



Consultative
Implementation and Monitoring
Council



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NATIONAL DEVELOPMENT FORUM 2011

RECOMMENDATIONS

THEME: "CREATING EMPLOYMENT AND BROAD-BASED ECONOMIC OPPORTUNITIES, AND GOVERNMENT ACTIONS FOR IMPLEMENTATION"

These recommendations were made by people who participated in the CIMC Regional Forums held in Lae, Port Moresby, Mt. Hagen and Kavieng, as well as the National Development Forum held at the National Parliament State Function Room, between April to August 2011. Recommendations were made during presentation and discussion time as well as through written submissions made during and after the forums. Altogether, around 800 organisations and individuals attended these forums.

RESOURCE DEVELOPMENT FOR EMPLOYMENT CREATION

1. Land Development

- 1.1. Land reform, which safeguards the interests of landowners, in Papua New Guinea will only happen when the National Land Development Program is fully implemented. Land can be a major impediment to some forms of agriculture (notably larger scale farming) and other development and is a priority issue for private sector and civil society, although customary landownership has enabled broad-based opportunities for both subsistence and cash crop production, and it's principals need to be safeguarded),
- 1.2. Outstanding critical tasks are for the Office of the First Legislative Council to finalise amendments and for the Speaker to sign into effect the *Land Group Incorporation Act* Amendments of 2009.
- 1.3. The NEC Submission for Establishment of a Land Program Office to be approved.
- 1.4. The NEC to approve the Land Development Program Plan.
- 1.5. Government to appoint a Chief Commissioner for Land Title – Conveyance of Land.

- 1.6. All Acts relating to mining, forestry, and fisheries need to be reviewed properly by the respective departments in charge in consultation with landowners.
- 1.7. Proper processes must not be by-passed, and proper feasibility studies and social and environmental impact assessments done for major projects (not cut and paste jobs hurriedly copied from other projects), along with proper genealogical studies and data base information, undertaken and assessed by relevant departments with the landowners.
- 1.8. Customary land and forest resource landowners should be empowered, and should be the decision-makers, initiating and approving land developments, and they should have full access to information for free and informed consent (or rejection) as they determine.
- 1.9. Survey urban populations, identify unemployed people and seek to empower them with suitable skills and back-up (extension, planting material, local utilities etc.) and encourage them to take up opportunities in provinces, especially on their customary land, but also on major projects of peri-urban land. Secure and allocate land for various industries, for example farm, fish, animal and cash crops, where practical. “Everyone must work – nobody should be doing nothing on working days”.

2. Agriculture

- 2.1. The return of NADP to the agriculture sector to be planned, managed and overseen by industry participants and representatives, and screened by impartial parties, on behalf of the PNG farmers and landowners.
- 2.2. NADP funds should be channelled directly to professional, competitively and transparently selected private sector projects, undertaken by commercialised nationally-owned companies, and to credible government and non-government organisations, providing a replicable or broader service (including research, information and extension, plant breeding/multiplication, marketing support etc).
- 2.3. Government should invest in downstream processing, especially in agriculture and food processing and other natural resources. This is where employment can be generated and profits for businesses can be earned.
- 2.4. Secure corporate and donor sponsorship to fund targeted agricultural projects, particularly with a potential to generate broad-based employment and income earning opportunities (whether large or support for smallholders).
- 2.5. Establish an agriculture, livestock and fisheries database of proposed initiatives and innovators to develop targeted interventions.

3. Extension

- 3.1. A weak and dysfunctional information and extension system is a key constraint in the agriculture sector (along with the major constraints of poor roads, market access, law

and order problems etc). It is recommended that recommendations from the 2004 *National Agricultural Extension Summit* held in Lae be implemented.

