PROCEEDINGS
OF THE NATIONAL
DEVELOPMENT FORUM

Holiday Inn Ball Room
Port Moresby
18th -20th October 2016

“Showcasing Achievements: Government Fulfilling Development Aspirations & Improving Service Delivery Through Strategic Partnerships”
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## Acronyms

- **APEC** : Asia Pacific Economic Cooperation  
- **BPNG** : Bank of PNG  
- **CADIP** : Civil Aviation Development Investment Program  
- **CASA** : Civil Aviation Safety Authority  
- **CIC** : Coffee Industry Corporation  
- **CIMC** : Consultative Implementation & Monitoring Council  
- **CLRC** : Constitutional Law Reform Commission  
- **CPB** : Cocoa Pod Borer  
- **CSOs** : Civil Society Organizations  
- **DAL** : Department of Agriculture and Livestock  
- **DCP** : Development Corporation Policy  
- **DDA** : District Development Authority  
- **DFAT** : Department of Foreign Affairs and Trade  
- **DIRD** : Department of Implementation and Rural Development  
- **DJIAG** : Department of Justice and Attorney General  
- **DOE** : Department of Education  
- **DoW** : Department of Works  
- **DPM** : Department of Personal Management  
- **DSIPs** : District Services Improvement Programs  
- **EITI** : Extractive Industries Transparency Initiative  
- **ENB** : East New Britain Province  
- **FRA** : Fiscal Responsibility Act  
- **FX** : Foreign Exchange  
- **FY** : Fiscal Year  
- **GDP** : Gross Domestic product  
- **GESI** : Gender Equity and Social Inclusion  
- **GoPNG** : Government of PNG  
- **HDIs** : Human Development Index  
- **IDA** : International Development Association  
- **IFAD** : International Fund for Agriculture Development  
- **IFC** : International Finance Corporation  
- **iHDSS** : integrated-Health and Demographic Surveillance System  
- **ILO** : International Labor organization  
- **IMR** : Institute of Medical Research  
- **IOM** : International Office of Migration  
- **KAB** : Know About Business  
- **LLG** : Local Level Government  
- **LLGSIP** : Local Level Government Service Improvement Program  
- **MAF** : Mission Aviation Fellowship  
- **MOA** : Memorandum of Agreement  
- **MoU** : Memorandum of Understanding  
- **MRA** : Mineral Resources Authority  
- **MSG** : Multi Stakeholder Group  
- **MTDP2** : Mid Term Development Plan II  
- **MTFS** : Mid Term Fiscal Strategy  
- **MVIL** : Motor Vehicle Insurance Limited  
- **NADF** : National agriculture Development Plan  
- **NDoH** : National Department of Health  
- **NEC** : National Executive Council  
- **NFA** : National Fisheries Authority  
- **NGI** : New Guinea Island Region  
- **NGOs** : Non-Government Organizations  
- **NMSA** : National Maritime Safety Authority  
- **NPF** : National Provident Fund  
- **NRA** : National Roads authority  
- **NRSC** : National Roads Safety Council  
- **NSAP** : National Sorcery Action Plan  
- **NTS** : National transport Strategy  
- **NWS** : National Weather Services  
- **OPRC** : Oil Palm Research Centre  
- **OSF** : Oil Search Foundation  
- **PDAL** : Provincial Division of Agriculture and Livestock  
- **PIP** : Public Investment Program  
- **PMU** : Project Management Unit  
- **PNG LNG** : PNG Liquefied Natural Gas Project  
- **PNGPCL** : PNG Ports Corporation Limited  
- **PPAP** : Productive Partnership in Agriculture Programs  
- **PPP** : Private Public Partnership  
- **PSIPs** : Provincial Services Improvement Programs  
- **RAA** : Rural Airports Authority  
- **RIC** : Rural Industry Council  
- **RTA** : Road Transport Authority  
- **SBDC** : Small Business Development Corporation  
- **SDG** : Sustainable Development Goals  
- **SME** : Small Medium Enterprises  
- **SMEC** : Small Medium Enterprise Corporation  
- **SNAP** : Sorcery National Action Plan  
- **StaRS** : Strategy for Responsible Sustainable Development  
- **TIPNG** : Transparency International PNGG  
- **TSSP** : Transport Sector Support Program  
- **TVET** : Technical Education Vocational Training  
- **UK** : United Kingdom  
- **UN** : United Nations  
- **UN SDGs** : United Nations Sustainable Development Goals  
- **UNDP** : United Nations Development Program  
- **UNHCR** : United Nations High Commission for Refugees  
- **USA** : United States of America  
- **VSO** : Volunteer Services Organization  
- **WEO** : World Economic Outlook  
- **WHO** : World Health Organization  
- **YWAM** : Youth with a Mission
Acknowledgements

The Consultative Implementation and Monitoring Council (CIMC) wishes to express its appreciation to the Government of Papua New Guinea through the Department of National Planning and Monitoring, the Asian Development Bank (ADB) and the International Labour Organisation (ILO) for funding the three days National Development Forum. It also acknowledges the support and commitment of the Minister for National Planning and CIMC Chairman, Hon. Charles Abel. The CIMC also extends its appreciation to the Secretary for the Department of National Planning and Monitoring, Ms Hakaua Harry and her staff for their ongoing support. Acknowledgements also go to the staff of CIMC and the Institute of National Affairs (INA), and all the presenters, speakers and the participants of the 2016 National Development Forum to make it a success!

The time and commitment put in by all stakeholders to attend the forum reflects the value that this dialogue platform creates and the willingness by concerned parties to interact and communicate the issues affecting the very fabric of our society. It also provides the opportunity to highlight the approaches taken by respective stakeholders to address and mitigate these development and service delivery issues for the short and long term progress of our country. The CIMC looks forward to having another successful year and set of National and Regional Development Forums in 2017.
NATIONAL DEVELOPMENT FORUM
18 – 20 October, 2016 Holiday Inn Port Moresby
Theme: Showcasing Achievements: Government fulfilling Development Aspirations & Improving Service Delivery through Strategic Partnerships

DAY ONE  TUESDAY 18th OCTOBER, 2016

TIME  ACTIVITY
8:00 – 8:50  REGISTRATION

SESSION 1  CHAIRPERSON: Sir Brown Bai, Chairman Rural Industries Council
8:50 – 9:00  Opening Prayer (United Church)
9:00 – 9:15  National Anthem and Pledge: Eki Vaki Primary School, NCD
9:15 – 9:20  Welcome & Purpose of Forum: Ms Wallis Yakam-Executive Officer, CIMC
9:20 – 9:45  Opening Address:
  • Hon. Charles Abel, MP, Minister for National Planning & Monitoring
9:45 – 10:15  Key Note Address
  • Hon. Peter O’Neill, MP, Prime Minister of Papua New Guinea
10:15 – 10:30  MORNING TEA

SESSION 2  CHAIRPERSON: Mr David Toua, President PNG Business Council
Sub Theme: Economic Updates and accountability reforms for improved service delivery through sustained partnerships
10:30 – 10:45  Mr Dairi Vele, Secretary, Treasury Department Update on the economic reality of PNG
10:45 – 11:00  Mr Loi Bakani, Governor Bank of PNG – Medium to long term prospects and outlook for the PNG economy
11:00 – 11:15  Ms Hakoau Harry Secretary, Department of National Planning & Monitoring- StaRS and development embracing the paradigm shift
11:15 – 11:35  Discussions and Recommendations
11:35 – 12:35  LUNCH

SESSION 3  CHAIRPERSON: Chey Scovell, CEO PNG Manufacturer’s Council of PNG
Sub Theme: Transport & Infrastructure Sector: Initiatives achieved through partnerships and plans for going forward
12:35 – 12:50  Mr Roy Muma, Secretary, Department of Transport
12:50 – 1:05  Mr Ponege Poya, CEO - National Roads Authority
1:05 – 1:20  Mr John Bromley, CEO – Rural Airstrips Agency
1:20 – 1:35  Discussions and Recommendations

SESSION 4  CHAIRPERSON: Mr Graham Aimui, Executive Officer, Rural Industries Council
Sub Theme: Agriculture Sector performance through partnerships for sustained economic development
1:35 – 1:50  Dr Vele Pat Ila’ava, Secretary Department of Agriculture and Livestock – Embracing the StaRS & paradigm shift, plans in agriculture going forward
1:50 – 2:05  Mr Warren Dutton, North Fly Rubber- PPP and investment in agriculture
2:05 – 2:20  Mr Potaisa Hombunaka – PPAP- outcomes, issues and the way forward
2:20 – 2:35  Discussions and Recommendations
2:35 – 3:00  AFTERNOON TEA

SESSION 5  CHAIRPERSON: Paul Barker, Executive Director-INA
Sub Theme: Government commitment to equitable Land Reforms for inclusive development & efficient service delivery
3:00 – 3:15  Mr Luther Sipison, Secretary, Department of Lands - Revised National Lands Act and its harmonisation with ILGs
3:15 – 3:30  Dr Charles Yala, Director NRI – on Land Development Program including land reforms and recommendations
3:30 – 3:45  Mr Lester Seri, Customary landowner views on Government land reforms, partnerships and the way forward
3:45 – 4:30  Discussions and Recommendations prescriptively
### SESSION 1

**Chairperson:** Rodney Hilton, Minister Counsellor Governance-Australian High Commission  
**Sub Theme:** Improving Governance & Service Delivery through community empowerment and engagement  
**8:00 – 8:45** REGISTRATION  
**8:45 – 9:05** Keynote address and opening: • Minister for Labour & Industrial Relations, Hon. Benjamin Poponawa, MP  
**9:05 – 9:20** Mr Dickson Guina, Acting Secretary DPLLG – DDAs Implementation outcomes, issues and partnerships going forward  
**9:20 – 9:35** Mr Trevor Tararu, CEO Abau DDA – Citizen empowerment and district development through partnerships  
**9:35 – 9:50** Mrs Elizabeth Avaisa, Senior Project officer - CIMC community governance/accountability initiatives through partnerships  
**9:50 – 10:05** Mr Lucas Alkan, National Coordinator, National EITI Secretariat – Extractive sector governance through partnerships, outcomes and issues  
**10:05 – 10:20** Discussions and Recommendations  
**10:20 – 10:30** MORNING TEA  

### SESSION 2

**Chairperson:** Mr John Toguata – Anti-Corruption Practitioner  
**Sub Theme:** Empowering citizens to promote economic growth through partnerships  
**10:30 – 10:45** Ms Anna Solomon, Secretary Department for Community Development, Youth & Religion – The importance of Informal Economy.  
**10:45 – 11:00** Mr Steven Maken, Acting Managing Director for the SME Corp – Experiences on implementation of the SME Policy & Master Plan  
**11:00 – 11:15** Presenter to be confirmed – Citizen economic empowerment to promote development  
**11:15 – 11:30** Discussions and Recommendations  
**11:30 – 12:30** LUNCH  

### SESSION 3

**Chairman:** Mr Clarence Hoot, A/Managing Director, IPA  
**Sub Theme:** Partnership initiatives (PPP) with Government, the private sector and development partners to promote trade & economic growth  
**12:30 – 12:45** Mr John Andrias, Secretary Trade Commerce & Industry – partnerships to boost trade and economic growth  
**12:45 – 1:00** Ambassador Amena Yauvoli, Director General MSG Secretariat on MSG free trade and private sector development strategy  
**1:00 – 1:15** Mr Douveri Henao, Executive Director, PNG Business Council – Private Sector view on PPP and other initiatives and issues  
**1:15 – 1:30** Discussions and Recommendations  

### SESSION 4

**Chairperson:** Ms Priscilla Kare – Executive Director, PNG Education Advocacy Network  
**Sub Theme:** Multi sectoral approaches for improved health service delivery to meet preferred targets  
**1:30 – 1:45** Mr Pascoe Kase Secretary Department of Health – Health service delivery through partnerships: Outcomes and issues including plans for addressing the ageing health workforce.  
**1:45 – 2:00** Professor Peter Siba, Director of PNGIMR - PNG data needs for sustainable development and service delivery  
**2:00 – 2:15** Mr Maarten Vandereep, Country Director Marie Stopes- Government and private sector partnership initiatives to manage population growth embracing the StaRS  
**2:15 – 2:30** Ms Kymberley Kepore, CEO, Oil Search Foundation health service delivery in Partnership with Government, outcomes and way forward  
**2:30 – 2:45** Discussions and Recommendations  
**2:45 – 3:00** AFTERNOON TEA  

### SESSION 5

**Chairperson:** To Be Confirmed  
**Sub Theme:** Cross sectoral initiatives and approaches for inclusive development and women empowerment  
**3:00 – 3:15** Dr Lawrence Kalinoe, Secretary Department of Justice and Attorney General - Approaches to address Women & Gender related issues: Outcomes and the way forward  
**3:15 – 3:30** Mr John Kali, Secretary Department of Personal Management on Gender Equity and Social Inclusion (GESI). Approaches taken; outcomes and way forward  
**3:30 – 3:45** Mr George Gigauri- IOM PNG Chief of Mission, view on initiatives and approaches by government to women empowerment and inclusive development through partnerships  

### SESSION 6

**Chairperson:** Wallis Yakam, Executive Officer CIMC  
**Sub Theme:** Plenary Session  
**3:45 – 4:30** Group discussions and reporting back to forum convenors
### DAY THREE  THURSDAY  20th OCTOBER, 2016

**Theme:** Creating employment opportunities through suitable policies, strategies & partnerships: Current state of play

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<td>8:45 – 9:00</td>
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<td>• Minister for Labour &amp; Industrial Relations, Hon. Benjamin Poponawa, MP</td>
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<td>9:00 – 9:15</td>
<td>• Mr Marcelo Minc, ADB Country Director – Approaches to accelerate job creation in PNG</td>
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**SESSION 2**  CHAIRPERSON: Mr Robert Nilkare – PNG Country Manager at NBPOL (Group)

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

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<td>Ms Mary Morola, Secretary, Department of Labour and Industrial Relations - Introduce the National Employment Policy and the way forward.</td>
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**Facilitator:** Allan Bird, Development Consultant

**Panelists:** Mr Trevor Birney, former APTC Country Manager, Ms Florence Willie, Executive Director PNG Employers’ Federation and Ms Barbra Thomas, Executive Director The Voice Inc. Mr Tom Gilles, Project Manager Urban Youth Employment Project. Mr David Peate, CEO Paradise Foods

**SESSION 3**  CHAIRPERSON: Mr Jerry Wemin – President PNG Human Resource Institute

**Sub Theme:** Long and medium term national human development plans and programs

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<td>Dr Uke Kombra, Secretary Department of Education – quantity vs quality, outcomes of implementing the TFF Policy and the way forward</td>
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<td>11:45 – 12:00</td>
<td>Prof. David Kavanamur Acting Secretary, Department of Higher Education- Embracing the effects of the TFF Policy at Higher Education and moving forward</td>
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<td>12:00 – 12:15</td>
<td>Dr Richard Curtain – Promoting skills formation through public investment projects</td>
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<td>12:15 - 12:30</td>
<td>Mr Craig Fergusson, Senior TVET Advisor - Developing human resource in partnership</td>
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**SESSION 4**  CHAIRPERSON: To Be Confirmed

**Sub Theme:** “The Big Picture”: From information needs to productive outcomes promoting Employment and Development

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<td>Dr Luke Jones, INA Labour Market Study – data needs, deficiencies and requirements for capacity building and fostering employment opportunities</td>
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Foreword

As Minister for National Planning & Monitoring and Chairman of the CIMC, I understand how critical it is to ensure there is continued dialogue and interaction between government, the private sector and civil society. Hence I view that the CIMC is the appropriate mechanism that can provide this necessary space for multi sectoral dialogue with civil society and all other stakeholders to continue. The discussions and engagement in this Forum promotes partnerships and strengthens community participation which is crucial to achieve broad based, inclusive and sustainable development.

And so during my tenure of office as the Planning Minister, I reinstated the CIMC Forums to achieve sectoral participation and dialogue with ongoing support and participation of public servants. I envisage that the Forums are a primary interaction point for government and civil society and must be maintained to enhance closer collaboration among all development partners.

This Forum is about showcasing success stories and to tap into the energy and commitment that civil society and others can provide to assist government deliver on its objectives. It also provides for government to demonstrate the successful and ongoing government and civil society partnerships that are focused on achieving the government’s aspirations.

The government has forged strong partnerships with civil society and private sector which has proven great success, such as, the Youth With a Mission (YWAM) partnerships. The government has committed K6.5 million through the Church Partnership Program (CPP) to procure MV YWAM which is providing medical services around coastal communities in the country. Government recently developed a National Planning Framework (NPF) to ensure a coordinated approach to the kind of development it envisages as outlined in the Constitution and the underlying National Goals and Directive Principles.

Government also acknowledges our development partners and has formulated a Development Coorporation Policy (DCP) to ensure targeted and coordinated efforts to achieve the desired development outcomes. The Development Coorporation Policy (DCP) gives very clear guidelines on how partnership approaches should be conducted through engagement of civil society, the private sector and development partners. It brings forth the need for all to work together with a clearly articulated National Planning and Service Delivery Framework that extends to the LLG and Wards.

The intension of government in the 2017 budget is to take funding right down to the Council Wards. This is in line with the government’s current overarching policies including Vision 2050, the Alotau Accord, Strategy for Responsible Sustainable Development (StaRS) and MTDP2 which clearly articulate for effective dialogue and partnerships. Such interventions of government led by the Prime Minister are poised to make the country see many changes.

On that note, I view the CIMC Forums as vital processes that facilitate information exchange through dialogue, forge strong partnerships for collective input and ensure people have the buy in on government ambitions to development and service delivery.

This report contains the presentations, discussion papers and discussions and recommendations that were raised by participants at the 3 day National Development Forum which was held in Port Moresby. As Minister for National Planning and Chairman of the CIMC, I am committed to this process and will continue to support it. Hence it is my view that the government’s consideration of the views and recommendations in the Report will significantly indicate the value it places on the CIMC process.

Hon CHARLES ABEL
Minister for National Planning & Monitoring and CIMC Chairman
Executive Summary

CIMC hosts public development forums every year in the four regions of Papua New Guinea followed by a National Development Forum (NDF) to sum up the forum process. However, CIMC only hosted the National Development Forum in 2016 due largely to resource constraints. These public forums are conducted primarily to gauge views and feedback from the wider community on important public policies and plans developed or implemented by the government that affect their lives around the country. A Submission containing the findings and recommendations from the CIMC consultations is then prepared for the National Planning Minister to take to NEC for its consideration and endorsement.

The 2016 National Development Forum was held at the Holiday Inn in Port Moresby from the 18th to 20th October. The theme of the Forum was; “Showcasing Achievements: Government Fulfilling Development Aspirations & Improving Service Delivery through Strategic Partnerships”. The first two days focussed on showcasing many key milestones achieved in the last four years by the Government in partnership with development partners (civil society, churches, private sectors, international development partners and others).

Hon. Peter O'Neil, Prime Minister of Papua New Guinea gave the Key Note Address, while the official opening was done by Hon. Charles Abel, Minister for National Planning and Chairman of the CIMC on the first day. Prominent executives of government, private sector, civil society, churches, women groups, and the international development partners attended the three days forum. Total attendance varied between the three days. On average, about 250 participants were present while approximately over 500 people attended the first day, including representatives from the regions, provinces and districts around PNG. The forum also had the Director General of the Melanesian Spearhead Group (MSG) attending.

The third day featured the theme “Creating Employment Opportunities through suitable policies, strategies and partnerships: The State of Play.” The theme focussed on the employment situation in the country with the government presenting policies and plans, other experts presenting on current work, particularly from researches to create an understanding on the current labour and employment situation in the country and proposing key strategies going forward.

At the end of the third day, a plenary session was held in order to bring together all the key recommendations generated from the discussions and presentations of the three days. A set of the main outcomes produced by the 2016 National Development Forum is listed below.
Summary of Recommendations

1. Transparency, Accountability & Equal Wealth Distribution

Forum participants highlighted that transparency, accountability and equitable services and opportunities for all are fundamental factors for the government to embrace in order to ensure improved service delivery and development. Below are some suggestions for such to achieve:

Recommendations

1.1. That government ensures budget transparency at all levels, particularly at the District and LLG levels to ensure and encourage citizen participation in planning and preparation of Local level Government budgets and implementation. That deliberations of the DDA Board are made public and DDA board meetings must be held within the districts,

1.2. That government ensures equitable funding for service delivery and economic opportunities including the DSIPs and PSIPs. Nepotism in the distribution of such between and within districts and provinces should be eradicated so that all provinces develop at an even pace,

1.3. Government ensures through law that all assets including equipment, machinery, vehicles and others bought from public funds including DSIPs, PSIPs and LLGSIPs should be clearly recorded as public assets provided notably with government ‘P’ Plates. This should ensure there is improved management of these assets in compliance to the DDA Guidelines, and the Public Finances (management) Act,

1.4. Government to restore the LLGSIP back to K500, 000 for improved services with special consideration for capacity building progressively so that they effectively implement development projects,

1.5. That government annually provide adequate funding for the Auditor General’s Office to effectively audit the Service Improvement Program funds as well as the recurrent budget and for them to also produce timely reports,

1.6. Government must ensure that use of public funds at the district level comply with Public Finance Management Act (PFMA), PSIP, DSIP, LLGSIP Administrative Guidelines and Financial Instructions and DDA guidelines and all reports should be made available to the general public as per the DDA Act.,

1.7. Empower and fully resource the DDAs including transparent appointment processes (and removal of former or ghost appointments) and revive all provincial works departments and boost their capacity to focus on routine road and other infrastructure maintenance.

2. Strategic Partnerships for Development

Organisations, especially churches and non-government organisations (NGOs) are already providing services and doing development work on the ground so it is important the government recognises these institutions and utilize their expertise or heighten their output capacity through strategic partnerships with consistant and timely funding support.

Recommendations

2.1. That government seriously recognizes CSOs, NGO’s, churches and the private sector as strategic partners in development and empower them through capacity building so that they perform certain activities at the sub-national level complimenting government.

2.2. Government must develop a policy to have churches and other key CSOs as development partners in sustainable development,

3. Inter-Government Agency Collaboration

Participants recommended for key government agencies to work together to ensure desired outcomes were achieved. Experience showed there were is a serious lack of coordination and coorporation between government agencies, resulting in poor utilisation of public funds and other resources and undermining effective delivery of essential public goods and services.
**Recommendations**

3.1. That Department of National Planning & Monitoring ensures there is focused resource allocation over the subsequent years.

3.2. Department of National Planning working with DPLGA and respective provincial and district authorities to coordinate the effective alignment of all provincial and district plans to national priorities and ensure there is effective communication and coordination among the three tiers of government on implementation to meet local priorities but in consistence with national priorities.

4. **Revenue/Tax**

Given that government was considering increasing taxes it needs to improve and secure more consistant revenue collection by extending tax collection to those businesses and individuals which should be paying, but are currently slipping through rather than penalising people with a hefty tax regime;

Recommendations

4.1. That government assists the Internal Revenue Commission review all the tax exemptions, tax concessions and also the extensive ‘unregulated businesses’ currently by-passing paying income, group and other taxes, duties, tariffs and excise etc. by having a mechanism in place to ensure every individual and organisation that is supposed to pay tax comply with IRC requirements.

5. **Gender Equity and Social Inclusion (GESI)**

Government action relating to Gender Equity and Social Protection and Inclusion has been weak, hence participants recommended that government should step up and take a proactive action in taking ownership and address the issue:

**Recommendations**

5.1. Government to provide adequate funding to implement the National Sorcery Action Plan and legislation and also fast track the finalisation of the National Gender Based Violence (GBV) Strategy to address the level of atrocious, illegal and totally unacceptable behaviour that people are suffering from through torture, killings & aggravated rape.

5.2. Government must release and make available the K3 million funding for implementation of the National Sorcery Action Plan (NSAP) which was endorsed by NEC.

5.3. Government must enforce laws to provide effective social protection and firm deterrence to prospective perpetrators so the message is advocated to change the perceptions/traditional belief system about sorcery.

5.4. That government through the Department of Personnel Management (DPM) fund the Public Servants GESI Program as a whole of government approach and within each agency.

5.5. That the Secretary for the Department of Personnel Management endorses the resolutions and draft implementation plan from the 2015 National Women’s Forum on the Leadership Precinct in order for Public Servant Women in Leadership initiative to be embraced.

6. **Agriculture Sector for Sustainable Development**

Considering that the agriculture sector is the sustainable key economic driver for this country for the long term, the participants recommended for government to consider the following;

**Recommendations**

6.1. Government should create separate Ministries for Cocoa and Coffee because these commodities are too big to be lumped with the Ministry of Agriculture & Livestock where their issues are not dealt with properly. Also, Ministers should empower, and avoid undermining, legally constituted agricultural boards/corporations,
6.2. Government must embrace and take on the PPAP project on coffee and extend funding to 2022. With the processes and systems in place, the project will be able to absorb and bring more farmers on board,

6.3. That government where appropriate adopts the PPAP model to deliver Agriculture Investments in this country because it is a modality that is hinged on strong governance principles and practices.

6.4. Private sector must be consulted by Government on designing and implementation of policies so there is some level of collaboration among all affected stakeholders,

6.5. The Department of Agriculture and Livestock must work closely with industry and legally constituted commodity boards to ensure that key players are engaged in developing suitable and practical policies and strategies and various crops to promote strong agriculture growth in the country,

6.6. The national government must take well-informed but active lead to provide all necessary resources for commodity boards to take leadership and direction in moving the agriculture sector forward,

7. Better Transport and Infrastructure for Development

Transport and infrastructure are key enablers for development and investment in the country. Without this critical sector, the Forum asserted that all other development including access to economic opportunities and delivery of services in the country could be considerably stalled and so recommended for the following;

Recommendations

7.1. The National Roads Authority must fast track its submission to the NEC highlighting the sustainable revenue options required to fund consistent road maintenance.

7.2. Government must invoke a road user’s toll through legislation on a manageable network of core roads which it is responsible for as a sustainable revenue concept to fund operations of the National Roads Authority (NRA) to achieve its intended outcomes.

7.3. Government must continue to support the ongoing operations of the Rural Airstrips Agency (RAA) in restoring and maintaining a major network of rural airstrips across PNG through committed annual funding and support from Provincial Infrastructure and Maintenance Grants and District Support Improvement Program (DSIP) and other sources.

7.4. That Provincial Governments liaising with DDAs/JDPBPCs facilitate the reopening, maintenance, upgrading of rural roads, airstrips, jetties as a matter of priority because all infrastructure in rural areas have deteriorated extensively.

7.5. Government must ensure that all infrastructure development is aligned to accessibility needs of Persons with Special Needs and also ensure their interest is represented at the highest level including on relevant statutory and national boards, like the National Land Transport Board, Urban Physical Planning and Building Boards.

7.6. Government must make changes to relevant legislation and administrative arrangements (including through ICCC) to enable the Napanapa Oil Refinery to manufacture or supply oil and aviation gas for commercial purposes and sell to in-country consumers at competitive prices.

8. National Security

The security of the country and its people is dependent on the effectiveness, stability and the increased empowerment of the PNG Defence Force, Customs Service, Quarantine and other frontline security services (including for fisheries and other resource protection) hence the Forum recommended that;

Recommendations

8.1. Government gives more prominence to National Security and separate the military from domestic Law and Justice Enforcement agencies to avoid the military professionalism and accountability being undermined and marginalised.
9. Informal Economy

Almost 85% of the population is engaged in the Informal Economy Sector, however not much support has been provided to it, though, it has a National Informal Economy Policy 2011-2015 and is also partly captured in the SME Policy and Master Plan. Therefore, the Forum recommends:

**Recommendations**

9.1. That government through the appropriate agency and sector policies ensure the safety of individuals (vendors) classified under the informal sector guaranteed protection and not abused by law enforcement agencies by dispersing them from their legitimate daily activities and that suitable, hygienic and accessible venues are provided for them to be able to undertake their activities and sell their produce and for buyers to reach.

10. Parliamentary debate and Opposition empowerment

For appropriate debate and accountability discussions on the floor of Parliament, it is only appropriate that a vibrant Opposition and Committee process (including the Budget and public accounts) exists to facilitate that process. Since constructive debate on the floor of Parliament has been lacking for a long while the Forum recommends that:

**Recommendations**

10.1. The Opposition and Parliamentary Committees are adequately resourced by government so they are empowered to play their roles in ensuring the checks and balances.

11. Increasing Employment opportunities through TVET Education

Forum participants acknowledged that with the advent of technology, new skill sets were emerging in the job market sometimes replacing existing skills and requiring for critical adoption and ensuring appropriate skilling of the workforce and recommended for government to consider the following;

**Recommendations**

11.1. Government must reinforce practical technical education in both secondary and tertiary education (using good models from overseas and domestically) in consultation with markets and consumers to accommodate new technology and work place demand for both the formal and informal -including agricultural- job markets.

11.2. That government allows for industries to participate in curriculum preparation so that occupational standards and descriptions are amply provided for because industries and consumers ultimately dictate what technology and processes are to be used in the work place.

11.3. That government changes/amends the current TVET policy to accommodate for TVET training to be provided across the country ensuring every province has one Technical College and every district has one Vocational Centre, while also making practical technical and vocational courses and streams available in lower schools.

11.4. That government through the Labour Department in cooperation with NSO ensures reliable statistics and data are provided by all training institutions in the country on how many graduates are needed in respective fields and find employment that fits their skill set. This will eradicate institutions providing unnecessary training that do not meet labour market demand.

11.5. Department of Labour to establish a Taskforce comprising of relevant stakeholders to work on the National Employment Policy and submit to government. New companies coming into the country must register with the organization and comply with with employment and training regulations set.

11.6. That Government review the Employment Act 1976 and the Placement Services Act 1966 as they are outdated and limited in scope. Need it to be aligned to current labour trends around the globe.
11.7. That Government support the establishment of the National Skills Development and Training Authority as per NEC Dec No. 104/2010.

11.8. That the government provide for career guidance, access to credit, entrepreneurship or cadetship training, public employment schemes and also make the labour law youth friendly to increase employment opportunities, especially targeting school leavers who make up a large proportion of unemployed youth.

11.9. That government establish a Labour Market Information System that will be constantly updated.

11.10. That the Department of Labour set up Gender and Youth desks to address the increasing needs of these citizens.
Welcome and Purpose of the Forum

Mrs Wallis Yakam – Executive Officer, CIMC

On behalf of the CIMC Secretariat, it gives me great pleasure and honour to welcome you all to the 2016 National Development Forum. Firstly, I thank the Right Hon. Prime Minister of Papua New Guinea, Peter O’Neill for making time available to attend the forum and deliver the keynote address.

Mr Prime Minister, it is an honour to have you here for the first time since your government took office in 2012. I take this opportunity to thank you and your Cabinet for the support accorded to the CIMC process by way of approving the key recommendations of the Annual Regional & National Development Forums over the years. In approving the recommendations, the National Executive Council (NEC) further gave clear instructions to impacted government agencies at all levels to include the recommendations in their activity plans and report back to the NEC on a quarterly basis. This shows the current government’s commitment and responsiveness to citizen views channelled through the CIMC process.

I also express my sincere appreciation to the Minister for National Planning and Chairman of the CIMC Council, Hon. Charles Abel, for his strong, undivided support and push for the CIMC to achieve extra miles. Hon. Minister, your strong support and believe in the bottom-up approach involving civil society, non-state actors and the private sector as meaningful partners in public policy decision making process of the government has ensured the CIMC as a vibrant institution that facilitates this process.

I also thank the speakers, Chairpersons and participants, especially those who have come from the provinces and districts to participate and share your experiences and collectively initiate options for improvement in our service delivery processes.

Introduction

The Consultative Implementation and Monitoring Council provides an avenue for ongoing broad based consultative process where government, private sector and civil society collectively deliberate on key policy issues that affect the development of this country and for options to be suggested for improvement.

This consultative process is achieved through hosting of the Annual Regional & National Development Forums, the CIMC Council meetings, Sectoral Committee and Sub-Committee meetings as well as action oriented research.

Public policy consultation is one of the key policy tools employed to improve transparency, efficiency and effectiveness of public policy development and implementation. Many of the pressing issues today cannot be solved by government alone. In policy areas like climate change, health, or education, all stakeholders and the public have a critical role to play and requires more than public consultation. It requires collaboration and partnerships between government, stakeholders, communities and citizens at large to work together to find and implement solutions to complex problems or achieve complex goals. Such engagement of stakeholders and citizens in the development and service delivery processes promote a two-way dialogue and enables a sense of mutual belonging and empowerment for citizens.

The 2016 National Development Forum

The forum theme for this year is “Showcasing Achievements: Government fulfilling Development Aspirations & Improving Service Delivery through Strategic Partnerships”

The government since taking office declared its term in office as the “Years of Implementation” bringing basic services to the people through building and maintaining basic infrastructure, maintaining steady economic growth, and providing free primary health care and education. The government has achieved many of its development aspirations through partnerships and collaboration with other development partners including civil society and churches in the last five years.

Therefore, the purpose of promoting such a theme at this forum is to firstly, showcase those success stories so that they continue to be replicated elsewhere. Secondly, to discuss challenges being faced in creating those changes; and finally to suggest recommendations to address those issues going forward. As such the program has been designed to capture the essence of the theme.
The first 2 days will showcase successful initiatives achieved in partnership with private sector, civil society and development partners in the respective sectors, whilst the third day will focus on labour and employment initiatives under the theme: “Government committing to creating employment opportunities”.

Program

The program is designed to allow key sectors to present policies and plans implemented through effective partnerships to achieve the government’s development priorities, and also sharing critical challenges encountered so that together we can improve in our development journey as a country. The key outcomes of this forum will be compiled by the CIMC and submitted to the National Executive Council through the Minister for National Planning, and Chairman of CIMC. I therefore ask every participant to take this opportunity to discuss critical development issues you experience and develop workable solutions for the government’s consideration.

Conclusion

In concluding, I thank the CIMC staff and the Institute of National Affairs for organizing the forum, and express my gratitude to the Government of Papua New Guinea through the Department of National Planning and Monitoring, ILO and ADB for funding this event. Finally, I thank our Prime Minister, the Minister for National Planning, other Ministers and members of Parliament for coming. Thank you to all our presenters, speakers and participants for committing time to participate. With this, I look forward to fruitful deliberations over the 3 days of the forum.
Opening Address
Hon Charles Abel, MP, Minister for National Planning and CIMC Chairman

I am pleased to announce that, during my time as Planning Minister, the CIMC forums and the Council was enhanced to ensure the CIMC dialogue process continue to emphasise and create that space for multi sectoral interface with civil society and all other stakeholders.

It is critical to acknowledge that sectoral dialogue is achieved through the ongoing support and attendance of identified public servants who participate and speak at the forums. It is also good for all sectoral presenters to stay on and participate in the forums as it creates a meaningful two-way communication. Too often, there is lack of dialogue because people leave the forums after doing presentations. It must be made clear that the forum is the primary interaction point for government with non-state actors, and is important for government to participate and maintain dialogue in order to promote openness in policy formulation and to promote partnerships.

As stated by the theme, this forum is about showcasing some success stories and to tap into the energy and commitment civil society has to assist government deliver on its objectives. It also provides for government to show case and demonstrate some of the successful and ongoing government and civil society partnerships geared to achieving certain government ambitions.

There are some success stories such as the Youth with a Mission (YWAM) where government has committed in a big way to extend health services to the rural areas. Government committed K6.5 million through the Church Partnership Program to procure medical services using YWAM to reach coastal areas in the country.

Government has recently developed a National Planning Framework (NPF) to ensure a coordinated approach to the kind of development government envisions as outlined in the constitution and the underlying National Goals and Directive Principles. The Framework calls for practical development approaches which will ensure we achieve our desired development goals.

Going forward, the government is now embarking on moving away from the planning process and is focused more on reporting the outcomes. And to reform that process to the new way of thinking, some government agencies including the National Statistics Office (NSO) and the National Planning Offices are producing timely reports more regularly. The government has commenced the national health and demographic and business surveys. It is anticipated that findings of the surveys will reflect an improved human development index score overall compared to what was seen over the last few years from 2011-2013. These are undertaken with support from the Australian Government and the United Nations Development Fund (UNDP) to feed the information into the HDIs and the other indicators up till 2015.

Through the Planning Act, the government has adjusted the defining framework so that every new government develops its own five year MDTP that is aligned to the principles in the Constitution and Strategy for Responsible & Sustainable Development (StaRS). The sign board has been adjusted so that the five year development plans coincide with each political cycle. The idea is to focus on the five year cycle that is linked to the annual budgets so that governments stick to the indicators at the back of those plans. The Alotau Accord was captured into a comprehensive five year plan with clear indicators from which subsequent policies including importantly the Development Corporation Policy were developed.
The Development Corporation Policy (DCP) gives clear guidelines as to how partnership approaches should be conducted to make the efforts more coordinated and efficient through engagement of civil society, the private sector and development partners. It recognises the need for all to work together with a clearly articulated planning framework, clearly articulated outcomes and national service delivery framework that extends down to the LLG Wards.

The intention of government in the 2017 budget is to take funding right down to the Council Wards. The government sets the minimum standards and priorities of the service delivery framework and will empower different levels of government to maintain that structure while providing the capacity and funding. Now there is a process, a clearly articulated framework with clearly articulated objectives. It is therefore important to ensure that the annual budgeting process remains focused on medium and long term objectives rather than getting consumed in daily issues.

The government is conscious of the indicators which it will report against and as the country moves into 2017, the National Planning Department has to develop a score card that can be used to tell the people what has been done in terms of the resource envelope, the Planning Framework and what the outcomes are. That is, measuring the intended outcomes in the MTDP against the actual outcomes.

