

# Papua New Guinea

## Background

- With some 6.2 million people, PNG is by far the most populous Pacific Island country. Approximately 87% of the population live in rural areas;
- Despite economic growth in recent years, PNG's socio-economic indicators remain poor and PNG has the lowest HDI among the ILO's Pacific member countries;
- PNG's population is highly youthful with 39% of the population under 15 years of age. Youth unemployment rates are about three times higher than for the general population;
- Child labour exists besides youth unemployment in PNG;
- A review of PNG's labour legislation to align it to ILO Conventions is underway.
- There is lack of labour market statistics in PNG. PNG needs to develop and implement a labour market information system.



National Flag

## ILO in Papua New Guinea

- PNG became a member of ILO in 1976;
- PNG has ratified 26 ILO Conventions of which 24 remain in force, including the eight Fundamental Conventions;
- The implementation of ILO Conventions ratified by PNG as well as the fulfilment of reporting obligations have been a focal area between ILO and the constituents;
- The tripartite constituents are the Department of Labour and Industrial Relations, the Employers' Federation of PNG and the PNG Trade Union Congress;
- The commitment to tripartism is considerable with the National Tripartite Consultative Committee as the main tripartite institution;
- ILO has developed an in-depth understanding of the particular needs of the constituents and has helped to build the capacity of the tripartite constituents through technical assistance and training programmes;
- The process of reviewing PNG's Industrial Relations Act and drafting a new Act has been supported by ILO;
- ILO's main technical cooperation programme, the "Start and Improve Your Business" (SIYB) project, has been funded by AusAID until the end of the Project in early 2008. In 2009 the Government of PNG has taken over the funding of SIYB with Kina 40 million. This programme has produced a set of tools for enterprise development, and over 100 trainers have been trained;
- ILO in collaboration with UNDP PNG ran the "HIV/AIDS in the Workplace" project which was completed in 2006. A toolkit for the development and implementation of HIV/AIDS workplace policies was developed, and assistance was given to develop a legislative framework and workplace policy;
- ILO's **"Tackling Child Labour through Education"** (TACKLE) project, funded by the EU, was launched in PNG in early 2008. Child labour issues are addressed through strengthening legal frameworks and policies, strengthening capacity leading to improved implementation of child labour laws, creating replicable models for direct interventions to remove children from hazardous work and give them access to appropriate educational alternatives. Major outputs of the project include:
  1. Review of the legislative & policy framework in relation to labour and education;
  2. Divisional child labour training for labour and education inspectorate, ILO social partners, civil society and other stakeholders;
  3. Training of stakeholders in child labour research conducted by SIMPOC;
  4. Training of PNG Labour Inspectors at the ITC, Turin on Reporting on Child Labour Conventions; and Developing Child Labour Policies;
  5. Design of child labour research studies for PNG by research agencies soon to be implemented;
  6. Project coordination to be strengthened through the establishment of a Project Advisory Committee on Child Labour.

➤ ILO's "Sub-regional Programme on Education, Employability and Decent Work for Youth in the Pacific Island Countries", funded by the Netherlands, was also launched in early 2008. Major outputs of the project for the period (April 2008 to June 2009) include:

1. Country desk review on youth employment completed, report distributed, and findings and recommendations presented to various stakeholders
2. Labour market information assessment completed, report distributed, and findings and recommendations presented to various stakeholders
3. ILO constituents and key policy makers from PNG participated in the sub-regional workshop on youth employment, introduced to the process in formulating a national action plan on youth employment.
4. Labour market information training organized in PNG

5. Radio-talk-back show on youth employment issues and youth labour market information with wide participation from the general public

6. One youth leader of PNG Trade Union Congress participated in the Training for Young Leaders of Trade Union on Decent Work held in Apia, Samoa in September 2008.

7. Participation of PNG representatives in the sub-regional training in ILO Community-based Training for Rural Economic Empowerment held in Port Vila, Vanuatu in August 2008

8. Pilot implementation of the ILO Community-based Training for Rural Economic Empowerment Tree involving a rice project and livestock project in collaboration with Department of Agriculture and Central Government.

9. Training of Trainers for Start and Improve Youth Business

10. Training of Entrepreneurs in June 2009 by local SIYB trainers

## *Decent Work Country Programme (DWCP)*

The first Decent Work Programme (DWCP) which details ILO cooperation activities with PNG for the period 2009 – 2012, based on tripartite consultations, was signed on 23 November 2008 in Port Moresby.

### *Priority 1. Capacity building of tripartite partners*

Outcome 1.1: The social partners are strengthened to increase the effectiveness of their institutions and to provide meaningful services to their members.

Outcome 1.2: The enforcement of international and national labour standards is improved through strengthened labour administration.

Outcome 1.3: Effective tripartite and bipartite social dialogue mechanism is institutionalized to make tangible progress in promoting Decent Work.

### *Priority 2. Completion and implementation of labour law reform and related legislation*

Outcome 2.1: The revised labour laws are fully in compliance with the International Labour Standards.

Outcome 2.2: The new Industrial Relations Act (including Employment provisions) is effectively implemented.

Outcome 2.3: Effective progress is made towards the elimination of child labour.

### *Priority 3. Promotion of productive and decent employment, particularly for young men and women*

Outcome 3.1: Youth employment policies are adopted and implemented.

Outcome 3.2: The access of young men and women to support services for wage and self-employment is increased.

Outcome 3.3: Improved labour market statistics are collected and used.

Outcome 3.4: HIV/AIDS workplace policies will be adopted and implemented.

### *Priority 4. Human resource development through skills development*

Outcome 4.1: Skills development is enhanced through training systems and policies

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