- 3.2. Two models of extension service delivery which have given the most promising results to date, and are recommended for wider adoption in PNG; notably: Bris Kanda, in the Huon Gulf District, which fosters greater participation of the private sector in supporting investment in agriculture; and, the Smallholder Support Services Pilot Project (SSSPP), developed as a partnership between provinces, national government and industry bodies, and supported by the ADB. Other effective extension models, include the agro-nucleus estate model (applicable on both a large and small scale), and others based on resource availability and acceptance of actors by farming communities.
- 3.3. That the Department of Agriculture and Livestock be revitalised and reformed to become more responsive to PNG farmers and other provincial, NGO and other PNG sector stakeholders, as central entity with innovative and supportive capacity and skills to support and facilitate diverse private and public stakeholder collaboration in all aspects of agricultural and rural development on behalf of PNG landowner and farmer interests.
- 3.4. There is need for assistance with marketing of produce, including packaging and transport subsidies, to reduce the cost of doing business, as these costs are too high at present.

4 Mining and petroleum

- 4.1 Empower communities to participate meaningfully in resource management, planning and oversight, whilst ensuring investor stability and confidence.
- 4.2 Retain, or at least review, current mineral ownership to ensure broad benefits throughout the nation, but ensure rigorous landowner and downstream/ down the coast resource owners are fully consulted and participate in mining development forums and with environment and planning including cost-benefit analysis.
- 4.3 If a project is not providing net social and economic benefits, don't automatically give approval for the project to proceed.
- 4.4 Review all environmental policies to ensure landowners and marine resources are safeguarded, and ensure the right of appeal is retained, with respect to administrative decision-making.
- 4.5 Independent environmental audit be done to all mining industries and projects, and finalise and conclude the draft new mining practices code and manual.
- 4.6 Endorse the Extractive Industry Transparency Initiative (EITI) being considered by Government of PNG.
- 4.7 Establish a trust fund and adequate long term corporate responsibility for environmental damage, disaster and emergency.

- 4.8 Landowner companies and mining companies to establish sustainable development funds, and have transparent royalties and gender balance distributions, including support for microfinance and spin-off participation.
- 4.9 Support Boka Kondra et al's initiative to shift resource ownership to the people and let government be regulators and legislators.

5 Fisheries

- 5.1 Amend the *Fisheries Management Act* of 1988, Section 26, related to Customary Resource Ownership to state: "the rights of the customary owners of fisheries resources and fishing rights shall be fully recognised and respected in all transactions affecting the resource or the area in which the right operates."
- 5.2 That customary marine resource owners must be actively promoted and assisted to go into fishing businesses.
- 5.3 Government to provide incentives through financial institutions providing loans to assist indigenous fishermen and women.
- 5.4 All provincial governments take ownership of encouraging or setting up tuna processing plants, and set up pilot tuna projects with support from the national government.(14 of the 18 Provinces in PNG are Maritime Provinces).
- 5.5 The *Fisheries Act* must be reviewed and amended to make all tuna processing facilities to be stationed in PNG and the 200 plus fisheries/fishing boats must operate from, and return to PNG sea ports – they should not take their catch to overseas port (e.g. Thailand) for processing.
- 5.6 Stop foreign vessels from fishing in PNG waters.
- 5.7 Ensure data providing clear information on sustainability of extensive fishing.
- 5.8 Ensure involvement of national and international credible research institutes.
- 5.9 Promote fish sanctuaries (no fishing zones) to enable fish stocks on and off the reefs to recover and be sustained, and to attract eco and dive/snorkelling tourism to PNG.

EDUCATION AND TRAINING

6. General Education

- 6.1. Training of teachers and provision of materials must be expanded immediately as pupil teacher ratios are too high, and with 'free education' this will place immense pressure on teachers and schools, as the number of student places is limited.
- 6.2. Private and church run education facilities must have access to, and be encouraged by the government to participate in free education provision – i.e. funding and infrastructure support in all levels (including post secondary levels).