The country is poised to see significant development change, because of such interventions of the government led by the Prime Minister. The government has changed the process very aggressively and is determined to change the lives of all Papua New Guineans.
Keynote Address
Hon Peter O’Neill, MP – Prime Minister of Papua New Guinea

Ladies and gentlemen, as Prime Minister I appreciate this very good initiative of the CIMC and that of the government. In 2011 a government with a huge policy vacuum was inherited and there was significant instability resulting in the government not having much time to plan or develop policies to move the country forward. The country lacked any form of development agenda or plans so the government before going to the elections gave the country a deliberate assurance that few items would be delivered. The five items included; free universal education, free health care, better infrastructure, stronger law & order and a stronger economy. Through the Alotau Accord, the government broke down the priorities into sectional plans clearly articulating what the government aspired to achieve during its five year term. The government is now confident that it will achieve what were listed within its five year term.

It is the first time that any government has presented a clearly articulated agenda to the nation. Through free education, the number of kids going to school has doubled from one–two million students. Importantly many more girls are attending school and the government understands that educating girls equates to educating generations of families.

In the past, governments spent millions in programs that were not of any significant value to the nation. Examples of such include the National Agriculture Development Plan (NADP) where 700 million Kina was wasted on paper farmers. The then Rehabilitation of Education & School Infrastructure program (RESI) also expended huge funds but left incomplete classrooms across the country. Funds earmarked for the Community College education system also got used with no outcome and the list goes on. There was hardly any money in the trust accounts. Today, free education has remained a key government priority over the last four to five years.

With free health care, activities have been directed to hospital boards, health authorities and resources including funding whereby the differences are visible. Although accountability has been an issue in some program areas, they are isolated cases. A great majority of the health care facilities are delivering. The government has built hospitals around the country including Aitape in West Sepik, a hospital wing in Popondetta, revamped the Port Moresby General Hospital, built three new 150 bed wards at Angau and funded the construction of world class operating theatres at the Modilon Hospital in Madang.

The Government directs funding to projects and respective levels of government is starting to make an impact, facilities are improving, equipment are being bought and medicine is made available at health facilities. The government’s Church-State Partnership program is doing very well and all budget cuts to church health programs will be reinstated so they continue to provide this basic service. Law and order is gradually being addressed, more police personnel have been trained and the police improvement program has been heightened. Additionally some investments are also being made to improve the judiciary physical infrastructure like giving new look to court houses around the country.

Government is also investing in infrastructure in the major towns and cities where it makes economic sense and has an increased population. Roads have been built in certain provinces including the Malalaua - Kerema portion of the Hiritano Highway, the Kavieng-Namatanai (Boluminski) Highway, and rescaling roads in towns around the country and connecting the East and West New Britain provinces by road. Through the ports and jetties program sea transport infrastructure including the Lae wharf have been redeveloped. In partnership with the Civil Aviation Development Investment Program (CADIP), airport facilities and runways in strategic parts of the country have been improved and equipment bought and delivered.

In light of the economy, the LNG construction phase was coming to an end, and almost 10 000 people would be laid off. So to cushion that effect government made a decision to go into deficit. It is not the only country that has gone into deficit. Government cannot control commodity prices but the budget can be managed to cater for such changes. In 2012 the country had a huge deficit but government used deliberate strategies to reduce the deficit levels from 5%.
The government is committed to make the economy strong and today the country is very much on target with debit levels within the Fiscal Responsibilities Act. The Growth Domestic Product (GDP) has virtually doubled over the last five to six years even though there were experiences of depressed commodity prices globally. Treasury estimates that the GDP will grow by 2% but I think it will do better than that. In 2015 the estimated growth was at 5-6% but we have achieved almost 9% growth.

Earlier governments devolved powers without funding to support implementation at the provincial and district levels. This government has prioritised the devolution of resources through establishment of the DSIPs and PSIPs that are rolled out through the provincial government and the District Development Authorities (DDAs). The K10 million (DSIP) received by leaders is making huge differences in the districts where infrastructure is being built and basic services are being provided. Where there are cases of resource mismanagement our auditors and finance people need to get in there and check them out.

Funding will now go into the LLG ward levels, where councillors can provide basic services in the wards which will include elementary school, aid post, ward recorders etc.

On the back of this, Non-government organisations (NGOs) are encouraged to work with the districts and provinces and ensure they are spending in the right priorities and in line with the financial guidelines focused on the key targeted areas so that the Outcomes of the Human Development Indicators (HDI) are improved. In 2011, the government was in the red but today there has been some considerable level of improvement in service delivery and development.

This is highlighted by the international and development partners’ confidence shown of the government. The government understands that more needs to be done in agriculture, tourism, protecting land ownership and implementing the SME program. With right government policies and appropriate investment in the right sectors, there is a bright future for the people. Many opportunities are emerging including hosting of the APEC in 2018 where over 7000 executives of the global business community will be in the country. This will provide opportunities for more investment to be encouraged in the country so that more people get employed. We can achieve development by working in partnership with development partners, NGOs and other stakeholders to develop a modern PNG for our people especially the younger generation. The next five years is crucial for the country. We must work together to expand the economy and opportunities for the people.
Question: Matilda Pilakapio, NCD/Central: What has been your government’s achievement in relation to the following human development indicators? Improving quality of life of our people and reducing poverty; Job creation by allowing people to own small businesses and can we relax some lending policies with banks? All governments have failed to stop violence against women and girls in the last forty one years, what have you done to protect women against violence and what do you plan to do? The family protection Act is a law but violent men are still killing women so what have you done to address this shameful social act?

PM’s Response:
(1) We have improved in decreasing the prevalence of TB and other diseases by direct funding to hospitals in the country. Because more needs to be done the second largest portion of the government budget goes to health. This is to improve on human development and quality of life.

(2) To support SMEs, the government has developed a comprehensive policy and Master Plan which will restructure the National Development Bank, recapitalise it and have the Central Bank licence it to operate like any other bank.

(3) For DSIPs and PSIPs, the government has invested close to K5.3 billion going directly to the provinces and districts and over 50% of these funds are going to SMEs. This and other information can be obtained at the leaders’ summit when district and provincial administrators present their reports. Many of the construction work in the districts are being done by SMEs.

(4) Regarding relaxing banking regulations in the country that question needs to be asked to the Governor of the Bank. It is an independent regulator and I cannot dictate to the Bank. However, government is talking with BPNG to bring more banks into the country. Today one bank is dominant and controls a large portion of the market and it can dictate the terms on how it does business in the country. That is what the government wants to discourage. I agree that loans and fees need to be made cheaper and that can be done through competition.

(5) One initiative the government has come up with is the Housing Loan with K200 000 000.00 parked at BSP to be accessed as loans (K400,000.00 per person) by Papua New Guineans to buy a house at 4% fixed interest to be repaid over 40 years. The repayment can be transferred to family member (children) in the event of death. (6) Lack of land is one thing that does not allow more people to build homes. People who want to build homes must register their land and use as collateral to borrow money from the bank for housing. The government through the Prime Minister has given instructions to the Lands Minister and the Secretary to stop issuing Urban Development Leases (UDL) to individuals and all land has to be sub divided and given to Papua New Guineans title by title. No individual should own large chunks of land while other citizens do not have land to build homes. The government through the Prime Minister has directed the Lands Minister to forfeit all undeveloped UDLs in the country and get them surveyed and create smaller titles to be issued to Papua New Guineans to build homes.

(6) Regarding violence against women and children, it is something the government is concerned about so it has passed more legislative reforms through Parliament including the Lukautim Pikinini Act but passing laws alone cannot solve the issue. The community must also rise up and stand together to address the issue and not protect people committing the offences. Offenders must be brought to justice and be prosecuted as examples.

Question: Mr Habia Babe from Hela Province: Prime Minister, firstly, our country needs more educational institutions at the tertiary level, we are educating students to grade 12 so we need to provide opportunities for them to advance into higher institutions. Secondly, the government needs to invest more in agriculture because that is the way forward.
for the country and will encourage more investment. There must be equal participation from all stakeholders including landowners when harnessing resources in the country and distributing benefits so that the many issues that have come about including Bougainville can be avoided. One comment for the National Planning Minister is how we get provincial governments to have compulsory development plans so they become the agent of achieving Vision 2050?

PM’s Response: Over the last 40 years, PNG had a culture to accept students dropping out of the education system. But that does not mean the kids are not smart, it is because some mature late and are not able to keep up with the system. So the government introduced the free education policy to keep students longer in school so they are able to progress. The government has been funding all tertiary institutions directly over the past years since 2012 so institutions can build more infrastructures and enrol more students. One of the reasons a university is being built in the highlands is to address the issues of continuity of student education. Yes I agree that more investment needs to be put into education.

Question: Penny (female) from Baimuru, Gulf: I worked in Kikori as a health worker before. In Kikori and Baimuru, we travel by outboard motor into Kerema. Prime Minister we need roads and bridges to connect Kerema to Baimuru and Kikori. My question to the Minister for National Planning is do you know how many children are being born today and are these children included in the planning process? I have heard that a lot of funding is going to Gulf province, but there is nothing to show for on the ground except the hospital and the road sealing from Malalaua to Kerema. Prime Minister can we get appropriate agencies to investigate Gulf province and its administration?

PM’s Response: Gulf is one province the country has forgotten over the years. It has produced a lot of political and bureaucratic leaders but there is nothing to show in the province. The government has developed some interest in Kerema so it has funded some infrastructure for health and education. The airport has been resealed; the township has been resealed also. With the LNG project coming up, the government will certainly guarantee a good outcome for the landowners and the people of Gulf.

Question: Colonel Reginald Renagi: Before the elections next year, what is the greatest challenge your government has to face by way of introducing wide ranging political reforms? We have an opposition in Parliament that is literally underfunded, outnumbered and outgunned. What are some of the challenging political reforms that your government will introduce to improve government and parliament so that it works well for PNG?

PM’s Response: Nobody has been penalised in terms of government funding, unlike when I was in opposition I got no funding at all and during that time my electorate went backwards. That is why during my term of government we introduced the District Service Improvement Program (DSIP) and the District Development Authority (DDA). Because it is about the people I make sure that every Member of Parliament receives their equal amount of funding support. So if the members are using the funds well, they deserve to be re-elected.

1. Parliament is responsible for managing resources for the opposition and not the government. The government only approves the budget (opposition included) submitted by Parliament so they do get their funding through the Parliament budget.

2. Talking about political reforms, I have resisted the practice of changing things when they do not work. My aim is to make what we have today to work first. If it doesn’t work then we will go to the nation with a reform agenda and ask the people what style of government they want.

3. When we come into government the major reform exercise we will bring is rebuilding the public service machinery. All the talented and experienced public servants have left over the year to work with the private sector. All the young officers coming through the rank and file have been promoted too quickly without them knowing how to take responsibility in the positions occupied. We need to build experience and capacity in the agencies.
**Question: Retired Major General Jerry Singirok:** Our nation is being invaded and so much has been taken out. There is very little to show case for in terms of protecting our nation. My strong recommendation is that government must separate the military from Law and Justice. The military cannot be undermined by other competing sectors, in doing so we continue to compromise the sovereignty of this country.

1. Is our military going to be undermined by other strong militaries and take over the role of our military? It is very important that we a very serious about our capability to protect our national interest. I would like the next government to invest more in the military to protect all our resources and importantly link national security to national development.

**PM’s Response:** Like everything else, funding is always the issue, with limited amount of budget space we are trying to accommodate everything that is required in this country. In 1999-2002, we had a downsizing exercise of the military in PNG. As a result, a wholesale retrenchment took place and the remnants of that exercise are still being felt by the current government because it was not done properly ensuring all entitlements were paid out at the same time. Nevertheless, the government has started some investment in the military starting with the chain of command and had gradually increased manpower to 3000 now. It is like putting fire out everywhere and it is not easy. But we must build our capability and so we have reopened the Igam Joint Services College and will work towards other areas as well.
PNG had 14 years of continued growth which should be appreciated that largely was from significant investment by foreign companies in the extractive sector, especially the PNG LNG. But even before that the private sector started investing in the country because they believed in the country. Now this growth is starting to drop.

On the economic front, the country has seen a strong & sustained economic growth which was among the highest in the Pacific and the World (2014 = 13.3%, 2015 = 11.8%). And the oil & gas sector recorded historic growth rates driven by the PNG LNG project which led to a sustained and broad-based growth across all sectors of the Economy – (7.5% on average real growth). This allowed for a steady growth in employment over the period (2012 – 2016) on average at 7%.

Inflation was maintained at manageable levels and averaged at around 6.6% due to depreciation of the PNG Kina against the US dollar and price pressure on domestic goods and services. The country also saw improvement in PNG’s trade balance leading to the current account balance moving into a surplus position reflecting PNG LNG exports.

There are sufficient levels of foreign reserves. International reserves at end June 2016 was K5, 153.1 (US$1,664.5) million which is sufficient for 10.6 months of total and 17.0 months of non-mineral covers.

**Increased Foreign Direct Investments**
Early completion of the PNG LNG project demonstrates the government’s commitment and capability of delivering a world class project. Further, large-scale pipeline projects include the oncoming Wafi-Golpu, the Frieda River and the second LNG project in the Gulf Province. Above all, these projects demonstrate Investors’ Confidence in PNG.
State of the Economy
The 2016 October World Economic Outlook (WEO) Update projected Global growth at 3.1%, and 3.4% in 2017 compared to earlier projections in the 2016 July WEO. Maintaining the 2016 global economic outlook, similar to the July WEO reflects a more subdued outlook for advanced economies following the June UK vote in favour of leaving the European Union (Brexit) and weaker-than-expected growth in the United States of America (USA).
In 2017, the global economy is projected to recover, growing at 3.4 per cent. This reflects two factors: the gradual normalization of macroeconomic conditions in several countries experiencing deep recessions and the increasing weight of fast-growing countries in this group in the world economy.

Domestic Economy
The PNG economy is expected to revert to trend growth of 2.2 per cent after absorbing the full impact of the first LNG production in 2014 and 2015 respectively. The major drivers of this growth include the agriculture sector which is expected to see some improvements in 2016. However, activities in the other non-mining sectors, especially the manufacturing, wholesale & retail trade and the construction sectors have moderated and are estimated to be lower than expected while there are mixed developments in the mining sector.

Increased production in some mines has offset the setbacks in Ok Tedi, Porgera and Ramu Nico. In 2017, growth is projected to recover slightly but not as strong as 2015 and the past eight (8) years. This is because activities supporting growth such as higher commodity prices and construction of the LNG gas project have come off in addition to LNG production reaching its full capacity and commodity prices trending at low levels. However, the economy will continue to be supported by the traditional drivers such as the agriculture, forestry and fisheries and the mining sector with Ok Tedi expected to ramp up production to full in 2017.

Inflation
Outlook for inflation remains moderate with 6% in 2015, however in 2016 inflation is expected to pick up slightly to 6.6%. The outlook for the medium term is expected to be within manageable levels. The headline inflation 2015 outcome is 6.0%; 2016 estimation is 6.6%.

The main contributing factors to the pickup in inflation are the ongoing weaker Kina exchange rate and the back-log of import demand due to shortage of foreign exchange as well as high prices of domestic goods and services, in particular, high rental prices and higher prices of seasonal items like betel-nut and vegetables. All these have offset the deflating effects of low commodity prices, and the reduction of government stimulus spending in the economy in 2016.
Commodity Price Developments
Developments in the global economy continue to suppress commodity prices. Prices of PNG’s key export commodi- ties have traded lower than the 2016 Budget estimates except gold price. The year-to-date average prices from 04 January to 14 October 2016 were as follows:

- **Copper** US$4,729 per ounce or **-8.2%** lower than Budget.
- **Gold** US$1,261 per ounce or **9.0%** higher than Budget.
- **Oil** US$42 per barrel and **-22.2%** lower than Budget.

**Most Commodity prices remain below expectations**

**Copper Prices**

**Gold Prices**

**Oil Prices**

**Agricultural commodities Price Index**

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<td>Figures in Kina (millions)</td>
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<td>Total Revenue and Grants</td>
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<td>Net Lending (+)/Net Borrowing (-)</td>
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**Projection**

Deficit as % GDP

Debt as % GDP

Revenue as % GDP

Expenditure as % GDP
Revenue affected by external factors, depressed commodity prices, China’s moderating growth and other global economies affected by various factors.

Expenditure Adjustments via 2016 Supplementary Budget – expenditure-saving measures, cuts to non-essential expenses,

Focus on essential services and Government’s priorities,

Revenue-raising measures also adopted,

Fiscal performances since 2012 remains well within fiscal anchors – Debt ratios below 30% Debt to GDP ratio.

Fiscal Performance

2017 Budget Parameters
The challenge faced in 2016 is managing government expenditure in light of low government revenues to ensure that key government expenditure are funded and macroeconomic stability is maintained.

1. Low Government Revenue
   - Diversify Revenue Base
   - Focus on Tax Reforms & Compliance
   - Restrict Tax exemptions and special arrangements

2. Managing Government Expenditure
   - DSIP/PSIP
   - Debt Servicing & Salaries
   - Fixed Commitments
   - Health, Education, Infrastructure, Law & Order
   - Reducing release or Warrants
   - Avoid Exceeding TAF limit

Ensure Efficiency and Quality of Spending

3. Managing Government Debt
   - Maintaining Debt at prudent levels.
   - Return to Balanced Budget by 2020.

Going Forward

- Reform and Broad-based Growth Agenda must continue.
- Fiscal restraint will be required across the next four years.
- Government revenues were already projected to be flat across the forward years. Declining oil prices will further reduce these projections.
- Even more important is to recognize and focus on the Priority Expenditures by the National Government including reining in debt program until we improve implementation.
- Unlikely to be any capacity for increased spending.
- Ongoing pressures on operational costs and servicing of debt will severely limit space for new non-essential project spending.
Robust economic growth track record

PNG has been enjoying its longest period of real GDP growth for the last 14 years since 2002, which is expected to continue into 2017. From 2007 to 2014, our average real GDP growth accelerated to 8.0%, more than double the population growth rate. Based on data available, we have one of the highest real GDP growth rates compared to similar rated peers and higher than high growth economies such as China, India and Vietnam. Our GDP is broad based with no sector contributing more than 30%. With full year operations of PNG LNG in 2015, oil & gas extraction will become the largest contributor at 27%.

Short Term Issues & Challenges

Despite the high economic growth, large budget deficits & Kina depreciation of around 36% was experienced between 2012 and October 2016, however inflation remained low at manageable levels.

Exporters should have taken advantage of the kina depreciation & increased production/exports, thus increase FX inflows. Importers and consumers should also have adjusted and resorted to domestically produced goods and support local production and reduce demand for the FX.

The challenge for the Bank is that it has to balance the foreign currency need of the Government, private sector demand and ensure maintenance of adequate levels of foreign exchange reserves for the country to maintain confidence in the economy.

The government’s plan to continue funding of priority sectors through deficit budget is clear. However, the low revenue from the LNG project and the decline in internal revenue from various sources, poses a challenge for budgetary financing for 2016 to 2018. Therefore the government needs to realise budgeted external financing given the fiscal space from low external debt stock & debt servicing. This is now being pursued by the government and the Bank are pursuing it so that external financing will provide relief for the domestic market as a main source of borrowing.
The current account surplus did not translate to Forex inflows, as mining & petroleum companies were allowed to keep export earnings in offshore accounts to meet overseas liabilities, under provisions for accelerated depreciation. Such was allowed under various Development Agreements.

After the debt service and accelerated depreciation provisions for the PNG LNG project are over, capital account will move into surplus, translating into forex inflows through government taxes.

Balance of Payments

Short term issues and challenges with the balance of payments is that, there will be a turn-around in the forex market, government revenue will increase and growth in economic activity will increase. The start up of any pipeline projects (LNG & Mining) will provide relief to budget and forex situation and support economic growth. Recovery in export prices especially for non-mineral commodities will also support increased employment and economic growth. Other aspects include good inflows of foreign currencies by exporters and the contributions resulting from the resumption of Ok Tedi mine in March 2016, combined with Lihir’s increasing production and exports, & inflows by other mineral companies. Other supporting factors include the Bank’s interventions and increased forex inflows was sufficient to clear genuine import and service payment orders. Although import orders still remain, they have been reduced.
New Forex Directives

The New Foreign Exchange Directives issued on 30th Sept 2016 will see all holders of onshore FCAs reapplying to the Bank of PNG (BPNG) by 28th October 2016. All domestic lending in foreign currency such as trade finance have to be approved by BPNG in line with Regulation 6 of the Foreign Exchange Control Regulations and spot inflows should only be used to clear spot market orders, and not for forwards and foreign currency trade finance loans. However the directives do not mean a change in the Foreign Exchange (FE) control regime. All the measures introduced since 2014 are to restore order and ensure a smooth & efficient functioning of the FX market, with transparent price setting and some protection for consumers.

Medium to Long Term Prospects

The PNG economy will continue to grow in real terms but at a lower pace (2% to 3%). Inflation is projected to be in the range of 6 to 7%. Clear and direct focus by government on developing rural areas, infrastructure, education, health, agriculture, tourism and SME is the right strategy for PNG. The government is focusing on diversifying the economy to broaden revenue base & to achieve future sustainability of inclusive growth. This can be encouraged through large integrated projects in agriculture sector and SME. Good initiatives have already been led by Government and landowners. We cannot continue to do things in small scale, we need to think big, look big and provide access to innovative technology in finding methods of education in priority areas. The same strategy has to be applied in tourism, fisheries, forestry and agriculture. Providing access to innovative technology, financing & markets for agriculture, tourism & SME sectors would increase participation by the population.

Benefits from past and current investments in priority areas by government will be realised. The non-mineral sectors have the potential for inclusive growth and employment opportunities. To increase this we need appropriate trade and investment policies to help boost growth in the non-mineral sectors. Improvement is also needed in public utilities and the services sector to facilitate development in the non-mineral sector so that reliance on the non-renewable resources sector is reduced.

Unlocking the Vast Potential from the Agriculture, Forestry, and Fisheries Sectors

Unlocking to realize Import Substitution
PNG’s annual imports of agricultural products amounted to about K0.2 billion in 2015, so the government plans to grow the domestic agriculture sector through initiatives that include:
In addition, it also wants to develop the manufacturing sector (e.g., small industrial products) by supporting SMEs and their growth. It is understood that over 80% of PNG’s population are involved in subsistence agriculture so import substitution will:

- improve the livelihoods of the mass population and provide food security and
- help relieve PNG of its current FX pressure.

This growth is to be further supported by other array of investments, including the 2 major LNG projects—Penyang and Papua LNG, and 2 major mining projects—Wafi-Golpu and Frieda River Gold mines, which will have a positive impact on the economy. Also from lessons learnt, extensive concessions given to extractive and non-renewable sector should be LIMITED in the future. In terms of the Medium to Long Term Strategy, government is looking at the Sovereign Wealth Fund (SWF) — where some of the proceeds from the extractive sector will be kept aside for future generations and use.

**Medium to Long Term Prospects**

For medium and long term prospects, some necessary infrastructure must be established by government to enable inclusive growth that include:

- Improved telecommunication
- Strong & stable financial system
- Improved National Payments System

For the wider benefit of our population, there is a need to reduce the proportion of our unbanked population (around 70% now) into modern financial services sector. The need remains to look at unbanked people and create opportunities over the years. PNG has a bigger number of unbanked population that lack financial services. These people need to be brought into the banking arena. BPNG is rolling out financial literacy programs to many provincial and regional centres to promote banking the unbanked. These initiatives should provide a platform for greater participation of citizens to start a journey towards improved wellbeing and prosperity. While there are issues and challenges in the short term, the medium to long term prospects and outlook for the economy are positive and strong.
Topic: StaRS and Development, Embracing the Paradigm Shift

Ms Hakaua Harry, Secretary, Department of National Planning and Monitoring

The Department is responsible for formulation and implementation of medium to long term national development plans (Vision 2050, StaRS & MTDPs). It is also responsible for establishment of the National Development Budget Framework in consultation with Treasury.

The Annual Budget is guided by Vision 2050, National Strategy for Responsible Sustainable Development (StaRS), Medium Term Development Plans, the Medium Term Debt Strategy, the Medium Term Fiscal Strategy (MTFS) and the Fiscal Responsibility Act 2014 (FRA). It also coordinates all sectoral, provincial and district plans and align them to the National Development Planning Framework by ensuring that there is focus in terms of resource allocation over the years so that we see the desired results.

The department also coordinates all donor programmes and their country strategies through the Development Cooperation Policy. Apart from that, it also takes charge of the formulation, coordination and monitoring of the government Public Investment Programs (PIP) budgets and coordinates strategic partnership with responsible international, national and community based organisations (CBO) for implementation of government policies and plans.

National Services Delivery Framework (Eg. Health Sector)

The Service Delivery Framework is based on a spatial distribution model of service delivery.

This is across 6,131 Wards, 313 Local Level Governments (LLGs), and 89 Districts within 22 Provinces.
Improving Services Delivery through Partnerships

Government recognises the difficulties around implementing programs and projects and is exploring a range of innovative modalities for effective delivery of goods and services. One of these models is through STRONG STRATEGIC PARTNERSHIPS such as:

- Foreign Aid Partners
- Non-government Organisations
- Community Based Organisations (CBOs) and Faith Groups.
- Local Corporations
- Inter-Govt Agency Partnerships.

2014 PNG Church State Partnership Program

**Distribution of PNGCSPP funding to participating Churches for Health Infrastructure**

**Distribution of PNGCSPP funding to participating Churches for Education Infrastructure**
These partnerships will ensure government provides an enabling environment like roads, bridges and jetties etc for effective service delivery. The aim is to improve lives in the rural areas by creating opportunities and providing basic services which will also assist to address the present overwhelming rural-urban drift.

The Partnership initiative looks at developing Partnerships such as the Tax Credit Scheme and put in place policies giving rise to these plans. The Department is also looking at developing a policy encompassing churches as key development partners in sustainable development.

**Linking Development Planning to Implementation**

- Sectors, Provinces & District Plans are strategically aligned to PNG Medium Term Development Plan,
- Aid Programmes aligned the government development plans and sector priorities,
- Plans are aligned to the PNG political cycle,
- Provincial, District & Ward Plans Incorporates Minimum Service Delivery Standards and,
- Strategic partners’ (NGOs, CBOs etc) participations reflect development priorities of government.

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**Donors Partnership in Health Sector Investments**

Annual expenditure by Fund Source - Health Sector, Kina million

- PNG’s (current) Development Partners include:
  - Government of Australia (DFAT)
  - Asian Development Bank
  - United Nations Systems

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**Donor Partnership in Transport Sector Investments**

Annual expenditure by Fund Source - Transport Sector, Kina million

- PNG’s (current) Development Partners include:
  - People’s Republic of China
  - Government of Australia (DFAT)
  - Asian Development Bank (ADB)
  - Government of Japan (JICA)
  - World Bank (WB)
  - European Investment Bank
PRIVATE SECTOR PARTNERSHIP – Tax Credit Scheme

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>PARTNERS</th>
<th>FUNDING (2013-2016) (K million)</th>
<th>PROGRAMME LOCATION</th>
<th>ACTIVITIES IN SECTORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAX CREDIT SCHEMES</td>
<td>OSL</td>
<td>351.27</td>
<td>SHP, WHP, Hela, Central, Simbu, NCD, Enga</td>
<td>Administration, education, health, L&amp;J, Transport, Utilities</td>
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<td>PJV</td>
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<td>OTML</td>
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<td>Education, Utilities, Transport, Health, Administration</td>
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<td>NML</td>
<td>48.41</td>
<td>NIP</td>
<td>Education, Transport, Health, Utilities</td>
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<tr>
<td>NBPOL</td>
<td>4.21</td>
<td>WNBP</td>
<td>Transport</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>531.80</td>
<td></td>
<td></td>
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</tbody>
</table>

Note:
Total TCS figures are up to June 2016
Source: Department of National Planning & Monitoring

Result based Reporting on Service Delivery through Monitoring & Evaluation Framework

Way Forward for the Department of National Planning and Monitoring

- Organisational Restructure to address national development policies and planning systems,
- Implement National Planning & Responsibility Act (2016),
- Strengthen Strategic Partnership for a Responsible Sustainable Development through StaRS and,
- Commit to implement UN SDGs by Localising its indicators and targets through PNG Medium Term Development Plan 3 (2018-2022).

POLICY MONITORING

- MTDP Indicators
- Localised SDG Goals & Indicators

PROJECT / PROGRAM MONITORING

- Project Implementation Monitoring & Physical Inspection Reporting
Floor Discussions and Recommendations

Question by Ms Mary Sound, CSO Representative, Manus Province: My question is to Secretary for National Planning. Why has the Government funded churches only and not CSO’s using the National Budget?

Question by Mr Justine Nangu, CSO Representative, East Sepik Province: We know the CIMC process is not linked to the rural level in terms of hosting Forums, but we know that it is valuable in terms of citizen engagement in public policy development and implementation. Now that the focus of development is subnational level, these kinds of forums are crucial for majority in the communities to participate at the local levels, so my humble question is can the CIMC consider hosting public forums in the districts instead of regional and national

Question by Mr. Micheal Luluia, CSO Representative, East New Britain Province: Can the Treasury Department create a Law that would guarantee the Officers to conduct an audit on the money spent on infrastructures etc at both the Province and District level to avoid corruption practices?

Question by an Unknown Participant: Is GDP a relevant indicator of economic performance?

Response by Secretary National Planning: Ms Hakaua Harry - The CSO’s are also important and the Department is ready to focus more on the CSO’s policy that will be presented to the Department very soon. The Department’s partnership between the Churches has been very good and has also focus on other organizations by creating effective partnerships with them as well. In a broader perspective, the Department is considering everyone in its financial dealings and always ensures that its decisions are not biased.

Responses by Secretary Treasury, Mr Dairi Vele:

1. The Department has spent millions of kina at both Provincial and District level (PSIP &DSIP) for the sake of Service Delivery but at the same time, the money spent needs to be recorded or monitored well as it is the public’s money. To be specific, the Finance Department has been doing this over the last 4-5 years to ensure that money is rightly spent on Service delivery. Other Departments like the Department of Rural Development and Implementation also assist in the monitoring of the money spent on infrastructures in rural areas. In relation to reporting, it is the responsibility of the Provincial and District authorities to report back on how much have been achieved using the public’s money.

2. The GDP has the value of all the goods and services a country can produce. It is only the basic measure used especially for measuring development. Moreover, it is an adequate method and a national benchmark used. The main issue now is not about how we measure and what we measure but is all about the quality that we can measure.
Transport Sector: Initiatives Achieved through Partnerships and Plans
Going Forward

Mr Roy Mumu, Secretary – Department of Transport

The Transport Department has 11 key National Transport Sector Policy Elements that guide the performance of the Department.

1. Roles of Public & Private Sector in Transport Sector;
2. Roles of National, Provinces & Districts in the Provision & Management of Transport Infrastructure;
3. Market Entry & Competition Regulations;
4. Cost Recovery & User Charges;
5. Priorities for Call on Available Funds;
6. Community Assitances, Subsidies & CSOs;
7. Transport Corridor & Land Acquisition;
8. Transport Services Standards & Monitoring;
9. Transport Safety;
10. Transport Security and;
11. Transport Integration.

The transport sector plays a vital role to support the economy of the country and is an enabler to other functions, such as, development and service delivery. The sector facilitates for agriculture produce to reach markets and gives access to health and education services and is instrumental in tourism advancements. As an important sector, it absorbs a large proportion of the government budget appropriation to facilitate for the shifting priority of the national roads, the 22 major airports and the 29 declared sea ports (15 under PNG Ports) including provincial roads, hundreds of airstrips and many jetties owned by provinces and private organisations.

The oversight, maintenance and rehabilitation of this infrastructure including the transport service delivery provisions are not the Department’s responsibility alone. There are other agencies that look after the respective infrastructure that can give accounts of their responsibilities in future forums.

The Department is the key policy formulation, institutional development and structural investment agency. It is through partnerships with other agencies, stakeholders and provincial administrations most outcomes are achieved. The National Transport Strategy (NTS) approved by the government in July 2013 is the only official transport sector policy document with the first ever five year investment plan from 2014-2018. Through partnerships with stakeholders, the Department was able to achieve targets including the investment strategy which translates the government’s overarching strategies and plans for the sector to move forward.

Public & Private Sector Roads in the Transport Sector

For public and private sector to work in collaboration to advance transport infrastructure development, provision is given to the ownership of assets. However it is limited to ports and airports, when the state gives the ownership of the main airports and ports they continue to develop the infrastructure under prevailing regulatory frameworks and master plans. These key policy principles also make provision for the private public partnerships. The private sector is considered as an additional source of funding for transport infrastructure development which meets necessary criteria under national public private partnership guidelines.

Roles of National, Provinces & Districts in the Provision & Management of Transport Infrastructure

National, Provincial and Local Level Government roads support the efficiency of roads between the National and Provincial Governments established in the organic law which provides for the government to delegate certain functions that it exercises to the Provincial Governments. The current arrangement of delegating licensing and vehicle registration powers to the MVIL and provincial administrations is an example of this initiative. The key policy
principle of transport integration is considered to be an important provision in the sector that is also part of our international commitments. The establishment of the Transport Sector Coordination, Monitoring and Implementation Committee was a step towards closer coordination of mobile transport agencies under my Chairmanship. The Department is now taking a lead role in addressing and emphasising on connectivity in PNG and the APEC economies as part of the Department’s plan going forward.

As an example in the domestic area, the Transport Department arranged a two day workshop in Kokopo, ENB to discuss with NGI administrations in developing a strategic plan to provide transport connectivity in the region. The desire was to conceptualise the Department’s policy document and articulate it to provincial colleagues starting with the New Guinea Islands, then moving to other regions in the country. This is consistent with the APEC 2018 theme which is “Advancing growth; Connectivity for all”. A study has been agreed to provide a good foundation that will have the New Guinea Island connected by the three modes of transportation.

The Transport Department also hosted the 42nd APEC Transport Working Group meeting in April, 2016 in preparation for the 2018 APEC summit on “Advancing Growth and Connectivity for All”. The government in partnership with the Australian government proposed to develop a framework for heavy vehicle safety for developing economies with a proposal to share best practices in the developing economies. This country is privileged to have such an important occasion where advanced economies share and find ways of connecting the transportation systems in the Asia/Pacific region.

The inevitable issues of capacity and funding in Papua New Guinea are major challenges for the sector in advancing its programs and projects. The government has been working in partnership with the Transport Sector Support Program (TSSP) through the Australian Department of Foreign Affairs and Trade (DFAT) building up agency capacity and carrying out diagnostics across the transport sector. The table below shows what each agency is responsible for, ranging from policy development to financing and coordinating the budgetary process.

<table>
<thead>
<tr>
<th>Responsibility/Activity Area</th>
<th>Mode</th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Air</td>
<td>Land</td>
<td>Water</td>
</tr>
<tr>
<td>Policy Development</td>
<td>DoT/CASA</td>
<td>DoT/NRSC</td>
<td>Dot/NMSA</td>
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<tr>
<td>Financing</td>
<td>DoT</td>
<td>DoT/NRA/DoW</td>
<td>Dot/PNGPL/NMSA</td>
</tr>
<tr>
<td>Infrastructure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance &amp; Development</td>
<td>RAA/NAC/ASL</td>
<td>DoW/NRA</td>
<td>PNGPL/NMSA/Dot (Ports)/DoT (CWTP)</td>
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<tr>
<td>Operations</td>
<td>ASL/DoT (NWS)</td>
<td>Not Applicable</td>
<td>PNGPL/DoT(Ports)/NMSA</td>
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<td>Safety &amp; Security</td>
<td>CASA/AIC</td>
<td>NRSC/DoT</td>
<td>NMSA/DoT (ISPS)</td>
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<td>Regulation</td>
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<td>DoT/(LTB)</td>
<td>NMSA/DoT (Maritime Transport) / ICCC Ports</td>
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<tr>
<td>Monitoring &amp; Evaluation</td>
<td>DoT</td>
<td>DoT</td>
<td>Dot</td>
</tr>
</tbody>
</table>

40  NDF PROCEEDINGS | 2016
The recent fall in the commodity prices are affecting the government’s budget appropriations which affect the agencies in terms of timely delivery of planned projects. The Department is continuing to work in partnership with all sectoral agencies to implement the sectoral budget process and improve the prioritisation of scarce resources to get better value for money. For now it is good to be like the wind surfer. Though the cause of the wind may not be changed, the sail can always be adjusted going forward. So it is timely for partnerships to be adjusted and anticipate better outcomes for the sector and the people of this country.

National Roads Authority: Initiatives achieved through partnerships and plans going forward

Mr Ponege Poya, Chief Executive Officer-National Roads Authority

The role of NRA is to raise revenue from road users and apply it to maintain public roads in a sustainable manner in complementing the functions of the Department of Works (DoW). Establishment of the NRA is an outcome of a CIMC forum recommendation few years ago. Setting up of the NRA was considered as the beginning of Road Sector Reforms and was established as a Statutory Authority under the National Roads Authority Act 2003 to maintain the National Road Network. It is governed by representative board, comprising of 11 members (4 ex-officio members from government and 7 private sector representatives) and is housed within the Ministry of Works & Implementation. The concept is based on some of the best practices around the world where road agencies reform themselves to provide improved outputs. Road user fees include registration, driver license and fuel levy which can be collected and applied back into the road maintenance system.

NRA’s Objectives

The main objectives of the NRA are to:

- Raise funds for maintenance of all public roads
- Ensure efficient preparation of road maintenance programs/plans
- Implement road maintenance programs in an efficient, effective & transparent manner.

This is a sustainable approach because the traditional approach where the Department of Works waited on the government to provide appropriate funding to be applied for maintenance at times did not work well due to government having competing priorities.

