCDs).

## **2.5 Fundamental Principles and Rights at Work**

Numerous groups are at disproportionate risk of human rights violations and deprivations, including women, children, young people, sex workers, refugees, internally displaced populations (IDPs), stranded migrants, victims of trafficking and the geographically isolated population. PNG is reported as a source, destination and transit country for men, women and children subjected to sex trafficking and forced labour. Violence against children is widespread and girls in rural and urban areas are vulnerable to trafficking and commercial sexual exploitation.

A growing number of children are in the worst forms of child labour, illicit activities and hazardous work, working as domestic servants on plantations and in the tourist industry. According to Trafficking In Persons (TIP) Report 2017, PNG is in Tier 2<sup>29</sup> while laws have been passed to protect children, enforcement of these laws has been poor. In 2017, the National Action Plan (NAP) to Eliminate Child Labour in PNG, 2017-2019, was launched. The NAP links closely to PNG's labour inspection and OSH services. It states the government's intention to establish a Child Labour Unit; develop a hazardous child labour list; improve child labour inspection systems; and conduct awareness through provincial child labour focal points.

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<sup>29</sup> <https://www.state.gov/j/tip/rls/tiprpt/countries/2017/271261.htm>

## 2.6 Gender Equality and Non- Discrimination

In 2016, PNG ranked 143<sup>rd</sup> of 159 countries on the UNDP's Gender Inequality Index (GII). This was the second lowest ranking in Asia and the Pacific. Only 2.7% of parliamentary seats are held by women and women are under-represented at all levels of government.<sup>30</sup>

Whereas female participation in the labour market is almost at par with male participation (69.6% against 71.0%)<sup>31</sup>, women's participation is mainly limited to informal and subsistence work in the rural areas as noted earlier, whereas their role is crucial<sup>32</sup>. In 2010, only 37.9 per cent of total employed women had waged jobs (National Statistical Office, 2012).

The female enrolment rate for primary education (73%) lags behind males (77%). The primary education completion rates for girls is 59%, against 64% for boys. Only 8.8% of adult women have reached at least a secondary level of education (compared to 14.7% for adult men).<sup>33</sup> As girls are less likely to attend schools than boys, adult literacy rate of females is considerably lower than that of males. Only 26 % of the total enrolled students to vocational education were girls (UNESCO, 2008). These gender disparities in education contribute to gender inequities in having access to formal sector employment opportunities. As a result, women have much less access than men to cash income sources and decent work opportunities<sup>34</sup>.

The prevalence of gender-based violence in PNG is high, with an estimated 75% of women and children having experienced violence. A study undertaken by Medicines Sans Frontieres (MSF) found that 94% of treated cases of acts of violence involved women as victims and 56% of sexual violence cases involved children as victims. A lack of safe houses and alternative care services for children forces many women and children to return home to their abusers after seeking medical help.<sup>35</sup> Health indicators also show little improvement. For every 100,000 live births, 215 women die from pregnancy related causes and the adolescent birth rate is 54.8 births per 1,000 women of ages 15 to 19.

### 2.6.1 International Labour Standards

PNG has ratified 24 ILO Conventions, including 8 Fundamental Conventions. Priority Conventions are yet to be ratified<sup>36</sup> but it is anticipated that by 2020 these Priority Conventions will be ratified, along with a number of other recently adopted ILO Conventions. Although PNG has regularly submitted reports to ILO supervisory bodies, there are gaps in its reporting on ratified Conventions and the CEACR has raised concerns regarding the application of these Conventions.

The legal framework that governs employment and industrial relations has significant weaknesses and the development of modernized labour legislation to reform the institutional framework such as the Industrial Relations Bill, has taken more than 15 years. Since 2011, the ILO has provided technical input to review the Employment Act – intended to complement the Industrial Relations Bill – and to review provisions that protect against discrimination of women, provide greater maternity protection and prohibit sexual harassment in the workplace.

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<sup>30</sup> UNDP. (2017). Gender Inequality Index. Accessed on 29/05/2018 at [hdr.undp.org/en/composite/GII](http://hdr.undp.org/en/composite/GII)

<sup>31</sup> UNDP Human Development Report 2016: PNG; [http](http://hdr.undp.org/en/composite/GII)

<sup>32</sup> Women in agriculture are producers of 80% of PNG's food, they undertake 60-70% of work in crop production and make a significant contribution to the informal fishing sector.

<sup>33</sup> UNDP. (2017). Gender Inequality Index. Accessed on 29/05/2018 at [hdr.undp.org/en/composite/GII](http://hdr.undp.org/en/composite/GII)

<sup>34</sup> ADB Gender Analysis Summary; Country Partnership Strategy: PNG 2016-2020 from analysis of the 2011-2012 PNG Country Gender Assessment prepared by Government, Development Partners Gender Forum, ADB and World Bank.

<sup>35</sup> UN in PNG Common Country Analysis; October 2016 & UNDAF 2018-2022

<sup>36</sup> Labour Inspection Conventions 81 and 129 and Tripartite Consultation Convention 144

## **2.7 Occupational Safety and Health**

A number of pressing issues stand out to be addressed concerning occupational safety and health (OSH) risks in extractive industries, along with low levels of OSH awareness and capacity in small-scale businesses and the informal economy. The Industrial Safety, Health and Welfare Act of 1961 – and related industry-specific regulations – is no longer adequate in relation to the changes in the economy and the labour market. The growth of infrastructure projects and high-risk industries has added impetus to review the legal and institutional framework and the Government has prioritized the development of new OSH legislation.

To strengthen the OSH response and the capacity to effectively implement and enforce the envisaged new Act, the DLIR has integrated OSH as a core departmental programme. DLIR aims to harmonize inspection services and strengthen the capacity of the Inspectorates. The ILO continues to build capacity of the Government, the social partners including employers and workers to proactively address and resolve OSH issues in the work place.

## **2.8 Impacts of Climate Change**

The frequency and intensity of natural hazards in PNG are increasing, impacting differently on women, men, girls and boys, depending on their status and role, and their capacity to cope. The 2015-2016 El Nino affected food and water sources, and a nation-wide government assessment found that up to 2.4 million people were affected by the drought. The agriculture, forestry and fisheries sectors were particularly affected. Throughout the 21<sup>st</sup> Century PNG will continue to face the impacts of climate change, including extreme rainfall, ocean acidification, sea level rises, increases in the intensity of tropical cyclones and increases in temperatures<sup>37</sup>.

## **2.9 Data and Capacity Gaps**

Considerable data gaps affect the ability to prepare evidence-based policies, strategies and plans. PNG's critical databases remain incomplete and weak at all levels. This applies in general to data collected through census and other surveys, and to data collected by means of registration/recording (civil registration and service/administrative statistics) in particular. Up-to-date, complete and reliable data from registration and recording are close to non-existent.

The weak database hampers the analysis of virtually all aspects of PNG's demographic and socio-economic situation and trends. The 2006 MTR of the NPP 2000-2010 included recommendations regarding the improvement of PNG's database. These related to databases on the population, the labour force, the labour market, employment, the environment, community development, civil registration and health. Support for the conduct of PNG's first Labour Force Survey is accordingly prioritized under this DWCP.

## **2.10 ILO Comparative Advantage and Links to UNDAF 2018-2022**

ILO's comparative advantages are found in its international labour standards, tripartism and social dialogue. International Labour Standards (ILS) are the result of discussions among governments, employers and workers, in consultation with experts from around the world. ILS represent the international consensus on how a particular labour problem could be tackled at the global level and reflect knowledge and experience from all corners of the world. The ILS' legal character allows them to be used in the legal system and administered at the national level. ILS include an ILO supervisory system and technical assistance for countries to implement the conventions they ratify in law and practice.

The ILO has a long history of engagement with its social partners. Since its establishment the ILO has strengthened its operational procedures and developed ground rules for autonomy of groups, constitutional and voting procedures, membership accountability and consultation mechanisms to promote tripartism and

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<sup>37</sup> Pacific- Australia Climate Change Science and Adaptation Planning Program; Current and Future Climate of PNG

social dialogue. Tripartism refers to engagement and consultation between governments, workers and employers. The tripartite structure provides a unique forum in which government and the social partners can freely and openly debate and elaborate labour standards and policies and promote good governance. Engagement in tripartite policy dialogue in these areas is more likely to produce decisions that are democratic, sustainable, informed by experience and “owned” by all constituents. Tripartite labour advisory bodies such as the NTCC in PNG (refer above) provide an important focal point for dialogue on policy issues relating to broad labour issues.

The ILO is a member of the United Nations Country Team in PNG, one of the countries where the UN is committed to “Delivering as One”, and the ILO actively participates in the UN task teams. The ILO has signed the UN Development Assistance Framework (UNDAF) 2018-2022. The PNG DWCP 2018-2022 is aligned to the UNDAF Outcomes and linked to a number of the UN Sustainable Development Goals (SDGs).

### 3. Priorities and Outcomes of the DWCP 2018-2022

Outcomes, major outputs, indicators of achievement, targets and implementation strategies for each of the 3 DCWP 2018-2022 priorities are presented in this section.

For each of the priorities, a schematic overview is presented which shows the (i) linkages between overall results; (ii) expected changes due to the ILO's contribution; (iii) the means of action and support to constituents, including significant outputs; and (iv) the partnerships, policy and institutional linkages which underpin implementation.

The promotion of gender equality, tripartism, social dialogue, environmental sustainability and institutional capacity building are mainstreamed throughout the DWCP priorities. Participation of the tripartite constituents through social dialogue will be encouraged at all stages of implementation of the DWCP, including monitoring and evaluating progress. The NTCC provides a key vehicle in this regard.