- 6.3. Through some PPP arrangements government can fund a classroom or some form of infrastructure or periodic projects.
- 6.4. Character development with Christian and traditional values can be included, as well as gender mainstream in the education curriculum.
- 6.5. Personal Viability Training could be integrated into the education system before students exit year 12 level, to enhance their capacity to address challenges and opportunities, notably outside normal formal employment.
- 6.6. NATSCOL should be restored, recognised and encouraged to include higher learning as part of the Open University Structure.
- 6.7. Entrepreneurship education – *Know About Business* (KAB) to be made a core subject and taught at all levels of education, subject to practical review, including from private sector participants.
- 6.8. Improve the terms and conditions of teachers and academics in the education sector to be more competitive, and meet standards notably for teachers in remote schools.
- 6.9. Literacy training for those children and adults out of the school system should be included in the education framework as a priority.

7. Technical Training

- 7.1. Establish a **Skills Development Authority** (post secondary education level) to integrate fragmented training bodies under a single umbrella management, to include: National Training Council, the National Apprenticeship and Trade Testing Board, and the Technical and Vocational Training Division).
- 7.2. National Trade Apprenticeship Testing System be owned by government and funding should be continued, but extended to new (non-traditional) technical skills, like Information Technology.
- 7.3. Invest in training our educated or semi-educated youth: Conduct a massive drive/investment to up-skill people so they can participate in the current economic boom and bring direct benefits of the boom to families, as well as have appropriate flexible skills when the employment boom related to LNG is over (in 2015).
- 7.4. Provide **competency based training** in various trades to the 24, 000 unplaced but well educated grade 10 and 12 graduates each year from our education system.
- 7.5. Government should provide incentives for employers who employ apprentices. Tax rebates should be available where private companies are willing to train assessors and apprentices.
- 7.6. The government should include free or concessional education to cover trade testing fees for all applicants.
- 7.7. Government and/or donor funding support should be provided to registered private/independent, church and other not-for -profit training providers, in principle, to the same level of funding provided to public institutions.
 - a. Calculate the funding on actual per capita student basis.

- b. Include in the funding bundling of the cost of salaries for trainers, institutional operations and capital development for both facilities and equipment.
 - c. Allow institutions to charge fees.
- 7.8. Fund or co-fund using Public-Private Partnership arrangements, and contract efficient private industry to manage public institutions with a profit margin, by charging a reasonable fee over and above government funding for infrastructure development and operational costs, but ensure adequate funding for effective tendering/contracting and monitoring and supervision, to ensure satisfactory standards.
 - 7.9. Increase the number of (international and domestic) **TVET scholarships awarded to school leavers** to match PNG's development needs. Scholarship amounts can vary according to the level of education attained by graduates (Gr 8, 10 or 12).
 - 7.10. Public – Private Partnership: various private sector participants have demonstrated the business acumen and efficiencies to deliver effective and quality training. This is evidenced by the fact that industry and commerce purchase sufficient volumes of this training product to sustain PNG's private training providers. Private employers have clear ideas where the most productive graduates have been trained, and like to recruit from these institutions. A standards system should apply to public and private institutions linked to entitlement to grant support.
 - 7.11. Government should immediately establish a national entrepreneurship training program targeting unemployed young people to diffuse the 'time bomb' of discontented and unfulfilled youth.
 - 7.12. The national institutions and provinces (and churches) have adopted widely differing practices in the way that vocational education and training in schools is organized and in the language used to describe these arrangements. These should be standardised.
 - 7.13. All technical training courses are to be developed with industry input to ensure that the training offered will be relevant for local needs.
 - 7.14. A database should be prepared of trained skilled men and women in the country that are currently registered and available.

LABOUR POLICIES AND LAWS

8 Foreign Companies

- 8.1 Foreign companies should be required by law to provide training and employ apprentices and apprenticed workers in relevant skills, using and adequate quota.
- 8.2 Foreign companies operating in PNG to include 'mentorship programmes' ensuring the transfer of skills from foreigner to national workers.
- 8.3 English courses should be provided to both foreign and PNG workers to enhance mutual communication, understanding and skill transfer.

