

Madang's plans to boost its numbers in Australia's Seasonal Worker Programme

PNG UPDATE

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Outline

- Overview: Australia's Seasonal Worker Programme
- PNG missing out on potential jobs
- Regional Initiative response
- Initial research design
- Preliminary key findings
 - Case study: South Ambenob – Ward 19
- Alignment to PNG Government policy & SDGs
- Medium Term Development Plan (III): Inform policy
- Conclusion



Overview: Australia's Seasonal Worker Programme



- Commenced in 2012 and aims to generate “triple wins” (benefits) for:
 1. Worker + family + community
 2. Australian Employers
 3. Economies of Sending & Receiving country
- Nine participating PICs and Timor-Leste
- Targets unskilled and low skilled workers

PNG missing out on potential jobs

107 PNG workers out of 11,638 jobs

PNG is a low-mobility country (1.05%) ranked 8/10

PNG workers not as attractive for Aust. employers

PNG has a reputation of sending unproductive workers

Only 1/3 selection & recruitment of workers is implemented through Government (Dept. Labour & Industry) work-ready pool

Prediction: Demand in Australia to reach 37,500 work opportunities by 2030

Evidence based data to monitor & assess impact of the modified & recruitment method to inform policy for greater development impact for Papua New Guineans.

How can PNG secure more jobs?



Modify the existing selection & recruitment method

Regional Initiative *Response*

Participating Districts & Province

1. Madang Urban District - Madang Province
2. Kavieng District - New Ireland Province
3. Goilala District - Central Province
4. Obura-Wonenara District - Eastern Highlands Province
5. Enga Province

Generic SWP eligibility

- Good character
- Fit and healthy
- Age (21 years and over)
- Citizenship
- Identity
- Intentions to return to the Participating Country (PNG)

4 Phases: **Application**, Interviews, Shortlisting & Pre-Departure Briefing

Target: 20 best (quality) workers from each District + Province

Identification & selection is driven by:

- Community endorsement
- District/Provincial recommendation to AHC/DL&I for work-ready pool absorption

Initial research design

Questions

Questions for inquiry: focus is the migrant worker + family + community

Immediate

Can the intervention - “Regional Initiative” effectively select and recruit a reliable supply of quality workers from PNG that will result in “triple wins”?

Long term

How can PNG maximize the benefits gained from Australia’s SWP to generate sustainable social and economic growth?

Initial research design

Methodology

Qualitative research methodology

Data collection: Case study of Madang

Primary

- Participant observations (community bungs)
- In-depth interviews
 - Key informants
 - Identified & selected workers

Secondary

- Written documents
 - Lit. reviews
 - Ward Profiles
 - PNG National Policies
 - Media monitoring