#### Priority 1: Promote reform of Labour Law and labour administration in line with international standards

Boxes 1 and 2 below present an overview of the specific outcomes under priority 1, and the major outputs, indicators of achievement and strategy associated with the delivery of these outcomes.

##### Box 1: Outputs, Indicators and delivery Strategy for Outcome 1.1

<b>Outcome 1.1: Labour law reform complies with international labour standards on social protection</b>	
<b>Indicators of achievement</b>	<b>Targets</b>
1.1.1: Number of gender-sensitive Bills (Employment Bill, Industrial Relations Bill and OSH Bill) that are reviewed and adopted	1.1.1: The IR Bill, ER Bill and OSH Bills are enacted by end of 2019, with due attention to gender considerations and clarity within the IR Bill on NTCC functions
1.1.2: Number of gender-sensitive policies adopted by Government and social partners to improve social protection	1.1.2 (a) : WC Bill enacted by mid-2019, , with due attention to gender considerations  1.1.2 (b) NTC Bill enacted by end-2019, with due attention to gender considerations
1.1.3: Number of gender-sensitive policy papers submitted to PNG Government following review of Workers Compensation Act 1978 and National Training Council Act 1991	1.1.3: At least two policy papers are submitted by end of 2019, with due attention to gender considerations
1.1.4: Number of ILS reports that are completed by the joint efforts of Government, workers and employers and approved by the CEACR	1.1.4 (a) All ILS reports completed for 2017 – 2020

	1.1.4 (b) All Reports under Article 19 are completed and submitted to Cabinet by 2019
1.1.5: Number of ILO Governance Conventions ratified and other conventions ratified	1.1.5: All Governance Conventions & Maritime Labour Convention (MLC) are ratified by 2022
<p><b>Outcome Strategy:</b> Strengthening PNG’s legislative framework to ensure that international labour standards around social protection are both embedded in law and applied is a priority for the PNG Government. A first step in this regard is the review of current relevant legislation from this perspective.</p> <p>The focus of ILO technical and capacity development support in this context will be (i) a review of the Employment Bill, Industrial Relations Bill and OSH Bill to assess the extent to which these Bills address international labour standards on social protection; (ii) a review of the Workers Compensation Act 1978 and National Training Council Act 1991 to assess whether they also meet relevant international standards; and revision of such laws to ensure reflect review findings.</p> <p>The ILO will provide technical assistance in reviewing and revising the draft labour legislation and building the capacity of constituents through training on employment relations, conditions of work, minimum wage fixing, collective employment relations, ILS, and equal participation of women and men. Technical support will be provided to constituents to (i) take the necessary steps to ratify remaining ILO Governance Conventions &amp; the Maritime Labour Convention in line with PNG Government priorities; (ii) prepare ILS reports and (iii) build capacities of social partners to engage with government to review comments of the CEACR in relation to the application of ratified Conventions. The application of ratified Convention 111 (Discrimination: Employment and Occupation) is critical in this context, with particular attention to women’s access to equal opportunities and freedom from discrimination and violence.</p> <p>The following major outputs will be delivered during the DWCP period:</p> <ul style="list-style-type: none"> <li>• Technical review conducted of the social protection measures in Employment Bill, Industrial Relations Bill and OSH Bill, and relevant revisions adopted.</li> <li>• Technical review conducted of Workers Compensation Act 1978 and National Training Council Act 1991, and relevant revisions adopted.</li> <li>• ILS reporting capacity of PNG Government meets requirements</li> <li>• Remaining ILO Governance Conventions &amp; Maritime Labour Convention (MLC) ratified</li> </ul>	



**Box 2: Outputs, Indicators and delivery Strategy for Outcome 1.2**

<b>Outcome 1.2: More effective labour and OSH inspection services, including with respect to addressing child labour issues</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
1.2.1: Percentage reduction in level of child labour in PNG	<p>1.2.1 (a) 50 percent reduction in level of child labour by 2022</p> <p>1.2.1 (b): Fully functional Child Labour Unit in place by end of 2018</p> <p>1.2.1 (c): Child Labour National Action Plan (NAP) fully rolled out between 2019-2020</p>
1.2.2: Number of women and men officers trained in labour inspection and OSH inspection, including child labour, gender and violence aspects	<p>1.2.2 (a): All OSH Inspectors trained on Advanced Safety by 2019</p> <p>1.2.2 (b): SOP is trialed in mid-2018</p>
1.2.3: Number of labour and OSH inspections successfully completed following new standard operating procedures, including child labour, gender and violence aspects	<p>1.2.3 (a): SOP fully implemented from 2019</p> <p>1.2.3 (b): All OSH and Safety Inspectors trained on chemicals and hazardous materials by 2019</p>
1.2.4: Number of manuals and resources produced to support labour and OSH inspection, including child labour, gender and violence aspects	1.2.4: At least two manuals and two associated resources produced by end of 2019

Addressing child labour, gender equality and violence in the workplace (particularly violence against women) is closely integrated with strengthening inspection and OSH services in PNG. The following summary examines the key aspects and linkages:

**Outcome Strategy in relation to Child Labour:** The National Action Plan (NAP) to Eliminate Child Labour in PNG, 2017-2019, states the government's intention to establish a Child Labour Unit; develop a hazardous child labour list; improve child labour inspection systems; and conduct awareness through provincial child labour focal points.

ILO technical assistance to the tripartite constituents to implement the NAP will include (i) assisting the DLIR to establish the Child Labour Unit (CLU); (ii) building the capacity of the CLU staff; (iii) , developing child labour inspection procedures; and (iv) determining a hazardous child labour list. Such assistance will link closely with wider support for the strengthening of labour inspection and OSH services more generally.

**Outcome Strategy in relation to Labour and OSH Inspection:** The DLIR has integrated OSH as a core departmental programme and aims to harmonize inspection services and strengthen their combined capacity.

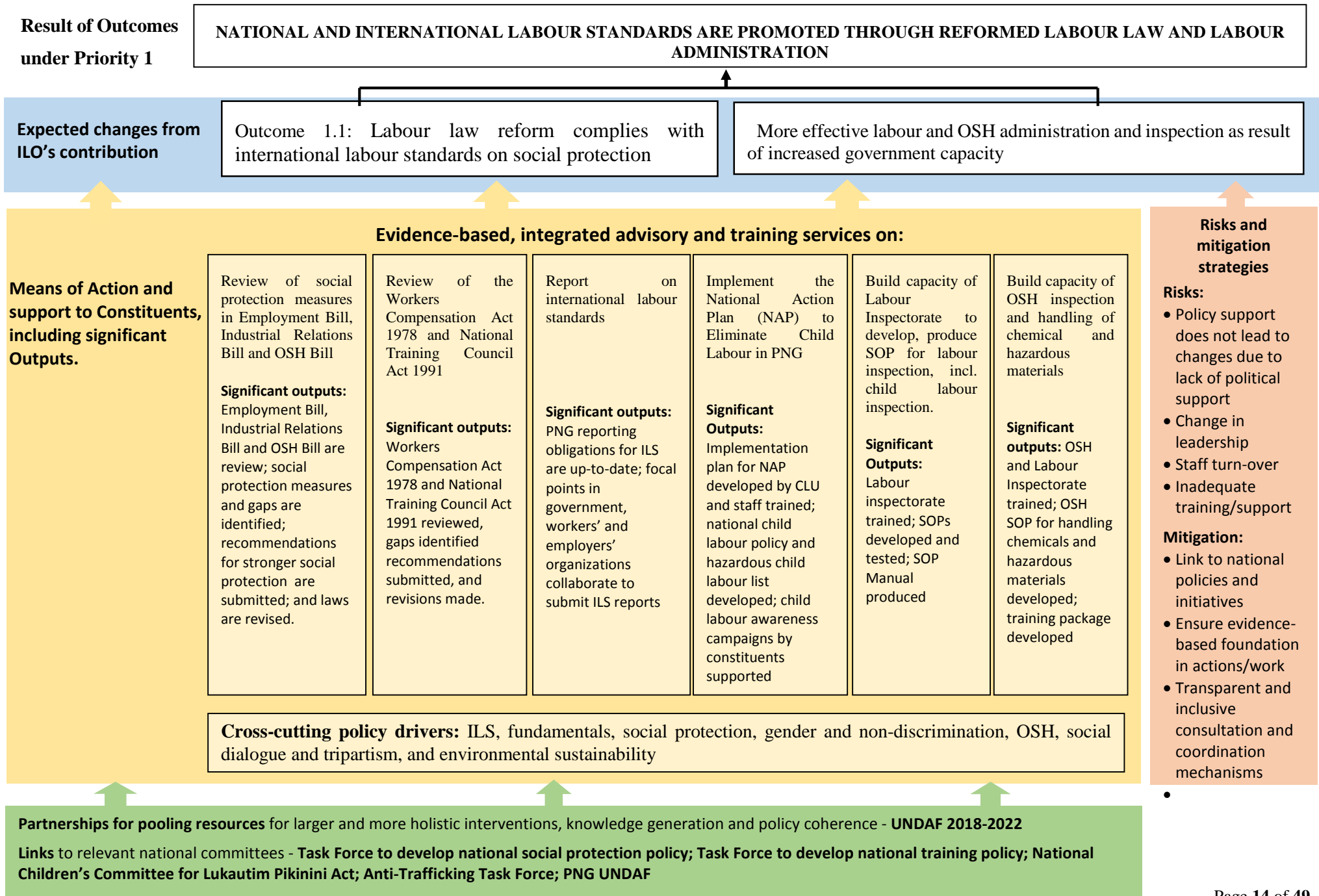
In this context, the ILO will provide technical support to develop a national Labour Inspection Standard Operating Procedures (SOP) and to build labour inspection and OSH inspection capacity. A manual on labour inspection SOP will be produced to facilitate the duties of the labour inspectors and will include inspection practices relating to eliminating violence in the workplace (with a focus on violence against women), sexual harassment and child labour. Guidelines on handling chemicals and hazardous materials will be developed. Furthermore, activities to promote the ratification of Priority Conventions on labour inspection No's 81 and 129 will be supported.