- 8.4 State approved-public and private training and vocational institutes and colleges to include ‘stages’ and ‘apprenticeships’ in their programmes, enabling students to do a on-the-job experience in a national or foreign company before reaching their diploma to enable their insertion in the job market.
- 8.5 To assess the National Training Council’s ‘three-year training evaluation’ policy and provide guidance for the effective and sustainable transfer of skills from foreign to national workforce.
- 8.6 Vision 2050 and the MTDP to be refined and address social harmony, including respect for foreigners. Foreign companies and consular representations/embassies should work side by side with the national and local government to ensure opportunities for mutual exchange between foreign and PNG culture (as well as work and cultural exchanges, etc).

9 PNG Seasonal Worker Scheme and Overseas Skilled Migration

- 9.1 Export skilled labour to earn and repatriate funds to PNG and gain international exposure and experience, for application back in PNG: Promote a policy of developing and exporting skilled labour to increase the repatriated funds component of the PNG Gross National Product, (whilst seeking to safeguard needed skills required for domestic requirements).
- 9.2 Government to fund open colleges to go back to the rural areas to do the CODE (College of Distance Education).
- 9.3 To evaluate the Seasonal Worker Pilot Scheme through a migration and development angle, to ensure it provides genuine mutual benefits to participants, employers overseas and the two countries.
- 9.4 Expectations related to the impact of seasonal work on local development should observe some priorities, notably: obligations of seasonal workers towards their own families should be addressed first; children should benefit from their parents’ remittances in terms of access to food, water, health, housing and education; children from a second marriage, and as well ‘adopted’ children, should also benefit from these same benefits.
- 9.5 The number of children for which applicant seasonal workers are responsible should be kept in consideration in the selection process.
- 9.6 The consent of the spouse, a requirement in the SWPS application form, should be free, informed and the result of a family assessment aimed at verifying needs and expectations.
- 9.7 Credible Civil Society actors with experience at community level can play a key role in monitoring the impact of seasonal migration on workers’ communities and especially families (while the workers are away).

- 9.8 A genuine contribution of the seasonal worker to his (or her) local community is possible only if the Seasonal Worker is given appropriate skills to be able to start a business in an environment conducive for business, (or has the prospect of paid employment back home). The worker should not be using his/her own money to create those conditions, that's an obligation of the State (perhaps contracted out to private trainers or NGOS). Support to Seasonal Workers projects and initiatives should be provided within that same logic.
- 9.9 Arrangements for the legal protection of the seasonal workers abroad are essential. Support of consular offices is important but they may be too far from areas where farms and other areas where seasonal work is carried out. Free hotlines and regular consultation with Australian labour or social services or ombudsman should be promoted.
- 9.10 Link between PNG and Australian civil society organizations working in the field of migrants' protection and empowerment should be strengthened.
- 9.11 With ready-to-work rosters operative, the Department of Foreign Affairs and Trade and the Department of Labour and Industrial Relations could encourage additional seasonal schemes, including through bilateral agreements, to facilitate the migration of under skilled, semi-skilled and skilled PNG personnel. At this stage both the Australian and New Zealand schemes in PNG are small and in pilot mode; apart from the screening and other conditions above, the scheme should predominantly be administered by direct links between overseas employers and prospective PNG employees, as far as possible, subject to regulatory oversight, providing as many opportunities as possible, and without undue or stifling bureaucratic administration and overheads.

10. Informal Economy and Youth

- 10.1. Establish capacity building programs for youth at the provincial, district and LLG levels and ensure dialogue and coordination between these programs
- 10.2. Empower and resource informal sector participants, with skills, suitable infrastructure and access to other support, including micro-finance.
- 10.3. Increase wage rate for average youth based on analysis of daily needs and capacity to pay (by relevant industries, etc).