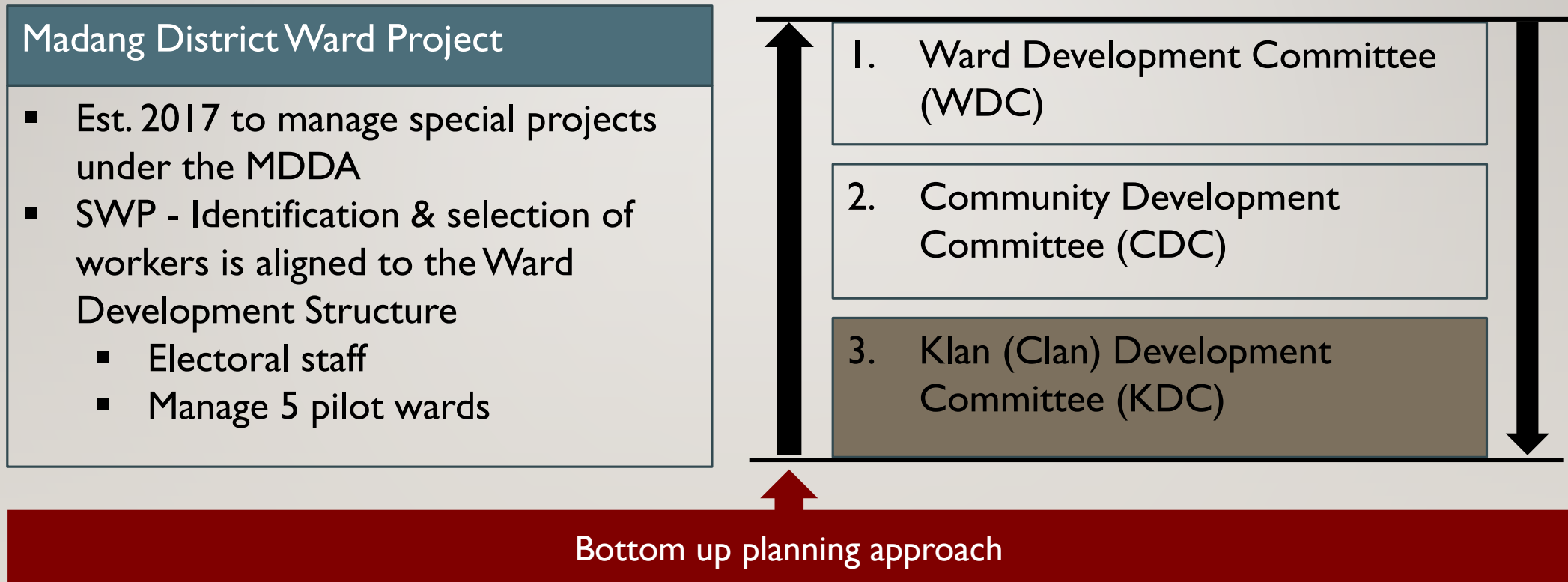
Data analysis

Case study descriptions of five participating pilot wards in Madang Urban District.

Most accessible & readily available data from [South Ambenob – Ward 19](#) (other four pilot wards profiles still in progress)

Preliminary key findings

RI implementation arrangement in Madang



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Madang Urban District Ward Project

1. Ward Development Committee (WDC)
2. Community Development Committee (CDC)
3. Klan (Clan) Development Committee (KDC)

12 Sector Representatives

Law & Order

Infrastructure

Disability

Health

Environment

Women

Education

Politics

Church

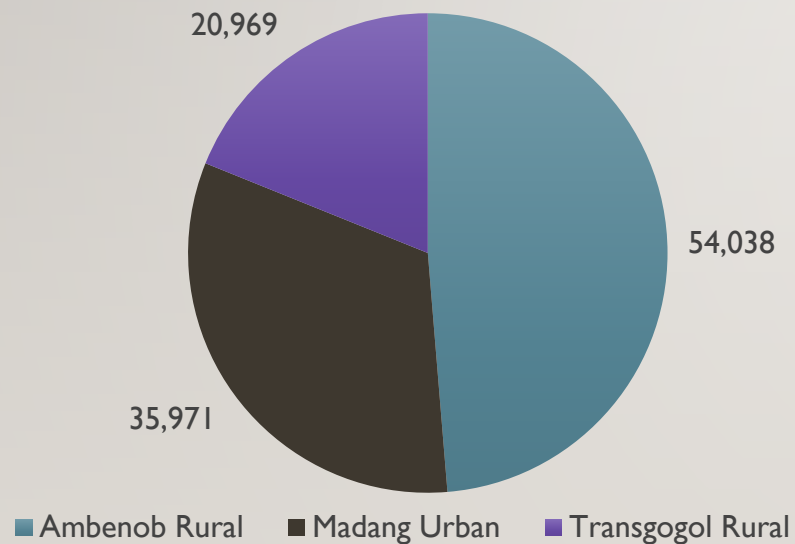
Economic

Clan & Culture

Youth, Sports & Events

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Total population by LLG in Madang Urban District



(Source: National Census, 2011)