The following major outputs will be delivered during the DWCP period:

- Child Labour Unit is established to support labour / OSH inspection services in implementation of the National Action Plan to Eliminate Child Labour
- Overall capacity of Labour/OSH Inspectorate increased, including (i) development of standard operating procedures (SOP) and a manual for labour inspection which include eliminating violence and sexual harassment in the workplace (with a focus on violence against women) and addressing child labour; and (ii) specific capacity for handling issues related to chemical and hazardous materials

Figure 1 provides an overview of key elements of the Theory of Change for the outcomes under Priority 1.

Figure 1: Summary of Theory of Change for Priority 1



**Priority 2: Promote productive and decent employment opportunities, particularly for young women and men**

Boxes 3 to 6 below present an overview of the specific outcomes under priority 2, and the major outputs, indicators of achievement, targets and strategies associated with the delivery of these outcomes.

**Box 3: Outputs, Indicators and delivery Strategy for Outcome 2.1**

<b>Outcome 2.1: Increased decent employment opportunities created as result of National Employment Policy and enhanced labour market information.</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
2.1.1: Number of gender-sensitive policies and employment service programmes launched	2.1.1 (a): The NEP is developed, finalized and endorsed by Government by mid-2019  2.1.1 (b) : National Employment Services established and 1000 women and men job seekers matched to jobs annually by 2019
2.1.2: Number of initiatives to establish Labour Force Survey in PNG.	2.1.2 (a) : Pilot sex-disaggregated Labour Force Survey 2018 implemented and report published  2.1.2 (b) : Project proposal for a full sex-disaggregated national Labour Force Survey developed by NSO, and submitted for PNG Government funding by 2019  2.1.2 (c) : National Labour Force Survey conducted by 2022
2.1.3: Number of initiatives to train women and men NSO/ MLIR officers on LMI data collection and analysis	2.1.3: At least one training initiative annually for women and men NSO/ MLIR officers from 2019
2.1.4: Number of gender sensitive national surveys and employment service planning documents which incorporate labour market information	2.1.4: Incorporation of labour market information into at least one national survey and annual employment service planning documents by end of 2022, with due attention to gender dimensions
<b>Outcome Strategy in relation to Employment Policy:</b> PNG has ratified ILO Convention 122 on Employment Policy and is committed to implementing a coherent employment policy framework that delivers sustainable labour market outcomes. In 2012 a Situational Analysis of Employment Policies in	

PNG was prepared to identify the critical issues, gaps and opportunities in existing policy frameworks, and constituents agreed to develop national employment strategies targeting rural and urban workers, formal and informal employment, youth unemployment, and addressing the needs of vulnerable groups in the labour market, especially women.

Developing a National Employment Policy and establishing a National Employment Service (refer Outcome 2,) has been prioritized by the constituents for ILO support in the current DWCP period.

**Outcome Strategy in relation to Labour Market Information (LMI):** There is limited available labour market data and labour market analysis is virtually non-existent. Capacity building through ILO technical assistance in the field of labour market statistics (i.e. producing, understanding and using labour market indicators) and labour market analysis (i.e. using analytical software, understanding of economic and employment trends, editorial skills) will be provided to the NSO and DLIR to produce relevant statistics and labour market analysis for evidence-based policy formulation.

ILO technical and capacity development engagement in the above two areas will support (i) the development of a National Employment Policy; (ii) building the capacity of NSO and DLIR to address gaps in labour market information data collection, analysis and dissemination of labour market information; and (iii) the holding of PNG's first full Labour Force Survey, following a pilot exercise in this regard.

The following major outputs will be delivered during the DWP period:

- National Employment Policy drafted and adopted
- Capacity of NSO and MLIR to collect and analyze labour market information increased
- Pilot and first full Labour Force Survey conducted

#### Box 4: Outputs, Indicators and delivery Strategy for Outcome 2.2

<b>Outcome 2.2: Skills development and employment services respond more effectively to the changing needs and structure of the labour market</b>	
<b><u>Indicators of Achievement</u></b>	<b>Targets</b>
2.2.1: Number of cases in which TVET and Skills Certification review findings influence the formulation of policies and standards, with attention to gender and disability considerations	2.2.1 (a): New competency standards developed and captured in the NQF by end of 2022 2.2.1 (b): At least two new policies concerning skills development in line with market needs influenced by TVET and Skills Certification findings by end of 2022
2.2.2: Number of initiatives to establish National Employment Service (NES)	2.2.2 (a): 5 dedicated Officers from NED (HQ) trained to provide this service by end of 2019 2.2.2 (b): All PLOs in 22 provinces undertake training in 2018 to deliver employment services
2.2.3: Number of initiatives to develop, deliver and monitor training for unemployed young women and men to improve their productivity in the agricultural sector	2.2.3: SMEC aligned to work with DAL, NYA, DLIR and DDAs to develop and tailor skills training on agriculture based on SIYB Tools by 2019, with attention to gender considerations
<p><b>Outcome Strategy:</b> In line with the emphasis placed by the PNG Government on increasing decent work opportunities for PNG citizens, the National Employment Department (NED) of the Department of Labour and Industrial Relations has prioritized the improvement of TVET and employment services in the period until 2022, especially for female/male youth and women.</p> <p>To address these priorities, the ILO will provide technical assistance for the conduct of studies to (i) identify skill gaps in selected industries; (ii) review the capacity and standards of current TVET and skills training and certification systems; and (iii) support the strengthening of employment services through the establishment of a National Employment Service (NES).</p> <p>The latter will provide employment advice to young job seekers and build the skills and capacity of female/male youth and women in the agricultural sector to achieve greater productivity. The review of the TVET and skills certification system will contribute to the Government's efforts to develop a National Training Policy and National Employment Policy (refer Outcome 2.1) and will inform the longer term development of a comprehensive TVET strategy.</p> <p>The following major outputs will be delivered during the DWCP period:</p> <ul style="list-style-type: none"> <li>• TVET and skills certification system reviewed and revised to promote skills needed in emerging economic sectors</li> <li>• National Employment Service established in close cooperation with employers to make job-matching advice available to young women and men job seekers</li> <li>• Agricultural skills for unemployed female/male youth and women and men promoted to improve their productivity</li> </ul>	

### Box 5: Outputs, Indicators and delivery Strategy for Outcome 2.3

<b>Outcome 2.3: Increased number of decent jobs created in the rural economy, particularly for female/male youth and women, with an emphasis on climate resilience and green jobs</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
2.3.1: Number of initiatives to create new employment for female / male youth and women in the rural economy	<p>2.3.1(a): 22 Pilot cooperatives formally established for female/male youth in communities by Q1 of 2019</p> <p>2.3.1(b): Training on C-BED/CB-TREE/SIYB delivered to 22 cooperatives in Q2 of 2019, including gender and environmental/climate change dimensions</p> <p>2.3.1(c): 22 pilot micro-enterprises using SIYB tools established by end of 2019, with attention to gender and environmental/climate change dimensions.</p>
2.3.2: Percentage of female/male youth and women trained by ILO project in rural areas who apply skills that are taught	2.3.2: At least 80% of those trained apply their skills by end of 2022
2.3.3: Number of communications on new and green technologies and agricultural value chain models which promote female/ male youth employment in agriculture	2.3.3: At least 1 communication per year promotes female/male youth employment in agriculture, including environmental/climate change dimensions
<p><b>Outcome Strategy:</b> Self-employment in the informal sector – particularly in subsistence agriculture – remains the dominant economic activity in the rural economy, particularly for women. At the same time, youth unemployment is a major issue in PNG. The high youth unemployment rate among males in particular has contributed to the deterioration in law and order, with increased incidences of violence – particularly against women and girls.</p> <p>In this context, decent job creation for female/male youth and women has been prioritized by the PNG Government. ILO technical assistance will support job creation and microenterprise development for youth in the agricultural value chain. This will begin with the development of 22 pilot cooperatives and 22 micro-enterprises, with associated training for female/youth and women in particular.</p> <p>Drawing on the experience and lessons of these pilots, and subject to available resources and needs assessment with partners, further activities may include (i) developing agribusiness models and marketing strategies; (ii) promoting the use of new technologies such as ICT; (iii) providing business and financial literacy training to youth and women (including the marginalized and persons with</p>	

disability); (iv) guidance to assist youth discover their own niche within the value chain; and (v) awareness raising on agribusiness/ agriculture as a long term career path or stepping stone for youth.

Special attention will be given to (i) ensuring that the priorities and needs of women/female youth are prioritized and (ii) promoting environmentally sustainable and resilient enterprise development and green jobs. The DWCP will be revised through the NTCC in due course to incorporate further initiatives which are agreed.