Delivery Models of Road Maintenance

A delivery model that was developed is the award performance based contracts (Service Level Contracts). Compared to the old approach where you quantify a piece of work and apply the unit rate (Bill of quantities) and pay for it which can take a year or less the same amount still gets paid. The model was initiated so that payments could be done for an agreed period for any form of maintenance done to a designated section of any identified road. The contracts can come in two forms:

1. Short term contracts (less than a year) for basic routine and emergency road maintenance,
2. Long term contracts (three to five year) for routine, periodic resurfacing and emergency works, along with specific rehabilitation and upgrading works.
Hybrid of World Bank’s Output & Performance-based Road Contract (OPRC) & FIDIC Contract

Milestones Achieved
For long term road maintenance approaches targeting the Highlands road network, the NRA has partnered with the ADB to deliver Performance Based Maintenance Contracts to individuals with capacity. Several long term contracts are running where contractors that have built roads take charge of maintenance for the next five or ten years. This is a change from the traditional approach. In the past everybody was a plant hire or contractor where government was the financier and contractor at the same time. The new approach is working very well and some contracts have been concluded and others are ongoing.

- 5 years on the Highlands Core Road Network as part of the ADB Multi Financing Facility (MFF) Program– 3x
- 3 years on other National Roads (various)
- Minor Contracts (6 months) as trials to develop unit rates on maintenance programs (all regions)

As part of this approach, focus is also centred on developing small to medium contractor capacity development (Local Content Policy) in each centre across the four regions. Traditionally, tender rules are tough and applicants have to meet the rules to get contracts. This allowed only main players to be involved creating a monopoly but with the current approach, small to medium contractors can be introduced in the regions as a sustainable approach. Those who were engaged have done fairly well. Understandings have been reached with the National Development Bank (NDB) for small contractors to be supported by the Bank with guarantee of engagement from the NRA with repayments coming from the monthly payment claims. The other aspect is the community empowerment (road corridor dwellers) initiative where contractors are encouraged to engage community groups along road corridors to participate in the maintenance program.

Milestones Achieved
1. One of the key objectives was to raise revenue through road user charges. The NRA Act when passed in 2003 allowed for a road fund where revenue could be raised, which could be managed by a board. The NRA has very little or no government budget support for the reform process initiated by government. Only 4 toea is collected from local excise (production of fuel and other fuel products from Napanapa). NRA submitted a submission for road user charges in 2013 and 2014 and the discussions with Treasury are still ongoing. As part of the 2016 Budget Non-Financial Instruction (NFI), Treasury accepted the submission which will allow the NRA to collect the additional 4 toea levy on imported fuel and other road user fees such as licensing, registration and road damage charges (heavy vehicles).

2. Heavy vehicle regulatory process is still being considered and should come into effect once the Road Traffic Authority’s management structure is established and operational in 2017. For the NRA more than a quarter of the road networks (2260kms) was transferred to it for maintenance and upkeep.

Milestones Achieved
3. NRA has developed some capacity programs such as asset management as part of taking over added responsibilities, which is part of NRA’s planning and programming. NRA in consultation with the Works Department can maintain the certain kms of road that Works builds. With support from the ADB capacity development program, NRA established a road survey team and a strategic partnership with the Works Department.
It is taking on the ‘whole of Life Cycle Cost’ concept (promotes the ‘Build & Maintain’ concept) to harness the absence of road sustainability approaches. Over the years, much has been invested in building roads but sustainability has always been missing and that shortcoming can be captured through this concept. So the road network approach concept is being considered instead of the traditionally practiced road section approach. One approach to road sustainability taken by the NRA is the building of the new weigh bridge at 9 mile in Lae to regulate heavy vehicle loading and enforcement of heavy vehicle charges.

**Challenges Going Forward**

Objectives of the NRA concept remain noble portraying that the reforms initiated are good. Among the challenges, there are capacity issues (contractor, management, skill, technology etc) and sustainable revenue generation remains the most critical challenge. Road sector investments have seen significant increases recently but without significant reform, these huge investments may not be sustained.

Road user charges remain a sustainable revenue source/concept and should be given appropriate support by the government. The NRA is continuing dialogue and partnering with Department of Works on work plans and delivery models (Road Network Concept & Long Term performance based Contracts).
Topic: Rural Airstrips Authority (RAA) achieving milestones through strategic partnerships

Mr John Bromley, Chief Executive Officer, Rural Airstrip Agency

Background
The Rural Airstrips Agency (RAA) concept was initiated at the CIMC Civil Aviation Forum held in Mt Hagen in March, 2013. It was made possible through the strategic partnership between the Missionary Aviation Fellowship (MAF) and the Government. MAF facilitated the formation of RAA because for them and other operators, airstrips were becoming more and more unreliable and their maintenance was causing them significant issues, including regular maintenance of their aircrafts, which was adding to an already costly operations and adversely affecting aviation safety. After that came the NEC Decision 326/2013 endorsing the establishment of RAA in September, 2014 and a MOA was signed with the PNG Government in October 2013.

Policy Alignment & Role
The setting up of the RAA meets requirements of Government Policy Frameworks which include the:

- Private Public Partnership,
- National Transport Strategy,
- Alotau Accord,
- Development of Rural Communities,
- Medium Term Development Plan, and
- Vision 2050.

National Transport Strategy
The National Transport Strategy (NTS) aims for a three-to-fourfold increase in domestic air traffic by 2030; this includes rehabilitating 50 small rural airstrips to basic safety levels prioritised by economic viability and need for communities. We are very close to achieve that goal well before the date we were asked to achieve it.

RAA’s aim
Maintain and Restore Rural Airstrips throughout PNG in partnership with communities and all levels of Government which includes districts, provincial governments and the national government. Another goal of the RAA is to improve Aviation Safety for operations into rural airstrips so that the number of accidents are reduced and the services continue to flow.

Medium Term Development Plan II
The MTDPII talks about improving and maintaining air safety, security and increase air transport service throughout the country, especially into rural areas, and increase the capacity of international airports to meet emerging demands. Increasing air transport services into rural areas is very hard to do without well maintained airstrips. So the RAA services connect rural areas, facilitate accessibility to services and bring development into rural communities. Since the RAA initiative commenced, there has been a significant increase in airborne medical evacuations as a result of airstrips being maintained and lots of lives have been saved.
The RAA runs two programs:

Maintenance Program Method

This is to ensure the current airstrips are kept open. There have been about 800 airstrips built around the country, but currently only about 300 are useful so there is a huge gap there. Some of them may never be opened because there is good road connectivity and is there is no requirement any more.

As a collective approach between the various government agencies, it is planned that between 600 airstrips in the next 5-10 years are renovated and opened. A maintenance program is created now to make it sustainable so if we go in and maintain the airstrips we start with community consultations. We talk to the land owners and the community about their responsibility in maintaining the airstrip. They then choose maintenance officers which we pay and teach them how to maintain the airstrip and how to look after the wind sock, set up cone markers and how to report daily on the conditions of the airstrip so the pilot gets up to date information. After they have been trained the RAA provides them with equipment to maintain the airstrip and communicate with the agency on a daily basis. If there is no communication, there is a follow up to find out what is wrong and once a quarter they are provided fuel for their lawn mowers and service them. If they have done what they are supposed to do they are paid their salary. This program is working really well and is really sustainable.

Airstrip Restoration Method

The other is the restoration program which involves some surveying and scoping. Once the airstrips are restored they are put on the maintenance program so they don’t fall into a state of despair again.

Community Participation

Community participation is important so that the airstrips are not seen as something that the RAA goes in and does and it falls apart after it leaves. It is something the community must actually take ownership of so partnerships are created through signing of MoUs and through provision of labour from the community for the maintenance and restoration activities. The people then benefit from service delivery like improvements in health, education, community development and access to markets for their cash crops.
Achievements
Since 2014 when the RAA got its first funding from the government, it now has 43 airstrips on the maintenance program in 5 provinces, it has 4 restoration projects in 3 provinces and it has worked with the Civil Aviation Safety Authority (CASA) to implement the minimum standards for all airstrips it has restored. The RAA has also assisted Provincial Governments and DDA’s to implement airstrip maintenance with funding assistance from DDAs, Provinces, and Members of Parliament (MPs).

Funding
In 2013 K6 million was allocated by the government from which only K5 million was received by RAA and used for the work undertaken. In 2014 there was no funding from government and in 2015 K5.9 million was allocated and also there was additional support from some Provincial & District Funding of K300 thousand. In 2016, K4.5 Mil was allocated and K4.2 is expected in 2017 so funding seems to be decreasing each year. Hence, there is the need for provincial and district government inputs to the maintenance program over the years.

Maintenance funding is usually allocated and made available by government through the provincial government infrastructure grants (PSIP) and is also available at the district level (DSIP). What isn’t available is large restoration type funding and that is where the RAA steps in to assist.

The restoration activities mean that sometimes equipment have to be brought into the remote airstrips because not all work can be done by hand. So the RAA locates very effective small equipment that can be flown into the airstrips under a helicopter to do the required job. This assists to cut the time frame for building an airstrip from two years down to about two months.

With the advent of the technological era lots of technical equipment are available in the country. In the old days (it is still done) a tape-measure was used to measure the airstrip and to get all angles of an airstrip lined up. Today the RAA is using drone technology to take
hundreds of pictures of an airstrip. The drone is then able to provide the RAA with pictures and enormous amounts of information that can be used for restoration work on identified airstrips.

A drone can give information about the slope of an airstrip or identify all obstacles such as Digicel and other towers or anything in the area and the RAA can then warn pilots of the dangers in that area. It can also provide topographical information for restoration activities so that drainage points can be worked out. In fact the drone calculates how many bucket loads of soil can be removed from the airstrip. This allows the RAA to calculate how much fuel and man hours will be required for the restoration work on each strip.

**Plans**

In order to support the RAA work in the highlands, a support facility is being established in Goroka and the facility is anticipated to be operational in January, 2017. This will allow full implementation of restoration activities and use of the drone assisted airstrip survey methodology in the country.

**Issues of Service Delivery**

Many airstrips are poorly maintained and the RAA is trying to fix that. Currently, there are a low number of operators in the country and some districts are trying to deal with that themselves by purchasing planes to deliver services for their people. In the 70s and 80s there were operators like Talair, Douglas Airways and MAF flying in and out of these communities but that is no more. Other issues include the chronic shortage of experienced national and expatriate pilots, high operating costs, few operator incentives and profitability. There is a need for government to provide some form of subsidy to revive rural air services.
What we need from you
What the RAA needs from the general populace is some dialogue to help in the prioritisation so the RAA is aware of the areas it can target for people to get the most benefit from. Feedback on strip conditions in districts and provinces to help the RAA understand what airstrips would be good to reopen is also crucial. Engagement in the airstrip maintenance and restoration programs is something the communities contribute to and appreciated by the RAA. People can also pass on information about the RAA to their provincial governments so that airstrips can be reopened through collaborations.

DSIPS in the Districts: Perspectives from Wau/Bulolo District
Hon, Sam Basil MP, Member for Bulolo

In 2015, the government budgeted about K15 million for the Wau/Bulolo District but the district received only K7 million and in 2016 K10 million was budgeted for the District but only K4 million was received. So we hope that we will have some more money by the end of the year. In Bulolo, we have invested that money to carry out services government has neglected over the years. We developed an expenditure of four million as a recurrent budget to maintain those projects initiated.

The K4 mil we received this year will be put back to maintain the programs initiated. With the remaining six million when released by government, we will re-fleet transport for police in the district and invest in other necessary areas. We will also build the capacity of each Local Level Government.

There is a confusion between the three tiers of government (National, Provincial and LLG), somewhere between the Provincial and LLGs, the government has squeezed in the District Development Authority (DDA). In Morobe, the DDA has taken over almost all the functions and the provincial government has shied away. They still have budgets for the feeder roads and airstrips but they are not coming down to fund them because they know that the DSIP funding will talk care of everything. Sometimes services are duplicated where the DDA is already working with people but the Provincial Government comes and donates something to people not working with the DDA.

Department of Works camps should be reactivated in the districts so that the road maintenance is constant. Contractors are very expensive and are breeding grounds for corruption to exist. Provincial works departments should be revived. Putting money where it matters, our road is an economic road that should be given priority.

We operate with North Coast Aviation. People in rural areas want accessibility, if that is provided, they will look after themselves - allows money to change hands and for produce to be shipped out.

Piston engine aircraft still operating in rural areas and cannot be replaced overnight by the turbine engine aircraft, because they use Jet A1 which is cheap and can be picked up anywhere but the piston engine fuel (Avgas) is very expensive and cannot be found in the Asia Pacific Region. It has to be imported from Holland. Few weeks ago all aircraft had to be stood down due to lack of avgas in the country. We have Napanapa in the country. Why can’t we produce avgas in the country for domestic consumption at a cheaper rate?
Floor Discussions and Recommendations

Question by Unknown Participant: Is there a policy to manage the upper air space to harness the over flyers through PNG air space?

Question by Joseph Gau, Civil Society Representative, Gulf Province: Does the Department have any plans for Maritime Transport particularly the Kikori and Baimuru areas of the Gulf province? We really need jetties for water transport in these areas. Why the rural airstrips in Gulf have not been maintained?

Question/Comment by Mary Sau, Bipi Island, Manus Province: Since all the rural roads, airstrips and jetties have been rundown, this could mean that the Department of Works and NRA have not effectively execute their transport sector plans and activities. Indeed, this is a must for them to do so because lives in the rural areas depend entirely on such infrastructures. Do we invite the RAA to come and have a look at how RAA can service Bipi Island in Manus? Airstrips are very vital for people in this part of the country. Boats are the only option now at a cost of K1, 500.00.

Question from Jerry Hanson, People Living With Disability: why are the Building Boards, Transport and Infrastructure Sector not responsive to the needs of the disabled population?

Comment by Peter from Bougainville: The Government should ensure that the RAMPS and other measures be implemented effectively. Above all, the government needs to focus on critical challenges such as management skills, technology and sustainable revenues in terms of boosting the boosting the NRA. The NRA needs to fast track its submission to the NEC highlighting the potential revenue options that would be required to fund the necessary road maintenance on our national roads. For sustainability purposes, the Road sector investments should be supported as they turn to increase rapidly.

Response by Mr. Ponege, Managing Director, NRA: The Road User Charge (RUC) remains sustainable revenue which should be supported by the Government. This in fact has been lacking support from reliable authorities. The Government should take on the challenges that have been incurred by the NRA in implementing its structure to achieve its intended outcomes on road maintenance in PNG.

Response by Mr John Bromley, RAA: Many times people rely on the government or other responsible agencies to maintain such infrastructures like roads, bridges and so on. Everyone has a responsibility to look after these things in terms of maintaining them. We need to be creative in doing things the way we think is best for us. People in places like Kaintiba and Ihu in Gulf really need some form of transport. Unfortunately, RAA has limited resources to go everywhere so we are talking to the districts and provinces for support.

We try to coordinate through the Provincial Government because they have the funding through the infrastructure grants. The issue has been that Provincial Governments are not willing to sign MoUs for the services to be delivered and communication stops from that point. Hence, people have to talk to their Provincial Governments and then approach RAA so we can work with them to help you or otherwise discuss with the local Members. With Manus, the province is too far so it would be better to have a plane stationed there to serve the outer islands and it comes back to the issue of lack of adequate operators.

Response by Mr Roy Mumu, Secretary, Department of Transport: it is better to strengthen Community Empowerment through short term contracts where ordinary individuals take ownership of projects like roads and start to maintain them with minimum support from the government. The Department is now focussing on this idea going forward. Working with different partners and organizations is seen as the way forward for the Department. It is establishing partnerships with Donor Agencies like the ADB, Aus Aid and WB through long term contracts which are vital for the maintenance of infrastructures like roads and bridges.

Policies have been reviewed to cater for people living with Disabilities. The Department also has tried to address the issue on inclusiveness in constructing infrastructure with the help of other partners.
Department of Works was abolished in 1995 (NEC Decision 41/95) as a decision leading to the formulation of the 1996 budget. This decision was later rescinded by government in 2002 because lack of roads had resulted in private sector pulling out from the districts. But the damage had been done by then. In 2015 the Japanese Government presented 40 pieces of equipment as part of the re-fleeting process, but such will be very expensive. It is better to understand that the implication of budget decisions is very important. There has to be more consultation especially if there is going to be any sort of reorganisation. That is how the famous works camps were lost.

PNG Air Services Limited is managing PNG’s upper air spaces. This is now being modernised through supporting the Transport Sector Support Program (TSSP) funded by the Australian Government. This increases the management of air traffic for navigation.

Gulf is one of the 15 Maritime Provinces in the country. We had the famous government trawlers which were done away with in 1985 and asked provinces to start managing specific boats which are now history.

The Department of Transport has shipping subsidy franchise scheme supported by the Asian Development Bank with a seed capital of K10 million and the program is still available. In the last three years, the route from Port Moresby to Gulf to Western Province was tendered twice but nobody bided for it. The route from Oro to Morobe Province was also tendered and again there were no bidders. The only route that is viable is the South Coast of New Britain. So government is willing to provide sea transport but right operators have to bid to provide services on these routes. Also the provincial governments are responsible to implement the Small Crafts Act and start providing some of these services.

Minister Charles Abel: In relation to PTB and the discussions around re-establishing the Works Department, majority of our roads are Provincial and District roads. It’s all about decentralisation and allocating responsibility. So what is critical is to establish provincial works bodies as capacity needs to be down at that level. National Works should look after the National Highways; and Provincial Works should look after the Provincial roads. It just needs leadership and focus to do what is required at the various levels. Government can only set the framework within which certain things can be done by the various responsible people.

Topic: PPAP-Outcomes, issues and the way forward

Mr Potaisa Hombunaka Project Manager, PPAP Project, Goroka

Productive Partnerships in Agriculture Project (PPAP)
The Partnership program through the Productive Partnership in Agriculture Project (PPAP) under Coffee Industry Corporation (CIC) and Cocoa Board funded by the World Bank in collaboration with coffee and cocoa lead partners has equipped farmers from all over the country with the necessary tools, knowledge and skills needed for renewed coffee and cocoa production.

The objective of the project was to support and improve livelihoods of the small holder coffee and cocoa producers. This objective will be achieved by implementing the following three main components of the project;

• Industry coordination and policy development,
• Productive partnerships and,
• Market access.

Through the PPAP, the government is trying various methods to utilise the agriculture sector including the famous National Agriculture Development Plan. Funding for the project was less than K150 million for both coffee and cocoa. The project started in April 2011 and was supposed to end in 2016. But during the midterm review, the results for the project were promising and so the government went back to the World Bank for additional financing and the project has been extended till June 2019.
Coffee Component: Project Background
The World Bank and the International Fund for Agriculture Development (IFAD) are the two co-funders of this project. It is supported by the PNG government through the Department of Agriculture and Livestock (DAL) and Coffee Industry Corporation (CIC) which is the leading project implementing agency. Since CIC has integrated the project within the organisation, CIC officers have been advised to be part of the project and work together so that the CIC can continue to provide leadership when the initially funded project ends.

Component 1 Outcome: Industry Coordination & Policy Development
The success of this project comes on the back of very strong governance structures. The independent PPAP Technical Evaluation Committee deals with project proposals. It carries out reviews and evaluation of the proposals submitted. The applications are then brought to the Industry Coordination Committee comprised of all agriculture managers and industry stakeholders who do the screening to ensure that projects partnership applicants are genuine. After their approval, the PPAP project agreements are signed.
With strong goods and services procurement processes, the project hires consultants and others with high competency levels. Its Project Management Unit has been integrated with the CIC and also has a productive partnership with the Provincial Division of Agriculture and Livestock (PDAL) in Eastern Highlands.

Component 2 Outcome: Productive Partnerships
With additional financing, the targeted households in the highlands and other parts of the country have increased from 18,000 to 30,000 (project covers only 10% of the coffee growing households) in 10 Provinces, Eastern Highlands, Chimbu, Jiwaka, Western Highlands, Madang, Enga, Southern Highlands, Morobe, East New Britain, and East Sepik. Out of 240 partnership applications, only 44 partnerships have been created. Although, there is continued demand for partnerships, funding for the program has been exhausted. The additional funding requested is envisioned to contribute to ending extreme poverty and enhancing shared prosperity. It will enable the project to provide support for further partnerships, extend activities to additional provinces and increase the number of beneficiaries and strengthen the project’s gender focus among beneficiaries.

Component 2 Issues: Productive Partnerships
Although the Prime Minister made announcements that K700 million was invested in the project, the results of such funding are yet to be seen. The project also has issues with paper farmers living in Port Moresby or Lae but write good proposals which are the first to be disregarded. They do not have the necessary prerequisites including capacity on the ground for their proposals to be considered. The project only considers real farmers on the ground.
From the lessons learnt, through call 1 & 2 learnings and to foster productive partnerships the following have been undertaken: Guidelines Revised, Improved Reporting and Better Partnership Management.

Component 3 Issues: Infrastructure and Market Access
Since commencement, the project was to deliver 200 kilometres of road also. PPAP with the assistance of World Bank advertised three new roads to be constructed within the project sites followed by another advertisement in November,
Cocoa component

Topic: PPAP-Outcomes, issues and the way forward

Ms Geraldine Paul, PPAP Cocoa Project with World Vision in Bougainville

Cocoa is a growing industry in Bougainville. It is evolving and farmers are learning new management methods and increasing productivity and capacity.
PPAP Partnerships
The project has worked with the lead partners. The first partner was Monpi Cocoa exports but it left. The partnership was then succeeded by the Care International Cocoa Project which was later discontinued. Recently World Vision took over the PPAP project in Bougainville. The Project Management Unit (PMU) has the overall responsibility for cocoa project management and performance. PPAP also has lead partners from the private sector and even exporters that have shown interest to be the lead partner. If the exporters work closely with the farmers and build good relationships with the farmers, they can get more quality cocoa beans. Also there are core partners that work with the farmers/lead partners.

Building Technical Capacities
The project provides training to registered farmers who have benefited by receiving cocoa clones and tools while paying only 5% or 10% of the cost. Unregistered farmers are also included in the trainings but are not assisted with tools and cocoa clones. They apply what they learn to their cocoa blocks. The project also provides technical capacity trainings such as; cocoa pod borer (CPB) control, cocoa block management and best management practice of hybrid clones. The hybrid clones must be managed carefully starting from the nursery to the planting site until it becomes a mature tree.

Post-harvest training is also provided by the project which includes information about producing quality cocoa beans, chemical use and safe handling, and nursery management. Nursery skills are brought down to the farmers so they can clone the seedlings and graft the plants to make good money out of bud wood gardens and nursery. To accommodate farmer needs in different locations, exchange excursions are conducted between farmers from South Bougainville and North Bougainville to see what farmers in the different locations are doing.
Increasing productivity

The project recruits graduate extension officers and grade ten leavers with cocoa blocks who are interested to help other farmers. The lead farmers are model farmers with about 300-500 blocks and work very closely with 20-25 other farmers. They are paid for their jobs based on the number of extension services they provide.

The PPAP project had a target for 30 000 household farmers. According to surveys done by the project, farmers can look after 300 trees which then gives the idea for the project to only give 200-300 trees of clone cocos (1.5 metres tall) for their nurseries. If a farmer wants to allocate more than one hectare for cocoa, then the farmer has to employ labourers to work in his/her block. In the beginning, PPAP provided big commercial nurseries. However, given the distance for transportation of clones between commercial sites and villages, farmers started complaining. Hearing the farmers concerns, the project then built small nurseries closer to farmer locations and this has assisted to increase cocoa productivity.

Since the project has farmers up in the mountains with no road access, four access roads have been identified in the project area by the PMU so that most farmers have access to these roads to sell their produce. At the moment farmers carry their cocoa bags to the nearest road where vehicles can take to the exporters in Buka. Transport costs about K10-K40 per bag and that’s a lot for a farmer. This shows that most of their money from the cocoa is spent on transport alone.

Productivity forecast

Bougainville farmers also went out of their way to make cocoa chocolate products. The samples made have been sent to Paradise Foods Limited for preservations and packaging and Paradise Foods Limited then sent the final packaged product back to the farmers for tasting.

Progress to sustainability

With regards to sustainability, farmers were doing very little on their own. Hence a Bougainville Future Investment was set up by 7 farmers in a small community. In that investment each farmer gives K300 that totals up to K2100 which they use to buy more beans. There is also a team called ‘Poison Team’ that goes around to clean farmer’s cocoa blocks for a fee of K100. Another team of 21 farmers went around and harvested 229 bags and sold each bag for K450. The income they got was K103 050.00. PPAP officers went back and showed them how much they had earned and they were surprised. Families are building permanent buildings, buying water tanks, building septic toilets using income from cocoa.

Since support has been provided to farmers, they are now setting up a Farmer’s School of Excellence to encourage farmers to improve their production.
into farming by having access to this school. Out of all the PPAP project for cocoa in the New Guinea Islands, Bougainville has come out on top of the project performance indicator and this has motivated them to build the farmers school.

Scale up project
The scale up project is for farmers who have demonstrated that they are active within the farmer clusters and have taken part in resource consolidation. It has been identified that only 300 farmers have qualified for this project. Gender equality and women empowerment to increase the number of women farmers is also included in the scale up project.

Challenges
1. Road Access - The rural areas in the province still lack proper roads that could assist them to venture into cocoa farming and other economic activities.
2. Strong Industry Structures - There is also a lack of strong industry structures in Bougainville, including exporters. This creates challenges for RFA certification. There is no apparent financial or business incentive to farmers that have been RFA trained and certified. It is quite challenging to change the culture of foraging to farming and progressing into cocoa business in Bougainville.
3. Land Access - Farming land control and access is an ongoing challenge where land ownership lies with very few individuals.
4. Education and literacy levels - the levels of literacy among farmers have also been identified as an issue that needs to be addressed in order for farmers to excel.
5. Gender inequality and lack of Youth participation - low involvement of youths is prevalent. Women are still not participating equally in the cocoa industry due to cultural challenges.

Lessons learnt
Bougainville has a large youth population who are not involved in the cocoa industry as they do not own a piece of land or receive little or no financial benefits which is a great risk to the sustainability of the cocoa industry. There needs to be greater emphasis on family business management to change the practise from foraging to farming and non-registered farmers should be given the opportunity to access project training in order to make a bigger and positive impact in local cocoa production.

Floor Discussions and Recommendations

Comments by Graham Ainui, Executive Officer Rural Industry Council (RIC): Issues confronting agriculture development in the country are far and wide. The Agriculture sector is undeveloped and underfunded with poor political and administrative leadership. This is in relation to the failed government NADP. It could be described as the political exercise for paper farmers based in Port Moresby and Lae. The real farmers and growers did not receive the promised support. Recently commodity boards have introduced their respective strategic plans for the next five years. All sectors of the industry must work together to develop these plans and unfortunately the private sector sometimes is not consulted. It requires the national government to take a lead and provide all necessary resources that will allow the commodity boards to show leadership and develop the respective commodities. The Department must work with these commodity boards to ensure the plans are engaging to develop the various crops. Agriculture is about developing the majority of Papua New Guineans and it critically requires consultative and collaborative approach. This industry is bigger than our personal egos.

Hon. Sam Basil, MP. Member for Bulolo and Deputy Opposition Leader: I thank the CIC for the numerous projects undertaken, I understand that the current production of coffee constitutes 1% of the world market or K500 million. I would like to see that commodity boards for any cash crop that brings in over K500 million should put their plans forward to government to be considered for a separate Ministry from the Agriculture Ministry. Coffee and cocoa are two commodities that bring in over K500 million into the economy so they should have separate Ministries. Why can’t we increase production to capture 5% of the world market, let’s find ways to share the freight costs because that is what is causing coffee beans to rot in the remote locations?
Service delivery is not only for the government to undertake, but for every citizen including all partners that we work with. The role of government is to create a space for civil society and private sector to be able to participate in service delivery. The government through the various policies developed over the years is looking at delivering services as per the minimum standards for each district. What should a district have in order to deliver basic services to the people? The Department is responsible for 22 provinces, 89 districts, 319 LLGs and more than 6000 wards.

The Department has developed minimum standards for service delivery in all districts. This is to ensure there is an enabling environment to accommodate effective service delivery at the district level. Through the minimum standards, Local Governments are creating the space for people and private sector to take part in service delivery. It is the private sector and citizens that will develop this country as long as government provides the space for that to happen.

Alternate effective service delivery options
How and who else can provide the alternate service delivery options? The alternate approach is through partnerships with stakeholders such as development partners, private sector, State Owned Enterprises (SOE) and other government agencies. We are partners in service delivery in this country. Partnership is a shared vision for quality of life. The government has now produced the National Planning Act and the National Partnership Framework for effective service delivery. For the first time the government has directed its focus down to the districts with funding to ensure services are reaching the people at that level. The District Development Authority (DDA) is a mechanism created by government to ensure services are delivered from the provincial and district governments to the LLGs. DDA is a mechanism to implement functions of the provincial and the Local Level Governments and to ensure service delivery. Districts cannot be controlled from Waigani because Waigani does not understand what is happening out there. They know their problems and solutions. Waigani should assist with resources for the solutions to be applied. We cannot develop this country unless we develop our communities which are the basis of development.

Currently, the Department is working on agreements that can be instituted between the two tiers of government in the provinces. This will ensure performance based management in the districts, so the Partnership Agreement Framework is to get everybody together to bring about sustainable development in line with national, provincial and district plans. Experience has shown that infrastructure has been built without proper sustainability plans resulting in disuse and wastage. Under the organic law, all the districts and LLGs must have a development plan so that services are delivered from the same plan.

Where are we now?
The government has directed for the Organic Law to be reviewed and the CCAC Sub-Committee is working on the greater decentralisation. The National Planning Act stipulates that there should be a National Service Delivery Framework which outlines category of services at different levels of government. Only the different levels of governments have service delivery functions, and not the DDAs, but they are now assigned to the DDAs to perform service delivery functions.
**Topic: Citizen Empowerment and District development through partnerships**  
*Abau District Representative, Central Province*

For the first time in the history of development, our people are realizing what service is because in the Local Level Government, projects are community focused and people centered. Therefore, partnerships in the district are all there so everybody is geared up. In Abau District through this partnership, it is an integrated approach and for total and complete application, counterpart funding for such projects is the way forward.

In the rural service delivery program, The District, the LLG and every person play their part and become decision makers for the project. The actual delivery of services is guided by seven principles as we call it. We have 12 sustainable projects in health, education and other programs.

Our rules for services are as follows:

1. Localize decision making, people are encouraged to make decisions within their communities. Women become partners in the decision making, youth and people with special needs, everybody is inclusive.
2. Empowerment - through this project, women are empowered to stand up and make decisions.
3. Transparency - when funding goes to the community, everybody comes together and decide on how they are going to expand the money so everybody puts the budget together. The idea has become a community focused initiative.
4. Inclusive participation – at the end of the day everybody had contributed to the project and take ownership of the project.

Our observation is that money should go to the community and the community should decide what to implement first based on their needs and is community driven. StaRS can be embraced through Rural Service delivery projects where everyone is working towards a common goal and that is to ensure our resources are used in a sustainable manner for the benefit of everyone including future generations.

**Topic: CIMC Community Governance/Accountability Initiatives through partnerships**  
*Mrs Elizabeth Avaisa, Senior Project Officer-CIMC*

**Why Promote Budget Fiscal Transparency**  
Budget Transparency is a fundamental element of accountability and participation in governance processes. It allows citizens to provide inputs into the budget process and to assess whether development plans executed are in accordance with the budgetary allocations. Transparency and participation can jointly lead to better budgetary outcomes by reducing budget manipulations, resource misappropriation and fostering sensible accountable and equitable resource allocations. For many countries, accessibility to budget information is not forthcoming – leading to many advocating for greater budget transparency as the first step.

**Public Participation**  
Evidence suggests that transparency alone is insufficient for improving governance, and that public participation in budgeting can maximize the positive outcomes associated with greater budget transparency. To encourage public participation, the government needs to provide opportunities for the public to engage in budget processes. Such opportunities should be provided throughout the budget cycle by the executive, the legislature, and the supreme audit institutions.

**Funds allocated in the 2016 Budget for Development at the Sub National Level to deliver Services**  
Here we are talking about service delivery but do we know how much money is being put towards service delivery and how do we plan and implement the appropriate disbursement of the funds to deliver the much needed services at the sub-national levels?
2016 Provincial Budgets
The table below shows the total provincial government budget. The national grants allocated, (for what purpose) as per the national budget documents (recurrent and development), and what each province makes (internal revenue).

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2016 Development Funds
The development component of the budget for each province includes the District Support Program grants (DSIP), Provincial Service Improvement Program (PSIP) grants, and Local level Government Service Improvement Program (LLGSIP) grants. This is shown in the table for the 2016 financial year.

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<th>SECTOR</th>
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DSIP - Sector Allocation for a District (Old)
The old DSIP Financial Instructions and Administrative Guidelines provided the following break up for the K10million allocated until 2014 when the DSIP guidelines were revised.

PSIP, DSIP and LLGSIP Break Up
After the revision in 2014, the break up was changed slightly as illustrated in the following table. The LLGSIP break up remains the same whilst the PSIP and DSIP break ups are concentrated on Public Service housing, Skill Gap training and Communication Infrastructure. The remaining K8million is put into one basket to be used at the discretion of the local Member of Parliament through the DDA. K1million is allocated for administration and other expenses.
2016 Provincial Grants

This is further broken down to personnel emoluments and goods and services so it reflects a better picture of how the funds are used and how much effect it can have on service delivery throughout the provinces.

The information in the table shows that almost K1.5 billion across all the provinces is consumed by personnel emoluments with only K610million left for service delivery in the country. This information is further reflected in the pie chart which shows that 71.2% of the funds are consumed by personnel emoluments leaving only 28.8% for service delivery.

Personal Emoluments spending by Province

The following table illustrates personnel emoluments by province and in most cases it is displayed that most of the provincial funding is consumed by personnel emoluments. The province with the highest spending on personnel emoluments is New Ireland, followed by Morobe, Southern Highlands and Western provinces. The province with the lowest spending on personnel emoluments is Gulf province and it is also the province with more funds to spend on goods and services followed by East Sepik and Jiwaka Provinces.
CIMC PARTNERSHIPS with STAKEHOLDERS

The CIMC has also taken part in various partnerships to implement some of its transparency and good governance programs. It has worked with the PNG Law and Justice Program (PLJP) to produce Service and Budget Charters for certain law and justice sector organisations including; jails, Village Courts and land mediation services.

What is a Service Charter?

A service charter is an organizational policy that sets the standards for an organization in regard to customer service. All employees/stakeholders share the Charter so they work under the charter to guarantee the best service possible. Charter compliance has a direct relationship with levels of integrity.

Consultations carried out among sector service providers at all levels and service users

Questionnaire based survey involving focus group and one on one interviews among service users, providers

Charters finalised, printed, launched and distributed within the sector for implementation

Survey analysed and draft charters formulated. Feedback provided to survey participants to eradicate misunderstandings

Charters were commenced in Oro Province at the invitation of Oro Governor, Hon Garry Juffa, starting with the Village Courts then health and education services. Formulation of the charter is survey based.

The respective Charters were launched by government representatives from the key agencies including the funding and initiating agencies.

In partnership with the Economic & Public Sector Program (EPSP) which was funded by the Australian Government and managed by Coffey International, the CIMC carried out District accountability surveys in the Mul/Baiyer District, Western Highlands, Sohe District, Oro, Nuku District in Sandaun and Nawaeb District in Morobe Provinces.

The CIMC has also conducted good governance and accountability trainings among locals at the LNG corridor villages in Papa/Lealea, Central Province. The trainings are targeted to inform and empower civil society to demand for better services and service accountability.
KOKODA HEALTH CENTRE CHARTER

The Constitution of Papua New Guinea
51. Right to freedom of information,
   (1) Every citizen has the right of reasonable access to official documents ...

1. The Health Centre will be open for regular services from 6:00 am to 4:00 pm and will provide 24-hour emergency service.
2. Health Centre staff will attend to patients within fifteen (15) minutes of their arrival at the facility.
3. The code of ethics for health professionals will be promoted at all times by staff and management.
4. Management, staff, and patients will respect each other and the Health Centre property at all times.
5. All Health Centre staff will embody the values of honesty at all times inside or outside of the Health Centre.
6. The Health Centre will have full-time piped clean water.
7. The Health Centre will have appropriate hygiene, sewage, and waste disposal systems.
8. The Health Centre will have 24-hour lighting with back-up electricity for emergency lighting.

9. Health mediation and equipment:
   a. Provincial health authorities will ensure that all medical supplies and equipment are provided promptly and any delays will be explained.
   b. Health centre management and staff will make sure that medical equipment and supplies are always available to treat patients at all times.

10. Ambulance:
    a. The Health Centre will have a regularly maintained ambulance with appropriate fuel.
    b. The Health Centre will standard clear rules and procedures to guide the use of the ambulance.
    c. The Health Centre will maintain a public display of the rules regarding the use of an ambulance.

11. Provincial Health authorities will ensure that allocated staffing levels are maintained in all Health Centres:
    a. Provincial Health authorities will ensure that staff are recruited on merit.
    b. All staff will be provided with clearly written roles and responsibilities in the form of duty statements and job descriptions.
    c. Provincial Health authorities and Health Centre management will ensure that regular training is provided to Health Centre staff based on merit and identified needs.
    d. All Health Centre staff will be paid their full allowances and entitlements on time and provided with an explanation if these are delayed.

12. Health Centre staff and management will keep communities informed of services provided by the Health Centre.

13. Health Inspectors will conduct regular inspections of rural areas:
    a. Health Inspectors will inform community of these inspections two (2) weeks before hand.
    b. Health facilities and amenities, including kitchen areas, will be kept clean and maintained to acceptable standards at all times.
    a. The community will play its part in keeping the hospital environment clean and safe.

14. All health centres will have a Management Committee in place as required by the national health standards.
    a. The Provincial Health Administration will assist communities to establish and maintain Management Committees.
    b. The Management Committee will report to the community and the Provincial Health Administration on delivery of health services and all income and expenditure.