GENDER

11. Gender Mainstreaming

- 11.1. "Gender" as a cross cutting issue needs to be mainstreamed in all policies and development plans. Develop clear understanding of what this entails. Currently, gender is not given prominence in the Vision 2050. Therefore, we recommend here that when the first Review of the Vision 2050 takes place there must be a clear

direction given to ALL Stakeholders, especially government departments to embrace Gender Mainstreaming in their sectoral Plans and Policies.

- 11.2. Adopt gender mainstreaming as a government-wide policy or strategy.
- 11.3. Each government department or agency to develop special strategies to mainstream gender within their sector. Allocate financial and human resources for gender mainstreaming.
- 11.4. Promote coordination in the planning by government agencies to be able to report on the status of implementation of these policies and strategies.
- 11.5. Provide training to build technical capacity on gender mainstreaming for gender focal points in various government agencies and in the private sector.
- 11.6. Mainstream gender and social inclusion within the CIMC process and ensure gender integration in sector committees.

DISABILITY

12. Disability

- 12.1. Ensure a right-based/social approach to disability in relevant development policies, to ensure that persons with disabilities (PWD) are empowered as contributors to PNG society and its economy, rather than simply targets for support and assistance, and entitled to comparable rights in an accessible environment, not restricted in a society made of social and unnecessary physical barriers.
- 12.2. Develop institutes for inclusive education with adequate professionals and teachers
- 12.3. Look at all relevant existing domestic laws to include disability considerations.
- 12.4. Ratify the Convention on the Rights of Persons with Disability.
- 12.5. Include and recognize disabled peoples' organization as the voice of Disabled People in PNG as part of decision making, and let them make their own nominations and appointments to representative bodies, rather than having others speak for them or appoint for them.
- 12.6. Create awareness on practical issues relative to disability, including in relation to design (e.g. of buildings, transport systems as well as for communications, businesses, participation in democratic processes etc).
- 12.7. Data and monitoring of the prevalence and nature of disability to be included in population surveys.

SUB-NATIONAL GOVERNMENT

13. Infrastructure development and implementation

- 13.1. Rural Physical Infrastructure Development: re-prioritize the focus of the JDP&BPC and District grants and allocations (including DSIP) to achieve tangible results at district level in line with the relevant district plans, drawn up consistent with Ward Development Plans, and as sought by community stakeholders, who've been fully

- consulted and made their contribution during a forum including all community leaders and councillors and LLG Presidents.
- 13.2. After full consultation, awareness and agreement on issues of local importance, the JDP&BPC should assume these as their first priorities to achieve tangible results.
 - 13.3. Infrastructure restoration and maintenance, or any upgrades in LLG areas of the district, should be properly planned and sequenced, completing one first then moving to the next, to achieve practical outcomes,.
 - 13.4. Some fund should be allocated for small projects to be implemented at the LLG level.
 - 13.5. Train LLG personnel to manage and account for small fund allocations, and ensure appropriate oversight mechanisms are in place, including supporting local community-based social auditing.
 - 13.6. ORD monitoring of DSIP (and NEFC oversight on allocations,) should focus on equity, effectiveness and distribution of these public goods and services, and that they're not concentrated in certain parts of the district, with others missing out.
 - 13.7. Ward Development Committees to be involved in implementation over various tasks at the local level, with LLG Presidents monitoring, supported by the District Administrator.
 - 13.8. The Department of National Planning and Monitoring, and the Department of Rural Development should set up a separate entity know as Valuers' Institute of PNG. Valuers will visit project sites to provide an independent evaluation of the durability and prospective life span of infrastructure (including roads), and quality of work done (as determined by this Institute and ongoing work of line agencies, e.g. Works Dept, will determine payment.
 - 13.9. Ensure no such payments are made until qualified supervisors have given clearance, and for completion payment until a proper all inspection and evaluation process has been completed.
 - 13.10. Contract international road builders to compete in bidding for (major) contract.
 - 13.11. Seeking to connect all LLGs in the long run by road and sea transport, or at least reliable air services.
Explore the feasibility of building railways to provide access into and around main cities, and possible connections between provinces

14. Good Governance

- 14.1. Review the relationship between the Provincial and Local Levels of Government, and the composition of the Provincial Executive Council. An elected member should participate in policy making and oversight, but not directly in the process of contracting and implementation, (and certainly not have direct control over, or access to District grants).
- 14.2. Local community views should be channelled to the Ward councillor and on to the entire Council and its President to table in turn at the JDP&BPC.