The following major outputs will be delivered during the DWCP period:

- Environmentally sustainable pilot cooperatives and micro-enterprises established in rural areas, with associated training for female/youth and women in particular
- Report on experiences and lessons of pilot activities, with recommendations for follow-up action
- Communications produced on female/male youth employment in agriculture, including gender and environmental/climate change dimensions



### Box 6: Outputs, Indicators and delivery Strategy for Outcome 2.4

<b>Outcome 2.4: Seasonal employment opportunities increased as result of greater labour mobility, stronger regulatory frameworks and research</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
2.4.1: Number of gender sensitive regulatory policies, frameworks or schemes established for seasonal workers	2.4.1 (a): New Internal Seasonal Workers Scheme established for agriculture production by mid-2019  2.4.1 (b): Policy/regulatory and services framework for incoming seasonal workers developed, tested and rolled out in Q3-Q4 2019 and into 2020
2.4.2: Number of research studies conducted to inform policy development	2.4.2: Labour market research undertaken for the NZ and Australia Seasonal Workers Programmes in mid-2018, with outcomes published and presented to Government by Q3 of 2019
2.4.3: Percentage increase in number of seasonal work opportunities overseas for women and men from PNG	2.4.3: An increase of 30-50% in the number of women and men seasonal workers through the NZ and Australia Seasonal Worker Schemes.
<p><b>Outcome Strategy:</b> Permanent and seasonal migration for work is seen as an opportunity for many people in PICs to cope with inequalities in income, education, training, socio-economic opportunities and health care. These inequalities have been exacerbated by impacts of climate change, environmental degradation and migration pressure on urban areas. New Zealand’s Recognised Seasonal Employer (RSE) scheme was established in 2007 and Australia’s Seasonal Worker Programme (SWP) in 2009. They aim to fill seasonal labour shortages in the horticulture and viticulture industries. These schemes have provided jobs for over 10,000 workers in PICs since 2014. To date, participants in the programmes are mainly men.</p> <p>At the same time, there has also been an increase of workers in PNG from Asian countries, such as Philippines, into Palau and PNG. There is a need to improve the existing legislative framework on migration, through improved or new regulations or laws for overseas employment that promote gender equity, safe workplaces, fair and productive employment relationships, protection and good labour market governance for seasonal workers from PNG as well as for those coming to PNG.</p> <p>ILO technical assistance will be provided to the Government and members of the PNG Seasonal Migration Taskforce to support service delivery during pre-departure and reintegration and also to build the visibility of workers, strengthen appropriate institutional frameworks for seasonal workers’</p>	

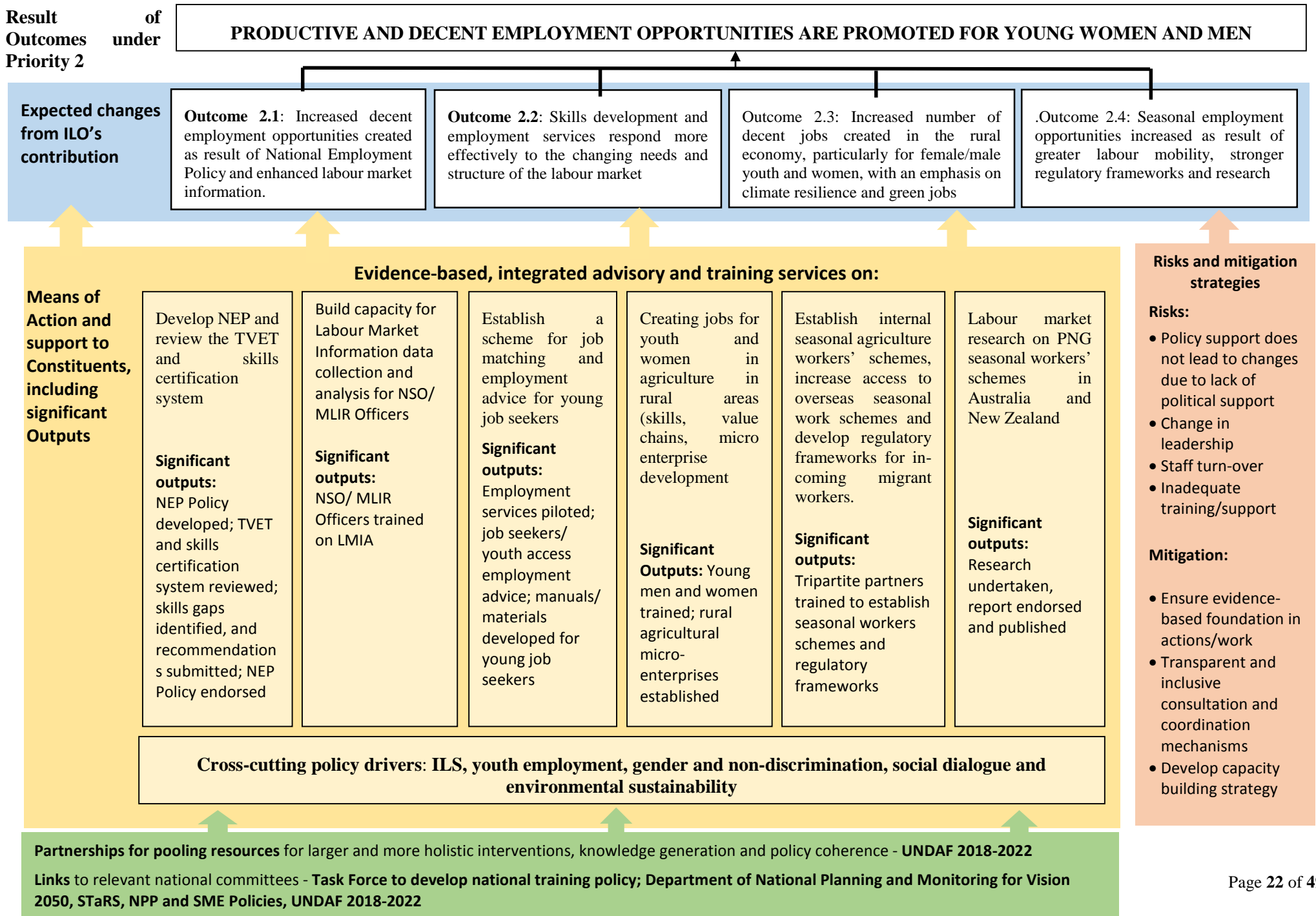
protection, build the capacity of the government to formulate and implement seasonal migration law and policy, and to develop tools and training resources.

In addition, developing a framework for internal seasonal workers' schemes for agriculture and conducting labour market research on PNG seasonal workers' schemes will be prioritized. This will provide information necessary to predict future labour market trends and assist PNG to be better prepared for new markets and skills required. It will further assess gaps, successes and opportunities under the PNG seasonal workers schemes.

The following major outputs will be delivered during the DWCP period:

- Internal seasonal workers' scheme developed for agricultural production
- Labour markets research conducted for PNG seasonal workers' schemes in Australia and New Zealand
- Policy/regulatory and services framework for incoming seasonal workers developed
- Increased number of women and men seasonal workers participate in the NZ and Australia Seasonal Worker Schemes

Figure 2: Summary of Theory of Change for Priority 2



### Priority 3: Promote effective social dialogue and tripartite cooperation

Boxes 7 to 9 below present an overview of the specific outcomes under priority 3, and the major outputs, indicators of achievement, targets and strategies associated with the delivery of these outcomes.

#### Box 7: Outputs, Indicators and delivery Strategy for Outcome 3.1

<b>Outcome 3.1: PNG workers' organizations better able to effectively serve and represent their members and engage in social dialogue</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
3.1.1: Number of PNGTUC female and male staff and members trained	3.1.1 (a) : 50 young and emerging union leaders undertake union leadership training delivered by ILO/ITC by end of 2018, at least 30% of whom are women  3.1.1 (b): All PNGTUC members undertake at least 2 annual workers education programmes for their membership by 2022
3.1.2: Number of gender sensitive new products, materials and services launched by PNGTUC or improvements made to existing products and services	3.1.2: PNGTUC has a Master Educational Programme for 2018-2020 in place in Q1 of 2018
3.1.3: Percentage increase of PNGTUC membership	3.1.3: At least a 30 % increase in PNGTUC membership by 2022
<p><b>Outcome Strategy:</b> The PNG Trade Union Congress (PNGTUC) is the main national trade union center in PNG. It was formed in 1970 and has about 70,000 members. It is affiliated with the International Trade Union Confederation.</p> <p>PNGTUC is a key stakeholder in PNG's tripartite labour and industrial relations policy and decision-making process and represents workers on the National Tripartite Consultative Council (NTCC), NASFUND, Minimum Wages Board, National Training Council, National Apprenticeship and Trade Testing Board and the PNG Institute of Public Administration. PNGTUC is a key partner in the development of the PNG Employment Policy, which in turn is a key element of PNG's development policies.</p> <p>In the above context, Outcome 3.1 focuses on building the capacity of PNGTUC to (i) more effectively serve and represent its members and (ii) participate effectively in policy dialogue, collective bargaining and dispute resolution, a prerequisite for the development of effective social dialogue in PNG. PNGTUC / ILO dialogue indicates that capacity development is also required in (i) elimination of discrimination, violence and harassment in the work place, (ii) improving OSH standards, and (iii) improving the operational capacities and skills of officials and support staff.</p> <p>With ILO technical support, a capacity needs assessment of PNGTUC will be conducted to more precisely determine the capacity building requirements in the above areas. This will form the basis for</p>	

the identification, planning, prioritization and implementation of capacity development activities during the DWCP period.