15. If a Health Centre staff or their representative must have an opportunity to participate in the development of the Health Centre budget.

17. Staff issues and requests will be addressed by the management and feedback provided in the writing days of receiving a complaint request or comment.

BUDGET FOR KOKODA HEALTH CENTRE

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224. Purchase of Equipment  
50,000.00  50,000.00

Grand Total 294,700.00  299,000.00

Staffing: 15 HCO: 2 Therapist: 1 Nursing Officer: 2 Chef: 7
Lab Tech: 1 Driver: 1 Lab Bursar: 1 Counsellor: 2 Ambulance: 1

These Officers commit themselves in ensuring that these funds are delivered to this Health Centre.

1. The Governor  
2. The Secretary of Health  
3. The Provincial Administrator  
4. The Provincial Health Advisor

62  NDF PROCEEDINGS  | 2016
Budget Tracking Seminars
CIMC has conducted trainings at district levels to empower the communities on the government’s structure, systems and processes so they can hold the public officials and politicians accountable and demand for corrections. The table illustrates the number of trainings conducted in the country so far.
There have been some positive outcomes resulting from the trainings after almost all training monitoring groups have been formed in the districts and provinces. Members of these groups monitor development and disbursal of development funds and ensure that any projects undertaken by governments are kept to check.

Western villagers form council to monitor funding
A COMMUNITY watch group has been formed in the four local level governments in South Fly District, Western, to monitor the use of development grants.

The DaKomb Watch Council is made up of members from the four local level governments – Daru Urban, Kiwai, Morehead and Oroibo.

The group was a direct outcome of the Consultative Implementation and Monitoring Council budget tracking initiative workshop held on Daru Island.

It was to educate LLG and community leaders to understand basic elements of the structures, systems and processes of how development grants are made available, used and reported on.

The workshop discussed the formation of ward development committees; their composition, number of administrative staff required for each LLG, their functions and roles in respective LLG wards.

Speaking on behalf of churches and women at the workshop, Rev Anna Diasi of the United Church told CIMC facilitator Elizabeth Avana that the information shared “is very important for us to see where we have gone wrong and help us to understand what we have to do to help our own communities”.

Participant Rodney Nega said ward development committees were often made up of political cronies.

Ward councillors and LLG presidents at the workshop were told that a major task for ward development committees was to identify needs of the community, formulate ward plans and budget for them.
Participant from Bougainville – Mr Guina, in your presentation you highlighted that it is not in the best interest of the Department that PNG should be divided through autonomy. Bougainville is very much of PNG whether we like it or not. Australia is an important development partner of the country but why did the Australian High Commission make an arrangement to establish an office separate from Waigani without consulting the people of Bougainville which we view that as an arrangement made by external forces to create internal division?

My comment is concerning of awarding of contracts to companies from other provinces through nepotism instead of awarding contracts to companies within host provinces. My strong view is, regardless of where they come from, any construction company can work in any province if they are capable of delivering quality work on the ground and nothing to worry about their origin.

Mr Kanapa, Former district administrator from Chimbu - One of the impediments in the DDA is the appointment of the District CEOs. A clause in the Public Service Management Act allows for the local MP to appoint the District Administrator. This I think allows corruption to creep into the system because the DDA comprises of three LLG Presidents and two appointees appointed by the MP. The District CEO approves the budget for the District so if we want to make it work then we have to ask the Secretary for the Department of Personnel Management to repeal the Act that allows the District Administrator to be appointed by the MP.

Responses by Mr Guina: The DDA Act is very clear where the MP will consult with the Department of Personal Management before an appointment is made. It is not the MP appointing the district CEO. However, it might be true that MPs may be appointing district CEOs but they should follow the law. I will also raise it with the Secretary for Department of Personnel Management.

Bougainville is a very special case. People have to understand that the Government of Papua New Guinea and Australia have a very special bilateral relationship and there is an arrangement in place. PNG is going towards the referendum stage and as a development partner, we need to understand and appreciate that bilateral arrangement.
What is EITI?

More than 40% of the revenue of this country is driven by the extractive sector since the first gold and copper were exported from the country. Being a country with a potentially huge extractive sector, the government signed onto the Extractive Industries Transparency Initiative (EITI) a global Standard to promote open and accountable management of a country’s natural resources. The EITI seeks to strengthen government and company systems, inform public debate and promote understanding in order to ensure there is strong and transparent governance of the country’s extractive resources and the proceeds for equitable distribution among all stakeholders including landowners.

There are 51 countries that have signed onto the EITI process including PNG. PNG is a candidate country at present. It has to meet certain requirements within given period in order for it to be an EITI compliant country - meaning that PNG is able to meet transparency and accountability requirements in managing revenue from the extractive sector. The EITI is supported by a coalition of government, companies, and civil society in each implementing country. In PNG this group is called the EITI Multi Stakeholder Group (MSG). It is comprised of 7 members of civil society, 7 members of Government and 7 members of the industry. In recent times, the government and industry have been accused of working in isolation from civil society. Hence, through the EITI, it is expected to eradicate any such misconception and allow for mutual collaboration between all stakeholders. The MSG is chaired by the Minister for Treasury, Hon Patrick Pruaitch who is the Minister responsible for implementing EITI in the country.

PNG EITI Objectives

The objectives of implementing EITI in the country are to show the socio-economic direct and indirect benefits contributed by the extractive sector revenue. EITI is also anticipated to support other anti-corruption measures taken by government to bring about accountability and transparency in the sector. As one of the requirements to meet the EITI Global Standards, PNG EITI has released its first report which was launched by the Prime Minister in 2016. This report has set forth a list of important recommendations calling for measures that can be instituted to address some issues faced in the extractive sector. One recommendation was that licence registration at Petroleum and Energy should be done electronically so that this information can be accessible by the public. This will provide the impetus for improved public understanding of extractive industries management and ensure regulatory and revenue mechanism is consistent with policy setting.

Promoting partnership through EITI

The EITI provides a platform for all stakeholders to participate in the management of the resources in the sector. This partnership through the MSG is responsible for the implementation of EITI Standards in the country and is central to the operation and philosophy of the EITI and how the EITI is governed and implemented. This collaboration was strengthened through a Memorandum of Understanding (MoU) signed in 2013 between Government, industry and civil society. Participation at the MSG is voluntary and members commit their time outside of normal duties to do EITI work.

PNG EITI MSG Responsibilities

The responsibility of the MSG is to provide strategic direction for EITI implementation in the country and produce annual reports in line with EITI Standards. The focus of the MSG and the National EITI Secretariat is to communicate the report recommendations to the public and stimulate discussions and debate. This important part of the EITI process creates public demand for accountability and transparency from the industry and government. Also the MSG is meant to discuss issues and recommendations raised in EITI Reports and provide government with some options to address the issues. This can be made easy with relevant government agencies, or companies actively participating in the MSG.

Opportunities

The EITI can be used as a diagnostic tool to assess the industry’s regulatory and fiscal regime and provide a platform for citizens to debate and discuss the management of extractive industries based on factual data. The establishment of the CSO peak body “PNG Resource Governance Coalition” (PNGRGC) should improve and increase CSO and civil society participation in the EITI process.

Topic: Extractive sector governance through partnerships, outcomes & issues

Mr Lucas Alkan, Coordinator, National EITI Secretariat
Challenges
1. Political will - Getting consistent political support is quite challenging.
2. Maintaining interest of MSG members to attend meetings and contribute to the discussions - Because it is voluntary to be in the MSG, securing participation from all MSG members or to get the required quorum during meetings is another challenge.
3. Technical skill gaps - The EITI concept is quite technical and so there are skill gaps to adequately support and advance EITI work in the country.
4. Need for effective communication - Far greater is the need to communicate EITI information to people in the areas affected by the industry. Accountability kicks in when citizens are engaged in discussion and debate on the management of the extractive industry. However, barrier in language, geographical location, culture and tradition are some impediments that make it difficult to communicate to landowners and citizens what they need to do with management of their resources at the National, Provincial, District and Ward levels.

Floor Discussions and Recommendations

Minister Charles Abel: This process is very important because it allows government and other representatives to talk to small people on the monies collected from oil, gas and minerals from their land. It was good to have the PM at the forum so people get the opportunity to ask and get answers about certain things.

All the questions raised are important and the CIMC process should capture them because we cannot respond immediately or adequately so they should be captured and published selectively so that they are exposed to everyone. For Members, it is good to go to their people and listen to what the people have to say about their problems. We are talking about service delivery so remember this structure.

There must be engagements with civil society as partners. The government’s issue is that, how do we divide the money between 22 provinces and 89 districts? That is why it is very important to understand the Service Delivery Framework in the Planning Act. Divide the country into pockets of population surrounded by political boundaries, political representation, administrative structure and the funding is provided down there for minimum services. And so the government wants all concerned stakeholders to concentrate on that one framework and plan. The framework will be the mechanism that will allow minimum services to be delivered by the respective stakeholders.

The National government is now going to fund LLG Wards direct so let’s set the minimum standards with Ward development Committees managing a ward with a framework that caters for all minimum required services. That is the gist of having the National Service Framework for all service delivery to be applied against alignment with the StaRS principles. DDA meetings are meant to be public so that people know what is happening with the budget. Government is planning to give every ward K10, 000.00 in 2017 so ward members must know that they will hold the Councillors accountable for use of these funds. Same applies to the K10 million DSIP. People can hold their leaders accountable if allowed to participate in the DDA meetings.
The Importance of Informal Economy

Ms Anna Solomon, Secretary, Department of Community Development, Youth and Religion

Introduction

Over the forty one years we have learnt how to survive in the absence of government services or formal income because of our strong family networks. Now we have come to a time were modernity is creeping into our society and people start to realise that there are opportunities to make money to take care of their basic needs. The informal economy today is responsible to feed many households in the country. Unfortunately, over the years there has been less attention given to the informal economy.

It has now a Policy that recognises it as the “grassroots expression” of the private sector and a partner in the formal economic system of Papua New Guinea. The Policy also provides space for the informal economy to develop and flourish alongside the formal economy. The policy also aims to ensure maximum participation of our citizens in the opportunities created, and calls for providing a conducive regulatory environment for its growth whilst minimizing its negative aspects.

Definition

Informal Economy is defined as a system of trade or economic exchange practiced outside state controlled or regulated areas or money based transactions. It is practiced by most of the world’s population and includes both monetary and non-monetary trade such as barter of goods and services, mutual self-help, odd jobs, street trading, and other such direct sales activities. Income generated by the informal economy is usually not recorded for taxation purposes, and it is often unavailable for inclusion in Domestic Gross Product (GDP) computations.

Understanding Informal Economy

The PNG economy (the ‘whole’ economy) consists of two unequal parts, the formal and the informal economy. Important differences- The formal economy generates more Kina, in money terms, but the informal economy supports more people, in human terms. Informal economy is also divided, between urban and rural components. While most attention is focussed on the informal economy operating in towns, there are more rural people involved in the informal economy and are being sustained by it than there are urban people.

Informal and SME

Informal Economy is financed informally and relies on simple tools and techniques of production and marketing and they neither have paid employees, nor formal systems of accounting or planning nor generally avoid contact with regulators or other authorities. By contrast, the SMEs operate mostly in the formal economy and have defined organisational structures. They seek formal financing, acquire capital equipment and employ advanced technology where necessary while developing and using accounting, inventory control and planning systems and also learn to deal with regulators and other authorities. International experience suggests that it is a mistake to administer them under the same authority. It appears almost inevitable that the micro-enterprise level will not be adequately served unless it is given specialised attention.
Focus Areas
Today in PNG, informal economy participants are able to support and sustain people working full time in the formal sector. So if informal sector participants are doing well then, they should be supported through government policy and legislation to improve the way they do business. So the national Informal Economy Policy 2011–2015 which has been reviewed recently, attempts to capture and provide mechanisms to support informal economy participants concentrating on the following focus areas:

Focus Area 1:
To facilitate sustained increases in the level of ‘financial inclusion’ in PNG for people working in the informal economy sector. There are certain impediments such as lack of information, stringent financial institution requirements to open an account and lack of financial knowledge etc that deter people from banking their money. The government has embarked on a Financial Inclusion Strategy and the implementation of the strategy is spearheaded by the Bank of Papua New Guinea. It is supported by the Department of Community Development and other relevant stakeholders like CIMC.

Financial Inclusion and Financial Literacy Strategy
This Strategy has been developed in consultation with the diverse range of stakeholders including Government Agencies, the Private Sector and the community.

The strategy has two objectives;
1. To reach an additional 1 million unbanked adult Papua New Guineans of which 50% should be women. As of March 2016 financial institutions reported the 659,000 new adult accounts had been opened since the launch of PNG’s National Financial Inclusion and Financial Literacy Strategy of which 29% were women.
2. 112 thousand new accounts were also opened with the support of the Bank of PNG’s Young Mind Savings Campaign. Over 120 000 adults have received financial literacy training and over 620 000 adults have adopted micro insurance products.

Focus Area 2:
To facilitate provision of “public goods and services” to support the development of the informal economy. This is to ensure that certain authorities like LLGs are charged with the responsibility to provide amenities (such as markets) for the populace to use for informal economy activities. Law and order, infrastructure such as roads and markets must be put in place to support informal economic activities.

Public Goods and Services
For informal economy participants, the government must provide goods and services. One of the priority areas of the current government is the District Development Authority (DDA). Government is ensuring that through the DDAs, services such as infrastructure, law and order, health and education are provided at the district and LLG levels through basic funding. These are the fundamentals that will support the informal economy to flourish at respective levels for eventual realisation of the government’s ambitions for SMEs.

Challenges
Some of the challenges that need to be looked at are:
- Ensure the range of goods and services is broadened so that more people participate in economic activities.
- The government needs to provide markets for local produce because the informal economy is driven by market forces. Reliable markets make this sector thrive and ensure households are meaningfully engaged in the economy.
A crucial factor is the ingenuity displayed by informal businesses in finding new products and services to offer for sale and the techniques and materials to produce them cheaply.

A notable weakness of the informal economy in PNG, at least by comparison with some countries in the region, has been the narrow range of goods and services offered for sale. Despite this, there is evidence that micro-entrepreneurs in PNG are reacting to market forces by producing a greater variety and volume of goods and services than in the past. Efforts to make them aware of a broader range of market opportunities and production techniques will be rewarded by increases in output and income generated within the informal economy.

Department for Community Development, Religion and Youth

Commitments to the sector from the Department are that the Secretary chairs the Informal Economy Sectoral Committee headed by the CIMC. This is where relevant stakeholders from the government, private sector and civil society sit and discuss how best informal economy in the country can be assisted to thrive through policies and laws. The Department is taking charge of this agenda through creation of new informal economy branch. Also there were certain policy alignment issues identified between the National Informal Economy Policy and the Informal Sector Development and Control Act 2004. The Act and the Policy were not aligned to each other so the Constitutional & Law Reform Commission (CLRC) has reviewed to ensure alignment so they accommodate the needs and requirements for development and expansion of the informal sector in respective provinces around the country. It has been noted that informal sector participants do not have a voice or lack representation at crucial levels of government. The Department is now working with the CIMC to put together a mechanism called the “voice mechanism” that will give voice to participants in this sector so their interest is captured in all aspects of decision making.

Topic: Experiences on Implementation of the SME Policy and Master Plan

Mr Steven Maken, Acting Managing Director for SME Corporation

Background

90% of the investment in the country is in the hands of foreigners and only 10% is in the hands of Papua New Guineans. Hence it is the government’s desire to see most of these businesses falling back to the hands of local business people through the SME Policy and Master Plan. As a way forward, the old Small Business Development Corporation (SBDC) Act 1990 was repealed and the new Small & Medium Enterprise Corporation (SMEC) Act 2014 was enacted and became effective as of 10th February, 2015. This was followed by establishment of SMEC with the Inaugural Board being appointed in May. The difference between the old and the new Acts is that a new mechanism called the SMAEC Development Council Chaired by the Prime Minister has been created to provide oversight on the implementation of the SME Policy and the Master Plan.

As part of the transition, the organization is working on the new SMEC Logo and rebranding exercises. The Corporate Plan and new organizational structure is in progress and the SME Policy 1998 has been replaced by the SME Policy 2016 and Master Plan 2016-2030.

SME Sector Vision and Policy alignment

The SME Sector must be a major contributor towards PNG becoming a middle income country by 2030 and a high income country by 2050. This is in alignment to Pillar N0.2 Wealth Creation under PNG Vision 2050 and also as stipulated by the MTDP2 Goal: To increase the participation of citizens in business activities.

SME Development by 2030

Following are the key deliverable targets that the SMEC will work on. Although some of the existing SMEs may be paper companies, the target set by government is to grow more SMEs to meet the 500 000 target which is a tall order with very high expectations.
To meet this target requires every citizen of PNG to participate. The employment in the sector is 291,346 and it has to be grown to 2 million by 2030. Ownership by Papua New Guineans in the formal economy is only 10% and has to be boosted to 70%. Likewise, for all the other areas listed to meet the target by 2030 to become a middle income country.

### 2030 Provincial SME Targets

<table>
<thead>
<tr>
<th>Province</th>
<th>Population</th>
<th>% of Pop</th>
<th>Current SME</th>
<th>% of SME</th>
<th>SME Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Province</td>
<td>180,455</td>
<td>2.6</td>
<td>457</td>
<td>0.9%</td>
<td>11,515</td>
</tr>
<tr>
<td>Gulf</td>
<td>121,128</td>
<td>1.7</td>
<td>269</td>
<td>0.5%</td>
<td>7,730</td>
</tr>
<tr>
<td>Central</td>
<td>237,016</td>
<td>3.4</td>
<td>671</td>
<td>1.4%</td>
<td>15,125</td>
</tr>
<tr>
<td>NCD</td>
<td>318,128</td>
<td>4.6</td>
<td>15,484</td>
<td>31.2%</td>
<td>20,301</td>
</tr>
<tr>
<td>Milne Bay</td>
<td>269,954</td>
<td>3.8</td>
<td>812</td>
<td>1.6%</td>
<td>17,227</td>
</tr>
<tr>
<td>Northern</td>
<td>176,206</td>
<td>2.5</td>
<td>167</td>
<td>0.3%</td>
<td>11,244</td>
</tr>
<tr>
<td>Southern Highlands</td>
<td>515,511</td>
<td>7.3</td>
<td>7,847</td>
<td>15.9%</td>
<td>32,897</td>
</tr>
<tr>
<td>Hela</td>
<td>352,698</td>
<td>5.0</td>
<td>-</td>
<td>0.0%</td>
<td>22,507</td>
</tr>
<tr>
<td>Enga</td>
<td>452,596</td>
<td>6.4</td>
<td>3,445</td>
<td>7.0%</td>
<td>28,882</td>
</tr>
<tr>
<td>Western Highlands</td>
<td>543,915</td>
<td>7.7</td>
<td>2,210</td>
<td>4.5%</td>
<td>34,709</td>
</tr>
<tr>
<td>Jiwaka</td>
<td>150,947</td>
<td>2.1</td>
<td>-</td>
<td>0.0%</td>
<td>9,632</td>
</tr>
<tr>
<td>Chimbu</td>
<td>403,772</td>
<td>5.7</td>
<td>675</td>
<td>1.4%</td>
<td>25,766</td>
</tr>
<tr>
<td>Eastern Highlands</td>
<td>582,159</td>
<td>8.2</td>
<td>547</td>
<td>1.1%</td>
<td>37,150</td>
</tr>
<tr>
<td>Morobe</td>
<td>646,876</td>
<td>9.2</td>
<td>7,514</td>
<td>15.2%</td>
<td>41,279</td>
</tr>
<tr>
<td>Madang</td>
<td>487,460</td>
<td>6.9</td>
<td>1,034</td>
<td>2.1%</td>
<td>31,106</td>
</tr>
<tr>
<td>East Sepik</td>
<td>433,481</td>
<td>6.1</td>
<td>1,992</td>
<td>4.0%</td>
<td>27,661</td>
</tr>
<tr>
<td>West Sepik</td>
<td>227,657</td>
<td>3.2</td>
<td>368</td>
<td>0.7%</td>
<td>14,528</td>
</tr>
<tr>
<td>Manus</td>
<td>50,321</td>
<td>0.7</td>
<td>1,479</td>
<td>3.0%</td>
<td>3,211</td>
</tr>
<tr>
<td>New Ireland</td>
<td>161,165</td>
<td>2.4</td>
<td>1,983</td>
<td>4.0%</td>
<td>10,284</td>
</tr>
<tr>
<td>East New Britain</td>
<td>271,252</td>
<td>3.8</td>
<td>1,620</td>
<td>3.3%</td>
<td>17,310</td>
</tr>
<tr>
<td>West New Britain</td>
<td>242,676</td>
<td>3.4</td>
<td>927</td>
<td>1.9%</td>
<td>15,486</td>
</tr>
<tr>
<td>AR of Bougainville</td>
<td>234,280</td>
<td>3.3</td>
<td>-</td>
<td>0.0%</td>
<td>14,900</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>7,059,653</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>49,501</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>450,500</strong></td>
</tr>
</tbody>
</table>

### Legislative Framework

To support the Policy and Plan, certain enabling legislations are required. For the organization, a SME Act is absent. The Foreign Investment Review Board Legislation is in the Master Plan and is an attempt to control foreign investment in the country so they don’t do things as they wish but observe certain criteria before venturing into business in the country. Other important legislations are the National Franchise Legislation and the Reserved Business Legislation that should clearly demarcate and support locals to get into business. Over time, PNG has become a dumping ground for cheap products including second hand clothes and this will be countered through the Anti-Dumping Legislation and also bring in the National Content Definition Legislation. Generally, it has been observed that enabling Legal and Regulatory Framework provides the fundamentals for all private sector development and favorable conditions to form the foundation for SME growth, survival and competitiveness.
Policy Implementation Strategy and Approach
SME Corporation will only play a facilitative and coordinating role. It was never intended to be the sole player. It will work through many actors/players within Government/Public, Private, Development Partners and CBOs. The approach will involve whole of government and PPP, working horizontally across all government agencies and vertically down to the provinces and districts. Current partnerships and collaborations are:

- Established working relationship with Esa’Ala District, Usino Bundi and Anglimp South-Waghi on a range of Business Development Activities.
- MOA being finalized with Department of Education for the institutionalization of Know About Business (KAB) program as a formal Curriculum with the High, Secondary and National High School.
- Adaptation work undertaken with NFA, DOE and SMEC on KAB Fisheries module.
- Dialogue and deliberations undertaken with World Bank, IFC, DFAT (Aus) and Newcrest on private sector development.

Roles and Responsibility of all stakeholders in implementation of the National SME Policy 2016 and the SME Master Plan 2016 - 2030
The economic sector implementing agencies of the government are an important stakeholder in the development of the SME sector in Papua New Guinea. All plans and policies of agencies in relation to SME development shall be aligned to the SME Policy 2016 and SME Master Plan 2016-2030. In order to achieve 500,000 SMEs and create over two (2) million jobs by 2030, the respective provinces need to play their part.

SME related support programs from donor agencies should be coordinated and implemented according to priority programs as identified in the SME Master Plan. The Government shall encourage development partners to initiate discussions with public and private stakeholders on lessons learned in SME support including opportunities for up-scaling and for pursuing good practices to support service delivery. Also industry peak bodies such as IPBC/POMCCI will be the recognized voice of SMEs in PNG.

Current Initiatives
Some work has commenced or is under consideration to enable SME access to credit;

1. National SME Bank that will hopefully emerge through a merger between the National Development Bank (NDB) and the People’s Micro Bank.
2. SME Credit Guarantee Corporation through which comfort will be provided to the commercial banks as collateral for lending to SME participants.

Way Forward
After launching of the Policy, a Policy Implementation Marketing and awareness of the Plan/Strategy was planned through a national workshop to promote the Policy among different stakeholders. Also some territorial issues have been identified or the lack of business infrastructure. So the respective provincial, regional and district workshops should be able to facilitate for mutual understanding and ownership of the policy at certain levels.

Conclusion
Our country requires significant economic reforms and strategies to transform the economy to empower our people, reduce poverty and fairly distribute the wealth of this nation, which will in turn achieve the desired goals of Vision 2050. SMEs must assume a greater role in the economy. SMEs must not only act as an enabler but also a key driver of broad based and inclusive economic growth program in order to achieve national prosperity as a high income country by 2050.
Question/Comment by Priscilla Kare, Executive Director, PNG Education Advocacy Network - I am quite happy about the partnership approach but I am worried about the makeup of the Board. We do not want to see Ministers and politicians on the Boards. Can we have other esteemed public servants or people from the private sector sit on the Boards? And your partnerships with the provinces, you have to make sure those provinces are on the Board as well.

You said SME will drive wealth, but I’m seeing that landowners cannot access banking services because they need to register their land. That is unfair for them because they can identify with their land as their asset, collateral or security. They can go to the bank with ILG papers to source funding to build any form of business. But I don’t think the SME policy is in favour of such. And on poverty, we see faces of poverty where people are begging on the streets every day. This is a poverty indicator in the country. And then goods and services are very expensive in the country, people are buying basic items at exorbitant prices. So how do we expect people to create wealth when the cost of living is very high in PNG?

We have seen police brutality on vendors around the country so how do we support vendors to progress? We must ensure through legislation that their safety is safe guarded at all costs. The idea of the Voice mechanism is the way forward because it has the potential to assist and give vendors the opportunity to present and talk for their rights at all levels.

Comment by WHP CSO Participant: Due to the high cost of transport in the country, it is a big challenge for transporting locally produces fresh vegetables to local and international markets. In the past, there used to be vegetable marketing outlets in the provinces, like the Enga Vegetable Marketing Depo where garden produces where sold straight away but they are no longer in existence and to make it worse the transport cost is so high that local farmers are not able to meet the cost. This is a real issue that the government needs to address.

Question by Peter Talang, Madang civil society representative: While one arm of the government is promoting informal economy, the other is the police department chasing the vendors when they are trying to make their ends meet. Police brutality is ripe in the country and it is not safe for vendors. Since it is a big issue, how and what mechanism is the Ministry of Community Development putting in place to stop police harassment? We support the review of the Policy and law as well as the Voice Mechanism, but above all, they need commitment and resources for effective implementation.

Asians are sitting and selling all the fake products and they have been given space to come into the country to do all these fake business and local craft businesses which should be done by the struggling PNGs. Where does the SME come into play to promote local business in the country?

Question by Jimmy from the Woodluck Island, Milne Bay Province: Are there training on informal economy? Practical reality is where the private sector is doing its own thing and similarly to others where there is no systemized sustainable approach or program for the people to be well trained so that they can deliver on a policy platform in terms of informal economy. What is the government’s approach in creating a sustainable program or institute for informal economy that will help promote informal business in the country?

Responses by Ms. Anna Solomon, Secretary, Department for Community Development: The Voice Mechanism is an important initiative that the Department is giving prominence. It is an important tool that will give teeth to the informal market vendors to raise their concerns and a lot of discussions had happened as to how this should materialize. Gordons and Gerehu Safe Market Initiatives have already vendor associations through which they will voice their concerns through those associations. These will become the models for the voice initiative.

There is also a big gap between the Informal Sector Act and the Informal Economy Policy and there are a lot of grey areas that have to be addressed. NCDC also has written its issues and the PNG Law Reform Commission is currently looking at an overall law that will help the informal economy.

There have been a lot of reforms to enhance coordination. We have many partners who come and go and we have done our own thing. Therefore, the assessment of the impact of the trainings and the changes that have taken place are not properly assessed.
because we did not have a proper coordinated body. We are trying to partner the relevant government agencies to take care of the role that they have to play to improve. In the last year’s restructure of my Department, informal economy was included with a creation of a new branch but the focus is to implement the big policy. There is already an informal economy coordinating committee that is working with CIMC, SME, Private Sector and NGOs that are working to put the institution together.

Responses by Mr Steven Maken – Your question is referring to the SME Development Council and not the SMEC Board. The Board is made up of private sector representing the regions and has three ex-officio members. It is independent of the Council. However, the SME Development Council has been established under the SME Act purposely to provide high level oversight leadership to discuss and advocate for the SME Policy and Master Plan with the inclusion of the Prime Minister to drive the policy and draw better resource allocation for the sector.

In terms of unlocking the land, the government is trying to do that to open up for development. The banks do not go to these areas (land) because it is diverse and land is owned communally. In this case, the banks consider such as high risk areas. However, good news is that the government is planning to set up a Credit Guarantee Cooperation which they can try to entice or say lend it to a group but the group are some sort of counter type in the event of a default. Experience globally has been that it is difficult and tricky for many governments getting their land unlocked.

PNG nationals have the same money but instead of operating their trade stores themselves they let the Asians to rent it from them. On the other aspect of fake products, Customs should explain more on control and enforcement. There is a missing gap. One thing we continue to fail is, we let someone from outside lease our property and we cannot do it ourselves.

DAY 2: SESSION THREE

Topic: Partnership Initiative with Government, the private sector and development Partners to promote trade and economic development

Mr. Richard Yakam, Director-Trade Division, Department of Trade, Commerce & Industry

Partnership is important to promote socio-economic development in the country but partnerships at different levels must make sense with positive implementation results. Successive governments have implemented projects but some have not achieved the targeted results due to many reasons. The Risk Sharing Facility (RSF) is one successful project that was implemented by the government of Papua New Guinea under the Public Private Partnership agreement with the World Bank.

The Department of Commerce, Trade and Industry is the lead government agency in partnership with the World Bank via International Finance Cooperation (IFC), Bank of South Pacific (BSP) and the International Development Association (IDA) to deliver the RSF.

Background – The Risk Sharing Facility

Creation of a robust Small and Medium Enterprise (SME) sector in the country has always been a need but access to finance was a major constraint and therefore the Government of Papua New Guinea in partnership with the World Bank agreed to develop a financing facility that would help address the access to finance issue in the country. Initial discussions between the World Bank and Go-PNG on the facility began in 2010.

Late in 2010, the World Bank Group and GoPNG agreed to develop a financing facility to support the growth of the Micro, Small and Medium Enterprises in the Country. The formal agreements between GoPNG and World Bank Group were signed on 14th June 2011 to formally establish the Risk Sharing Facility under the Department of Trade, Commerce and Industry.
Government of Papua New Guinea through NEC Decision No.46/2011, Meeting No.2/2011 borrowed US$21.9 million from IFC to set up the Facility. It was designed based on proven SME lending techniques by integrating the special features of local business and cultural factors aiming at building sustainable financing for SMEs that would allow base for financial services to sustain SMEs in the country. The facility is a strategy that was developed to increase the capacities of Small and Medium Enterprises in the country to meet the requirement of the commercial banks. The main objective of the concept was to address the rigidity of lending policies of financial institutions in expanding lending especially to register MSMEs to ensure that financial Institutions are able to relax their lending policies and be more receptive towards MSMES.

**Financing Agreements**

The Risk Sharing Framework Agreement was signed between GoPNG, World Bank (IDA) and Bank of South Pacific while the Risk Sharing Agreement was signed between Bank of South Pacific and World Bank via IFC and the Performance Based Grant Agreement was signed between the Bank of South Pacific and GoPNG through the Department of Trade, Commerce and Industry.

**Risk Sharing Facility Financing**

The following components make up the total Risk Sharing Financing Facility with an approximate project cost of US$116 million (about K300 million).

<table>
<thead>
<tr>
<th>Component</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>- The SME Risk Share Facility</td>
<td>US$ 100 million</td>
</tr>
<tr>
<td>- Capacity Building for SMEs</td>
<td>US$2.5 million</td>
</tr>
<tr>
<td>- Technical Assistance for Commercial Banks</td>
<td>US$3.23 million</td>
</tr>
<tr>
<td>- GoPNG Support and Admin Cost</td>
<td>US$4.18 million</td>
</tr>
</tbody>
</table>

**Contributions**

- Participating banks US$50 million  
- IFC/World Bank US$45 million  
- GoPNG US$11 million

(GoPNG Component is through International Development Association)

**TOTAL** US$110 million

**Main Components of the Project**

The Facility has four main components; first is Bank of South Pacific (BSP) where funds for the scheme are made available to be accessed by SMEs. This component provides: (1) A credit guarantee to SME loans; and (2) Provide loans ranging from K20, 000 (minimum) to K3 million (maximum) to PNG SMEs.

There is a minimum of 12 months and Maximum of 10 years period for loan servicing. Lending under the facility will run for over five (5) years from 2012 to 2016 and the years from 2017-2024 (7 years) will be for loan servicing. The second component of the project provides Technical Assistance of K6 million for Participating Financial Institutions. In this instance, BSP has been provided assistance to the tune of (K3.8 million). The third component is that the facility provides a K13 million SME Capacity Building program in the following areas:

- Training SMEs-Tanorama Training Consultancy Firm
- Mentoring and Coaching (Still pending)
- Targeted training for Women Entrepreneurs-Tanorama
- Provincial Commerce Division Training-Tanorama

The fourth component is the K19 million DCI Support which facilitates for:

- Management and coordination of the day-to-day implementation of the Project through the project management unit within the department;
- Capacity building to conduct SME surveys and develop baseline performance indicators for the Project;
- Provision of assistance for the development of, and obtaining necessary approvals for, an updated national SME Policy and Strategy; and
- Provision of assistance for facilitating and supporting operations of the Project Steering Committee.
Main Achievements - Component 1
The disbursement of loans to service the SME sector has been progressing well, with 1,509 loans granted to promising businesses. These loans amount to a total of PGK 126 million. Under RSF PGK34.4 million has been disbursed since 31st December, 2015. From this, 171 loans were granted to women entrepreneurs and Morobe has the highest number of loan recipients due to spin off economic boom from major projects. The project beneficiary survey also revealed that approximately 2,149 new jobs have been created by the SMEs that have access to the loans.

Main achievements - Component 2
(Performance Based Grant Agreement) under PPP model - Public and Private Sector
Technical and capacity upgrades have been carried out at BSP branches resulting in the bank coming up with the new Smart Business Package; Smart Business Loan that is more suitable for existing SMEs in the market. It has also created other initiatives such as the Small Business Banking Strategy and banking units in every BSP branch in the country. The total value spent so far is estimated at K2 million.

Portfolio of RSF Loan Product Type under BSP
This graph shows how the different banking products provided by BSP are doing. At the moment Smart Business is doing better than the other products followed by Finance Lease. So it is assumed that the Smart Business package is better suited for the country. Survey information has also shown that the trend of employment created by the Project is increasing. So this is expected to continue as more people use the facility to access loans and expand their businesses.

Number of Women entrepreneurs accessing loan
The number of women accessing the facility and accessing loans has also seen a steady growth in 2012. Since the 20 women started in 2012, there are now over 180 women that are accessing the facility for loans for their SME activities.
Number of Formal SMEs accessing the Facility by Provinces, updated as at 31st December, 2015

Sum of facility by Provinces

Portfolio by Province | No of SMEs | Current Principal Balance PGK | %
---|---|---|---
National Capital District | 270 | 7,078,092 | 21%
Morobe | 382 | 5,574,836 | 16%
New Ireland | 38 | 3,335,303 | 10%
Western Highlands | 170 | 3,250,453 | 9%
East New Britain | 90 | 2,729,235 | 8%
Enga | 39 | 2,163,938 | 6%
Bougainville | 90 | 1,393,779 | 4%
West New Britain | 73 | 1,252,464 | 4%
Madang | 39 | 1,224,284 | 4%
Oro | 33 | 1,114,196 | 3%
Eastern Highlands | 68 | 1,045,957 | 3%
Southern Highlands | 67 | 913,202 | 3%
East Sepik | 46 | 856,528 | 3%
Simbu | 31 | 613,738 | 2%
Manus | 21 | 569,317 | 2%
Western | 17 | 433,147 | 1%
Hela | 10 | 358,981 | 1%
Milne Bay | 15 | 211,174 | 1%
West Sepik | 8 | 161,918 | 0%
Central | 2 | 21,704 | 0%
Grand Total | 1,509 | 34,341,521 | 100%

Portfolio by Industry Sector Component 3 (Private Sector participation when contracted under the project)

Through training provided by Tanorama Training Consultancy, the project has covered 15 Provinces, trained 383 SME participants and 391 women entrepreneurs. The total so far is 774 trainees which are above the set target as per the approved target.
Portfolio by Industry Sector
Component 3 (Private Sector participation when contracted under the project)

Through training provided by Tanorama Training Consultancy, the project has covered 15 Provinces, trained 383 SME participants and 391 women entrepreneurs. The total so far is 774 trainees which are above the set target as per the approved target.

Number of SME trainees by provinces
Building Capacity of the Provincial Commerce Advisors
Component 4: Government initiatives and achievement under PPP model

Under this component, the SME Baseline Study and a project website have been completed including the SME Policy and Master Plan. To achieve better results there is a need to change the management and all project staff and put in a proper governance structure.

Going Forward

A local and an international consultant are undertaking a feasibility study to set up PNG’s first Credit Guarantee Corporation in 2017. This is expected to be launched in 2018. Apart from Bank South Pacific (BSP) both ANZ and Westpac have expressed interest to participate in the Risk Sharing Facility. As a result, the International Finance Corporation (IFC) is currently working with teams from the local banks to assess their capacity before they can participate in the RSF. Initially SME trainings were designed for Port Moresby and Lae only. But this has changed for the training to be expanded to all provinces and districts in the country. SME mentoring has begun following the same SME training strategy to cover all provinces and districts. Capacity building for provincial commerce officers has been very successful and an independent impact assessment of the project will be carried out in 2017.

Project restructuring has begun in order to extend the project as well as to prepare for the closing in 2019. The restructure includes accommodating additional activities to be implemented by the project under the current design. The same restructure, will include additional funding request as an option to consider apart from the project implementation time extension.
Topic: MSG Free Trade and Private Sector Development Strategy

Ambassador Amena Yauvoli, Director General Melanesian Spearhead Group (MSG) Secretariat

It is an honour for me as the Director General of the Melanesian Spearhead Group Secretariat to participate in this forum because this is where we really make impact. The CIMC forum is a very unique platform in the country and the region as well and credit goes to the Government of Papua New Guinea for creating such a unique platform that engages all stakeholders to be able to participate toward Papua New Guinea’s long term sustainable development. Such an open and unique dialogue platform like this should be maintained and promoted.