Pilot sites within 3 LLGs

South Ambenob
1. (Ward 19)

Transgogol rural

Madang Urban

North Ambenob
2. Siar (Ward 5)
3. Krangket Island (Ward 1)

4. Ward 3

5. Ward 7

11 April 2019: NBC Radio – Madang Talk Balk
Hon. Bryan Kramer, Open Member for Madang & Minister for Police

Preliminary key findings

Madang Case Study: South Ambenob Ward 19

Total population: 4,613

1. Ward Development Committee (WDC)	Ward Administrator
2. Community Development Committee (CDC)	7 Communities
3. Klan (Clan) Development Committee (KDC)	44 Klans

Selection criteria: “Best of the Best”

- **Man** blo harim tok (Men who follow instructions)
- **Man** blo wok hat lo gaden (Men who can work hard in the garden)
- Unemployed Grade 10 and/or 12 school leavers
- Gained endorsement from Ward Development Committee (WDC)

Target 1: Identify 20 best workers + 1 team leader

Target 2: Identify top 5 from 20 best workers

No initial application process, recommendation from KDC to CDW then to WDC for final endorsement.

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Results of Top 5 list of 20 candidates

Background info

- Only males were identified & endorsed
- 2 x Grade 12 school leavers
- 3 x Grade 10 school leavers
- Age range: 22-35 years of age
- 2 are married with children
- Plan to use income to support their family & upon return to PNG further their education &/or start up a small business
- Only one person has travelled out of Madang (to Port Moresby)

Challenges

- Securing NIDs & Passports (long delays)
- Concerns about preparedness to travel to Australia (weather, financial management, culture shock, family separation, lifestyle, work environment, law & order)

Opportunities

- Pre-information sessions facilitated by Ward Project Office to better prepare candidates
- Pre-Departure Briefing & Add-On Skills training (AHC)
- Excitement about securing employment & experiencing life in Australia

Alignment to PNG Government policy & SDG

- Population: 7,275,324 growing at 3.1% pa
(Source: National Census, 2011)
- 80% of population are unemployed youth (Gr10 & Gr12)
- 80% of people live in rural setting & livelihood
- 17% of population access reliable source of power
- **Not enough jobs to absorb the abundant supply of labour**

1. **Vision 2050:** Smart, Wise, Fair, Healthy & Happy Society by 2050
2. **DSP:** By 2030, PNG must be a middle income country
3. **MTDP (III):** Securing our future through inclusive sustainable economic growth



Medium Term Development Plan (III): Inform policy

How can PNG maximize the benefits gained from Australia's SWP to generate sustainable social and economic growth?

KRA1- Increased revenue & wealth creation

GOAL:

- 1.3: Create more employment & economic opportunities for youth and build the capacity of productive workforce
- 1.4: Increase bankable land for productive utilization to unlock its economic potential & engage landowners in the formal market

KRA3- Sustainable Social Development

GOAL:

- 3.3: Resourceful & Productive Youths
- 3.5 Equal opportunity for all to participate in and benefit from development

Conclusion

SWP – RI perspective
Target: 20 candidates

Madang has tailored corrective steps to identify the “best of the best” workers through its Ward Development Structure

- Case study of South Ambenob Ward 19
- Other 4 pilot wards in Madang are in-progress

Opportunity to increase the scope of this study to include Kavieng, Goilala, Obura-Wanenara & Enga Province for cross-analysis

PNG/Australia Perspective

Once identity/citizenship documents are complete, continued data collection for in-Australia & return to PNG experience of the migrant workers can begin. This will enable the study to inform policy makers on *how PNG can maximize the benefits gained from the programme in generating sustainable social and economic growth.*



Result 1: Madang boosts its numbers into Australia’s SWP

Result 2: PNG increase its share of Australia’s SWP jobs

“Triple wins” gained

1. Worker + family + community
2. Australian Employers
3. Economies of Sending & Receiving country