The following major outputs will be delivered during the DWCP period:

- Workers education programmes strengthened for PNGTUC members and emerging women and men leaders
- Review of PNGTUC capacity needs conducted and plan agreed for implementation of capacity building programme
- PNGTUC membership increased

### Box 8: Outputs, Indicators and Delivery Strategy for Outcome 3.2

<b>Outcome 3.2: PNG employers' organizations better able to effectively serve and represent their members and engage in social dialogue</b>	
<b>Indicators of achievement</b>	<b>Targets</b>
3.2.1: Number of EFPNG staff trained to improve service to and representation of members	3.2.1: All EFPNG Officers undertake training with the ILO/ITC, starting in 2018
3.2.2: Number of training initiatives delivered by EFPNG to its members.	3.2.2: EFPNG delivers 2 annual workshops/symposiums to its members per year starting in 2018
<p><b>Outcome Strategy:</b> The Employer's Federation of PNG (EFPNG) provides labour and industrial relations advice and services to over 200 private sector employers across a wide range of industries. Any company registered as an employer with the Investment Promotion Authority (IPA) is eligible to apply for membership.</p> <p>Registered as an Industrial Organization in 1963, EFPNG is a key stakeholder in PNG's tripartite labour and industrial relations policy and decision-making process and represents employers on the National Tripartite Consultative Council (NTCC), NASFUND, Minimum Wages Board, National Training Council, National Apprenticeship and Trade Testing Board and the PNG Institute of Public Administration. EFPNG is a key partner in the development of the PNG Employment Policy, which in turn is a key element of PNG's development policies.</p> <p>Outcome 3.2 focuses on building the capacity of the EFPNG to operate effectively in this context, particularly through (i) increasing its capacity to represent its members and (ii) strengthening its organizational and analytical capacity to influence national policy-making and social dialogue.</p> <p>ILO technical assistance will be provided to support the EFPNG to strengthen its governance, management and technical knowledge/ skills for social dialogue, collective bargaining, OSH, policies and legislation on labour relations, and analysis/development of evidence-based policy positions. The ILO's Bureau for Employers' Activities will provide technical support for this outcome, ensuring equal participation of women and men.</p> <p>The following major outputs will be delivered during the DWCP period:</p> <ul style="list-style-type: none"> <li>• Increased EFPNG capacity to contribute to national policy development and social dialogue on behalf of its membership</li> <li>• New and improved EFPNG support services for members developed</li> </ul>	

### Box 9: Outputs, Indicators and Delivery Strategy for Outcome 3.3

<b>Outcome 3.3: Increased effectiveness of social dialogue through institutionalization of tripartite mechanism to progress Decent Work</b>	
<b>Indicators of Achievement</b>	<b>Targets</b>
3.3.1: Number of organizational review recommendations implemented by NTCC	3.3.1 (a) Organizational development plan to implement review recommendations finalized by end of 2018  3.3.2 (b): The NTCC convenes 2 successful regular meetings and 2 extra-ordinary meetings in 2018
3.3.2: Number of initiatives conducted to strengthen NTCC membership capacity for social dialogue, including through training on ILS concerning freedom of association, collective bargaining, social dialogue and industrial relations	3.3.2: At least 1 initiative conducted annually
3.3.3: Number of policy papers submitted to the NTCC for endorsement, including DWCP implementation strategies and plans	3.3.3: At least 10 policy documents endorsed by NTCC in 2018, including those prioritized in the DWCP 2018-2022
<p><b>Outcome Strategy:</b> Strong and representative social partners and effective social dialogue are important for good industrial relations and inclusive and sustainable development.</p> <p>The Bali Declaration adopted at the 16<sup>th</sup> ILO Asia/ Pacific Regional Meeting in 2016 promotes the strengthening of social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers’ and employers’ organizations. The Tripartite Consultation Convention, 1976 (No. 144) promotes dialogue between tripartite partners, not only in relation to ILO matters, but also on wider social and economic issues. Strong tripartite institutions are most effective when they have government labour administrations with sufficient resources to support their work.</p> <p>Outcome 3.3 focuses on addressing the capacity issues of the National Tripartite Consultative Committee (NTCC) within the DLIR by providing technical assistance to review and strengthen the functions and operations of the NTCC, including with respect to DWCP oversight. NTCC staff and tripartite constituents will be trained on ILS, facilitating social dialogue and DWCP implementation, monitoring and evaluation.</p> <p>ILO technical assistance will further support the constituents, through the NTCC, to (i) promote their respective decent work agendas; (ii) proactively engage with the Department of National Planning and Monitoring to promote decent work; and (iii) align/ report DWCP progress on priorities with respect to the MTDS and relevant national policies and strategies.</p> <p>To underpin its role in DWCP oversight and implementation, ILO technical assistance will further support the NTCC in (i) the formulation of the DWCP Implementation Plan, Resource Mobilization</p>	

Strategy and Plan, Advocacy & Communications Plan, and M&E Framework; and (ii) increasing its internal capacity to effectively monitor and support DWCP implementation.

The following major outputs will be delivered during the DWCP period:

- Functions and operation of NTCC reviewed and plan developed to address gaps, including with respect to DWCP oversight and implementation
- DWCP Implementation Plan, Resource Mobilization Strategy and Plan, Advocacy & Communications Plan, and M&E Framework developed and adopted



Figure 3: Summary of Theory of Change for Priority 3

Result of Outcome under Priority 3

**THE CAPACITY OF TRIPARTITE CONSTITUENTS IS STRENGTHENED**

Expected changes from ILO's contribution

**Outcome 3.1:** Outcome 3.1: PNG workers' organizations better able to effectively serve and represent their members and engage in social dialogue

**Outcome 3.2:** PNG employers' organizations better able to effectively serve and represent their members and engage in social dialogue

**Outcome 3.3:** Increased effectiveness of social dialogue through institutionalization of tripartite mechanism to progress Decent Work

**Evidence-based, integrated advisory and training services on:**

Means of Action and support to Constituents including significant Outputs

Strengthen workers' education programmes of PNGTUC and building the capacity of members and emerging leaders

**Significant outputs:**

Review of PNGTUC function/ operations; PNGTUC staff and members trained in organizing, collective bargaining, social dialogue and ILS; emerging women and men leaders identified and trained; women's voice and representation increased; materials developed

Build the capacity of EFPNG to provide new support services to its members

**Significant outputs:**

Capacity assessment of EFPNG conducted; staff of EFPNG trained in ILS; reporting on ILS, management skills, collective bargaining, social dialogue; materials developed

Review and strengthening the functions and operation of NTCC

**Significant outputs:**

Review of NTCC conducted; gaps identified and recommendations submitted; TOR of NTCC re-defined; staff of NTCC trained on DWCP priorities

Support tri-partite constituents to implement, monitor and evaluate the DWCP

**Significant Outputs:**

Tripartite workshop to review DWCP, implementation plan and M&E framework prepared; regular meetings convened to review DWCP and report on progress; DWCP quarterly updates prepared and shared with constituents

**Cross-cutting policy drivers: ILS, gender and non-discrimination, social dialogue and tripartism, partnerships and environmental sustainability**

**Risks and mitigation strategies**

**Risks:**

- Policy support does not lead to changes due to lack of political support
- Change in leadership
- Staff turn-over
- Inadequate training/support

**Mitigation:**

- Transparent and inclusive consultation and coordination mechanisms
- Develop capacity building strategy
- Prepare clear DWCP Implementation Plan and M&E Framework

Partnerships for pooling resources for larger and more holistic interventions, knowledge generation and policy coherence - UNDAF 2018-2022

Links to relevant national committees - NTCC; UNDAF

## 4. Management Arrangements and Funding

The DWCP is a policy framework designed to support and assist the PNG Government in meeting its national development goals as set out in Vision 2050. These include ensuring that economic growth by 2050 will be (i) broad-based, diversified and less reliant on extractive industries, and (ii) will from 2010 to 2050 foster the development of the manufacturing, services, agriculture, forestry, fisheries and ecotourism sectors in order to enhance the socioeconomic status of all people, improve the country's UN HDI ranking, and respond to related policies and strategies.

The PNG government and social partners are both key beneficiaries as well as implementers of the DWCP. In this respect, the government and social partners are expected to participate fully in the management, implementation, monitoring, reporting and evaluation of the DWCP throughout the course of the five years cycle from 2018 to 2022.

The ILO Office of Pacific Island Countries in Fiji, ILO's technical specialists based in the ILO Regional Office for Asia and the Pacific, the ILO's International Training Centre (ITC) in Turin and technical units at ILO headquarters in Geneva (including ACTRAV, ECTEMP, ILS, Fundamentals, Youth Employment and Skills), will provide technical assistance, backstopping and resource mobilization support towards the implementation of the PNG DWCP 2018-2022. Technical assistance and backstopping will be provided through advisory services, seminars and capacity building activities.

Based on the DWCP, an operational **DWCP Implementation Plan** will be developed by the constituents, with technical inputs provided by the ILO. Once drafted, the Implementation Plan needs to be endorsed by the NTCC. The Implementation Plan will be a time-bound plan that outlines the inputs, activities, milestones and outputs required to achieve the outcomes under the 3 priority areas. The progress of the Implementation Plan will be reviewed on a quarterly basis through special sessions of the NTCC and, as necessary an appropriate, adjustments will be made to the Implementation Plan.

To the extent possible, the ILO will provide support in internal and external **resource mobilization** for activities or development cooperation projects that will be relevant to achieve the objectives of the DWCP. Extra-budgetary resources and ILO's regular budget resources will be requested to support the implementation of the DWCP's Implementation Plan. At the time of the preparation of the DWCP Implementation Plan, more detailed insight will be obtained of required resources and this – together with an assessment of possible internally and externally available resources – will constitute the basis for the development of a detailed and realistically possible resource mobilization plan (see further below).

The implementation of the DWCP will be driven and overseen by the NTCC, which is comprised of the Government, and Employers' and Workers' organizations. Technical secretariat support to the NTCC will be provided by the ILO National Coordinator for PNG. The NTCC will perform the functions of a **DWCP Steering Committee**. The NTCC will be responsible for addressing operational issues related to DWCP implementation, monitoring and assessing progress, and where necessary proposing adjustments or re-orientation of the DWCP or its Implementation Plan, in accordance with changing realities and priorities, or because of changed economic and political circumstances. The NTCC members will decide on inviting other relevant institutions to the Committee, specifically for the review of the DWCP.