MSG – Background Information

The Melanesia Spearhead Group (MSG) Secretariat is an important entity for all the Melanesian Island States. It was formally established in March 1998 under Agreed Principles of Cooperation signed in Port Villa, Vanuatu and was ratified by MSG member states with the establishment of the secretariat in 2008. The MSG member states include PNG, Solomon Islands, Vanuatu, Fiji and the FLNKS. Republic of Indonesia is an associate member since 2011 and Timor Leste and the United Liberation Movement for West Papua are under observer status.

The MSG Secretariat was purposely created to promote and strengthen close collaboration amongst members to encourage trade, exchange of Melanesian cultures, traditions and values, recognition of Sovereignty, equality, economic & technical cooperation, and alignment of policies in order to further MSG members’ shared goals of economic growth, sustainable development, governance and security.

Purpose of MSG

In 2015 MSG leaders agreed on a 25 year vision which looks at the MSG community to promote strong integrated, happy, prosperous, secure and safe environment. The objectives are Political stability, Economic Prosperity, Social Equality and inclusivity, and Sustainable Development.

The 2038 MSG Prosperity for All Plan is called the MSG Bible. It is a 25 year plan that embodies the wishes of our leaders to take MSG as a sub-regional organisation to a level that recognises political stability, economic prosperity, social inclusivity, sustainable development through a strategy for enhancing MSG sub regionalism.

MSG Free Trade and Private Sector Development Strategy

The key mandates for the MSG Free Trade Agreement is to create an environment for increased investment and trade. This is a fundamental pre-requisite for achieving sustained economic growth. The 2014 Port Moresby Declaration, our members mandated the MSG Secretariat to achieve a Free Trade in the MSG region by 2017 and conclude all negotiations on MSG Trade Agreement 3 on Goods and Services by 2015 and further Map out a clear Private Sector Development Strategy by 2015.

MSG SNAP SHOTS

The 1993 MSG Trade Agreement was forged as MSGTA1. Parties to this agreement were PNG, Solomon Islands, Vanuatu, Fiji and FLNKS on observer statues. Positive List of goods imported under lower duty rates and Rules of origin distinguish MSG & non-MSG goods.
In 2005, MSG Trade Agreement 1 was revised to TA 2 and signed with exclusion of negative goods on lower duty rates, Vanuatu & Fiji eliminated tariffs on all goods and Solomon Islands to remove remaining tariffs by 2017 & PNG by 2018.

Leaders in 2011 endorsed revision of MSGTA2 to further reduce tariffs and further deepen MSG economic integration by also including Trade in Services, Labour Mobility & Cross-Border Investment and to create a comprehensive MSG Free Trade Area. In 2013 leaders negotiations began for revision of MSGTA2 architecture. MFTA Parties retain their right to enter into or continue any other trade or related agreement with other countries.

Achievements in 2016

- **May 2016:** Officials concluded MFTA negotiations & cleared Draft MSG PSD Strategy and Trade Minister Approvals attained
- **July 2016** leaders endorsed conclusion of MSG Trade Agreement and MSG Strategy

Note: MFTA Parties retain their right to enter into or continue any other trade or related agreement with other countries

- **Trade in Goods:** An expanded Rules of origin regime that now includes a minimum amount of local (MSG) content (or Regional Value Content, RVC) of 25% as an additional option for manufactured goods exported to MSG
- **Trade in Services:** Facilitates intra-MSG supply of services
- **Labour Mobility:** To replace 2012 MSG Skills Movement Scheme & facilitate movement and engagement of skilled MSG workers for temporary employment in MSG Countries
- **Cross-Border Investments:** Provides framework for fair & equal treatment of foreign (MSG) investors and investments in other MSG countries

Going Forward

- Upon the conclusion of negotiations, we need leaders to sign the agreements where each country takes the signed Agreement through its national legal/parliamentary approval process applicable to treaties;
- After completion of approval process, each Party sends its instrument of ratification to the depositary (Secretariat);
- MSGTA3 will only enter into force when two countries/Parties have deposited their instruments of ratification (Agreed date for entry into force is January 2017 as per Port Moresby Declaration)

The MSG Private Sector Development Strategy

Aim of the strategy is to promote higher, inclusive and sustainable growth through Private Sector Development in the MSG region and the PSG goals are:

1. Unleashing entrepreneurship in rural & informal economies (incl. cooperatives)
2. Encouraging inclusive PSD (women, youth, people with disabilities, inmates etc.)
3. Climate proofing
4. Improving economic management
5. Boosting infrastructure development
6. Reforming state owned enterprises
7. Encouraging greater participation
1. Export Studies on Members’ selected products (PNG: Biscuits/sNacks, Corned Beef & Bilums)
2. Market Intelligence Study to benefit Members
3. Collaboration with PIFS’ network of PT&I offices (esp. AKL & SYD) to also benefit Members
4. Completion of Forestry & Shipping studies, Labour/Investment website, Baseline Labour Mobility Assessment (with IOM)

Other Trade-Related Activities

Conclusion
“If we want to walk fast, we will walk alone. If we want to walk far, let us all walk together”. This is about partnership, collaboration, and partners working together. MSG secretariat supports the dialogue process and will continue to involve in the future CIMC forums.

Topic: Impediments to Trade and Economic Growth: A Landowner’s Perspective

Mr. Ernie Gangloff-Managing Director, Gangloff Consulting

The Prime Minister and National Planning Minister have highlighted some positive plans that the government had developed, in terms of governance in 2011. These might take some positive moves along the process in trying to streamline where planning happens at the micro level. It does not need professing but it needs time and resources, it needs connecting these dots and making them work.

The planning process draws down from the National Constitution and the National Goals and Directive Principles. Under the goals, there are number of things listed but focus is more on Integral Human Development, Equality and Participation and Self Reliance. For PNG to survive for the next 41 years, we need to get these three key ingredients right to get the economy working.

• Government Planning Framework:
  • PNG Constitution
    • National Goals and Directive Principles
      • speak of integral human development,
      • equality and participation,
      • self-reliance,
      • responsible management of the environment and
      • Christian principles.
    • National Planning Framework
      • Vision 2050
      • Medium Term Development Plan 2 (2015 – 2016)
      • National Strategy for Responsible Sustainable Development (“StaRS”)
    • District / LLG
      • Five-Year Rolling Plan – linked to the political cycle
      • Annual Plan

The PPP arrangement is a very important concept to promote development through concerted efforts by all development actors. It needs efforts of development actors and Papua New Guineans to join these dots to make things happen. In terms of the things that the government focuses on, they talk about getting these plans right, getting resources right, getting implementation right, but are we seeing these being translated on the ground in real terms? In terms of the formal planning process, nothing is wrong with that, it is all perfect but we have issues along the process.

In line with the 2012 Alotau Accord:

80  NDF PROCEEDINGS  |  2016
The Government has followed a basic planning, implementation and monitoring cycle to:

- Get the plans right;
- Resource those plans;
- Implement the plans; and
- Monitor the outputs and report on them.

The Government’s priority from the outset has been to create an enabling environment through:

- Education;
- Health;
- Infrastructure;
- Law and Justice;
- Growing the Economy

From the outset, the Government’s priority has been to create an enabling environment through education, health, transport infrastructure, Law and Order and Growing the Economy but have not got it right to this day in terms of implementation. Good plans but they fail to monitor, deliver and resource them. 40% of elected members do not come back because they fail to deliver and monitor goods and services on the ground in the first 5 years as political leaders.

These are very good high poetical plans and the government is getting towards getting it done but from our point of view what do all these mean?

**Land Owners Perspectives**

Apart from all government policies and plans, landowners are also affected by national content plan. The SME policy and the national content plans are just policies but how can you translate into real activity at the grassroots level within the economy? The DDAs have K10 Mil to be spent and this is a start but from the land owners’ perspectives, how do you get involved and how do you become a key partner. If you are from a resource area there are number of documents that comes as well. There are something called the mine development contract. That is the agreement between the state and the developer and the document says two things. (1) Develop the country and (2) develop the land owner.

The contract then touches on three key areas from the PPP perspectives, from the national point of view. It includes:

- Training and Localisation
- Supply and Procurement, and
- Local Business Development.

Different agencies are tasked to carry out important activities in these areas. This is a right step for getting in the right direction but unfortunately nobody is joining the dots. There is a Memorandum of Understanding signed between the National, Provincial and Land owner Associations. They touch on Training & Localisation, Local Business Development and they also highlight on impact projects like Health, Education, Infrastructure and Law & Order. These are things that they want to help as mine social economic benefits. They agree on things that they want to help local resource owners but what do we do after the life of the mine? We need to know what opportunities are lost.

**What’s Missing**

**Alotau Accord**

| The government on the other hand thinks about what is important for the development of the country in the MOAs. So we are on the same boat, speaking the same language, do the same thing. What’s missing is joining the dots. |

<table>
<thead>
<tr>
<th>MOA</th>
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<tbody>
<tr>
<td>Clauses in the MOA</td>
</tr>
<tr>
<td>- Training &amp; Localisation</td>
</tr>
<tr>
<td>- Local Business Development</td>
</tr>
<tr>
<td>- Impact Projects</td>
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<tr>
<td>✓ Infrastructure</td>
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<tr>
<td>✓ Health</td>
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<tr>
<td>✓ Education</td>
</tr>
<tr>
<td>✓ Law and Order</td>
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</tbody>
</table>
Joining the Dots

- The MOA review becomes a major exercise between stakeholders.
- Plans are agreed as per the final outcome of the review
- Funding is agreed as per the Annual Budget Process

Conclusion

- Plans are agreed by all stakeholders
- Funding is appropriated so it’s all systems go? But wait there’s more…. 

Recommendations

- The MOA timeline is linked to the political process;
- Government priorities are linked to the LLG five year plan
- Landowner priorities are agreed with the state
- Annual plans linked to five year plans
- Funding as per the Annual Plans included in the Budget as approved by Parliament (November)
- CFC are issued as per PGAS processes
- Funds are quarantined within PGAS
  - Non-discretionary votes (remuneration, MOA programs/projects)
  - Discretionary votes
- Implementation based on cash flow

“We’re in the Same Book but we need to be on the Same Page”

Floor Discussions and Recommendations

Question by Unknown Participant: Back in 1994 and 1996, PNG became member of the APEC and WTO. From that time, the whole economy was opened up and everything was liberalized. Free trade was encouraged through removing all trade barriers. In the 2007 – 2008, CIMC forums recommended for government to produce a national competition policy but why is that not being done? What kind of assistance is the government providing especially to existing firms to promote SME development in the country? How is competitiveness being enhanced and how competitive is the private sector in the country these days?

Question by Mary, Interim Secretary, Indigenous SME Foundation: Why are there always negative answers when struggling SMEs are trying to access loans from the risk sharing facilities even though there is so much preaching about more money coming in from 2016 – 2018? What short of loan criteria are used to assess loan applications? Is it based on the business kind background experience? What kind of process is that?

Question by representative from Usino Bundi, Madang: Can Mr Gangloff inform the forum as to whether there is information about any government policy or legislation to empower local resource owners since he has touched on the localization program in his presentation?

Responses by Mr Richard Yakam-FAS, Department of Trade Commerce and Industry: On the competition policy, there is a missing link. There are organizations driving different policies and legislations but there are no proper communication linkages between these agencies. There is a Competition Policy. The Department of Treasury and ICCC are responsible for implementing this policy. For all kinds of goods flooding in, there has been anti-counting and veiling legislation back in the 1880s. However, this legislation and the Competition Policy need to be reviewed in order to harmonise with the SME Policy and others that are being developed.

The RSF aims to support majority of the existing local SMEs when the policy is passed but there is not enough funding. Currently RSF is providing coaching services and financial management trainings to all these existing SMEs and also going through the process of reviewing the training manuals which will be updated to meet the current requirements.

82 NDF PROCEEDINGS | 2016
Regarding the loan application assessment criteria, it is clear that because BSP is a commercial bank, they carry 50% of the risk so that is why loan applications have to go through normal commercial assessment process but at least the risk portfolio has been reduced down to 50% as well - letting bank officers to understand the needs of SMEs.

Response by Mr. Ernie Gangloff: The Government faces a big challenge whenever there is a new resource development. It’s not only the work of the government to deal with resources development issues and plans but it is every one’s business to plan and tell the developer what it can do for them. There is no way that you just sit on the table and listen only to the developers. MRA needs to educate resource owners where their templates for business development, localization and so forth. MRA is the key agency to attend to those concerns. It’s sitting on the table and informing the party.

**DAY 2: SESSION FOUR**

**Topic: Health Service delivery through partnerships: Outcomes and issues including plans for addressing the aging health workforce.**

*Mr Pascoe Kase, Secretary, National Department of Health*

The Health Department has continued strong working relationships with both international and local partners. These partnerships have paved the way for much of the health reforms being undertaken throughout the country today, including the development and implementation of the National Health Plan 2011-2020. The National Health Plan specifically acknowledges the importance of partnerships with non-state providers in key result areas # 2: To strengthen partnerships and coordination with stakeholders aimed at establishing Public Private Partnerships (PPP), extending partnerships with the churches, private health care providers, Non-Government Organizations for rural/remote areas and urban settlements to expand and deliver quality health services.

**Single National Health Information System:** National health policies should be coordinated, monitored and implemented through operating and maintaining a single National Health Information System. It is required that all stakeholders receiving grants from the government must report and contribute to this health information system and to ensure that all stakeholders build service infrastructures in accordance with the National Health Services standards.

**Health Sector Partnership Policy:** In 2014, the Department developed and implemented the Health Sector Partnership Policy, which a framework was designed to facilitate all key stakeholders and service providers to enter into partnership agreements for the delivery of health services within this specific area/authority of operations. All partnerships have obligations to fit into the context of the overall strategic and planning process of the National, Provincial and District health services. In doing so, they contribute to the National and lower level goals of the Health Sector, particularly in regard to universal coverage leading to improved, sustainable and equitable health, access and outcome.

**Partnership with the Churches:** Churches remain the government’s largest and loyal partners; providing almost 60% of rural and remote health care service across the country. The current relationship arrangements are being improved at both the central and provincial level to ensure universal coverage of health care is maintained in terms of determining the right level of funding, sharing of information, human resource development, and supervision of activities, again the National Health Services Standards and future planning conducted in an open and operational way.

**Other partners:** Apart from Church Health Services, a number of extractive, resource and agricultural developers are now increasingly involved in Health Service delivery, particularly in remote areas of our country. These developments have a number of advantages for health service strengthening in areas where the government struggles to provide services and in this way, contributes to Universal Health coverage. There are some risks which need to be managed through partnership arrangements with these industries including health services are accessible to the local population irrespective of whether they are employed by that particular industry.
Partnership with civil society organisations: The Non-Government Organization sector is growing within Papua New Guinea where some National and International NGOs are making significant contributions to the health service strengthening as especially in providing assistance in specific areas like HIV/AIDS, TB eradication, family planning, measles outbreak, etc. Unfortunately, the current partnership arrangements are still mainly done on an ‘ad-hoc’ basis, mainly driven by NGOs short-term to medium-term objectives where neither the cost of services nor the outcomes are vigorously defined.

While on that note (NGO partnerships), the Department is looking at the possibility of building closer partnerships with civil society groups in general. Civil Society groups and institutions are rapidly growing in PNG where local level groups and associations are organizing themselves in pursuit of governance, development and other services.

The National Department of Health wants to develop an approach which Civil Society groups located at both the Central and Provincial levels where partnership agreements can be forged. Two weeks ago, the Health Department signed a Health agreement with the Catholic Church of Papua New Guinea and another will be signed with other Christian Faith organization in the coming weeks. And we would want to do the same to other Civil Society organizations as well. For profit, health services is small but expanding rapidly and there’s value in the government in entirely taking up partnership arrangements considering that the government already has an obligation to regulate and provide license to the private sector.

Private Hospitals: Private hospitals are also increasing in number in providing more complex health care services to our people at a cost. All these partnerships require effective engagements. The Department continues to maintain high level partnerships with international donors such as the Asian Development Bank (ADB), World Bank, the Australian Department of Foreign Affairs and Trade (Dfat) for assistance in improving the existing health infrastructures and development of new hospitals.

Public Private Partnerships (PPP): PPP is becoming more popular and maybe of benefit to the health sector in PNG particularly where infrastructure development is concerned. PPP in health, are considered a high-cost option and the long term impact of resourcing our goal to deliver health services are relevant to the need of the population and has to be carefully considered as there are a number of risks associated with their applications.

Many PPP projects did not get planned inside the Health Planning process and may lead to situations that may cause the projects to impose constraints or spending that will make it impossible to achieve the National Health Plan, especially when these facilities are built in urban settings and the majority of our people live in the rural areas. Then priority shifts from rural areas to urban setting where those who can afford to pay extra service while the poor ones miss out; so these are some issues that has to be considered more carefully.

Provincial Health Authorities: The Department has a number of very significant projects that are underway which are relevant to further strengthening of the health system in general. For example, in 2007, the Provincial Health Authority Act was passed which provided the platform to reform the integration of the country’s health system through the establishment of the Provincial Health Authorities with their own Boards of Governance. There are 11 Provincial Health Authorities which have been either declared or established, with 10 remaining that are due for implementation by 2018.

Additional health reform work has been done with the roll out of improved medical supplies, drugs and medical equipment through the implementation of our automated supply system at the national level. Health reform improvements are also being made to health work force capabilities and capacities through the implementation of the health workforce and enhancement plan to address numbers, training and future staff needs for health.

The ageing workforce and how the Department is dealing with this challenge: Human resources are the most important asset with the Health Sector, just like any other organization. And without appropriately trained, skilled, motivated and adequate health workers, health care services cannot be effectively delivered. At present, the country’s health sector faces a key challenge of ageing health workforce where skilled doctors and nurses, health professions and health administrators are reaching their retirement age and soon to be leaving the sector in large numbers. The health sector not only require new health workers, but to replace those leaving and also require additional health workers to fill the ever-increasing demand for health services resulting from the country’s fast growing population. The reality facing the Department is ‘how do we adequately address and deal with this challenge.’
When we look briefly at the last 30 years, the country’s health workforce was not the focus as it is today. In the past, the health sector experienced inadequate funding for staff to keep pace with the population growth and demand for health services, as well as lack of recognition to increase positions at universities for the training of additional doctors and nurses and the up-skilling of existing health employees.

**Activities undertaken to address issues:** Since 2011, when this health workforce crisis was brought to our attention, a number of activities have been undertaken including:

1. The development and implementation of the Health Workforce Enhancement Plan - focussing on collecting data and data analysis of existing and future health workforce needs,
2. The development and implementation of key strategies such as supporting the governments’ action of increasing compulsory retirement age from 60 to 65 years,
3. Reviewing recruitment/training, workers’ incentives, retention of health workers, revising the skill-needs and workload distribution match the high-need areas particularly the provinces and districts and in remote areas.
4. Strengthening and integrating organizational structures within the new Provincial Health Authorities that are being established nationwide.
5. Enhancing supporting mechanisms including seeking ongoing funding for the health sector in line with the minimum requirements for the staffing of medical supplies, equipment and facilities as outlined with the National Health Services Standard.
6. Improving health workers productivity through ensuring that leadership and management of both the health workforce and the health system processes are continually being improved through elimination of unnecessary bad practices, re-engineering and automating all manual systems, increasing use of the best technology, and devices such as tablets for medical data and recording,
7. Looking at creative and innovative ways of delivering health care services for example: training nurses to be more than just a nurse and also a community health worker. Reducing absenteeism and assignment of non-clinical duties to other workers.

**Going Forward:** The Department has also identified a number of approaches in dealing with the challenge of the ageing health workforce including:

1. Increasing employment of a younger health workers- both skilled and semi-skilled
2. Outsourcing some work to international labor markets to recruit international staff, like doctors and nurses, to fill short-term capacity gaps until we train more of our own,
3. Increase reliance on the use of automation and advance technology for supporting delivery of health care services.
4. Increase focus on disease prevention and health promotion,
5. Delaying retirement of older health workers and retaining them for a more flexible work arrangement; like engaging them on an 2-3 days a week basis,
6. Increasing the use of alternate approaches to health care service delivery.

As we progress into the future, there arises a need for a new type of health worker who will be different from the ones from the past. We now see the need to grow a multi-disciplinary, well trained health workforce within the health facilities across the country who can promote the concept of ‘whole-person wellbeing’ with individuals in all local communities.

Alongside professional qualifications, other skills and qualities will be required such as;

a) good computer skills and the ability to interpret data,
b) good intrapersonal skills with caring nature,
c) effective time management skills,
d) being able to understand the requirements for patients’ confidentiality,
e) being able to deal with situations in a calm and effective manner that is not being overly reactive,
f) have an ability to ask for health and guidance when needed,
g) being able to effectively work as a team player and
h) being committed to ongoing professional development and ensuring continuous improvement of the country’s health system.

This is where the Department believes that it will address the challenges it faces today with the help of our partners, donors, churches, NGOs, private health care providers and the government itself.
In summary, PNG Health Sector is complex and dynamic, given the type of environment PNG has, it is dealing with enormous challenges but is moving forward. One of the key strategies of accomplishing this is through the partnerships as one of the key drivers to progress into the future, by building up a health workforce to a level where it can once again be recognized as highly respected by the Papua New Guinean community.

**Topic: PNG Data need for PNG Sustainable Development and Service Delivery.**

*Prof. Peter Siba, Director, PNG Institute of Medical Research (PNGIMR)*

It is important that we have better quality and greater quantity of data for planning, monitoring and evaluation of the implementation of public policies and socio-economic development programs at the national and sub-national level. The country will need a longitudinal and an up-to-date data for tracking the country’s progress towards achieving both the national and international goals and targets as it progresses through development. We also have to practice comprehensive, integrated and sustainable approaches to better facilitate data collection and coordination to improve the availability and access to data sources.

PNG faces challenges in collecting and reporting data for development. There are three (3) main challenges highlighted in the 2010 MDG country report as follows:

i. PNG lacks data collection systems which provide reliable data for planning and programming interventions.

ii. PNG also lacks monitoring and evaluation (M&E) systems for tracking and reporting on the country’s progress towards achieving the development targets and indicators at the national and sub-national levels.

iii. And most importantly, we (PNG) lack adequate human resources and technical expertise to make use of existing data sources to report on the country’s progress.

For this reason, the PNG Government has called for development partners, international and national stakeholders, and Research Institutions to provide further assistance to the government in collecting and reporting data on development, especially to inform policy decision making and to guide the country’s response to emerging development issues.

**Case Study- What IMR has been doing towards addressing this issue?**

Partnerships in Health Programs (as a business case of Public Private Partnerships) between PNGIMR (government institution) and the private sector (PNGLNG project) in the country response to the need of data for development in PNG.

**Practice of PPPs:** Partnerships in Health programs were approved in 2011; the PPP is a unique feature of this program. It (partnership program) receives financial support from Exxon Mobil Limited and technical assistance from the University of Queensland and more recently from James Cook University in Australia. The program’s technical reports are quality checked by Newfields, a US based consultancy firm, sub-contracted with Exxon Mobil.

The partnership in health programs also obtains political advices from Independent Scientific Advisory Boards, including International experts in the field of population health, demography and epidemiology to improve the effectiveness of the system. It is also a member of the in-depth global network which consists of 49 surveillance centers in 20 countries. So this particular project implemented in PNG applies a number of procedures to ensure that the quality of data produced is reliable.

**Health and Demographic Surveillance System (iHDSS):** To establish and operate an integrated-Health and Demographic Surveillance System (iHDSS), it is the core business of the partnership in health programs and as we all know, the government has embarked on a similar program. It’s unfortunate that the government has failed to use/access expertise from IMR to be able to assist in this current Health and Demographic Surveillance of the country. The aim of the iHDSS is to provide longitudinal and up-to-date data to monitor the impacts of the PNGLNG project on the socio-economic development and population health status of locality upon collecting and reporting a broad set of health, demographic, socio-economic development indicators at a local level.
The iHDSS is designed as an intervention and comparison from a follow-up study. The surveillance system was set up in four (4) surveillance sites in rural areas of PNG mainly the impact sites of the LNG project which are: Hides up in Hela Province, and Hiri in Central Province and the controls sites are Asaro in the Eastern Highlands Province and Karkar in Madang Province. These 4 surveillance sites are matching pairs; Hiri versus Karkar in the coastal areas and Asaro versus Hides in the Highlands. Asaro and Karkar are designated as ‘comparative sites’ while Hiri and Hides are designated as ‘intervention sites’ where PNG LNG is taking place with substantially increased construction activities. By March 2015, the system has covered a population of approximately fifty four thousand (54,000) people and eleven thousand (11,000) households under surveillance providing the largest data of cross-sectional survey in PNG.

The key development indicators using the data available from this system (iHDSS) shown below:

Other results of the iHDSS, has provided not only longitudinal data for measuring impact of the PNG LNG project, but also research platform for conducting research population-based studies including:

- TB, Diarrhea, STI, Pregnancy, Non Curable Diseases, Mortality and Morbidity
- It also provides healthcare services on daily-basis for the population living in surveillance sites and surrounding areas,
- Provide research training opportunities for national capacity building via refresh training courses (twice a year) and overseas higher education.

### 1. Overall age and sex population structure

### 2. Population Health Indicators

<table>
<thead>
<tr>
<th></th>
<th>iHDSS data</th>
<th>National Census data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life expectancy at birth (in years)</td>
<td>64</td>
<td>62.8</td>
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<tr>
<td>Population sex ratio (Male: Female)</td>
<td>108.0</td>
<td>107.9</td>
</tr>
<tr>
<td>Sex ratio at birth (Male: Female)</td>
<td>105.0</td>
<td>NA</td>
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<tr>
<td>Net natural population growth rate (per 1,000 population)</td>
<td>11.8</td>
<td>NA</td>
</tr>
<tr>
<td>Crude net migration rate (per 1,000 population)</td>
<td>-8.9</td>
<td>NA</td>
</tr>
<tr>
<td>Total fertility rate (No. of children per woman of reproductive age, 15-49)</td>
<td>3.8</td>
<td>4.3</td>
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</table>

### 3. Child Health Indicators

- Exclusive breastfeeding rate among children aged 0-5 months: 61.0%
- Proportion of children aged 6–23 months fed with semi-solid, soft foods: 29.9%
- Continued breastfeeding rates at 2 year: 96.6%
- Proportion of children Under 5 years has immunisation / health record card: 54.0%
- Proportion of 1 year-old children immunised all vaccines: 36%
- Proportion of 1 year-old children immunised against measles: 48.4%
- Vitamin A supplementation among children aged 0-11 months: 42.9%
- Proportion of children Under 5 years of age have birth certificate: 27.0%
- Infant mortality rate (per 1,000 live births): 61
- Children under-5 mortality rate (per 1,000 live births): 92
## 5. Education and Gender Equality Indicators

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Male</th>
<th>Female</th>
<th>Both sexes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net enrolment rate in primary education among children 7 years of age (%)</td>
<td>35.61</td>
<td>35.68</td>
<td>35.64</td>
</tr>
<tr>
<td>Proportion of children aged 15 years attending primary education (%)</td>
<td>84.63</td>
<td>85.49</td>
<td>85.01</td>
</tr>
<tr>
<td>Proportion of children aged 15 years reaching final grade of primary education (grade 8 in PNG) (%)</td>
<td>6.28</td>
<td>8.35</td>
<td>7.22</td>
</tr>
<tr>
<td>Primary education attendance rate among young adult population, aged 15-24 years (%)</td>
<td>84.61</td>
<td>82.09</td>
<td>83.42</td>
</tr>
<tr>
<td>Ability to read among young adult population (%)</td>
<td>NA</td>
<td>63</td>
<td>NA</td>
</tr>
<tr>
<td>Ratios of boys to girls in primary, secondary and tertiary education among population of school age, 5-24 years</td>
<td></td>
<td></td>
<td>108/100 122/100 181/100</td>
</tr>
<tr>
<td>Share of men and women in wage employment in the non-agricultural sector (%)</td>
<td>26.6</td>
<td>7.9</td>
<td>17.3</td>
</tr>
</tbody>
</table>

## 4. Women's Health Indicators

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antenatal care services coverage (at least four visits)</td>
<td>49.0%</td>
</tr>
<tr>
<td>Proportion of birth deliveries at public health facilities</td>
<td>64.4%</td>
</tr>
<tr>
<td>Proportion of birth deliveries assisted by skilled birth attendants/ trained health workers</td>
<td>31.9%</td>
</tr>
<tr>
<td>Contraceptive prevalence rate among women aged 15-49</td>
<td>30.9%</td>
</tr>
<tr>
<td>Unmet need for contraception among women aged 15-49</td>
<td>34.2%</td>
</tr>
<tr>
<td>Adolescent birth rate</td>
<td>10.3%</td>
</tr>
<tr>
<td>Condom use in the last sex among women aged 15-49</td>
<td>8.1%</td>
</tr>
<tr>
<td>Maternal mortality rate (per 100,000 live births)</td>
<td>N/A</td>
</tr>
</tbody>
</table>

## 6. Household Socio-economic Indicators

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of children under 5 sleeping under insecticide-treated bed-nets</td>
<td>85%</td>
</tr>
<tr>
<td>Incidence rate associated with malaria among infectious diseases</td>
<td>2.5%</td>
</tr>
<tr>
<td>Proportion of children under 5 with fever treated with anti-malarial drugs</td>
<td>27.4%</td>
</tr>
<tr>
<td>Proportion of households having access to improved drinking water source</td>
<td>50.0%</td>
</tr>
<tr>
<td>Proportion of households using an improved sanitation facility</td>
<td>10%</td>
</tr>
<tr>
<td>Proportion of households with access to basic healthcare services</td>
<td>80%</td>
</tr>
<tr>
<td>Proportion of households having landline telephones</td>
<td>0.78%</td>
</tr>
<tr>
<td>Proportion of households having mobile phones</td>
<td>74.5%</td>
</tr>
<tr>
<td>Proportion of households having private computers</td>
<td>5.4%</td>
</tr>
</tbody>
</table>
Way forward for iHDSS
- As the piloting phase of the iHDSS approaches to completion, it is a unique opportunity for PNG IMR to nationally scale up and upgrade the system to better serve the country’s need of data for development.
- A new generation of population health surveillance called the Comprehensive Health and Epidemiological Surveillance System (CHESS) is also needed. This tool has more advantages than the iHDSS.

CHESS - To provide longitudinal and up-to-date data series for monitoring and evaluation of development programmes and healthcare interventions, and reporting country progress toward the Sustainable Development Goals, contributing to the sustainable development of PNG.

In conclusion, Data for Development is great interest of PNG Government and development partners, especially in the context of SDG 2030 and PNG Vision 2050. PNG IMR’s iHDSS is a valuable data source for planning, M&E of the implementation of development programmes, policies and interventions. It is now a unique opportunity for PNG to increase its national ownership to scale up and upgrade the system to better serve the country’s need of data for sustainable development.

Topic: Government and Private Sector Partnership Initiatives to manage Population Growth embracing the StaRs.

Mr Maarteen Van De Reep, Country Manager, Marie Stopes-PNG

Family Planning and Contraception and how it relates to Population and Population Growth.
In PNG, on average, a woman has about 4 children. 40% of the pregnancies that occur in PNG are unplanned and ¼ (quarter) of those are actually unwanted. PNG’s maternal health rate is extremely high as 733 per 100,000 live births. There are some discussions on whether the rate of 733 is correct or whether it should be slightly lower; regardless of which number you believe to be true, it is actually still quite high as compared to other countries around the world.

Infant Mortality rates are quite high at 45 per 100,000 live births. Unmet need being quite high at 44% and the contraceptive need being quite low at 26%. This suggests that there are a lot of women/couples who would like to have access to family planning and contraception but currently does not have access to it either because it’s not available or they can’t afford it.

Benefits of Family planning or contraception: It reduces:
- The risk of pregnancy related complications and death by about 32%. High rate of teenage pregnancy in PNG has its own risks, both social and health. It is important to clearly state to the public that family planning or contraceptives should be made accessible for everyone. You do not need to be married to have access to family planning/ contraceptives as it is also stated in the Family Planning Policy in order to reduce teenage pregnancies.
- Infant mortality by about 30%. So this makes it highly cost effective intervention in terms of trying to reduce infant mortality. The simplest explanation is ‘someone cannot die from pregnancy-related complications if they are not pregnant in the first place.’ With fewer pregnancies and more time in between pregnancies, the risk of complications during pregnancy and child birth is also reduced.
- More resources per child become available, where you have to split your fortnightly income across 6 children or across 3, obviously make a difference as to what and how much you can allocate to each child (money for food, clothing, education, etc).

Managing the Population Growth: The government is also concerned with the benefits of having access to contraception/ family planning on population level. PNG’s population as mentioned is 7.8 million to approximately 8 million. Regardless of how many people there are exactly in the country, the population has grown dramatically over
the last 20+ years. If we don’t do anything about the current fertility rates, then we’ll be doubling the population again over the next 20 years, so we’re looking at 60-70 million people by 2036.

Arguments have been presented asking why we can’t live like India to allow our population to explode: more people, more hands to work, the country might develop more quickly. This might not be true; the unemployment rate stands at 84% mostly of the rural population, lots of difficulty accessing employment following education, etc. So if we increase the population even further, it becomes more difficult to look after the population. It is sad to say that PNG is struggling in some areas with the people we currently have without having to worry about adding more on top of that.

This is a concern that has been recognized by the Government of PNG which is why the population features as a priority in a number of government’s policies including StaRs, the Medium Term Development Plan (MTDP) and the National Population Policy.

When the Population Policy came about as well as some of the other policies in which population is made mention of, there was a big brawl, particularly in the media, where a lot of people misunderstood what the policy actually said. There were newspaper articles in the paper (for example) saying “Minister Abel is telling us we can only have 3 children” similar to ‘population control’. We need to move away from the term Population Control.

Population Policy and other policies do not have the aim to control the population. But when you say controlling something, that implies that when you’re on the receiving end, you don’t get to make your own decisions; someone else’ make those decisions for you or have control over how many children you have. This is not what the population policy says at all. It does say ‘three’ (3) as an objective/goal; so the policy has an objective of trying to achieve 3 children per couple; total fertility rate of 3 per woman. It’s a goal, not a control mechanism. It just says that it would be better for the population of our country as a whole if we manage to reduce the total fertility rate.

Marie Stopes has worked together with the Department of National Planning and Monitoring, within StaRS, to implement family planning projects right across PNG with the aim of trying to reduce population growth and by providing voluntary access to family planning methods to men and women. What we find is that when access is provided, lots of men and women will opt for family planning and contraceptive methods, simply because of the individual and family benefits that were mentioned earlier on. So the government has a focus on population, but obviously there are a lot of individual benefits from having access to family planning as well.

**Achievements to date through partnerships:** Throughout this project, we managed to serve 40 000 clients (that’s 40 000 people that has been given access to family planning methods) through the support of the DNPM through StaRs, has resulted in:

i. 23,000 unintended pregnancies averted (those are pregnancies otherwise would have occurred that couples weren’t actually ready for or wanted to have; which actually constitutes the saving to PNG’s the health system as well),

ii. Overtime, this will avert 24 maternal deaths and

iii. 1300 unsafe abortions prevented

Marie Stopes implemented this activity in partnership with the Department of National Planning which recognizes population and providing family planning methods is a priority. They have also recognized that there is lack of capacity within the National Department of Health and the provinces to implement/ providing family planning or contraception to the level that National Planning would like to see happen. At this point, they have decided to outsource family planning services to the population of PNG which is where Marie Stopes came in.

The next crucial area is capacity building; not only do we (Marie Stopes) provide family planning services but also capacity building through a training program (in-service training) for government health workers so that in the long run, their whole system will be able to provide this quite essential service on their own rather than having to rely on external partners such as Marie Stopes.

Outsourcing in this case has worked quite well because providing contraception or family planning is a clearly defined intervention which makes it easy to take out and run it as a service separately from anything else. This
provides essentially great value because we are a specialized organization and have the experience and expertise to quite quickly serve all these different locations without having to go through all the stages of figuring out what the best way of doing it might be.

Being an international organization means that the services and training that we provide are actually quality insured so that the government has confidence in us.

**Topic: Oil Search Foundation Health Service Delivery in Partnerships with Government, Outcomes and Way forward**

*Mr Kevin Miles, Head of Grants, Oil Search Foundation*

Oil Search Foundation (OSF) has been re-launched, in August, which was previously called the Oil Search Health Foundation. OSF’s vision: “For every child in PNG to have access to functioning health and education services”. OSF has a long history of working in the rural areas of the country. Oil Search Limited is one of Papua New Guinea’s largest Oil and Gas producers. It believes that we have, not only a company or cooperate social responsibility; but actually a moral responsibility, which it has to play towards the development of the society. Whilst the company is extracting a lot of money out of the highlands, it wants to put something back.

The gas is located up in Hides, Hela Province; OSF supports health clinics located in Hela, Southern Highlands around Kutubu, and down to Kikori in the Gulf Province.

**OSF Funding**

Oil Search Limited has made a contribution of US$56.2 million to the Oil Search Foundation for the next 5 years. I would like to congratulate the company in making such an investment especially during this hard times where oil and gas have gone through so many changes. Regardless, it has still firmly committed to what it does in terms of working with the community. Other donors include Global Fund, Australian Government, US Government and World Health Organization.

The grant from the Global Fund is toward the fight against HIV/AIDS, TB and Malaria, just under $14.2 million which OSF manages in partnership, on behalf of the country. This is part of the country’s coordinating mechanism and OSF is the grant manager for that. It is now the sub-recipient partners that range from some of the faith/church-based organizations, NGOs, Department of Health, Institute of Medical Research, World Health Organization. OSF also contributes to the National HP Response in PNG.