- 14.3. That DSIP should be channelled in part down to the (beefed up) LLG office, in consultation with the Office of Rural Development and District Administrator and Treasurer.
- 14.4. Review provision for composition of JDP&BPC to ensure committee members are able to represent their constituents without being unduly influenced and manipulated independently
- 14.5. Allocation of funds for monitoring and auditing require all funds including DSIP publishing on local notice boards and then have systems for public to report back.
- 14.6. All policies to be reviewed for the cause of good governance.
- 14.7. Remove the role of implementation from the Department of National Planning and transfer to the Office of Rural Development, especially the Public Investment Programme.

CHURCHES

15. Churches

- 15.1. Closer consultations is to be encouraged with churches and other civil society organisations on developing suitable development pathways that would provide training, employment and economic development; many of the churches are involved actively in skills development and other empowerment activities and have a broad appreciation of social and economic needs in the communities they service, together with some other civil society bodies. Church organisation should be invited for more collaboration, as well as be a mechanism for driving development programs (recognising that it's not their primary function, whereas it is for government).
- 15.2. There is a need to invite the church education and training agencies and other NGOs, to be involved in the design of government and donor programs, not just to be implementers of these programs.
- 15.3. Funding should be appropriated for churches and should be made available to suitable church development programs. These mechanisms such as Church-State Partnership Funding, DSIP and other sources should be utilised for this purpose.
- 15.4. Churches should be supported to assist or even extend their role (if willing), to take a leading, in some cases, in delivering a wide range of development programs in communities where they have a strong presence. In other locations, where companies or certain NGOs have a major and positive presence, they also should be encouraged to extend their functions to support the local community in a similar manner.)
- 15.5. That an annual budget allocation be channelled for specific purposes under the Church-State Partnership program through the Department of Community Development, together applying independent and effective oversight arrangements.

HEALTH

16. Health

- 16.1. Restore rural health facilities and services, including training and providing rural health workers (including nurses and midwives) and carry out regular patrols, especially in remoter villages, but also in villages and urban settlements, conducted by community health workers in the form of Mobile Health Clinics (and MCH).
- 16.2. Population growth is too fast. Provide effective family planning awareness and seek to discourage parents from exceeding 3 children, including recognising the responsibilities associated with parenthood and the need to support and invest in their children for the future. Many children, in households which already have 3, miss out education and other opportunities in PNG society. If parents cannot give attention or afford more than 3, apply reliable family planning techniques.

LAW AND ORDER

17. Police

- 17.1. Increase capacity of disciplinary forces - increase number of police recruits from all provinces, providing them with effective training, direction, supervision and support.
- 17.2. Government to provide adequate funding for the Police Review Report recommendations and proceed to implement them, updated, where necessary.
- 17.3. Government to enforce in work place policies changes, including in private sector, notably to improve opportunities, participation and benefits to women and youth.
- 17.4. Despite social change, seek to restore powers to traditional leaders, (subject to suitable accountability).
- 17.5. Conduct routine repairs and maintenance and suitable upgrading of all police stations.
- 17.6. Carry out another review to update the administrative Police Review Report conducted in 2004.
- 17.7. Utilise rural or community leaders or institutions to perform as legitimate agents, such as village and area councils of chiefs, to do enforcement, mediation, tribunals, hearings and some policing, subject to suitable checks.

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