A detailed **Monitoring & Evaluation (M&E) Plan** will be prepared that will be based on the Results Framework (RF) for the DWCP. This will be done at the beginning of each biennium, with technical support provided by the ILO National Coordinator for PNG and with an oversight function by the NTCC and with technical inputs from ILO Specialists.

For the 2018-2019 ILO biennium, the M&E Plan will be developed in parallel with the preparation of the DWCP Implementation Plan. Quarterly and annual progress report will be prepared, and the ILO National Coordinator for PNG will provide support to the NTCC in the preparation of these reports.

The successful implementation of the DWCP and its operational Implementation Plan will depend on the ability to effectively address and mitigate possible risks. Possible risks relate to political commitments, political stability and legislative/regulatory issues. How these possible risks will be addressed through mitigation measures is explained under points i) to iii).

- i) **Political commitments:** Political commitment from the Government and the Social Partners is essential for the successful implementation of the DWCP. To ensure that the constituents have ownership over the DWCP, the DWCP has been prepared in close consultation with constituents and the DWCP represents the priorities put forward by constituents. These priorities are aligned with national development goals, policies and strategies.
- ii) **Political stability:** A lack of political stability may pose risks to the DWCP. It may for example result in a high rate of turnover senior Government Officials. This possible risk is mitigated through the inclusion in the DWCP of broad-based capacity building activities, the integration of transparent and comprehensive consultation mechanisms with national partners, and the provision for improved reporting under the DWCP.
- iii) **Legislative or regulatory issues:** Outcomes of the DWCP, in particular those under Priority 1, involve interventions related to the development of policies, new regulations and procedures, and the strengthening of existing legislation. There is a risk of inconsistencies within or between regulations, or policies that will be strengthened or developed under the DWCP. Another risk is that work on critical policies or legislation, such as the Industrial Relations Bill or Employment Bill, may not progress (significantly) in the legislative process during the lifetime of 5 years of the 2018-2022 DWCP. To mitigate these risks, the ILO Office will work closely with the Government and Social Partners to ensure that policies, regulations and procedures are developed or strengthened, based on review findings and synergized with existing national frameworks. Furthermore, realistic timeframes will be set to implement interventions related to legislative, policy and regulatory processes. As the DLIR and Social Partners are members of existing committees to develop policies such as the National Social Protection Policy and National Training Policy, linkages to national policy and strategy formulation will be strengthened and in turn, their participation in external committees will positively influence the implementation of the DWCP.

For the implementation of the DWCP, human and financial resources will be required (for example for reviews, research, and capacity building activities). Although resource mobilization is an internal activity, and as such not seen as an external risk, the possibility exists that less resources will become available than required to deliver the DWCP. To mitigate this possible risk, a well-planned and realistic **resource mobilization strategy and plan** will be developed, in parallel with the formulation of the DWCP Implementation Plan. This resource mobilization strategy and plan will also take into account the available HR capacities within the ILO at National, Regional and HQ level. The DWCP document itself will be a core tool for resource mobilization.

## 5. Advocacy and Communications

One of the outcomes of the ILO Programme and Budget for the Biennium 2018-2019 is effective knowledge management for the promotion of decent work. In relation to the PNG DWCP 2018-2022 this is relevant for progress in relation to the achievement towards the outcomes under the 3 DWCP priorities.

The PNG DWCP will promote a culture of cooperation, knowledge sharing and strategic engagement with key partners at the national, regional and global levels including across the UN and multilateral levels.

Institutional partnerships, collaborative mechanisms and knowledge exchanges with constituents, other international organizations and stakeholders will be supported to improve the understanding of decent work and links to national, regional and global (employment) development policies strategies and plans. Developing these communication and advocacy partnerships will promote the acceptance of evidence-based policy recommendations that are evolving from the DWCP among relevant ministries, social partners, development partners and donors.

The PNG DWCP **Advocacy & Communications (A&C) Plan** will be a key tool in achieving the DWCP Outcomes. A detailed A&C Plan will be developed in parallel with the formulation of the DWCP Implementation Plan. Cornerstones of the A&C Plan include the establishment of efficient and effective internal and external communication mechanism and tools, an inclusive approach where all concerned national partners and development partners are being informed regularly of the progress and outcomes, and the production and showcasing of success stories. To inform the general public, PNG TV, radio and printed media will be used as well as a channel for communication.

Key target groups for the A&C Plan include:

- **Government:** Ministries of Labour and Industrial Relations, Development Planning and Monitoring, Education, Community Development, National Statistics Office, Immigration, Foreign Affairs, Police, Local/ Provincial Government
- **Social partners:** EFPNG and PNGTUC and their affiliated organizations and members
- **Civil Society:** NGOs and Community-based organizations
- **Academia:** University of PNG and other national universities and schools
- **General Public**
- **UN:** Task forces/committees established to monitor progress on the UNDAF

The DLIR - as key focal point for the implementation of the PNG DWCP - and the Social Partners participate as members of committees of tasks forces established to formulate national policies and strategies, such as the National Social Protection Task Force and National Training Policy Task Force. They also participate on national committees to implement national strategies such as the *Lukautim Pikinini* Committee (to implement actions protecting children, including addressing child labour). Knowledge will be shared, and advocacy activities will be undertaken through these mechanisms. Through the NTCC, members will develop policy and information briefs and papers sharing critical information and research and review findings that are relevant to stakeholders. The NTCC members will also formulate awareness campaigns for members, stakeholders and the general public that aim to progress the Decent Work Agenda.

## Annex 1: Results Framework

Country Priority 1: Promote reform of Labour Law and labour administration in line with international standards	
<b>National Development Priorities &amp; Sectoral Policies</b>	<b>UNDAF 2018 - 2022</b>
Vision 2050, StaRS 2014, Development Strategic Plan 2030, National Action Plan to Eliminate Child Labour 2017-2020; Trafficking in Persons National Action Plan 2015-2020	<p><b>Sub-Outcome 1.1:</b> By 2022, PNG’s sectoral policies, plans and budgets promote inclusive human development and actors in the social sectors are effectively led, coordinated and regulated</p> <p><b>Sub-Outcome 1.2:</b> By 2022, national authorities (at central and decentralized levels) effectively manage, regulate and deliver basic social services in line with national standards and protocols.</p> <p><b>Sub-Outcome 2.1:</b> By 2022, Papua New Guinea has a strong legislative framework, credible enforcement mechanisms and governance structures at all levels, enabling diversified economic growth.</p> <p><b>Sub-Outcome 4.3:</b> By 2022, people in Papua New Guinea live in a safe and secure environment that allows them freedom to exercise their political, social, economic, civil and cultural rights enshrined under the Constitution.</p>
<b>Link to P&amp; B Outcomes</b>	
<p><b>Outcome 2:</b> Ratification and application of ILS</p> <p><b>Outcome 7:</b> Promoting workplace compliance through labour inspection</p> <p><b>Outcome 8:</b> Protection of workers from unacceptable forms of work</p> <p><b>Outcome 10:</b> Strong and representative Employers’ and Workers’ Organizations</p>	
<b>Bali Declaration priorities</b>	<b>SDG Targets</b>
<p>(1): Realizing fundamental principles and rights at work and increasing the ratification rate as well as the application of fundamental labour standards, particularly the Conventions No. 87, and No. 98, including a policy environment that enables the realization of these right</p> <p>(2): Developing policies for more decent jobs</p> <p>(5): Reversing widening inequalities and the incidence of low-paid work</p> <p>(13): Strengthening labour market institutions, including labour inspections</p>	<p><b>Goal 10.</b> Reduce inequality within and among countries</p> <p><i>Additionally:</i></p> <p><b>Goal 8.</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>

		<b>Goal 16.</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.		
<b>Outcome 1.1 : Labour law reform complies with international labour standards on social protection (101)</b>		<b>Partners</b> CLRC, DJAG, PNGTUC, EFPNG	<b>Integrated Resource Framework</b>	
			Estimated to be available	To be mobilized
			USD25, 000.00	USD225, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>	
Indicator 1.1.1: Number of gender-sensitive Bills (Employment Bill, Industrial Relations Bill and OSH Bill) that reviewed and adopted	Bills have been drafted but needed further technical support	Target 1.1.1: The IR Bill, ER Bill and OSH Bills are enacted by end of 2019, with due attention to gender considerations and clarity within the IR Bill on NTCC functions	45% of resources to be allocated. (15% per annum over 3 years)	
1.1.2: Number of gender-sensitive policies adopted by Government and social partners to improve social protection	WC Act 75% complete  NTC Act 50%	Target 1.1.2 (a) : WC Bill enacted by mid-2019, with due attention to gender considerations  Target 1.1.2 (b) NTC Bill enacted by end-2019, with due attention to gender considerations	15% of total resources	
Indicator 1.1.3: Number of gender sensitive policy papers submitted to PNG Government following review of Workers Compensation Act 1978 and National Training Council Act 1991	Starting from zero base	Target 1.1.3: At least two policy papers are submitted by end of 2019, with due attention to gender considerations	15% of total resources	
Indicator 1.1.4: Number of ILS reports that are completed by the joint efforts of Government, workers and employers and approved by the CEACR	Starting from zero base	Target 1.1.4 (a) All ILS reports completed for 2017 – 2020  Target 1.1.4 (b) All Reports under Article 19 are completed and submitted to Cabinet by 2019	15%	