Another $5 million grant from the Australian Government is coming to an end this year for the Reproductive Health Training Unit. To date, the Oil Search Foundation, through the Reproductive Health Training Unit, has trained over 1700 health workers, mid-wives, nurses, community health workers, many of whom had not had any form of training or in-service since they were last trained over 20 years ago. Some provinces who’s actually had a reduction in their Medivac or the number of emergencies because nurses and mid-wives are making choices much more earlier on their pregnancies that women get respect for maternity care.

There is an existing partnership between OSF and Institute of Medical Research, University of New South Wales and the Department of Health and are working towards a large integrated bio-behavioral survey which is looking at the key population that are affected by HIV. Its contribution is coming from the Australian and the US Governments. As a very successful program, it’s targeting a population such as ‘female-male sex workers, men who have sex with men and members of the ‘trans-gender’ community. 900 individuals have been recruited in Port Moresby, and will move to Lae and Mt. Hagen early next year (2017). This will give us some estimates of the populations and also the
proportion of the HIV in these population which we think there’s a higher rate of HIV/AIDS in the general community. In addition, phasing out HP treatment services and moving towards developing a new National HP strategy from 2018 to 2022.

How OSF Works
Everything OSF does is through partnerships. The Foundation has a Memorandum of Understanding with the Department of Health which was recently revised and it (OSF) is working towards a similar partnership agreement with the National Department of Education. There is also an existing MoU with other partners such as the Christian Health Services in Hela and ACPNG. The Foundation also shares successful partnerships with Marie Stopes where Marie Stopes was commissioned to go into the Kutubu area of Southern Highlands Province and some parts of Gulf to provide family planning services because they are the experts recognized around the world. The success from Maarteen’s presentation shows how well they are doing. There are many couples out there saying ‘they want to manage their families better.’

OSF also has a strong working partnership with the Hela Provincial Health Authority (PHA); Tari District hospital was upgraded by the Government last year (2015) to a level 5 Provincial hospital and recently we’ve just had a successful launch of a brand new PHA facility.

Oil Search Limited has so far contributed about K12 million in the last year. Tari District hospital changed remarkably compared to what it was 2 years ago. Currently, with the available grant, OSF with its partners are looking at developing a 24 bed accommodation for female nurses so that nurses can reside there safely and securely to perform their duties and OSF is generally looking at refurbishments and future sewage treatment within the hospital.

The Departments of Health and the Personal Management assisted in recruiting Medison Sean, who was working on surgical and family and sexual violence. It was a massive recruitment drive and we are pleased that many of the positions have been secured through government funding.

BSP, UNICEF, Curtain Brothers, WHO and VSO have provided doctors while we are seeking to recruit some Papua New Guinean doctors to work in Tari. In terms of delivery of health services, there is work around HIV, malaria, maternal child health and getting involved in vaccination responses. Any partnership with the government with facilities/equipment such as refrigerators are absolutely essential for vaccination programs in the country.

OSF contributes to helping health facility staff get into communities for patrols and facilitates for provincial staff to do supervisory visits which is a core part of government services. Another aspect of the Foundation’s work is in Women’s protection. Incredibly important is the new Women Empowerment program which has attracted many partnerships as well. For instance: OSF team in Tari is working to support the Family Support Centre, which has about 90-120 women-survivors of violence visiting that service every month.

Getting OSF’s Workforce involved is very important as well. Oil Search has a very significant, empowered and well educated work force who are able to take messages back to their communities. The Foundation has just moved into Leadership and Education training; with an initial aim of developing a Buk Bilong Pikinini Program that will be launched on the 26th of this month (Nov, 2016). OSF is anticipating on developing a new strategy to focus mainly on early infant literacy that has that pathway into employment.

Question by Mr John Ericho, Goroka Family Voice, EHP: Is there any quality check done on imported medical drugs to ensure they meet standards? We are witnessing the circulation of low quality medical drugs especially in clinics and health centers around the country that seems to be coming from Asian sources.
Floor Discussions and Recommendations

Is there any possibility for the Department of Health to partner with small health organizations like the NGOs who are serving and living with the people to give the best treatment that people deserve rather than focusing on partnering with cooperate entities?

**Unknown Participant:** My question concerns new discoveries of herbal medicine in the country. Does the Department have any plans or strategies to promote herbal medicine in the country?

**Unknown NGO Participant from Hela Province:** My appeal to Oil Search is to consider bringing in specialist doctors to work in remote areas of Papua New Guinea. PNG is yet to develop and the health system is not functioning well due to lack of specialist doctors in remote and some urban areas. There is a big need and I appeal to Oil Search to consider getting specialist doctors to help where the country is falling short so that people can have the best treatment needed.

**Unknown Participant:** Does PNGIMR and the Health Department collaborate in terms of research?

**Unknown Participant:** Can Oil Search Limited (OSL) work outside of OSL focus areas so other organizations can partner with OSL to serve the rest of the country as well.

**Unknown Participant:** What are the strategies in implementing the National Herbal Policy as most cases (regardless of factual data) are cured by herbal medicines on the streets or by traditional means?

**Responses by Mr Pascoe Kase, Secretary, National Department of Health**

1. There is a technical and a procurement process that has to be vigorously followed before medicines are brought into the country. Currently, there is an essential medicines list that names all medication that appears before the Pharmaceutical Advisory Council before they are ordered and brought into PNG. Any importation and circulation of medicines in our society via other means by private sector and individuals or pharmacists, etc., are subject to investigations by the Pharmacy Board if complaints are raised within the communities.
2. The Department partners with churches whose activities are in line with the Department’s national health plans which are priority for the people of Papua New Guinea.
3. There is an herbal or traditional medicine policy in place which recognizes traditional herbs but there are some challenges. Some traditional medicines are good while others are not so it is always safe to consult a medical doctor/ go to the hospitals first before resorting to traditional herbs.

**Response by Prof Peter Siba, Director, PNGIMR:** PNGIMR and the Health Department always work in partnership. All research done by IMR are in line with the National Health Plan. Research is done following approval from the National Health Department.

**Response by Kevin Miles, OSF:** OSL is currently extending its services to other centers of the country; 5-6 Provinces- NCD, Morobe, Madang, Enga, Western Highlands and Hela. Its Health Training Unit has been operating in 15 different provinces across the country.
In Summary

I want to first of all update you on what’s happening in relation to the Legislative activity, particularly the Family Protection Act and its Enabling Regulations, the Criminal Code Amendments, 2013, and Repealing of the Sorcery Act. In particular, the Sorcery National Action Plan (SNAP), DJAG Internal Referral Pathways and Village Court Payrolls, and the Administrative Initiatives, we undertake in the Department, such as, percentage of women in DJAG, women in leadership roles, Women Village Court Magistrates and Girls Juvenile Remand Centres.

Legislative Programs of the Department to address Women and Gender Related Issues

1. Family Protection Act and its Enabling Regulation

One of the key activities has been to get the Family Protection Regulations done this year. Unfortunately, there has been some drafting delay where the submission to Cabinet was returned for us to streamline it. We are aiming to get the regulation through in November so that we can then have the Act implemented in its fullness. Although there has been issues with the First Legislative Council it has now been sorted out and all our partners are ready for implementation of the Family Protection Regulation.

2. 2013 Criminal Code Amendments

There have been amendments to the Criminal Code Act. The focus is on the amendments relating to family and sexual violence and the first amendment is to do with the offences on Sorcery related killings. The penalty provisions in the Death Penalty for offenders have been amended. It is common knowledge that not everyone likes the death penalty, and some people may think that we just passed the law and the atrocities are still being committed. The killings has not abated and there has not been any successful prosecution of the many applications on Sorcery related killings. When we get the prosecutions done and get the offenders to go through the Court system and be sentenced, that’s when some results will bee seen.

Sorcery related killings have reached a level where it’s becoming barbaric so Government has to respond in a way the response is equal to the level of unthinkable behavior people are engaged in. Criminal Laws specifically illustrate that there’s a line and if crossed the consequences are going to be severe. So the Government needs to enforce the existing laws as best as it can and over time some results may be seen.

The other Law that was amended is aggravated rape, a rape committed with violence. We are hopeful that when we get prosecutions through, over time we’ll have some results. Again the level and type of crime committed has been insane/unkindtable, so the Government has decided put the highest penalty.

3. The Sorcery National Action Plan (SNAP)

Sorcery is to do with our belief systems, the human person, the mind and heart/spirit of a person. Our behavior is such that law alone cannot easily change. It requires a lot of time and effort through awareness with everyone participating including the Churches to drive home the message that Sorcery should not be entertained. It does not help when Pastors speak about Sorcery from the pulpit because that sends a message to the congregation that sorcery is real. Sorcery has been a worldwide thing. Over time, and with enlightenments, people have come out of it. It is our time now, but to assist that process, this Government has stated that every means available including criminal punishment must be used to address it. Unfortunately, the Sorcery National Action Plan was not funded this year but when ther are some funds the action plan can be activated.
4. Policy Matters

In relation to policy matters, the Department of Personnel Management is with us to address Gender Equality and Social Inclusion (GESI) but in relation to what is happening to other areas particularly Village Courts, we have made a conscious decision to put village court officials on pay roll and ensure some officials are women. As a result, the statistics are quiet good, in the number of women. What is required from the department is to ensure strong Government presence on the ground to monitor their work so that irrespective of being male or female in Village Courts, they receive the same level of services. Having said that I am happy to say that 50% of our senior officers in the Department are women.

Statistics showing the number of males and female employees of DJAG.

There is a need to promote gender equity in the various development spaces people work in including the public service. For the Justice Department, half (50%) of the employees are women and half (50%) of the the female employees hold senior positions.
DPM’s Corporate Vision 2016 – 2018: Creating opportunities through suitable policies, strategies and partnerships, is what DPM is directly supporting by adopting a new corporate vision, “to aspire to be a smarter, leader in transforming human resources in the delivery of Government services to PNG”.

The GESI Policy has two purposes;

i. Service Delivery to the people of PNG and
ii. The Human Rights of Public Service at the workplace, including their families where a lot of domestic violence takes place.

From the Government, we have been spectators for a long time, watching donor partners, NGOs, CSOs fighting this fight, and we are grateful to join this fight now.

Introduction/Background of GESI Policy
Public Service Gender Equity and Social Inclusion Policy consultations across all of government took place in 2011- 2012, NEC Decision was made on December, 2012. Policy was launched on January 2013, and DPM circular instruction # 7 of 2030 was issued on March 2013 to implement the policy in the all of government. Another circular # 8 was issued on July 2014 to create the GESI Policy in the structures of the agencies in the whole of government, so that we can be able to advocate, raise awareness and mainstream the policy.

Cross Sectoral Initiatives
In this area, the GESI Policy has a target to increase the number of women in the whole of government. This commitment was made by Hon. PM, Peter O’Neill, through his delegate Minister for Public Service, Sir Puka Temu, during the launching of the GESI Policy in January 2013. Two key commitments made by government through the Policy were;

i. to increase the workforce by recruiting women, to increase it by 35% by 2017, and
ii. to increase the number of women by 15% into the Executive Management and decision making roles by 2017.

In terms of implementing the two circulars, the whole of Government is targeting all National Agencies, all Provincial Administrators, Heads of Public Sector agencies, CEOs of Hospital and Public Health Authorities.

Approaches for inclusiveness, development and women empowerment, under the policy, are embarked on various programs. One of them is Public sector Women in Leadership program. It started as a whole of government GESI program in 2013 – 2015. After the National Women’s Forum, in 2015, the leadership precinct has taken over the resolution for a way forward through a draft implementation plan which is pending endorsement by DPM Secretary before we can share it with all stakeholders.

Action Research
This is a new program in PNG trialed in Abau District involving women at the District Level and their community partnerships, with DFAT through Coffey International under PNG Economic and Partnership Program. Results were reported to Secretary DPM and were shared with the partners including the PNG Governance Facility. This may be the first Action Research in PNG, and we could learn from the results here.

Public Sector Women in Leadership 2013- 2015
Public Service National Women’s Forum on 2nd December 2015 for the same women groups found a resolution for a way forward. A draft Implementation plan is before the Department Secretary for his endorsement. We can also share Draft Implementation Plan for the 2015 resolution. The Department has also proposed a 2nd National Women’s Forum in December, 2016, as well as a National Steering Committee at CACC Level with its central agencies, and an Agency Steering Committee at Agency levels, because we have women in all those levels. I am sure in this year’s Forum, they will come in numbers.
Public Sector women in Leadership 2016
The Department is rolling out the GESI Policy through a whole of Government approach. An induction was conducted on Public sector GESI Policy and Implementation Planning Sessions for each agency at executive levels were also conducted. This included socialization and sensitization of executives with the hope that respective agencies take ownership. The Department has also set a Public Service Male Advocacy Network for all agencies to defend human rights of women and girls including vulnerable groups of people.

Capacity Needs Analysis
Leadership Precinct take care of senior management women (Grade 16 and above) for further development while the whole of government GESI will be looking at middle management and lower women (Gr.15 and below). This is because lower level women do not feel free to confidently air their views, hence the separation. The will then be brought together at the National women’s Forum to share with each other. Also through the whole of government, a Capacity Needs Analysis (CNA) Policy and tool kit were developed, and launched by the Department.

Challenges so far
• Male dominance, at high level and decision making is usually dominated by men so the target under this policy to increasing the number of women at executive level by 15%.
• Suppression: Women bring women down themselves. We are not supportive enough to understand and appreciate each other.
• Coercion; male partners against advancement for women in the workforce, such as domestic violence.
• Budget constraints; for 3 years the budget process at the national level hasn’t captured budget submissions from DPM, although NEC Decisions have powers to enforce Gender budgeting, and to date DPM is still trying to convince agencies responsible to fund the Public Sector GESI Policy.

Graph showing percentage women Public Service Contract Officers. (Progressive report for Feb/March 2015)
Introduction/Background
What does Women empowerment means to us and in the context of PNG? We talk about Gender Equality, Gender Mainstreaming and Gender Empowerment. What is the ultimate subject we are talking about here? Are we talking about more women in jobs, women as Prime Ministers, more women happy perhaps? How will we measure? From the perspective of IOM, (an International Organization for Migration), where the UN Agencies have the mandate to deal with Migration issues, displacement and the UN High Commission for Refugees (UNHCR)), it is mainly a humanitarian issue. We do development work as well, and gender empowerment is mainstream towards everything we do.

Empowerment of women
In PNG, like in any country, you cannot separate development and empowerment of women: the two always go together. In certain countries it comes in a vicious cycle, meaning that by not doing one you are slowing down and hampering progress. That in itself leads to worst treatment of women, and so you can take it pro-women in certain society.

Way Forward
A proposal is before DPM Secretary to negotiate for funding for 2017 to implement the Public Service GESI Policy.

Topic: IOM Views on initiatives and approaches by Government to women empowerment and inclusive development through partnerships
Mr George Gigauri, Chief of Mission, IOM PNG
Our Work
IOM believes in giving women meaningful choice. Not all women want to be Prime Minister, just like all men who want to be Prime Minister. But it is the job of the society to make sure that women have the same access to those career pathways, and make sure that women are making real choice. How do we go about this? From IOM's perspective, have to look at 3 steps:
1. Ensuring equity - means treat women fairly. You listen to them, and you allow for women’s voice to be heard, thus moving towards equality - Equality of access in the same opportunities as men do. Equity leads to equality. Equality and quality of access hence we move towards empowerment, and what empowerment means is participating in all aspects of whether it’s local Level Government, a tribe or the country.
2. IOM promotes through its methodology/modus operandi in its work in PNG has been what a development of dual factor empowerment. When top down work/development streams like things that are developed in the capital, that are directed and are implemented down wards in provinces and districts, and ward levels and villages. Also recognizing the other stream - the grass roots stream that’s bottom up to make sure the two streams meet. The bottom up work starts with the community, which is promoting community development.

Involving in community development heightens the different socio-economic but work it is always advisable to make sure the women have their own socio-economic group where they intensely discuss, plan and negotiate with each other to agree on the priorities for their community. Then they present each socio-economic result in front of their own village. From my experience working and visiting some of the most remote communities in the country, I have seen well developed communities and those remote communities really struggle to survive. I have also seen faces of men changing when women were presenting their socio-economic results. Because in many cases, it is the first time women are presenting, and being listened to by the community. The transformative fact is that the outstanding performance that women could come up with such interesting ideas. And for the women it is also an empowering process.

The most difficult part is for women to do it alone. They are happy to discuss with each other as a group, but to stand up and present it is very difficult, because of psychological barriers. However, once that barrier is broken, at community level, certain processes will be set in motion, which we call “psychological resilience”. PNG has to start this process of breaking the psychological barriers so that our women can grow wings and fly.

Conclusion
Finally, we conclude that we succeed not because of what we do but because of why we do it. Those organizations/agencies etc, that focus on women empowerment do them for the right reasons, because we want to make women happy. So happy wife, happy life, I think you all know the expression, so empowered women means empowered society, you cannot separate women from society. So when you empower women, you are actually empowering yourselves. And this is the message I want you to take home. Listen to women, listen to girls, and wonders will happen. And finally, together with Government, UN, CSOs etc, we can make it happen hand in hand.
DAY THREE – Theme: “Employment opportunities through suitable policies, strategies and partnership - current state of play”

Background
The third day, co-hosted with Asian Development Bank (ADB) and International Labour Organisation (ILO), focused on labour and employment issues under the proposed theme: Creating Employment Opportunities Through Suitable Policies, Strategies and Partnerships: Current State of Play.

It provided the government (Department of Labour and Industrial Relations, Department of Higher Education, Research Science and Technology), development partners (Asian Development Bank, International Labour Organisation, and UNDP), as well as international consultants (Dr Carmen Voigt-Graf, Dr Richard Curtain, Dr Luke Jones, and Craig Fergusson), opportunity to present their research, policies and plans relating to employment creation in Papua New Guinea. A list of speakers and the program are in Appendix 1.

A panel of experts included the Executive Director for the PNG Employers’ Federation, the PNG Country Manager at New Britain Palm Oil Limited, a senior TVET Advisor, the CEO of Paradise Foods, and the Project Manager for the Urban Youth Employment Project.

Around 136 people attended the third day of the forum. 26 % of the participants were female. The largest type of organisation was Non-Government Organisations (56), while from the private sector (21) and self-employed (11). Government representation numbered 29 officials, and 13 people from international organisations.

The participants were not given information prior to the forum about the national employment policy. The forum, therefore, was largely sharing of information to participants about the scope of the national employment policy, key issues identified from research and consultation with selected stakeholders carried out prior to the forum. Overall, it was a good opportunity for several government bodies, private companies, and international agencies to discuss their different roles and areas of cooperation. Partnership was the main forum theme, and all presenters framed their presentation around this theme.

The forum was structured to have a number of sessions where speakers presented their topics explaining the current situation and the opportunities and challenges, followed by a short time for participants to ask 3 or 4 questions or make comments. The disadvantage of the engagement was that it was presenter-led, and the participants did not have much time to discuss the issues more in detail. Information was gathered from participants through the brief question time at the end of each session, from group work conducted at the end of the day, as well as feedback from the evaluation forms.

OPENING REMARKS

Hon. Charles Abel, Minister for National Planning

Many organisations were doing a better job than the public service in some areas. However, government was not to be bypassed. Many in NGOs have deeper commitment to the cause. There is latent energy in civil society to engage in development process. The public service is not to be blamed, but the process in the public service is often not conducive to performance and output. The nature of the system – getting paid every fortnight and not necessarily being tied to performance – is not so conducive to high performance. Public servants need to be recognised and supported.

We are here to talk today about skills training and employment. I want public servants to highlight what the government is doing about it. I want you to highlight the success stories, initiatives, activities, to highlight strategic partnerships towards the cause.

Education is at the heart of it. Personally my choices were open because I received good education in Australia. That is why education is key to opening up opportunities and that every child should have access to good education. It is everybody’s right to be educated, to fulfil their potential; however it is a real challenge to do this. It is so sad when children are not getting full access to the best education possible. It is a real challenge for us to provide the educational foundation, and economic basis for people to find good meaningful jobs. I acknowledge the support of the Interna-
tional Labour Organisation, and the Asian Development Bank, to the Ministry of Labour and Industrial Relations, to improve the government systems, partnerships with public and private sector, work permit systems, to maximise opportunities in training and skills transfer to our people.

Our jobs are our life; we want quality meaningful jobs that earn us a decent living, which contributes something back. Job creation, skills transfer, are crosscutting, and are fundamental.

The incoming government (post 2017 elections) through the formulation of Medium Term Development Plan 3, will ensure that employment and job creation be picked-up and reflected in the planning framework; placed among the priority areas, and create a series of indicators for this.

Examples of ‘smart partnerships’ is demonstrated by the YWAM medical ship, and job creation by the World Bank sponsored Urban Youth Employment Program. These kinds of partnerships are necessary to deliver services and create employment opportunities in PNG.

KEYNOTE ADDRESS

Ms Mary Morola, Secretary, Department of Labour and Industrial Relations for Hon. Benjamin Poponawa, Minister for Labour and Industrial Relations

I will be delivering the keynote address on behalf of the Minister for Labour and Industrial Relations, The Hon. Benjamin Poponawa. The theme of the forum is indeed fitting. Within the context of high unemployment, underemployment, skill shortages, exploitative employment practices, low labour force participation, confronted with limited employment opportunities, and policies that are disincentives to employment creation and generation opportunities. We cannot continue to push away and ignore these challenges, but rather should embrace and address these challenges and create strategies to increase job numbers and create employment opportunities given PNG’s limited income earning opportunities for the working age population.

Just recently I made my ministerial statement in Parliament during the last August session about PNG not having a national employment policy which has contributed to the high unemployment in this country in many decades. It adds to the sad fact and reality that there is no one ministry directly responsible for employment matters in this country. Therefore this raises the issue of legal and administrative ownership of laws, policies, and programs. We must have this important policy put in place to direct and guide employment generation opportunities and create jobs for our people.

PNG’s employment is focused on the formal sector employment, whilst the vast majority of workers are in the informal and subsistence economy, and are in the unregulated areas. Even though there is some headway in having enacted a law on the informal sector, the regulatory aspects are still unclear thereby affecting implementation of this important law. We will have to consider broadening the employment base to include micro to small and medium size enterprises, part-time work, domestic seasonal employment, self-employment, and to export labour, to increase employment generation for our people.

The current government’s priority in social services such as in free education, has led to increased entrants into the labour market each year at an alarming rate, especially when we have 25,000 to 50,000 leaving schools and institutions every year. We must also create pathways for entrants into the labour market. Given these increases in the schools and training institutions, leavers going into the labour market faced with limited employment opportunities, hence, we need to seriously address the low labour force participation, especially female and women in PNG’s national workforce.

The question I therefore pose is, “How can the political aspirations be translated into suitable development policies, strategies and partnerships and collaborations among key and relevant government agencies to make this political aspiration a reality, and showcase real achievements through service delivery programs?” It is people like yourselves and me, who are think-tanks, law and policy formulators, strategists, program translators, who will initiate policies and programs to promote employment generation opportunities for our people.

We have to take this head-on and ensure the aspirations of the government is put to some fruition. Our experiences so far with the shortage of skills workers dilemma, notably was in 2012 in many national development projects, which showed a shift in workforce across all industries. Experienced during the construction phase of the LNG is a lesson
we learned when non-citizen workers took up thousands of these jobs denying our national workers the opportunity to these employment opportunities. Let us not repeat this trend but work together to address the skills shortage.

An important occupation category that is emerging that has the potential to create employment is in the TVET sector. Education and training must be aligned to industry needs and meet the demand in the labour market. Human capacity development especially in trade occupations where there is potential for employment creation and apprentices trainings.

Employment, labour market policies and HR policies must be developed and driven towards job creation and employment opportunities in the labour market. Training institutions must train our nationals to equip them for jobs not just for life-long knowledge and skills, but in response to emerging job occupations in the PNG labour market.

Working through strategic partnerships, though is not a new concept, the strengthening and consistency under these partnerships, is what is needed. Each mechanism, such as under the National Tripartite Consultative Council membership, as a standard mode of work practice of labour and employment policy drivers, in many policy issues, law reform discussions, was consensus reached through this forum. The three tier partnership between government, employers and workers, make this commitment for partnership among partners. An example of this partnership is the PNG Decent Work Country Program; work must not just be decent, but productive and in dignity, in the way that our workers are working. Currently, under the 2015 to 2017 program, is one arrangement under a framework of a bi-annual labour and employment promotion priorities, identified for collaboration and programming implementation support and outcomes. The importance of this program has been elevated to that level so that decent work country programs will be the vehicle and tool that will drive goal 8, of the 2030 UN Sustainable Development Goal on decent work for productivity leading towards economic growth in the next 15 years which is now the global agenda.

Let me acknowledge the technical support from the International Labour Organisation, the UNDP, as international intervention programs that will assist us to achieve the expected outcomes under this goal. The ILO is assisting with the development of the National Employment Policy for PNG that is in progress and which will shortly be going towards seeking National Executive Council’s endorsement of the National Employment Policy. It is my aim that this important Policy must come to fruition in the short to medium term if we are to adequately address and minimise the employment challenges in this country.

In conclusion, I re-emphasise that taking strategic partnership approaches, consultations, and collaborations on workable strategies and policy implementation, will go a long way in achieving the development aspirations of the government, and service delivery to our people, by providing decent employment opportunities for our people. Creating and promoting employment opportunities for our people is everyone’s business. The government, the private sector partners, investors, business houses, especially in the area of labour, employment, education, training and skills development, to support and develop a well-balanced PNG work force that can meet the labour force demands both domestically and globally. A balanced social and economic growth should be the development aspiration for PNG, generating employment opportunities through suitable policies, strategies and partnerships to harness inclusiveness, and sustainable employment generation and grow towards improved livelihood of our people and especially our young people who are the change agents of tomorrow.
Mr Marcelo J. Minc, ADB Country Director

I’m delighted to be here this morning on behalf of the Asian Development Bank to discuss how we can do more to encourage and support skills development and employment opportunities for the people of Papua New Guinea. As you are aware, ADB is a leading development partner in the infrastructure sector here in PNG. We think there is potential for infrastructure investments to be used as a vehicle for PNG people to develop and upgrade their skills. Let me explain how…

Dr Richard Curtain, is a specialist on skills development, who you will hear from in detail later this morning at this Forum. Richard is doing some work for ADB at the moment to analyze the use of mid-level trade skills in the ADB supported regional project: Improving the Performance of Labor Markets in the Pacific. The project covers occupations such as carpenters, plumbers, electricians, and works supervisors.

Richard’s analyses indicated that there is significant potential to substitute foreign construction trade workers with PNG workers. For example, although many contractors already provide on-the-job training, this is not yet monitored and reported on a regular, consistent basis. Better reporting would help to highlight their contributions local skills transfer. It would also encourage some competition between contractors. And it would also help to develop a benchmark for meeting the requirement in work permit regulations for skills transfer that is currently not consistently enforced. The contractors have told ADB they are open to this type of proposal, so we look forward to discussing further with the PNG government and other development partners on how to proceed.

Another way to support skills development and employment opportunities in PNG is to encourage closer dialogue and cooperation between the public and private sectors to achieve shared objectives in the area of skills development. Both sides are beginning to recognize the importance of nurturing a growing pool of qualified workers by ensuring that training institutions recognize “employability” as an important outcome of their operations. To do this, training institutions must better understand that companies have different needs for skills and they should be willing to consult and adjust their training programs to fit market needs. One size does not fit all!

The private sector needs to create many more opportunities for workers to learn on the job, through apprenticeships, and other forms of work placement to give people some genuine work experience—beyond being a technical expert. For example, on-the-job, teamwork and problem-solving skills may also be gained.

Finally, in order to act and bring to life all the suggestions I’ve mentioned this morning, a policy statement that clearly outlines the government’s priority objectives for employment and job creation needs to be developed. The policy needs to reflect the views and recommendations of a range of stakeholders, including government, private sector companies, workers, and training service providers. Such a policy might deal with issues such as: creating more opportunities for youth employment; building skills for the informal economy; promoting gender equity in the labour market; supporting education and training; enabling labour mobility; and expanding labour market information systems.

An employment policy also needs to be supported by modern laws. The world of work has changed a lot in recent years, but the Employment Acts have not. It could be time to update these laws to properly address the challenges of the labour market in PNG today.

ADB has long been a development partner of PNG. It will celebrate its 50th anniversary in December this year. During 43 of those 50 years, we have been engaging with PNG and the relationship we share today is stronger than ever and the assistance ADB offers is better shaped to PNG’s unique context and opportunities. While many development challenges remain—especially in the area of skills development and employment, we will continue to work with our government partners to help overcome those challenges.
In closing, I would like to thank the organizers at CIMC for putting together a very interesting day of presentations and discussions. I look forward to seeing how the Forum takes the priority actions on employment, skills development, and job creation forward with ADB’s and other development partners’ assistance.

**Floor Discussions and Recommendations**

**Member of the audience (female):**
Can you help us out with all our rural airstrips in the country? Can the Ministry of National Planning address this need with ADB as partners? We have the ground to put up for the airstrips.

**Member of the audience (male):**
We are sitting on a time bomb. School leavers want employment. When we look at the private and public sectors, do we have the capacity to absorb them? Secondly, we do not have the capacity, experience, the industrial exposure in terms of training, and skills standard. During the LNG project I was surprised to see them put the housing together. But do we have any alternatives? Look at agriculture to provide employment.

**Member of the audience (male):**
Two questions: The Employment Act – Can the Secretary tell us when it will be amended. After 41 years we need to fix that. Secondly, the statement from the Minister that we need to export our labour overseas. The Philippines have exported people all over the world. To do that, we need to increase TVET training. Can we appeal to the government to have one technical college in each of the 22 provinces?

**Mary Morola:**
The updating and revision to the 1978 Employment Act with the assistance of the ILO, and is now in its third draft. The Department of Labour and Industrial Relations has been working closely with the Constitutional Law Reform Commission, with social partners – employers, workers, through the National Tripartite Council, which meets twice a year. Next week to conduct inter-agency stakeholder consultations. To be finalised within next 12-24 months.

**ADB Country Manager:**
We are working together with the National Airports Corporation to upgrade the safety and security of all national airports. This is ADB’s first priority otherwise PNG’s air space will be closed. This is an 8-10 years program. The third tranche will soon be started. We will then look at other airports including rural airstrips. The Department of National Planning and Monitoring to address government priorities and strategies, in relation to air transport infrastructure.

**Graham Ainui:**
To remember to make comments and recommendations to the CIMC by writing or emailing them.

**Minister Abel:**
The Rural Airstrips Agency was set up through the CIMC process 3 years ago to maintain safety. Maintenance of rural airstrips is the provincial government’s responsibility with grants received through the annual functional grants. There are partnerships to extend government services such as the Good Samaritan service in the East Sepik, and with Dr Barry in Milne Bay with his sea plane. With regard to education, there is funding provided under the planning framework to districts to LLG level. Every LLG should have a TVET institution which we need to work out how this would work; to have a policy basis for everything we are doing. We need to look at how the employment system worked, the work permit system, and the relationship with foreign private sector is not adequately incentivised to transfer of skills to PNG. To see more PNGs rising up through the ranks, areas such as SME, eco-tourism, and other things are important. To create incentives for investment into agriculture and nucleus estates, small farmers need to be supported. We need to push for large scale agriculture and tourism, to increase employment and formulate policies to promote partnerships with the private sector to take these on. We look forward to the National Employment Policy to be finished quickly; let’s partner with the ADB, and engage with the private sector better, to create jobs.

**Member of the audience (female):**
We have so much funding and too many training throughout the country. How many of you visit those skilled trained people, and hired them? Because this shows their money’s worth. No one visits them, or makes use of these people. Just one day buy something from them. Try and help these little people.
Session 2: Partnerships to provide skills transfer opportunities for equal participation and development

Moderator, Robert Nilkare:
New Britain Palm Oil Limited operates in six different provinces, employs some 24,000 workers on payroll, and is the second largest employer in the country after the government. NBPOL manages 143,000 hectares of state agricultural land leases and over 300,000 small holders and families that work and live off the NBPOL Group. We cannot do this unless we have proper training and skills available. Someone mentioned that there should be a technical college in each province. I think that this is very important. In fact, I think there should be a minimum of two or three because there are two sides of employment; one in informal and the other is formal. 85% of employment is in agriculture. The future of PNG is in agriculture.

Current ‘state of play’ to the proposed development of the National Employment Policy

Ms Mary Morola, Secretary for Department of Labour and Industrial Relations

The National Employment Policy is only a proposal. The Department of Labour and Industrial Relations is taking the initiative. My talk will cover from where we have come, where we are, and where we would like to be. Since Independence, the Government of Papua New Guinea (GoPNG) has signed up to numerous International Labour Organisation (ILO) Conventions and the National Executive Council has endorsed:

- ILO Convention No 122 on Employment Policy, adopted in 1976
- An NEC Policy Submission to establish the National Task Force, to develop the policy seeking approval of NEC, 2015.
- The Social partners, Government agencies are: PMNEC, DNPM, Finance, Treasury, DLIR, DPM, DHERST, DCTI, NYC, Education, Agriculture, and the NSO.

The Proposed Aim of the National Employment Policy is: “To have a coherent and integrated employment policy that is consistent with the overall social and economic development.” Key to creating an enabling environment is the Government’s Medium Term Development Plans (MDTP 2010 -2015, and the MDTP 2 2016-2017). The ILO sponsored ‘PNG Decent Work Country program’, is central to and the vehicle to implementing the policies, and the UN Sustainable Development Goal 8 which is: “Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.”

Currently there was no specific Ministry responsible for overall employment matters. Various responsibilities were shared among DLIR, DPM, DNP&M, Department of Education, and Department of Higher Education, Research, Science and Technology. Other challenges included are:

- Limited Employment Base to create employment opportunities – Need to broaden to cover other areas.
- Inadequate / non availability of information on skill needs of Industries
- Fragmented Labour Market information systems.
- Mismatch in Supply and Demand in the labour market, leading to imbalance in the Labour market.
- Absence of national classification of industrial occupations to basic job entry requirements/ skills.
- Ineffectiveness in inter agencies consultations and collaborations program.

In order to deal with these challenges, the existing laws and statutes were being reviewed. These include:

Employment Act, 1978

- Out-dated and has limitations to enforcement and compliance
- Provides for basic Terms and Conditions of Work, aftermath of contractual employment entered into whether verbal/oral of written.
Placement Services, Act, 1966
• Out-dated, and has limited enforcement and compliance
• Voluntary services
• Deals with referrals of Job seekers

Employment of Non-Citizens Act, 2007
• Covers employment of non-citizens on issuance of work permits under open occupations categories [450/800]
• Allows for 2 year periodical reviews in occupations [open-450, conditional-120 & restricted-230]

Public Service Management Act, 2014
• Covers workers in the Public Sector, under standard terms and conditions of employment and contract employment for senior officers in Public service

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

Introductory remarks on ILO and ADB collaboration
Andrew Parker, Principal Social Sector Economist, Pacific Department, ADB

The ILO and the ADB are working together with Secretary Morola and the Department of Labour and Industrial Relations on the work that Dr Carmen Voigt-Graf is to present, and also with Dr Curtain who will present later on. They are both contributing to the formulation of the national employment policy, which is not something that you want to do too quickly. There are many parts to this including an assessment, consultations with different sectors to get some ideas together on issues to be addressed in the national employment policy. We would like to get feedback from you on issues that Dr Voigt-Graf will present.

Draft Framework for Addressing PNG’s Employment Challenges
Dr Carmen Voigt-Graf, Consultant to the ADB

Background to the National Employment Policy (NEP)
In 1976, PNG ratified ILO Convention C122 - Employment Policy Convention, 1964;. In Article 1, C122 calls upon countries to “declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment”. ILO has provided technical assistance to DLIR to develop a National Employment Policy (NEP) including currently under the ADB/ILO technical assistance project “Improving the Performance of Labour Markets in the Pacific”.

United Nations Sustainable Development Goal 8
• SDG 8: Promoting inclusive and sustainable economic growth, employment and decent work for all;
• By adopting the SDGs in 2015, the PNG Government has committed itself to making progress on employment. The ILO has provided additional assistance to reinvigorate the process of drafting the NEP;
Consultations with several Government Departments and agencies and the social partners were held;
Aim of today’s presentation: seeking wider feedback on priority areas that were identified during consultations.
The Labour Force in 2014

Major labour market issues
- Huge informal economy: In 2014, approximately 2.5 million Papua New Guineans in informal employment, including subsistence activities, equivalent to 84% of all employed persons;
- Economic activity dominated by large mining and gas projects with relatively little employment beyond the construction phase;
- Low level of skills in workforce and insufficient quality and quantity of TVET;
- Large number of foreign workers on work permits (over 40,000 in 2015);
- Lack of labour market data;
- DLIR lacks resources.