Indicator 1.1.5: Number of ILO Governance Conventions ratified; MLC Convention ratified	8 Fundamental Conventions ratified. Priority Conventions are yet to be ratified.	Target 1.1.5: All Governance Conventions & MLC Convention are ratified by 2019	10%
<b>Outcome 1.2: : More effective labour and OSH inspection services as result of increased government capacity</b> (102, 103, 104, 127)	<b>Partners</b> DJAG, DCD, Police, ILO, Training Providers/Institutions	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized
		USD15, 000.00	USD 135, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>
Indicator 1.2.1: Percentage reduction in level of child labour in PNG	CL baseline to be established by DLIR  No CL Unit in place	Target 1.2.1 (a) 50 percent reduction in level of child labour by 2022  Target 1.2.1: (b) Fully functional Child Labour Unit in place by end of 2018  Target 1.2.1 (c):Child Labour National Action Plan (NAP) fully rolled out between 2019-2020	30 % of total resources to be allocated.
Indicator 1.2.2: Number of women and men officers trained in labour inspection and OSH inspection, including child labour, gender and violence aspects	25%  MoV: Source:	Target 1.2.2 (a): All OSH Inspectors trained on Advanced Safety by 2019  Target 1.2.2 (b): SOP is trialled in mid-2018	25% of total resources
Indicator 1.2.3: Number of labour and OSH inspections successfully completed following new standard operating procedures, including child labour, gender and violence aspects	20%	Target 1.2.3 (a): SOP fully implemented from 2019	20% of resources to be sourced from Indicator 1.2.2

	MoV: Source:	Target 1.2.3 (b): All OSH and Safety Inspectors trained on chemicals and hazardous materials by 2019	
Indicator 1.2.4: Number of manuals and resources produced to support labour and OSH inspection, including child labour, gender and violence aspects	Starting from zero base	Target 1.2.4: At least two manuals and two associated resources produced by end of 2019	25%
<b>Country Priority 2: Promote productive and decent employment opportunities, particularly for young women and men</b>			
<b>National Development Priorities &amp; Sectoral Policies</b>		<b>UNDAF 2018 – 2022</b>	
Vision 2050, StaRS 2014, Development Strategic Plan 2030, National Population Policy 2015-2024, National Training Policy		<b>Sub-Outcome 1.1:</b> By 2022, Papua New Guinea’s social policies, plans and budgets promote inclusive human development, and actors in the social sectors are effectively led, regulated and coordinated	
<b>Link to P&amp; B Outcomes</b>		<b>Sub-Outcome 1.3:</b> By 2022, people in Papua New Guinea, especially the most marginalized or vulnerable, increasingly demand and use basic social and protective services.	
<b>Outcome 1:</b> More and better jobs for inclusive growth and youth employment prospects		<b>Sub-Outcome 2.2:</b> By 2022, Papua New Guineans have increased access to and utilization of financial services and markets with enhanced opportunities to participate in the labour market contributing to equitable and sustainable inclusive growth.	
<b>Outcome 9:</b> Promoting fair and effective labour migration policies		<b>Sub-Outcome 2.3:</b> By 2022, Papua New Guineans participate in formal and informal income generation and have increased capacity to contribute to inclusive national growth.	
<b>Outcome 10:</b> Strong and representative Employers’ and Workers’ Organizations			
<b>Bali Declaration priorities</b>		<b>SDG Targets</b>	
(2): Developing policies for more decent jobs (3): Responding to the impact of technological innovation... (7): Closing gender gaps in opportunity and treatment at work			



<p>(8): Enhancing labour migration policies based on relevant international labour standards  (18): Data driven &amp; evidence based research...;  (19): Better data collection &amp; reporting on the status of the world of work  (12): Strengthening social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers' and employers' organizations.</p>	<p><b>Goal 8.</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  <i>Additionally:</i>  <b>Goal 1.</b> End poverty in all its forms everywhere  <b>Goal 5.</b> Achieve gender equality and empower all women and girls  <b>Goal 10.</b> Reduce inequality within and among countries.  <b>Goal 13.</b> Take urgent action to combat climate change and its impacts.  <b>Goal 17.</b> Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p>		
<p><b>Outcome 2.1 Increased decent employment opportunities created as result of National Employment Policy and enhanced labour market information.</b> (126, 129)</p>	<p><b>Partners:</b>  PNGTUC, EFPNG, ILO, NPO, NYDA, PM&amp;NEC, DFAT, NSO.</p>	<p><b>Integrated Resource Framework</b></p>	
		<p>Estimated to be available</p>	<p>To be mobilized</p>
		<p>USD100, 000.00</p>	<p>USD 900, 000.00</p>
<p><b>Indicators</b></p>	<p><b>Baselines</b></p>	<p><b>Targets</b></p>	<p><b>Resources</b></p>
<p>Indicator 2.1.1: Number of gender-sensitive policies and employment service programmes launched</p>	<p>50%. Framework developed by ILO and handed over to DLIR in March 2018. The Policy needs to be developed now.</p>	<p>Target 2.1.1 (a): The NEP is developed, finalised and endorsed by Government by mid-2019   Target 2.1.1 (b) : National Employment Services established and 1000 job seekers matched to jobs annually by 2019</p>	<p>30% of total resources to be used for this Indicator.</p>
<p>Indicator 2.1.2: Number of initiatives to establish Labour Force Survey in PNG.</p>	<p>Starting from zero base</p>	<p>Target 2.1.2 (a) : Pilot sex-disaggregated Labour Force Survey 2018 implemented and report published;   Target 2.1.2 (b) : Project Proposal for a full sex-disaggregated national labour force survey</p>	<p>40% of total resources to be used for this indicator</p>

		developed by NSO, and submitted for PNG Government Funding by 2019.	
		Target 2.1.2 (c): National Labour Force Survey conducted by 2022	
Indicator 2.1.3: Number of initiatives to train women and men NSO/ MLIR officers on LMI data collection and analysis	Starting from zero base	Target 2.1.3: At least one training initiative annually for women and men NSO/ MLIR officers from 2019	20% of total resources to be used for this Indicator.
Indicator 2.1.4: Number of gender-sensitive national surveys and employment service planning documents which incorporate labour market information	Starting from zero base	Target 2.1.4: Incorporation of labour market information into at least one national survey and annual employment service planning documents by end of 2022, with due attention to gender dimensions	10%
<b>Outcome 2.2: Skills development and employment services respond more effectively to the changing needs and structure of the labour market (902, 151)</b>			
	<b>Partners:</b> DHERST, TVET (DoE), NTC, NATTB, IFS, PNGTUC, ILO, DFAT, SMEC, DDA, DAL, NZ Government	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized
		USD 20, 000.00	USD 80, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>
Indicator 2.2.1: Number of cases in which TVET and Skills Certification review findings influence the formulation of policies	Starting from zero base	Target 2.2.1 (a): New competency standards developed and captured in the NQF by end of 2022	25% of total resources to be allocated

and standards, with attention to gender and disability considerations		Target 2.2.1 (b): At least two new policies concerning skills development in line with market needs influenced by TVET and Skills Certification findings by end of 2022	
Indicator 2.2.2: Number of initiatives to establish National Employment Service (NES)	Starting from zero base	Target 2.2.2 (a): 5 dedicated Officers from NED (HQ) trained to provide this service by end of 2019  Target 2.2.2 (b): All PLOs in 22 provinces undertake training in 2018 to deliver employment services	35% of total resources to be allocated
Indicator 2.2.3: Number of initiatives to develop, deliver and monitor training for unemployed young women and men to improve their productivity in the agricultural sector	Baseline assessment done by mid-2018	Target 2.2.3: SMEC aligned to work with DAL, NYA, DLIR and DDAs to develop and tailor skills training on agriculture based on SIYB Tools by 2019, with attention to gender dimensions	40% of total resources to be allocated
<b>Outcome 2.3: Increased number of decent jobs created in the rural economy, particularly for female/male youth and women, with an emphasis on climate resilience and green jobs (New CPO)</b>			
	<b>Partners:</b> ILO, DAL, DDAs, Provincial Governments, SMEC, EFPNG (RICs), PNGTUC & DTCI	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized
		USD 15,000.00	USD 135,000.00

Indicators	Baselines	Targets	Resources
Indicator 2.3.1: Number of initiatives to create new employment project for female / male youth and women in the rural economy	Baseline to be established in Q1/Q2 of 2018	<p>Target 2.3.1 (a): 22 Pilot cooperatives formally established for female/male youth in communities by Q1 of 2019</p> <p>Target 2.3.1 (b): Training on C-BED/CB-TREE/SIYB delivered to 22 Cooperatives in Q2 of 2019, including gender and environmental/climate change dimensions</p> <p>Target 2.3.1 (c): 22 pilot micro-enterprises using SYIB tools established by end of 2019, with attention to gender and environment/climate change dimensions</p>	30% of total resources to be allocated each for cooperative and micro-enterprise aspects
Indicator 2.3.2: Percentage of female/male youth and women trained by ILO project in rural areas who apply skills that are taught	10%	Target 2.3.2: At least 80% of those trained apply their skills by end of 2022	20%
Indicator 2.3.3: Number of communications on new and green technologies and agricultural value chain models which promote female/ male youth employment in agriculture	Starting from zero base	Target 2.3.3: At least 1 communication per year promotes female/male youth employment in agriculture, including environmental/climate change dimensions	20%
<b>Outcome 2.4: Seasonal employment opportunities increased as result of greater labour mobility, stronger regulatory frameworks and research (130)</b>	<b>Partners:</b> DFAT, NZ Government, ISCA,	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized

	DAL, DDA, ILO – ROAP	USD 10, 000.00	USD 90, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>
Indicator 2.4.1: Number of gender sensitive regulatory policies, frameworks or schemes established for seasonal workers	Starting from zero base	Target 2.4.1 (a): New Internal Seasonal Workers Scheme established for agriculture production by mid-2019  Target 2.4.1 (b): Policy/regulatory and services framework for incoming seasonal workers developed, tested and rolled out in Q3-Q4 2019 and into 2020	20% of the total resources to be allocated
Indicator 2.4.2: Number of research studies conducted to inform policy development	Starting from zero base	Target 2.4.2: Labour market research undertaken for the NZ and Australia Seasonal Workers Programmes in mid-2018, with outcomes published and presented to Government by Q3 of 2019	40% of the total resources to be allocated.
Indicator 2.4.3: Percentage increase in number of seasonal work opportunities overseas for women and men from PNG	50%. Only for Australia but not for NZ	Target 2.4.3: An increase of 30-50% in the number of women and men seasonal workers through the NZ and Australia Seasonal Worker Schemes.	40% of the total resources to be allocated
<b>Country Priority 3: Promote more effective social dialogue and tripartite cooperation</b>			
<b>National Development Priorities &amp; Sectoral Policies</b>		<b>UNDAF 2018 – 2022</b>	

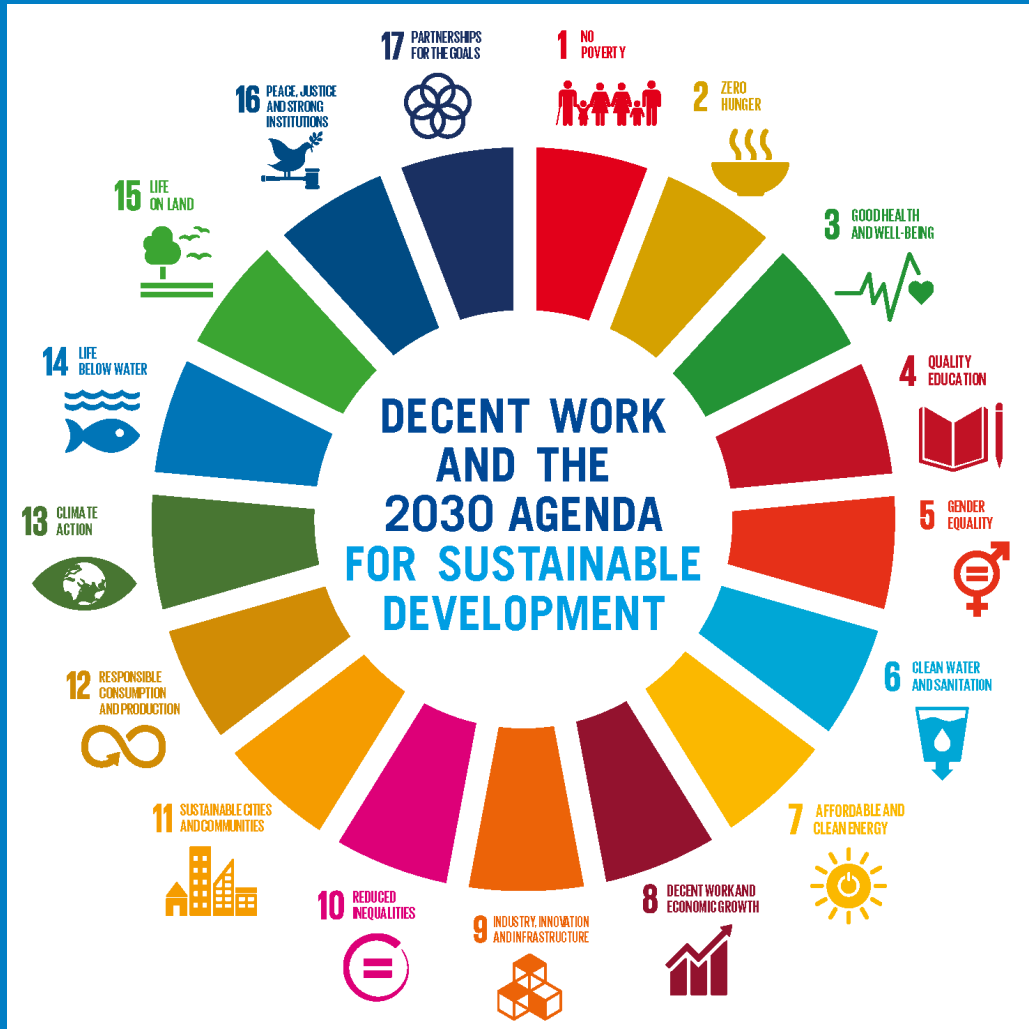
<p>Vision 2050, StaRS 2014, Development Strategic Plan, National Population Policy 2015-2024</p> <p><b>Link to P&amp; B Outcomes</b></p> <p>Outcome 10: Strong and representative Employers' and Workers' Organizations</p> <p><b>Bali Declaration priorities</b></p> <p>(12): Strengthening social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers' and employers' organizations.  (17): Build the capacity of constituents to contribute to decent work... through enhanced social dialogue and collective bargaining</p>	<p><b>Sub-Outcome 1.2:</b> By 2022, national authorities (at central and decentralized levels) effectively manage, regulate and deliver basic social services in line with national standards and protocols  <b>Sub-Outcome 2.1:</b> By 2022, Papua New Guinea has a strong legislative framework, credible enforcement mechanisms and governance structures at all levels, enabling diversified economic growth  <b>Sub-outcome 2.2:</b> By 2022, Papua New Guineans have increased access to and utilization of financial services and markets with enhanced opportunities to participate in the labour market contributing to equitable and sustainable inclusive growth  <b>Sub-Outcome 4.2:</b> By 2022, government agencies have a results based, transparent and accountable governance system and equitable delivery of services</p> <p><b>SDG Targets</b></p> <p><b>Goal 16.</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels  <i>Additionally:</i>  <b>Goal 5.</b> Achieve gender equality and empower all women and girls  <b>Goal 8.</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  <b>Goal 10.</b> Reduce inequality within and among countries.</p>						
<p><b>Outcome 3.1 PNG workers' organizations better able to effectively serve and represent their members and engage in social dialogue (802)</b></p>	<p><b>Partners:</b>  PNGTUC, DLIR, ILO</p>	<p><b>Integrated Resource Framework</b></p> <table border="1"> <tr> <td data-bbox="1113 1055 1608 1117">Estimated to be available</td> <td data-bbox="1608 1055 1902 1117">To be mobilized</td> </tr> <tr> <td data-bbox="1113 1117 1608 1240">USD 5, 000.00</td> <td data-bbox="1608 1117 1902 1240">USD 45, 000.00</td> </tr> </table>		Estimated to be available	To be mobilized	USD 5, 000.00	USD 45, 000.00
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<p><b>Indicators</b></p>	<p><b>Baselines</b></p>	<p><b>Targets</b></p>	<p><b>Resources</b></p>				

Indicator 3.1.1: Number of PNGTUC female and male staff and members trained	Starting from zero base	Target 3.1.1 (a) : 50 young and emerging union leaders undertake union leadership training delivered by ILO/ITC by end of 2018, at least 30% of whom are women  Target 3.1.1 (b): All PNGTUC members undertake at least 2 annual workers education programmes for all their members by 2022	35% of these resources to be used for this Indicator
3.1.2: Number of gender sensitive new products, materials and services launched by PNGTUC or improvement made to existing products and services	Starting from zero base	Target 3.1.2: PNGTUC has a Master Educational Programme for 2018-2020 in place in Q1 of 2018	35%
3.1.3: Percentage increase of PNGTUC membership	Current membership to be provided by PNGTUC	Target 3.1.3: At least a 30 % increase in PNGTUC membership by 2022	30%
<b>Outcome 3.2: PNG employers' organizations better able to effectively serve and represent their members and engage in social dialogue (801)</b>			
	<b>Partners:</b> EFPNG, DLIR, ILO	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized
		USD 5, 000.00	USD 45, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>
Indicator 3.2.1: Number of EFPNG staff trained to improve service to and representation of members	Starting from zero base	Target 3.2.1: All EFPNG Officers undertake training with the ILO/ITC, starting in 2018	45% of the resources to be used for this Indicator

Indicator 3.2.2: Number of training initiatives delivered by EFPNG to its members.	Starting from zero base	Target 3.2.2: EFPNG delivers 2 annual workshops/symposiums to its members per year starting in 2018	55%
<b>Outcome 3.3: Increased effectiveness of social dialogue through institutionalization of tripartite mechanism to progress Decent Work</b> (803)	<b>Partners:</b> EFPNG, PNGTUC, ILO, DJAG, CLRC, DLIR	<b>Integrated Resource Framework</b>	
		Estimated to be available	To be mobilized
		USD 5, 000.00	USD 45, 000.00
<b>Indicators</b>	<b>Baselines</b>	<b>Targets</b>	<b>Resources</b>
Indicator 3.3.1: Number of organizational review recommendations implemented by NTCC	The new IR Bill provides avenues to improve the functions of NTCC (based on the past drafting)	Target 3.3.1 (a): Organizational development plan to implement review recommendations finalized by end of 2018  Target 3.3.1 (b): The NTCC convenes 2 successful regular meetings and 2 extra-ordinary meetings in 2018	30% of the resources to be used for this indicator
Indicator 3.3.2: Number of initiatives conducted to strengthen NTCC membership capacity for social dialogue, including through training on ILS concerning freedom of association, collective bargaining, social dialogue and industrial relations	Starting from zero base	3.3.2: At least 1 initiative conducted annually	30% of the resources to be used for this indicator
Indicator 3.3.3: Number of policy papers submitted to the NTCC for endorsement, including DWCP implementation strategies and plans	Starting from zero base	Target 3.3.3: At least 5 policy documents endorsed by NTCC in 2018, including those prioritized in the DWCP 2018-2022	40% of the resources to be used for this indicator



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**DECENT WORK**

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