Alignment of National Employment Policy
- NEP aligned with National Planning Framework;
- NEP aligned with major Policies including National Population Policy, National SME Policy, National Youth Policy, National Informal Economy Policy, National Training Policy, etc.
Proposed priority areas in NEP

- Unemployment / youth unemployment
- Informal employment
- Gender inequality
- Skills development
- Labour mobility
- Labour market data
- Institutional and legislative reform

Priority area 1: Unemployment / youth unemployment
Main challenges
- high rate of youth unemployment (in 2011: only 7.6% of youth in paid employment)
- lack of skills and experience

Main action areas
- Career guidance
- Support for self-employment: Entrepreneurship training, improved access to credit
- Work experience / cadetships
- Public employment scheme
- Labour law more youth friendly

Priority area 2: Informal employment
Main challenges
- Informal economy creates jobs for the majority of Papua New Guineans but the urban informal economy is limited in scale and scope
- Growth of informal economy as a step towards growing the SME sector

Main action areas
- Labour market assessment of informal economy
- Improving financial inclusion
- Training and capacity building
- Empowering informal economy participants

Priority area 3: Gender inequality
Main challenges
- Low female participation in formal labour market
- Women largely engaged in informal economy
- Women have lower level of education and skills than men
- Women disadvantaged in running businesses

Main action areas
- Improved access to training
- Improved access to credit
- Other support for women business owners
- Legislative and institutional mainstreaming

Priority area 4: Skills development
Main challenges
- Shortage of adequately skilled workers
- Fragmentation of TVET sector
- Low quality and quantity of training
- Mismatch of training and labour market needs
Main action areas
- Aligning training to labour market demand
- Review of scholarship system
- Increasing industry involvement
- Improving quality of TVET

Priority area 5: Labour mobility
Main challenges
- Work permit system with outdated classification of occupations
- Lack of skills transfer under work permit system
- Lack of monitoring and enforcement of work permit guidelines
- Granting of language exemptions

Main action areas
- Revision of occupational categories
- Improved monitoring of skills transfer
- Improved monitoring and enforcement of work permit guidelines
- Granting of fewer exemptions

Priority area 6: Labour market data
Main challenge
- No reliable up-to-date labour market data available.

Main action areas
- Enforcing data reporting requirements
- Developing skills supply and demand databases
- Establishing a labour market information system (LMIS)

The Work Permit data source is a good source. If you look at the occupations that non-citizen workers hold in PNG, it gives a good indication of the demand in the labour market. It is probably one of the best data sets available. There is very little data on labour market supply. There are some data requirements that are not enforced. For example, all training higher education institutions are obliged to report to the Department of Higher Education Science and Technology, on annual graduation and enrolment figures, but they often don’t fulfill this obligation. If this was enforced this would be a positive step. Ultimately we want to set up a skills supply and demand data base and establish a labour market information system that is constantly being updated.

Priority area 7: Institutional and legislative reform
Main challenges
- DLIR’s position within wider government
- Employment issues have not been mainstreamed
- Legislative reform process not completed

Main action areas
- Determining the future role of national employment services
- Strengthening of DLIR and of labour and employment issues within DLIR
- Establishing of desks within DLIR

The Department of Labour and Industrial Relations has struggled to mainstream employment issues into their development planning framework. They have struggled to get funds for important activities such as the establishment of a labour market information system. The labour legislation review process is ongoing. There is no employment service provided by the Department of Labour and Industrial Relations. Some of the feedback from the consultations was the need to determine the future role of the National Employment Service should the Department aim to provide such a function, or a private employment agent do so? Within the Labour Department, employment issues has secondary importance to...
industrial relations issues, so there are various options for how employment issues within the Department could do to be strengthened. It has been suggested that the Department could establish desks for youth and gender.

**Civil society views about the issues**

**Moderator, Robert Nilkare:** One of the key government policies that we think works for the industry that I am involved in, is the Public Private Partnership. This is a key enabler. Talking about training and development, that is all very good but for large companies like ours, we do not sit back and blame the government for everything, but we go ahead and try to do things in partnership with government. I think if the private sector started engaging with government more, and work together, I think it will happen. Before December, we will do the ground-breaking for setting up our own academy for plantation management graduates for New Britain Palm Oil. Hopefully in 10 years we will extend this to coffee and cocoa and others. Also, we are an active participant in the infrastructure tax credit scheme.

Member of the audience (male): With regard to priority 5 and labour mobility, it seems that in this country there are plenty of Asians coming in and taking over all the jobs that should be done by locals mostly in the SME and retail sectors. My question is to Secretary Morola, in the employment policy framework, are you doing anything to protect our jobs and employment?

**Secretary Morola:** The question you posed about the Asians is a hot topic for everyone. I tried to explain earlier in my presentation, on reviewing the occupation categories that we use under the work permit system, the intent is to increase the restricted occupation categories so that in that way we are seen to be providing more employment opportunities for our nationals. So when the Asians come in or business investors, the Investment Promotion Authority (IPA) is the authority that approves the business to come and when they do come they always have to have people to work for it or people to manage those businesses. This a question that IPA can answer. How do the Asians come in? Is there a checklist of requirements on what they must meet before we can give them a work permit? I feel for what you say, but if there are qualifications or requirements that they meet then we have to give them these work permits. I’ll tell you about a typical situation especially in forestry and logging. We know there are many Asian camps. Let me tell you this, many Papua New Guineans will only last about a couple of months and they are back in Port Moresby, Mount Hagen or Lae. The living and working conditions in those camping areas may not be conducive to what their expectations were, but this is where when we talk about increasing employment, I am not protecting the foreigners, but we have to be able to withstand employment conditions, especially at the logging sites. We had information that many nationals were going to work in the logging sites somewhere in mountains of Bewani in West Sepik. But when the statistics come in on the number of workers, we find that the number of workers has dropped. When we ask why, it is because of the working conditions. A point of note for employers is that you must meet occupational safety and health laws to provide a conducive working environment. We are trying to strengthen these laws on workplace conditions so there are less accidents, and to improve productivity for employers.

**Member of the audience (female):** I came all the way from Kerema. The question is about education and health which are priorities of the government. There are so many Grade 10s and 12s being left out. Does the government have plan for them to continue into training institutions? Not everyone will be employed. Can the government do something about this? Even university graduates do not get jobs because they have no skills and experience to apply for a job. So they go back to the village. In the towns and stations we have a lot of youths causing problems. Another question, what about those who were employed by companies that finish their projects, and now the people don’t have jobs. Like in Kikori, it is now dry and out.

**Mandy Newton:** The Urban Youth Employment Project where youth from Grade 10, 11 and 12, and even below that. They train for 110 days on job training, youth job cooperation program, basic life skills training. We have trained 12,000 youth over the last 4 years since 2009. The crime rate has since improved.

**Member of the audience (male):** Where can the disabled people go for a similar training as the youth employment program? Do you consider disabled people in your development agenda? How effective is your consultations with the Department for Community Development, to consider disabled people to be fully employed like ordinary citizens?

**Secretary Morola:** Two years ago I was a member of the advisory council on disability and we had the moto “Look not at my disability but at my ability” and this stands out clear. The policy intent is all inclusive, including you, women, and disabled people. Development of the social protection policy also refers to those with disability. Recently, at the CEDAW Convention my Department was invited to discuss the involvement of women and the disabled persons. The Secretary for DFCD is better able to answer your questions, but the employment policy will be all inclusive.

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Member of the audience (female): My question is about the minimum wage. Our children are underpaid. Is there anything that you can do for them? They are paid K3.90 per hour.

Secretary Morola: We have a three year wage determination; 2014-2017 currently. We had three phases of minimum wage implementation starting with K3.29 per hour, the K3.36 and now at K3.50. This is a basic minimum wage for unskilled workers to be paid by law. If they are skilled workers, the wage level should go up. Also after they have gained skills over time, the level should increase.

Panel Discussion: “Partnerships to provide skills transfer opportunities for equal participation and development”
Facilitator - Alan Bird, Development consultant

Panelists
Trevor Birney, former APTC Country Manager
Florence Willie: Executive Director, PNG Employees Federation
Tom Gillies: Project Manager, Urban Youth Employment Project
David Peate: CEO, Paradise Foods.
Ms. Mandy Newton, Urban Youth Employment Project.
Dr. Carmen Voigt-Graf: Consultant to the ADB

Moderator, Alan Bird: We will start with the private sector. We have heard government talk about policy, the gaps they have and what they are trying to do. What are your views, as an employer, in the absence of policy for 40 years, how do you guys skip past the policy, working in a policy vacuum? How do you do skills transfer, equal participation and development?

David Peate: Paradise Biscuits is rather unique, we are 100 % PNG owned company, the oldest manufacturer and the longest established company in the country. We are highly localized with 750 employees and only 9 expatriates. The company has spent a lot of time developing our people. We have over 40 university graduates working for the organization. We have 20 tradesmen and qualified people, and 10 apprentices. We have invested a lot of money developing our people to train them. Unfortunately we don’t get any assistance from the government, but we have done our own. We in turn work with the trade organisations such as DON BOSCO and Pom Tech. We always have people in our factories learning their trades. The interesting thing is that when you develop your PNG employees and you work well with them, you seem to have a very consistent staff. A few years ago we had our company’s 80th year anniversary. We had over 70 employees who had been with us for over 15 years. So there is loyalty there if companies invest in their people.

Moderator, Alan Bird: Robert, to what extent, given your vast number of employees, do you do training and skills development?

Robert Nilkare: We have our cadetship program. We go to high schools and find best and the brightest. We go to universities. We have placements in all the Universities in PNG. We also have a scholarship program with our shareholder. The top 5 students in one batch will get the opportunity to go and learn the Oil Palm trade in Malaysia. The other thing we are doing is to develop an academy. In December we will do ground breaking ceremony to establish NBPOL Academy to train the next level of plantation executives in the art of managing plantations, supervising estates and things like that. I don’t think there are too many institutions in PNG do that anymore. Hopefully the ten year plan is to involve people in coffee, cocoa and copra will go through the course.

As internal institution, we are talking to Department Higher Education, Research and Technology, and other agencies about partnership. That’s why I was talking about partnership earlier. A lot of these things you can’t do unless we do in partnership with the government. If you do not work with the Government, life is not worth getting up in the morning especially if you are a large company like ours.
Moderator, Alan Bird: In terms of the employers in your Federation, we heard some questions from the audience about all these school leavers coming out about 40,000 a year. How many of those employers from the private sector able to train, give skills and experience when they come straight from schools? Do you have numbers on that Florence?

Florence Willie: We do not have numbers and that’s the sad truth, but close to 15,000 – 20,000 people have come out from our apprenticeship training scheme. The scheme is nearly 60 years old, but we have not as a country created and written up new syllabus for the skills that have now come to the work place. Technology and work place practices have changed so much. What the employers have done for their own industry and for their own work place needs they continue to employee young people. Generally like what Robert said, they would select the best from Grade 10, 12 or even universities or colleges. Mind you we don’t have too many vocational colleges now. Since the government closed the PETT training for Grade 10s to go to colleges for trade skills like electricians and plumber and carpenters, students who come out from the existing government schools end up with the employer who have to pay for the training of these young people. The Apprentice scheme is a 4 year training scheme. The young person who arrives at the work place is about 17 or 18 years old. He/she has to be looked after by the employer. The employer carries that cost, including any further extension courses or Block courses they must take. The sad truth is that there is no institution within PNG that will take Block 2, 3, 4 or certificate level 1 and 2, for some of the skills that are really necessary for the companies to operate. So Government really needs to look at what’s going on, the run down facilities, the trainers that we don’t have, and writing of new skills that has now become necessary in the work places.

In terms of the answer to that question, employers carry the cost, they continue to believe in our people, and will recruit them but it is only the cream. So what happens to the rest? A 100, 000 students come out from schools, Grades 8, 10, 12, university and the technical colleges. What do we do about them? I have no answers. The companies are here, and they are the ones who are putting a lot of money, time and effort. Like what David Peate has said, the new companies that come are doing their own things. They do not join our organisations but we insist on compliance, doing the right thing for your workers, such as respecting the laws of our country. Some companies who have recently arrived on our shores don’t even call our office.

Moderator, Alan Bird: Trevor, you have been involved in skills training for 30 years now. In terms of the interface between the sorts of skills that Florence was talking about, what is the cost incurred by the industry from training young people? As a trainer, how much interface do training institutions have with government institutions like Departments of Education, Higher Education ,Labour, and other government institutions, and of course employers?

Trevor Birney: I will begin by saying that when we talk about TVET and training, we really appreciate the breadth of what it is. The Department of Higher Education recognizes something like 30 institutions apart from technical colleges, poly-technical colleges and the universities. Right across the government sectors you have Health, Fisheries, Forestry and Transport. They all have training colleges that offer technical training and higher.

The National Training Council (NTC) is responsible for registration and regulations of the private sector training. They have somewhere around 250 plus training organisations registered and cover 980 separate courses being delivered around the country. What we call TEVT sector is very broad thing.

Currently, the work I am doing is literature related to what is happening across the sector, and the Secretary of Labour picked out a few key things, and one of the most important things highlighted was the lack of coordination across that broad sector. There is no consistent set of occupational standards that underpin the curriculum across the whole sector. And underpinning a technical system, you need industry to be involved in the actual drawing up of those occupation standards, the descriptions of those occupations, and the facilities. Industries ultimately are the ones that dictate what technology and process are used in the workplace, business and industries.

A recent review showed that very few, if none, of the current technical training programs have been reviewed by industry in the last 15 years. Much of the courses registered by NTC are brought in from overseas or made locally to fit the industry needs, but still they are not put against the scrutiny of a standard. I think the interface with industries and the training organisation has to be part of the overall picture of how the sector operates. The coordination role is critical to that, and
part of the biggest problem is funding as highlighted by the Secretary of Labour. Funding for these key functions is not there and the capacity of NATTB to revise and extend the occupational standards is just not there. They only have enough people to do the work and maintain what is there. We are playing catch-up and unable to invest in and to provide more training across the country.

The current policy is to provide one technical college in each province and one vocational school in each district over the next 4 years with the current policy or current planning direction. The enormous investment in that will just address the number of children that need education and won’t improve the quality. That is what being put out without investment being in all those backroom things like the occupational standards and the curriculum being updated in consultation with industries are critical for that to happen.

Moderator, Alan Bird: I just want to ask you, who is coordinating all this at the moment?

Trevor Birney: Under the new Act for Higher Education, DHERST has the overall responsibility but former legislation is still current and so there has to be some rework of the legislative framework so different roles and functions to work together. They are currently disbursed across different agencies. And it’s working at present positively with some positive goodwill but still many impediments because of the responsibilities are so dispersed.

Member of the audience (female): My question to the Urban Youth Employment Project. If you go to all the jails in PNG you will see that a lot of young men serving their terms in jail and they are doing nothing in there. Do we have plans for them as part of the rehabilitation and reintegration program?

Mandy Newton: We do have youths who join the project. Some of them come from prison. We do not discriminate. We do not ask them where they come from. It is open to everyone. Everyone has equal opportunity and second chance for the marginalized group, so when we place them with employers, there is no discrimination. This is the whole point of the project.

Member of the audience (male): We are producing 40,000 students who come out every year. We heard that there is a mismatch in training and demand. I want to know what is the way forward, it’s good to know what you are doing in-house, but what are you doing for the 40,000 coming out each year?

Mandy Newton: There is training provided for advance multi series intake. They go through 5 days basic assisted training and 14 days youth job cooperation where they are learning all kinds of skills. They are fixing drainage, clearing footpaths, training on poly-tech, then on job training placement for 5 months with an employer. We are talking about 5,000 youths every year. It is a huge number. We have Intake of youths from other provinces who come into NCD to gain employment.

Member of the audience (female): That is only 1,000 getting employed (by FIFA), what about the others? We always hear that “we are getting there” and “it’s in the pipeline”. It is taking so long.

Moderator, Allan Bird: In closing we are training all the young people, 12,000 in total by the Urban Youth Employment Program. How many new jobs are we getting?

Dr. Carmen Voigt-Graf: One of the challenges working on employment and labour is that there is no reliable statistics. We can see the demand for training. The proliferation of private training providers shows that people are joining the private training providers and people are willing to pay for the training.

I recently went to New Ireland for another research project. The provincial government officials were surprised that a private training provider opened up campus there to provide business skills and IT skills training. When they said they were charging high prices. This is a challenge because we do not have tracer studies from these training institutions so we do not know how many or what percentage of graduates, are employed or find employment that fits their training. We simply do not have the statistics. I have met a lot of unemployed graduates from universities, it seems that the training provided does not often meet labour market demand, but we do not have statistics to show that.
Robert Nilkare: The industry that I am in, that is, Agriculture, the opportunity is infinite to the point where you can only grow as far and as much as the amount of available land you have. We have a lot of land. The only problem is the security of land tenure. It has become a bit of a ‘Catchy’ situation where the government has to create the environment conducive for businesses to grow. Employment will grow if business grows. If I tag on another 5,000 to 20,000 hectares of land for palm oil, that’s another 3,000 or 4,000 people being employed straight away.

There are just not enough agriculture state leases available. The government needs to go out there and secure land, whether it is compulsory acquisition or whatever it is. It is really up to the government to do this depending on a number of factors. Taxation, the cost of doing business in PNG is incredibly high. For example, to develop 1 hectare of Palm Oil in PNG is close to K20, 000 – K25, 000 and for the same hectare to produce in Malaysia or Indonesia is only K2, 000. The infrastructure there is unbelievable. All the roads, everything are all there.

I come back to this Public and Private Partnership (PPP) with the government. The government needs to engage with the private sector. The economy will only grow as fast and as far as each of the private sector wants to grow. And that is where employment is created. We cannot create jobs for the sake of creating jobs; it’s never going to happen that way.

It is unfortunate that lots of kids being graduated; we see it all the time. We try not to get caught up in that issue where there are 2,000 kids that want to join NBOPL but we only have jobs for 100 of them. It is tough. At the end of the day you want to give jobs to everyone but you can’t.

Government is heading in the right direction. We are only 40 years old. We are not a developed economy yet; we’ll get there. Private Sector has to work closely with the government and government has to listen to the private sector. We are the ones making money and we are the ones paying the taxes. And in partnership we can make it happen.

David Peate: The interesting fact is the formal sector is probably training a lot of people towards the formal sector, cannot grow unless the informal sector, the Agriculture sector in PNG grows. Then that creates a lot more business for us, and we can employ more people.

Us as an organization we have a chocolate factory, and we invest in spices. I know a lot of village people do not want their children to leave for the cities, but want them to remain in the rural areas. And that’s where the informal and semi-skilled area applies.

As the rural areas grow, people need to fix their cars, they need to build their houses, and they need plumbing that creates work at the bottom level. I think we have to change our mindset that we pass students out of university and we have to create work for them. Unfortunately that takes time. At the bottom of the agriculture sector, let’s invest and do that. PNG is not a cheap place to manufacture and so the government should help. The best asset PNG has is the labour force. We have a great labour force, hardworking, strong, speak one language and learn easily. But unfortunately most of our industry is service oriented. This would be great place to build white goods, fridges and things like that. But no one is going to come here with the infrastructure as bad as they are now, is very expensive, energy is expensive, all our resources are expensive. It is very hard to attract people to come here. On top of that we have a rather bad image with law and order. So you really got to start at the bottom and hopefully encourage other companies to come here and use our incredible workforce.
Quality Education outcomes remain the main focus of the National Department of Education. The programs that are currently in place significantly contribute toward achieving quality education such as the Tuition Fee Free (TFF) Policy, the Standards Based Education and the Standards Based Curriculum which is nearing completion particularly in the elementary sector. E-Learning division has been established for the first time in the Department and advocacy on ensuring that all schools have access to E-Learning libraries and teaching resources has been ongoing.

There has been improvement in the Teacher-Education training sector and also the TVET sector expansion. The Department is now working on ensuring that there are quality techniques in all four (4) regions. The status of Kokopo Business College has been recently changed to a Poly-technical institution for the NGI region, and there is already one in Lae (Momase region) and Mt. Hagen for the Highlands region. NDoE is also embarking on trying to ensure there are technical colleges in every province in PNG, Vocational centres in every district and the Community Colleges in every Local Level Government (LLG).

Priority 1: TUITION FEE FREE (TFF) EDUCATION POLICY
This government made a bold decision to introduce the TFF policy in 2011. Funding of this began in 2012. Since its inception, the Government has spent K2.742 billion to fund this policy. Significant improvement has also been made in terms of student enrolment since the introduction of the TFF policy. Number of students had markedly increased at 7% per annum. In 2010 before the policy was introduced, the total number of students in the National Education System was 1,565,406. By 2015, the total enrolment doubled to 2,054,318 students in all sectors of education.

Girls enrolled in all sectors of education have gradually increased. The total number of girls enrolled in all sectors of education in 2010 was 703,253 but with the introduction of the TFF and other initiatives targeted at girls, the number increased to 925,663 in 2015.

Priority 2: STANDARDS BASED EDUCATION (SBE) SYSTEM & STANDARD BASED CURRICULUM (SBC)
The Outcome-Based Education, as per the Task Force review, has been phased out completely. Standards Based Education and Curriculum was introduced with the aim of enabling more students to receive quality education. The use of vernacular as the language of instruction from the elementary level has now been changed. English language has now become the medium/ language of instruction from the Elementary level to Secondary level. Since 2015, a total of over 23,000 elementary teachers have been inducted/ in-serviced on the new Standards Based Curriculum ready for full implementation in 2017. The Department also anticipates on having the new syllabus, Teachers Guides and English Kits in school for full SBC implementation at the elementary level by 2017.

It is targeted that by 2019, the complete implementation of the curriculum in all levels (Elementary, Primary, Secondary, National High Schools and FODE) should be attained. The development of lower primary (grade 3 to 5) Syllabus, Teachers’ Guides and Student Resource books are in advance stages. Teacher training should commence in 2017 and implementation thereafter.

Other Achievements in the Priority Areas
To enhance the Department’s goal in achieving quality teaching and learning, other interventions, programs and reforms have been deliberately undertaken over the last four years including:
The development of a National Curriculum Standards framework;

The number of years for primary teacher training has been increased from 2 to 3 years and minimum entry to teachers colleges at Grade 12 with a GPA of 2.5 and above.

The elimination of ‘mixed mode of training’ in the elementary level. The Department has now embarked on using the Institutionalized mode of training in all teacher training colleges in 2017. This means that all elementary teachers including those intending to be elementary teachers will be engaged in a one year full-time training in any of the 16 colleges in the country.

The development of Teacher Standards Framework; there are nine (9) Teacher-Standards a teacher in training must meet in order to graduate.

The supply of science kits to all schools including the private and permitted schools.

The development and establishment of a ‘School Establishment Standards Policy’ for the first time. This is to regulate the number of Teacher Training Providers, colleges and institutions as there are numerous institutions of the same that do not provide quality education and training (teachers in training). These institutions must meet all NDoE requirements before they can be recognized as Teacher Training Providers. Students enrolled under these unrecognized Teacher training institutions including others will not be accepted and engaged into the system.

Recruitment of specialist teachers in TVET, Science and mathematics.

A single integrated TFF policy to improve transparency and bring out accountability and good governance is in place at all school level.

Enhancing Quality in Teaching through TV (EQUITV) Programs roll out into remote schools in PNG with the hope of Reaching the Unreachable. All the remote schools have now been equipped with TV and can have access to resources in all subjects in a CD from Elementary level right through to the Secondary level. This has been one of the greatest achievements of the Department in partnership with the Provincial Governments.

Roll out of e-learning libraries to schools has commenced. Solar panels have been donated by the Department to mostly rural schools so they can also have access to this system (e-learning) that is in place.

Approved additional 4 teachers colleges of which 2 are already in operation. The Department, in partnership with the church, has established a new teachers college called the Channel Teachers College for secondary teachers. They are specializing in the areas of Mathematics and Science, most specifically in Chemistry, Biology and Physics.

The Department has embarked on recruiting Mathematics and Science teachers from India in the secondary level as well.

Way Forward
• School establishment standards policy should avoid creation of schools which have more inclination towards money making and not meeting the necessary quality standards.
• EQUITV roll out program needs support of Provincial, and local level governments for 100% rollout to all schools.
• For quality teacher training, only grade 12 leavers with authenticable certificates will be enrolled at teachers colleges.

Embracing the effects of the TFF Policy at Higher Education and moving forward

Prof. David Kavanamur Acting Secretary, Department of Higher Education

1. Strategic Intent – Why Higher Education;

Since the current government (O’Neill- Dion Government) came into place in 2011, things have improved greatly as far as the Vision 2050 is concerned. The Department of Higher Education, Research, Science and Technology (DEHERST) is PNG’s lead agency in promoting intellectual advancement of our people and building research capability using our very own resources to modernize and civilize the country.

DEHERST Vision is to lead PNG’s higher and technical education sector in producing world class skills and expertise and innovative research for economic growth and nation building as these are the requirements by the 21 economies of APEC. Its mission seeks to provide best policy direction and support systems to
enhance the quality, access and relevance of higher and technical education and research for Papua New Guinea by 2017 as we (PNG) are late comers to development.

2. Problem Statement:
   a) Improving access to higher institutions remains a fundamental problem as the number of student intakes per year has increased dramatically as a positive impact of the TFF policy. 25,000 grade 12s this year (2016) which has grown since 2011.
   b) Access to Equity - Ensuring that the number of students graduating from higher education institutions or tertiary level (with Bachelor Degrees) should be equally distributed amongst each province and districts in the country and even at a smaller scale, the family.
   c) Quality and good administration has also been a problem. The Department has been trying to work out funding mechanism (outlook based) or model for DHERST.

Challenges
A strategy or policy was put in place to address the challenges encountered by the Department. In 2013, there were 17,460 school leavers from 127 Secondary and National High Schools. Quality has been an issue with the Department. Institutions in the country have always been self-accrediting. Contradicting results from an external audit in 2013 has shown that our universities are not meeting international quality standards. The ranking was established at about 30 percent and the Department has been working towards filling the gaps to ensure that the quality of our universities are improved by another 20 percent which will now bring the total ranking to 50 percent in terms of global standards.

Issues in Advance Mathematics, which is required for engineering, medicine, architecture and science, still remains a challenge as statistics show that it has dropped from 57 percent in 2010 to 29 percent in 2012. DHERST has been working in collaboration with the National Department of Education to improve the expected number of grade 12 into higher education institutions with high scores in Advance Math. Student numbers have grown; the budget has grown as well in nautical terms but in real terms, it has relatively declined.

There are about 880,000 college-aged Papua New Guineans out there and in the Vision 2050 and the Development Strategic Plan 2030, up to 15 per cent college-aged population should be enrolled in our tertiary institutions. Statistics have shown that we are currently enrolling only 4 percent. 15 per cent of the 880 000 college-aged population is about 131, 000 which should be the enrolment aim each year for tertiary institutions in the country. The current gross enrolment rate in our institutions stands at 32,000 so there’s a great need to address the remaining 100,000 to bring PNG’s tertiary enrolment rate to a global standard; consistently move from 4 percent to 15 percent.

3. Positive Impact of the Tuition Fee Free (TFF) Policy;
   There is increase in gross enrolment rate in Basic Education approximately up to 96% with about 2 million students in school and is likely to increase in no time to 100%. The next challenge with this is the ‘staying power.’ Students must be able to remain consistently in the system until they graduate.

There are also drastic improvements in our human development index. In 2009 when the Vision 2050 was crafted, the literacy rate was about 56%. Today, it has improved to 62.9%. Literacy rate correlates well with life expectancy. In 2009, PNG’s life expectancy was 57 years; it is estimated to be around 62 years in 2013.

Per capita has increased to about USDS2000 as a result of an increase in the Gross Domestic Product (GDP). PNG’s overall ranking in the Human Development Index in 2009 was 140 but has gradually improved to 158 out of 188 countries. The country has not fallen back. The only possible reason why PNG is ranked 158 is because other countries have grown the size of their economies. Likewise, PNG is ranked according to how its economy has grown. There exists an ‘index’ which measures the competitiveness of countries around the world.
The table below shows basic figures which indicate overall and current statistics.

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Secondary Schools</th>
<th>% Change</th>
<th>Total School Leavers</th>
<th>% Change</th>
<th>Total Selected by HEIs</th>
<th>% Change</th>
<th>Total TESAS</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>115</td>
<td></td>
<td>15,887</td>
<td></td>
<td>4,046</td>
<td></td>
<td>7401</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>127</td>
<td>0.12</td>
<td>17,460</td>
<td>15.73</td>
<td>4,614</td>
<td>5.68</td>
<td>7621</td>
<td>2.2</td>
</tr>
<tr>
<td>2014</td>
<td>134</td>
<td>0.07</td>
<td>20,554</td>
<td>30.94</td>
<td>5,628</td>
<td>10.14</td>
<td>8764</td>
<td>11.43</td>
</tr>
<tr>
<td>2015</td>
<td>142</td>
<td>0.08</td>
<td>23,000</td>
<td>24.46</td>
<td>5,235</td>
<td>-3.93</td>
<td>10877</td>
<td>21.13</td>
</tr>
<tr>
<td>2016</td>
<td>154</td>
<td>0.12</td>
<td>24,710</td>
<td>17.1</td>
<td>4,025</td>
<td>-12.1</td>
<td>12,019</td>
<td>11.42</td>
</tr>
</tbody>
</table>

The TFF Policy was introduced in 2011. Since 2011 there has been an increase in the number of Grade 12 students annually.

The National Selection process continues to be a challenge for the Department with improvements underway in terms of accrediting more programs and institutions particularly service providers. Grade Point Average (GPA) is said to have improved as well and the decline of Mathematics has been addressed by establishing more colleges that are specialized in training Mathematics, Science and Technology teachers.

4. Achievements of the DHERST:
The Department has received massive PIP funding of K285.4 million for infrastructure and recapitalization between 2012 and 2016, not only for the universities but for all colleges as well; 50 infrastructural projects have been completed in the last four (4) years. Academic audits have also been complete in all 6 universities of the country, including all the colleges. Diploma in Primary Teacher Education Curriculum has been launched to replace OBE, where the nine (9) standards from UK were adopted. These are major projects the Department has anticipated on as strategies to address the issue of ‘access and quality’ simultaneously.
Other Achievements include:

- PNG Open University Certificate has been cleared
- Accreditation of 8 new institutions since 2014: ITI, IBS, Sonoma Adventist College, Institute of Banking and Business Management, Enga Nursing College, CLTC, AoG Jubilee Institute of Higher Education and St Peter Channel College of Secondary Teachers Education.
- Establishment of a robust quality assurance system to regulate higher and technical education provision.
- TESAS Targeted Scholarships
- Revised PNG Qualifications Framework
- Strengthening and re-anchoring of TVETSSP in country
- Construction of the Western Pacific University under WPU Act 2014 is underway.
- Pacific Leadership and Governance Precinct.

5. Going Forward;
The National Higher and Technical Education Plan 2015 – 2017 and the DHERST Corporate Plan 2015 – 2017 provide a guide for growth and prosperity of the higher and technical education sector as we move forward. We anticipate many positive developments for the sector, including the development of new Higher Education Institutions to cater for the annual increases in the number of Grade 12 students.

Some of those in the plans include:

- PNG Open University and its roll out into the 89 districts
- Western Pacific University (Ialibu, Southern Highlands Province)
- University of IBS (Port Moresby)
- University of Rural Technology (Wewak, East Sepik Province)
- University of New Ireland (New Ireland Province)
- Commonwealth University of PNG

6. Conclusion
The O’Neill-Dion Government has made a huge commitment to education; hence, improvement in the Human Development Indicators is also anticipated.

**Promoting skills formation through public investment projects**
Dr Richard Curtain

**Case Study: ADB-financed Infrastructure Projects in Papua New Guinea.**
This case study is part of an effort to look at the ADB funded infrastructure projects to promote skills transfer to Papua New Guinean workforce.

A series of case studies was conducted on construction projects that were funded by ADB. This included Kovec, a Chinese construction company that has been operating in PNG for over 20 years, bridges projects in Buan, East New Britain province by an Australian- Papua New Guinean joint venture company and another proposed project to look at the bridge construction along the Hiritano highway by China Harbour Engineering.

The purpose of the study is to observe the workforce to see what jobs Papua New Guineans occupy. The way ADB contracts are supervised is a crucial role by the Supervising Engineer who is an independent monitor of the implementation of the contract. As part of the requirement, the companies were to provide a monthly report and an appendix showing a list of all the people that were on site for each day by the occupation that they are performing on that site. This is differentiated by the type of contract people are employed under (so you can clearly identify who the Papua New Guinean workers are in terms of the kind of contract they are employed under and also the same for expatriate workers).
This enable me (researcher) to get a better idea of a particular way in which the workforce was deployed and the differences between the types of companies that were providing structural/constructional services.

**Implications**

Looking at the data that’s more readily available which is the results of a World Bank Enterprise survey findings. This was conducted in 2015 which shows that 1 in 5 firms in Manufacturing and Services in Port Moresby & Lae identified ‘lack of skills’ as a major constraint on their current operations. The problem was much higher in Lae (1 in 4 firms) than in Port Moresby.

The following tables show specific occupations analyzed from the 2011 census data from the National Statistic Office which was cross-tabulated with post school qualifications.

![Bar chart showing percentage qualified for Carpenters and Joiners](chart1.png)

Shown above is data for people defined as ‘carpenters and jointer.’ In a sea of 18,785 people in that category, only 26% have Post School Qualification, 4% of them have a trade qualification, 5% have been through Technical College and 15% have been through a Training Vocational Centre.

With the Plumbers and Pipe Fitters, the number is much smaller at 3,128; of which 28% of the total population has attained Post school qualification, 7% a trades qualification. 5% of them are college graduates while 14% are in Vocational Training Centers.

![Bar chart showing percentage qualified for Plumbers and Pipe Fitters](chart2.png)
With the Building and Related Electrician, there's a higher percentage of Post School Qualification (54%), 15% with Trades Qualification, 29% in Technical colleges and 4% in Vocational Training Centers.

Looking at the data on the work permits (which I was able to access) in terms of construction skills shortages, it shows the occupations identified to be related to the construction sector. There were 15,797 with work permits. There was one general category with a very large number called the 'Technicians and Trade Coordinators and Supervisors.' The reason being this particular occupation is not subject to the labour market testing, so employers can apply for this work permit without having to advertise the job, which attracts a large number of applications. The other categories are as shown below.

<table>
<thead>
<tr>
<th>Occupations of foreign worker permits approved 2013 &amp; 2014</th>
<th>Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technicians &amp; trade coordinators &amp; supervisors</td>
<td>5,700</td>
</tr>
<tr>
<td>Specialist heavy machinery mechanic or technician</td>
<td>2,337</td>
</tr>
<tr>
<td>Steel fixer</td>
<td>1,743</td>
</tr>
<tr>
<td>Scaffolder</td>
<td>1,022</td>
</tr>
<tr>
<td>Structural steel erector</td>
<td>849</td>
</tr>
<tr>
<td>Construction rigger</td>
<td>722</td>
</tr>
<tr>
<td>Metal fabricator</td>
<td>714</td>
</tr>
<tr>
<td>Building and construction manager</td>
<td>604</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15,797</strong></td>
</tr>
</tbody>
</table>

Clearly, the existing data available gives a good picture of skilled workers apart from the general category of Technicians & Trade Coordinators of what the current shortages are in the construction industry.

**Recommendations made in the report**

The underpinning principals that were used to frame the recommendations are that;

1. There’s a need for positive incentives for enterprises; it’s not enough to threaten them with sanctions if it’s built in as a contract requirement.
2. There’s a need to involve different stakeholders - it’s not just a matter of focusing on the construction firms themselves.
3. No single solution will work – there’s a need not to just rely on one particular mechanism for encouraging enterprises to transfer skills to Papua New Guinean workforce.
4. Need to consider a range of options - which is in line with # 3 (no one single solution will work). It is important that people discuss through how these options might work and be improved.

**Recommendation 1: Identify type of skills to be transferred**

To identify the type of skills to be transferred, using census, work permit & project data on occupations, from the expatriate workforce to the Papua New Guinean workforce. There are at least 4 areas identified;

1. Basic skills - people coming onto the jobs to learn basic skills in terms of how they can handle equipment/tools, how they observe and carry out Occupational Health and Safety requirements. That can also apply to people that are employed from surrounding villages on a road project/re-construction, for example, as the construction site is moving through their area.
2. Trade & technician skills – as stated from the work permits, there is a significant need to enable Papua New Guineans to engage in this field.
3. Professional & managerial skills
4. Organization-wide systems, for example; quality control systems.

**Recommendation 2: Make contract changes**

One element of this approach (making contract changes) is to look at how the contract can be used formally as a requirement for the contractor to provide skills transfer arrangement. This could be done in a limited number of ways;

1. Specify skills transfer as input in a contract; e.g. number of training places
2. Skills transfer as an output; e.g. training in specified skills
3. Skills transfer as performance-based outcome; e.g. training in specified skills to a delivered and assessed to a designated quality standard.

Each of these requires a different level of supervision to ensure that it is carried out and that needs to be taken into account.

**Recommendation 3: Need for Government to Act**

This is to explore options of incentives that need to be provided for enterprises other than threatening them with sanctions if they don’t deliver on that in the contract. It is very clear that enterprises want ‘social license’ to operate in the country. Many enterprises want to be seen as good corporate citizens showing that their presence in the country is not just simply carrying out projects but contribute to improving the quality and standards of living in the areas they are working in. The concept for explaining this is ‘creating a shared value.’

The value of the framework agreement is that the construction firms could sign up to that as a general undertaking and the ADB. For example, to promote it as a regional-wide initiative, not just because they are carrying out work in PNG but to see that if they are going to be contracted by ADB, it will be necessary to do this as a regional-wide initiative.

It is also recommended that;

1. A Policy statement about obligation of foreign enterprises to transfer skills and a change in the way work permit system works is made.
2. Obligation in work permit legislation but not at beginning and not monitored systematically.
3. Analyze work permit data to identify long term users of work permits for trade and technician occupations.

**Recommendation 4: Promote Role of Professional Associations as Skills Intermediaries**

1. Because contracts are of limited duration, it is important that the intermediaries, who can help people receive skills upgrade through a period of contract, be able to continue with that process.
2. Need to fund professional associations to support individuals to continue their skills development in other workplaces, e.g. Institute of Engineers PNG; Institute of Architects, Surveyors Association, PNG Human Resource Institute, PNG Institute of Accountants and son on.
Developing Human Resource in Partnership

Mr Craig Fergusson, Senior TVET Advisor

A definition of TVET
As defined by UNESCO and UNEVOC; “Technical Vocational Education (Training) is used as a comprehensive term referring to those aspects of the Education process involving, and in addition to general education, the study of technologies and related sciences and acquisition of practical skills, attitudes, understanding and knowledge relating to occupations in various sectors of economic and social life.”

So where does this happen?
1. Schools This takes place within a school setting, which is known to be ‘TVET in Schools.’ Currently, it lacks consistency with no clear nationwide qualification for students who wish to take on technical/vocational education. There are opportunities for improvement and is also a significant contributor to technical education aspects in PNG.

2. Public Sector Technical and Business Colleges and Poly-tech At the moment, there is one National Poly-tech in the country and others that are being referred to. Australian statistics on Poly-techs, which really focuses on diploma and advanced diploma levels, only 3% of enrolment in TAFE colleges in Australia are in that level, either level 5 or 6. It is a concern that the foundations, which is level 1, 2, 3 & 4, should be the key focus to develop a sustainable TVET sector rather than focusing on a very small area.

3. Private Training Providers - Private Training Providers are also the main contributors to technical training and there are 250 of them who have been registered through the National Training Council. And there are two (2) sets of systems; one for the Private Providers and the other Public sector recently operated and approved through the National Department of Education- TVET.


5. On and off the job (apprenticeships) - Industry specific training providers e.g. National Fisheries College, Maritime College.

6. Informally trained - a lot of TVET training happens on the job without being recorded. It’s done in an informal way between an employer and an employee, a father and son, mother and daughter, mother and son, etc through a process called ‘recognition of prior learning.’ Many people at home can actually use this system to set up and work. They can actually benefit from getting official recognition from these experiences.

1. Current beneficiaries of TVET
   a) Year 12 school leavers are the main beneficiaries as they are at the top of the schooling bunch. As it was in the past, grade 10 school leavers were eligible to apply into technical and vocational institutions, but not anymore. According to the National Qualifications Act, called NC1, the entry requirement is year 10. There are very few year 10s who can get into the technical colleges because they are competing against a massive number of year 12s.
   b) Sponsored employees – are generally getting their training through apprenticeships which are at the cost of the employer.
   c) Scholarship recipients – HECAS, sponsored and provided by the Department of Higher Education, Research, Science and Technology (DHERST) Youth Employment Project can be categorized under scholarships because, in a way, it is a scholarship and an opportunity for people who have been unemployed (disadvantaged) for a very long time to actually get back into the workforce. It is the first of many stepping stones. One of which is through employment and the other is through further training. This gives them an opportunity to get back into formal training.
   d) International Scholarships e.g. Australia and NZ Awards.

Potential beneficiaries of TVET
When looking at the labor market, there are a large number of people in the economy that (sometimes) are not able to access formal training. Potential beneficiaries were recognized and classified into groups, including people living with disabilities and working class people.
a) Working Class people- Why working class people? The reason being the system particularly the Public Technical Education system is inflexible. For instance, if someone does not turn up 8 am and train until 4 pm, will not be trained as there is no trainings after hours and on weekends except in areas such as the police force training, nursing, etc. This is an important area of untapped resource.

b) Women – In non- traditional occupations and there are many opportunities for women to progress into this area and develop a good sustainable career.

c) Unemployed Adults- people who have missed out on employment and still in that difficult situation and so it is important to be able to create opportunities for them.

d) Remote Communities- using technologies such as solar panels for solar electricity satellites, like the program called ‘e-granary’ which has got a thousand plus books in it, more like a virtual library so the opportunity is there to look into the future at giving the benefits to remote communities.

2. Current partnerships - PNG

a) Strengthening partnerships - between the key government players and they are; Department of Education, Department of Labor and Industry, Department of Higher Education, Research, Science and Technology. These groups have been operating individually but in the last year, they have come together for the good of PNG Technical Education.

b) Private Sector Peak Bodies: Business Council, Chambers of Commerce and Industry are aware of the importance of technical education. There is still opportunity for these bodies to come together as different peak body groups and also to form a team with the government stakeholders. (DoE, DoLI, DHERST).

c) Private Public Training Partnerships – International

I. Education Capacity Development Facility – has a section specifically for TVET. ECDF is funded by the Australian Government and managed through an organization called Palladium.

II. Australia Pacific Technical College (APTC) - there exists a partnership with the PNG Government and the Australian Government.

III. Australia Awards

IV. DHERST International TVET Scholarships- there is also an existing partnership with Queensland TAFE.

V. Urban Youth Employment Project- sponsored and supported by World Bank and the Australian Government.

VI. European Union- has a specific project where they work with TVET in Schools (EU TVET in school Project).

VII. Research: There has been a number of partnership projects in research including:

- TVET Needs Analysis,
- Funding TVET in the Pacific – PNG,
- TVET Accommodation Study,
- Industry Engagement Study,
- Feasibility Study (TVET Centre of Excellence).

VIII. TESDA (Technical Education and Skills Development Authority) in the Philippines has recently done a TVET Reform Study in PNG.

IX. TVET Equipment Grant: National Department of Education & AHC

3. Possible future partnerships

a) Scoping, development and implementation of a single National Skills Development Authority. The first step is to get all government stakeholders and private enterprises together to form a National Skills Development Authority. At this time, these aforementioned stakeholders seem to envisage the same outcome with TVET but are working in isolation. There is still an opportunity to work together.

b) National TVET Strategic Plan was recently developed.

c) TVET Scholarships- specifically targeted at TVET trainers.

d) TVET Leadership Skills Development

e) Large Scale PNG Government and International Donor Financing

f) Private Public Partnerships – quality frameworks and delivery

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4. **Key message**

- Investment in TVET results in significant “import replacement” (an economic point of view—saving a fair bit of money estimated at K3 billion per year). There’s also “returns on investment” every time someone invests in a Papua New Guinean to replace a foreigner.
- Positive multiplier effect through the PNG Community—the benefits of training one Papua New Guinean goes on for 20-30 years.
- Minimum estimated cost of meeting TVET National Goals = K1.25 Billion for infrastructure alone and the cost of bringing TVET up to a standard. However, there is a solution and that is through:
  - Innovative Partnership Financing Strategy including incentives such as Tax Credits, Development Impact Bonds, and having all stakeholders coming together to look at uniting and developing a business case for International funding because this is a critical area with significant benefits to PNG.

**Floor Discussions and Recommendations**

*Member of the audience (female):* In terms of Quality training of English language teachers in Teachers Colleges, we are trying to get Science and Mathematics teachers from India. Why can’t we train Papua New Guineans Science and Mathematics teachers? Instead of having ‘certificate’ and ‘diploma’ graduates teaching at the primary level, is it possible to have Degree level teachers teaching the English language in primary schools, even at elementary schools and even in the Early Childhood centres as well? Also, some students say that they have not been receiving their allowances (pocket and book allowances) from the institutions—can DHERST check this?

*Kavanamur:* The University of Goroka graduates 400+ secondary school teachers annually and that is a challenge. We have opened up Training Colleges specifically to train Science, Mathematics and English teachers. Recruiting teachers from India is just a strategy to address current gaps in the country. The earlier statement I made is that development is a huge challenge. We are latecomers to development. Looking at the East Asian countries, they adopted the developmental state model. This fast tracks the development process in those countries. For us we have to go through an incremental process, embedded within the democracy that needs to be fully appreciated. In relation to the question about HECAS loans and the pocket allowances, each year we make sure that these are paid, but for the 2nd semester this year, we are in the process of paying these allowances partially because of the disruptions faced. In the past, these funds are channelled through their bookshops, as of this year, it has been decided that these allowance be paid through Kundu pay where it goes straight into their accounts of individual students.

*Member of the audience:* Is there a mechanism in place to check qualification of academics to teach at private institutions or even at public institutions for that matter?

*Kavanamur:* We do not directly undertake qualification checks of teachers, but we make sure those colleges and institutions operating in the country are fully accredited institutionally and their programs are also accredited so there are processes in place for quality checks. One is the ‘Institutional Accreditation’ process against standards, and the program accreditation process. But it is entirely the responsibility of academic boards to ensure that their teachers are qualified.

*Member of the audience:* Is there a system in place to regulate the private education providers?

*Kavanamur:* This forum is about partnerships between the State and private sector. The Department of Higher Education is ensuring that there are more private sector service providers that are supported through a proper accreditation process. There are absorptive capacity issues with state institutions and the way forward is to grow the number of private service providers in the country. The new Higher Education Act ensures that there is a clear process for vetting private service providers.
SESSION FOUR: “The Big Picture”: From Information needs to productive outcomes promoting employment & development

Moderator, Mr Paul Barker, Executive Director, Institute of National Affairs

Some of the material that has been presented during the forum was from the survey that Dr Luke Jones undertook with the INA team. Luke will synthesise the study and focus of the key issues. You don’t have a labour market unless there are opportunities for jobs, the private sector is actually stimulated, and does not have those excessive impediments to business, excessive costs that would basically prevent large investors, as well as small investors that includes farmers themselves, from committing their time and energy to different economic activities. So a key focus is having the right environment for investment. Remembering the different components of the economy and how they all relate to and depend upon each other.

INA Labour Market Study – Promoting Employment

Dr Luke Jones,

One of the strongest and effective public-private partnerships in PNG has been the Institute of National Affairs promoting the interests of good governance and civil society in PNG. There are very few people and organisations in PNG that promote good governance and the interests of civil society, especially the grassroots people, and INA is one of those organisations.

How many people have a family? How many of you are confident that your children will get a wages job in future? Not many. I will highlight main aspects of the labour market at a strategic level.

How many people are in formal wage employment in PNG? How many people are unemployed in PNG? What is the average wage in PNG? How many university graduates find a job within two years of graduating? The truthful answer to that is, we don’t know.

The government of PNG, institutions, and the private sector do not keep these statistics. If they do, they do not publish them in a way that anyone can access them except themselves. A lot of people don’t see the point of these statistics. The problem is that the government doesn’t think that labour market statistics, whether people are employed or unemployed, where they get a job after university is important. We know that because they simply do not measure it. Things that are very important get measured. And in your case, the government over a long time did not think it as important.

Why does it matter? The answer is up to you to determine the purpose. It is what provides the income, or the source to provide the food that we eat to sustain us. At a higher level, the real reason people want a job is because they want a better life. Papua New Guineans want a quality of life for the present and future generations.

Presentation based on the study by Dr Luke Jones and Dr Paul McGavin: Grappling afresh with labour resource challenges in Papua New Guinea: A framework for moving forward Institute of National Affairs (2016) is available on the INA web site for you all to access.

The concept of productivity is a measurement of input to output, measured in value terms. What is important is the quantity of input, relative to the quantity of output. It is a question of the quality of the output. It is the quantity and quality in combination which give you the value of the output. Why do I raise it? We have spoken a lot about education and training. Education and training is a valuable good, but people want it because they think it will give them a better opportunity to get jobs. We need to think about the current government’s objective of increasing training from a low level to a very high level. What is the quality going to be of that rapid increase in training? And how is it that you can make sure that the quality remains? A major issue for employers in the country is the people that come to seek employment simply do not have both the skills (the know-how) and the quality of education, because the education in PNG lack the standard required for them to get a job. That is not a fault of the employers; they have to compete in a market. They need people who have the skills to provide the service or the output that the market wants.
Government is not focusing on productivity. Therefore they are not measuring it. Productivity is the key that will get yourselves and your children a job. If the government is not measuring it, you have to think very critically about whether the government is interested in you.

Labour market analysis in PNG is complicated. The major impediments to employment in PNG are based on culture. They are not based on how many jobs there are, or aren’t. Status can be both positive as it encourages people to work hard, but it can also be destructive. When people focus on improving their status regardless of the purpose, such as a politician who increases his/her status by wasting money, when he should actually be doing his job to make sure that services that you people need are delivered, then it is a problem and it is destructive.

The supply side in PNG is the most complicated part of the labour market. When designing the labour market framework, you must insist that the supply side considerations are addressed first. They are the most significant and complicated issues. With demand, firms only employ people when they have a need for that skill to deliver a product, it is derived. If there is no demand for a product, then there is no demand for that labour. When we talk about structural impediments, they are well known. INA surveys have produced this information (see figure below).

Top 7 Constraints to formal business and investment in Papua New Guinea

From the figure above, you can see that training is not the most important issue (availability of skilled labour). All the factors above it are what cause businesses to grow (law and order, corruption, state of transport infrastructure, state of electricity infrastructure) in order to employ more people. Until the government sorts these issues out, there will not be significant growth in the economy and there will not be significant increases in formal wage employment.

What is the context?
• Formal wage employment
• Informal employment (informal sector and subsistence sector) – most overlooked majority in society.
• Unregulated employment – people who work in a business, who may or may not receive an award wage, no terms and conditions regulated by authorities.
• Huge variation - by region, age and sex in the country.
Above shows PNG workforce that is predominately low skilled and many are unemployable.

**Which sectors provide formal wage employment?**

Why employ people from overseas? The companies cannot find the skills available in PNG. PNG operates world class mining projects, and also some agriculture projects. Many of these companies take out multimillion kina loans and they cannot delay production because of lack of skills. It takes a long time to develop a highly skilled person. The people who work on mining projects are largely those who move from project to project around the world. They rotate from job to job, build oil and gas industries, being highly skilled. You need to put it into context. They are not just moving into jobs that PNGs requires. It takes a long time for PNG to train its people into highly skilled personnel. It is something PNG should aim for, for the next round of LNG projects.
Yesterday we heard someone tell the Minister that what he said was bullshit. It is nice that people can be direct. I want to point out some things about statistics. You need to understand the difference between real and nominal GDP. Nominal means the value it is today. Real means the value after inflation. What can you buy with K100 today compared to last year? See the figure below; from 1972 the real wage has not increased by 2012. For those of you that wonder why your life is not getting better, it is because your real wage that you need to live on has not increased since 1972. That is a major problem for any economy. In 1992, the average real wage was K631, in 2013 it was K336, it halved.

Fortnightly real average wage – low skilled employees
1990 – K631
1998 – K376
2013 – K336
There has been no change in real wages over time. Be careful of what the government tells you and how you interpret it. Although the wage index shown in the chart below shows a large nominal wage increase, there has been very little increase in real wage over time.
What is the change in real per person terms?

PNG's population has increased significantly over the last two decades. What that does is that it affects growth for individuals in terms of how much services the government can deliver to individual people. The figure 28 above shows how much real GDP has grown from 1960 to 2012. However, real GDP per capita has hardly increased.

Yesterday we heard from a Minister about a target of 2 million wage employees in SME by 2030. If the government was to achieve this, the economy would have to have an average growth rate at 20% per year (see graph below). That is basically impossible. I hope that you focus on goals that are achievable.
Relative to what? In PNG it is very hard to answer this question because there is no public data.

Why is there no data? Not an issue of too little data but too little sharing and a lack of a common purpose. There is no one place where data is collected for public access, and compared with each other. This is a function of the National Statistical Office. Without this data, it is not possible to know if things are improving, and secondly how to make them improve.

Lack of political will over the last few decades to produce the data. If the government wants something to happen, it will happen and the Government will resource it. For whatever reason it hasn’t happened because the government doesn’t want this measured. It is how we measure the performance of government policy and government departments. It is essentially how we measure the productivity of government. When we talk about government, they are both politicians and public servants. We can’t distinguish between the two. You need to demand independent data.

- National statistics are designed to measure the performance of modern market societies relevant to a previous time period.
- The purpose of the measurement is to see if the change has brought improvement. In essence, they are the means by which productivity is measured.

**What are the most important skills?**

Human institutions that support the modern market state and the capacity of the PNG state to build, maintain and refine these institutions over time. Decline in the institutions that support the labour market and affect the quality of human resources in general:

- Government bureaucracies – in terms of capacity and function
- Education – primary, secondary, tertiary, vocational
- Public infrastructure – transport, electricity, law and order
- Public goods – rule of law, good governance, security

There is increasing corruption in the operation of government in PNG at all levels. That is not to say that people are not working hard and not doing their job, because of course they are. But where corruption becomes an accepted way of being you cannot expect that the country will function effectively.

The key things that you need to focus on:

- Think about productivity – quality and quantity
- Rebuild the capacity of the National Statistics Office
- Focus on real wages – decreasing the cost of goods and services in the country
- Demand policies have an objective and are publicly measured
- Beware of bullshit – every government in the world want to make themselves look good. You need to be critical
- Don’t tolerate corruption
National Human Development Report and the Sustainable Development Goals

*Mr Steven Liston, UNDP Economic and Programme Specialist*

**Sustainable Development Goals**

Equality is giving people the same thing(s). Equity is fairness in every situation. PNG is a country rich in natural resources.

With visible signs of development, and has contributed positively to human development.
Lessons from the Human Development Report

- Transparent and accountable institutions
- Diversify Economy (agriculture, eco-tourism, science & industry)
- Continue to invest in high social rates of return like education, healthcare and infrastructure
- Strengthen SIPs with planning & accountability mechanisms

Formal Employment by sector, employment in the mineral sector peaked in 2013 followed by construction. Youth unemployment about three times higher than general population (40% of people under the age of 15). The private sector (formal and informal, and including self-employment) accounts for more than 90% of employment.

Over US$1 billion of market potential

Figure: Market size estimation for impact enterprises in PNG
Figure 2, based on the study by UNDP: Seeding Social Enterprise in Papua New Guinea (February 2016)

**How to Grow Employment in PNG?**

The findings of the Deloitte and UNDP Joint Skills Survey (Preliminary report available December 2016 www.pg.undp.org) highlights strategies to create jobs in PNG. The purpose of this was to identify existing Skills Gaps, barriers to hiring more staff and Skills required and ease of access across Sectors in the Provinces.

A tale of two economies:

- 60% of POM businesses are currently hiring
- 33% of non-POM businesses are hiring


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**Floor Discussions and Recommendations**

**Moderator, Paul Barker:**

We have been talking over the last three days about partnerships. Of course there are good partnerships and bad partnerships. We highlighted that unless you allow the economy to grow by enabling the private sector to invest and feel like investing, then you are not going to generate the jobs. But some economic activity creates more jobs than others and we are going to make sure there is equity and equality. We have to make sure that effective partnerships are maintained and that the role of civil society working together with private sector and government. Civil society has that expertise and commitment on the equality side. Companies also have social and community obligations and many companies are working in that field as well. It is a case of everyone working together but also keeping each other honest. Government keeps the private sector honest; the community keeps the government on their toes at the local and national levels.

**Member of the audience (female):**

When are we going to establish a reliable data system housed at Waigani?

**Member of the audience (male):**

PNG has low skills to be employable. PNG has invested a lot into education, including TVET. Given this, are we anywhere near that PNGeans can be employable? Secondly, the wage level in PNG is not improving relative to real wages. The government is investing a lot through the SME. Do you think that this will create competition which will increase wages in future?

**Minister Abel:**

It’s good to provide the negatives and the positives. Certainly one thing I get every day is the negatives. We try to deal with the negative and highlight what is being done about it. You and I know that things are being done to address those issues expressed here, but to continuously highlighting the negatives is not so constructive. We must give both sides of the story. You say there is no data; that is not entirely true. I spent a lot of my opening address about the need and the emphasis that this government is trying to place on data and statistics. There is complete and wholesale neglect in terms of reporting. For a long time now there has been the distraction with money. National planning turned into a piggy bank. We had eight billion sitting in trust accounts, a lot of it parked in National Planning, and when you have those kinds of goodies who wants to be reporting. All you are busy with is to do deals with your buddies; it’s all about handing outs. We had eight billion that went through trust accounts under the National Alliance led government. And we are still looking for the reports against those things. It has been much heralded, the NADP and all that, all the wastage and lack of reporting. The question is what are we doing about it? So it has been a huge effort to try and change the focus of National Planning, to go back to the National Statistical Office and ask what is happening. We went to the IMF and the Australian Government, to the Bureau of National Statistics to come to NSO to pick up the national census, household and expenditure survey, to update the basket of goods for the CPI, conduct the Business Activity Survey leading to the update of the GDP statistics up to 2013, and now the Demographic Health Survey, and

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the Business Survey to bring the GDP statistics up to 2015, and macro statistics. I would encourage you all to go to
the NSO website to see the vast array of information already there now.

There are many reports available. Many people don’t know they are there. It is partly the fault of the NSO for not
publicising them. I recently presented the MDG final report to Parliament. That information was only available to 2013.
There have been improvements in education enrolments; GDP and possibly life expectancy improvements. There
may be a significant jump in the human development index for PNG. We are developing this national monitoring and
evaluation system, PIP reports, all the way down to LLG. This is a joint system in place with other key Departments to
the ward level. We have been doing a lot of hard work. We are spending a lot of money to capacitate and upgrade the
civil identity registry and to produce the population information we require. Goroka, Kimbe offices were opened last
week. We have started work on the infrastructure to create the platform to give us the management of the population
information system, and the biometric database that will facilitate many other activities I keep talking about.

The challenge is getting all these programs implemented like any other program of government. It is difficult for
different reasons. With the National Planning Act, we can give a lot more emphasis on this. The Department of
National Planning is going under a restructure process to cater for the new developments and to beef up its auditing
and monitoring functions, and not get obsessed with the annual activity of formulating budgets. It is all about
dividing up budgets; and the expenditure. There is very little on generating additional revenue and little emphasis on
monitoring. The poverty report is another produced. You talk our country down all the time. I want some positive
stories. With the help of the Australian government, and the UNDP, let’s produce some of this information. We are not
scared about what is going to be revealed. It is just that we are not focused in the right areas. I want information. I
want the scorecard to be presented to the public. We and PNC government want you to judge me/us. We need help.
That’s why we emphasis forums like this. Let’s put the problems out on the table and discuss good and bad and see
how we can improve the performance together.

Luke Jones:
The question about wage levels, you really need to focus on real wage levels and what you can buy with your income.
I really hope there is an increase in SMEs in PNG. The growth of SMEs most likely will not lead to a great increase in
wages for PNGs. The reason for that is because of your population growth. PNG’s population growth is exceeding the
capacity of the economy to produce jobs. This means there will be too many people with the same skills set looking
for employment which would mean that there would be the ability for the person demanding the labour resource to
offer a lower wage rate than would otherwise be the case. There is nothing you can do about it because of the nature
of the demographics that you currently have. There will be an increase in wages for people who are very highly skilled.

With regard to the second question, was about employable PNGeans in 10-15 years’ time. The question will be in
what volume will they be employable? You need to think both nationally, and internationally, where PNG will be. PNG
is competing internationally for its products. Most of its products are commodities. At the moment commodity prices
are lower overall than they have been for the last five years. So it is very much dependent on the price of commodities.
PNG is a price-taker. So I would hope that more people will be employable. Whether or not the private sector will be in
a position to offer them a position is very much dependant on that, and truthfully, the greatest hope is for the capacity
to remove those impediments. Which is law and order, corruption, the state of the transport network, the state of the
electricity network, and they are all very large scale problems. The government is doing its best to address them, but
with the growth in population, it is a very big challenge to meet its objectives.

Moderator, Paul Barker:
Investment in quality education and training is an important one. And as we heard, there are some players who
contribute more than others. There are some of the more established businesses who are more proactive in providing
skills development, than some of the new businesses. We have to get everyone on the same playing field. The same
applies to those new enterprises that don’t pay GST, group taxes, and minimum wages. We have to get them all on
the same playing field.
SESSION 5: Group discussion report-back on employment training and employment

Group Four: Unemployment, youth unemployment, informal employment, gender inequality, skills development

Recommendation 1: Change attitudes and government to create public awareness to changes perceptions
It calls for the parents and children to change attitudes. We expect as parents that all our children will get a job at the end of their schooling, or go further to university and get a paid job. In reality that cannot be. The parents’ attitude and the children’s attitude must be changed. They must know from the beginning that there’s no job guaranteed for them at the end of their course.

What is required here is that the government must do public awareness. The young must be informed from the beginning that they are not guaranteed to get a job later. To assist those who have left school, cadetships should be encouraged by the government and TVET should provide some form of training so that they can be useful in their community when they leave school. Skills in such as bricklaying, simple carpentry, and multi-skilling, electricity, pig-gery etc., all in one. We are requesting TVET and the government to look at this to help create self-employment for the future.

Recommendation 2: Decentralisation of services
One of the youths said, most of us flock to the city because we see bright lights and the cities have a lot of things that aren’t in the villages. So the government should decentralize some of the services.

Recommendation 3: NGOS to go to the villages in rotation to provide courses that would be helpful. Like community service that the NCDC (National Capital District Commission), that help youth in the communities to mobilise them, and service their own communities. Girl guides, Boy Scouts, school cadets, like they used to be in the colonial times. If that can be re-introduced that can be helpful.

Recommendation 4: Teach home grown skills. That is sewing and knitting. Girls can learn from their own mothers or others who have the know-how and capacity.

Recommendation 5: Gender issues: This is really a cultural issue. Promote a male advocacy network be established and strengthened. There are two types of problems here. Because one uses the patrilinial system which comes from fathers, they inherit the land. The other, is the matrilineal society. These can be addressed, if you give a lot of publicity and information about it. The lady said that we can have free education and make it compulsory for wom-en. To reduce or relax the percentages charged by banks when we go for loans, for the ladies, because they charge too much and ask all sorts of questions and they can’t make it.

Recommendation 6: Creation of Department of Youth. Create a Department of Youth with a separate ministry.

Evaluation comments relevant to Day 3
In answer to the question, “What would you propose as the three most important priorities for government to achieve responsible sustainable development in the country?” the following responses were given by 87 evaluation forms:

Employment was mentioned 16 times as a priority for government:
1. Government departments and institutions need to coordinate better to address employment and provide labour market data and information.
2. Conducive environment for business to invest and provide employment.
3. Quality education and training for agriculture, forestry, fisheries, and livestock, youth employment.
4. Assist local companies to plan for their employment system.
5. Unemployment in PNG.
6. What the government and other organisations are doing to address women’s employment.

Human resource development and skills training was mentioned 14 times as a priority for government:
1. Education and skills training.
2. Develop quality human resources for this country.
3. Promote human resources development through institutions and promote specialist skills.
4. Training and development of local ward council human resources.
5. Marketing skills.
6. Create more technical training institutions in provinces.
7. Financial education.
8. Quality human resources who can account for leadership and management.

Gender and women were listed as priorities for the government 5 times:
1. Gender equity
2. Increase gender based advocacy programs via aggressive media campaigns right into the villages and isolated communities of PNG.
3. Need more women empowerment programs
4. Assist and promote coastal fisheries development for all coastal and island provinces to do this. Please amend section 26 of the Fisheries Act to state explicitly that the National Fisheries Authority (NFA) must ensure that it assists traditional artisanal fishermen/women to harvest and sell their marine resources.

Informal employment was mentioned 3 times as a priority for government:
1. Encourage participation from informal institutions in PNG.
2. Work more with the informal employment system and improve.
3. Informal and SME.

In addition, a participant requested to “Continue to get the government, industries and development partners account for what they are doing to address concerns around land, labour and employment, addressing marginalized citizens, training and localisation, proper policing, and monitoring of government initiatives.” The participant also calls on the government to “Encourage rural populace to shift from subsistence life style to the next level of life style by actively participating in the informal economic sector.”

*With regard to the question of how to improve the organisation of the forum, participants were positive:*
“The forum was very good and really trains me to go back to my community and do more awareness and tell them what the government is doing-in our country.” Though a number complained:
“Too much technical jargon and language should be avoided as it contributes to different interpretation especially for citizens who have little or no literacy skills/knowledge. Too much presentation of graphs and high tech information.”

*Suggestions made:*
“Give participants the opportunity to give written submissions on areas of interest or in particular sector so as to capture different ideas on the way forward in the respective sectors which were presented at the forum."

“Please do send awareness out to the people who are attending so that they must talk sense. All we want is change in the communities and the country.”
Appendices

Appendix 1: Day one and two participants list for the National Development Forum

Appendix 2: CIMC assisted provincial participants and staff (CIMC/INA) list

Appendix 3: Day three participants list

<table>
<thead>
<tr>
<th>NO.</th>
<th>Names</th>
<th>Organisation</th>
<th>Designation/Position</th>
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<tr>
<td>1</td>
<td>Ms. Roselyne Kennedy</td>
<td>Australian Dept of Foreign Affairs &amp; Trade</td>
<td>Srnr Program Manager</td>
</tr>
<tr>
<td>2</td>
<td>Mrs. Susan Setae</td>
<td>PNG CA</td>
<td>President/Trainer</td>
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<tr>
<td>3</td>
<td>Ms. Grace Heaoa</td>
<td>Australian Dept of Foreign Affairs &amp; Trade</td>
<td>Program Manager</td>
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<td>4</td>
<td>Dr. Manoy Pandey</td>
<td>Australian National University</td>
<td>Lecture in Economics</td>
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<tr>
<td>5</td>
<td>Mrs. Malini Nandan-Hallt</td>
<td>Australia PNG Business Council</td>
<td>Corporate Services Manager</td>
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<td>6</td>
<td>Ms. Avoasha Lalatute</td>
<td>Embassy of Japan</td>
<td>Clerk-Assistant Economic Co-operation</td>
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<td>7</td>
<td>Mrs. Ek Hriehwazi</td>
<td>Dept of Justice &amp; Attorney General</td>
<td>Manager, Public Relations</td>
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<td>8</td>
<td>Ms. Teisi Kalamo</td>
<td>Dept of Justice &amp; Attorney General</td>
<td>A/GESI Coordinator</td>
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<td>9</td>
<td>Ms. Kla S Tau</td>
<td>PNG Governance Facility</td>
<td>Women Entrepreneur Facilitator</td>
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<td>10</td>
<td>Ms. Tau Geno-Hoire</td>
<td>PNG Governance Facility</td>
<td>Gender Equity &amp; Social Inclusion Advisor</td>
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<td>11</td>
<td>Ms. Simaima Tavil-Melachon</td>
<td>Palladium Int'l Education Capacity Development Facility</td>
<td>Program Coordinator</td>
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<td>12</td>
<td>Ms. Georgia S Guldan</td>
<td>HHISP</td>
<td>Prof. of Public Health</td>
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<td>13</td>
<td>Mrs. Rhymbi Kokiva</td>
<td>Dept of Personnel Management</td>
<td>Executive Manager</td>
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<td>14</td>
<td>Mrs. Marjorie Andrew</td>
<td>Institute of National Affairs</td>
<td>Deputy Executive Director</td>
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<td>Ms. Helen Altsi</td>
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<td>Mr. Ian Lapu</td>
<td>Oxfam International</td>
<td>Gender Justice Project Officer</td>
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<td>18</td>
<td>Ms. Michelle Tickle</td>
<td>Pacific Women Support Unit</td>
<td>PNG Country Manager</td>
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<td>19</td>
<td>Mr. Pili Peipul</td>
<td>Focus Marketing Solutions</td>
<td>Managing Director</td>
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<td>Ms. Maya Peipul</td>
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<td>Mr. Richard Samuel</td>
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<td>Ms. Kathy Karapa Tom</td>
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<td>Mr. Matthew Kanua</td>
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<td>Mrs. Mary Ikupu</td>
<td>PNG Assemblies of Disabled Persons (WWD)</td>
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<td>26</td>
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<td>27</td>
<td>Mr. Kila Bagi</td>
<td>Abau District Administration</td>
<td>District Planner</td>
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<td>28</td>
<td>Mr. Larsen Neayambe</td>
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<td>29</td>
<td>Mr. Yuenbari Haihule</td>
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<td>Research Coordinator</td>
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<td>31</td>
<td>Ms. Lisa Ijape</td>
<td>DFAT - Australian High Commission</td>
<td>Assistant Program Manager</td>
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<td>32</td>
<td>Ms. Ore Topuna</td>
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<td>Mr. Alex Auro</td>
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<td>Mr. John Mebil</td>
<td>Kome Agricultural Services Ltd</td>
<td>Principal Director</td>
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<td>Mr. Magaru Riva</td>
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<td>Gov't Relations Adviser</td>
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<td>Dr. Angela Mandie</td>
<td>DPRMC</td>
<td>Director/Owner</td>
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<td>Mr. Salimut Kilangit</td>
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<td>Mr. Steven Andambo</td>
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<td>Mr. Neles Tandamat</td>
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<td>Mr. Evara Api</td>
<td>Ward Development Chairman</td>
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<td>Mr. Heni Omaro</td>
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<td>Mr. Agiru Sore</td>
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<td>Mr. Paul Opu Alokai</td>
<td>Village Court Magistrate</td>
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<td>Mr. Mick Murphy</td>
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<td>Asai Hydro Power Development</td>
<td>Executive Chairman</td>
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<td>Mr. John Ken</td>
<td>Mt Kare Gold Project</td>
<td>Chairman</td>
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<td>Ms. Geraldine Paul</td>
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<td>Mr. Tony Hondene</td>
<td>Hela Provincial Government</td>
<td>Monitoring &amp; Compliance</td>
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<td>Mr. Emmanuel Toll</td>
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<td>Mr. Luai Himata</td>
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<td>Mrs. Adi. Anaseini Vesikula</td>
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<td>Stars Program team member</td>
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<td>118</td>
<td>Mr. Simon Dala</td>
<td>PNG Music Foundation</td>
<td>Coordinator</td>
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<td>Mr. Jack Phoro</td>
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<td>Mr. Rewi Panda</td>
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<td>Mr. Oliver Maingu</td>
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<td>Mr. Jackson Yuasise</td>
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<tr>
<td>Mr. Alfred Walne</td>
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<td>Ms. Joycelyn Guina</td>
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<tr>
<td>Mr. Mickey Epikana</td>
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<td>Mr. Arnold Patiken</td>
<td>PNG Data Co Ltd Economist/ Commercial Analyst</td>
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<tr>
<td>Mr. Moiwo Bamoro</td>
<td>Cloudy Bay LLG Project Officer</td>
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<tr>
<td>Ms. Rita Latu</td>
<td>Nuvori Training and Education Services Training Consultant</td>
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<td>Mr. David Kep Polomia</td>
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<td>Mr. Lionel Rich</td>
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<td>Mrs. Mary Abau</td>
<td>Papua Hahine Social Action Forum Admin &amp; Finance</td>
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<td>Mr. John Pora</td>
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<td>Mr. Reginald Renagi</td>
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<td>Dr. Ramakrishna Akkinapally</td>
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<td>Mr. Willy Barth</td>
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<td>Mr. Bernard Kiele</td>
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<td>Mr. Paruly Kwarara</td>
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<td>Mr. Gary Tapalan</td>
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<td>208</td>
<td>Mr. Paul John Kaita</td>
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<td>Kaugere Village Court Deputy Chairman/ Magistrate</td>
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<td>Mr. Michael Allan Melachon</td>
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<td>CEO/Chairman</td>
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<td>Mr. Rocky Issou</td>
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<td>Mr. Aloysius Lavu</td>
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<td>256</td>
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<td>257</td>
<td>Mr. Daniel Dobora</td>
<td>Land Owner (LNG)</td>
<td>Tribal Group Chairman</td>
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<td>Mr. Jude Roa</td>
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<td>Ms. Theresa Gizoria</td>
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<td>Grants Manager</td>
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### Assisted Provincial Participants

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<td>PNGFM</td>
</tr>
<tr>
<td>Mr Daniel Dobora</td>
<td>Land Owner (LNG)</td>
</tr>
<tr>
<td>Mr Netu John</td>
<td>Highlands Farmers Settlers (ie: Small Holder Chicken Farmers)</td>
</tr>
<tr>
<td>Mr Paul John Kaita</td>
<td>Consultancy</td>
</tr>
<tr>
<td>Mr Brian Kelei</td>
<td>Self-Employed</td>
</tr>
<tr>
<td>Mr John Samar</td>
<td>Kuriu ILGH 13208, Roku</td>
</tr>
<tr>
<td>Mr Mickey Epikana</td>
<td>Self-Employed</td>
</tr>
<tr>
<td>Mrs Helen Ricky Givio</td>
<td>United Church</td>
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<tr>
<td>Mr Tingapa Pelepa Peter</td>
<td>HIPOTA Association</td>
</tr>
<tr>
<td>Mr Carl Kalwan, MBE, CPAPNG</td>
<td>Ward 16 - Bungain Turubu LLG, Wewak District</td>
</tr>
<tr>
<td>Mr Harry Johnson</td>
<td>Self-Employed</td>
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<tr>
<td>Mr Luke Jones</td>
<td>International Consultant</td>
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<tr>
<td>Mr Haggai Zeriga</td>
<td>Self-Employed</td>
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<tr>
<td>Mr John Darius</td>
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<tr>
<td>Mr Avoa Ovasuru</td>
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<tr>
<td>Mr John Yoga</td>
<td>University of Goroka</td>
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<tr>
<td>Mr Paul Barker</td>
<td>INA</td>
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<tr>
<td>Ms Marjorie Andrew</td>
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<tr>
<td>Ms Mary Morola</td>
<td>DLIR</td>
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<td>Ms Wallis Yakam</td>
<td>CIMC</td>
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<tr>
<td>Mr Andrew Parker</td>
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</tr>
<tr>
<td>Mr Sameer Khatiwada</td>
<td>ILO</td>
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<tr>
<td>Mr David Peate</td>
<td>Paradise Foods</td>
</tr>
<tr>
<td>Ms Annemarie Kona</td>
<td>Dept Education</td>
</tr>
<tr>
<td>Mr David Kavanamur</td>
<td>Dept Higher Education, Science &amp; Technology</td>
</tr>
<tr>
<td>Mr Richard Curtain</td>
<td>International Consultant</td>
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<tr>
<td>Ms Mandy Newton</td>
<td>Urban Youth Employment</td>
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<tr>
<td>Ms Carmen Voigt-Graf</td>
<td>International Consultant</td>
</tr>
<tr>
<td>Ms Florence Willie</td>
<td>PNG Employers Federation</td>
</tr>
<tr>
<td>Mr Graham Ainui</td>
<td>Rural Industries Council</td>
</tr>
<tr>
<td>Mr Charles Abel</td>
<td>Minister for National Planning</td>
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