

**SENATE FOREIGN AFFAIRS, DEFENCE AND TRADE
REFERENCES COMMITTEE**

**INQUIRY INTO PAPUA NEW GUINEA AND THE
ISLAND STATES OF THE SOUTH-WEST PACIFIC**

SUBMISSION

Submission No: 74

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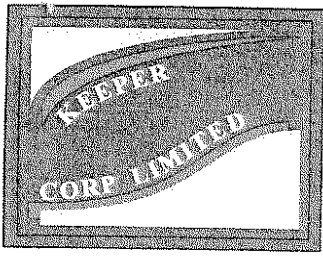
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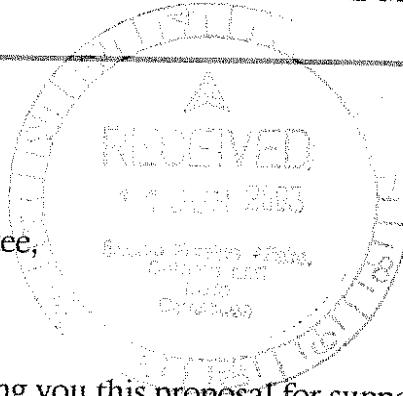
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The Chairperson
The Australian Senate Committee,
PNG – Visit- 2003

30th/May/2003



Dear Sir / Madam

I have great pleasure in presenting you this proposal for support from the Australian Government. This proposal is not complete as your visit here was rather unexpected. The main idea is in this brief enclosed. I hope your good government will give us your blessing and facilitate this arrangement for exporting labor to the horticultural industry in Australia.

PNG LABOUR EXPORT – PROJECT PROPOSAL

CONCEPT:

We are putting together a proposal to consult and coordinate in contracting of semi and unskilled labor properly organized to be engaged in the horticultural industry in Australia. This will provide immense benefits to both Australia and Papua New Guinea. The Rt. Hon Deputy Prime Minister and minister for Trade and Industry Dr. Allan Marat's bid to export labor announcement appeared on the National Paper of 30th/April/2003 must be supported by both the Australian and PNG governments. There are immense benefits to both countries and we sincerely hope and believe that this proposal finds favor with both government and thus facilitate for this project.

BACKGROUND:

PNG has over 5.2 million people and of the working age group only about 200,000 people have formal income of which about 70,000 are public servants. Every year there are so many working age people dropping out of school in grades 6, 8, 10, 12, university dropouts and even university and college graduated. This proposal will help that unemployment sectors by providing jobs. By engaging them in the horticultural industry will bring a lot of long term benefits to PNG in the industry. Agriculture Industry is and will always be the biggest employer and the foreign exchange earner after minerals are gone.

On the other hand the Australian Horticultural industry stands to benefit with assurance from this proposal. They are guaranteed that manpower will be available to them at their call, thus helps them in operations. A lot of the young Australians are not too keen to go work on the farms in the country as in oppose to collecting their unemployment benefits and live in the cities.

OBJECTIVES:

The objective of this project is :-

- a) Gives our people an income
- b) Brings in foreign exchange
- c) Exposure to working conditions outside of PNG
- d) Learn new farming techniques
- e) Expose to work ethics and discipline
- f) Learn good behavior – help change of attitude.
- g) Code of conduct and become better citizens

BENEFITS:

This is of mutual benefits to both Australia and PNG in the areas of :-

Australia :

- a) Australian farmers can now be able to harvest their crops on time.
- b) They can meet their targets both their domestic and overseas markets.
- c) Brings economic benefits to the farmers and Australia in foreign exchange on their exports.
- d) Australia's training aid to PNG through AusAid for the Agriculture sector here be enhanced by having PNG workforce gaining first hand practical experience on farms and the horticultural industry at large in Australia.
- e) Australian farmers would take advantage of this opportunity by engaging our personal on their farms through this arrangement at their call.
- f) This will further strengthen out two countries relationship.

Papua New Guinea :

- a) PNG would benefit from exposing our manpower to overseas working condition.
- b) They will be better physically and mentally changed people who would contribute meaningfully to the country when they come home.
- b) Our people will acquire better working (farming) skills by actually being on the job that will be better utilize back home.
- c) Acquire personal development in the change of attitude and behavior.
- d) This will also help alleviate the social problems and thus help towards decreasing poverty level towards the villagers. (With this program we will only tackle the disadvantage)
- d) This will bring foreign exchange that is most needed in our country. We anticipate that we can engage up to 1000 plus units every year on a 3 – 6 months at a time as most crops are seasonal.

EMPLOYMENT:

We will screen , interview and employ individuals both male and female depending on requirement to be contracted to the horticultural industry in Australia. Employment will be conducted nation wide. We will have a mixture of people from both the highlands and the coastal and the New Guinea Islands regions. The screening process will be tough and only those that meet the requirements will be enable. This process will bring out the people who are really keen to help themselves from the lazy ones who are a liability to the community and the country.

EMPLOYMENT CONTRACTS

- 1 The PNG employment agent needs to enter into a contractual agreement in the form of a MOU with the Australian Farmers through their federation or with individual farmers. The contract will cover the areas of actual salary or hourly rates, medical, insurance , duration of employment, board and lodging and other areas of needs. The federation or farmers will need to make contact with the employment agent only with matters relating to the workers as per the condition in the contract.(Refer MOU appendix "C" if successful we will have one in place)
- 2 An employment contract is to be entered in to by the individual employee and the employment agent. We will then spell out their agreement to which they will have to abide by. The contract will involve their working conditions including their salary. After their expenses deducted their lump sum will be paid in full to them upon their return to PNG. Under the condition their travel documents will be held by the Employment agent until their time is up and are ready to leave the country. Finer details will be included in the contract.(Refer appendix "D" in place)

PROTOCOLS TO ESTABLISH LABOR TRADE :

- A. Policy on Labor Employment
Refer – labor and Industry
- B. Immigration Laws
Refer : - Foreign affairs and Trade & Industry.
- C. National Training Policy
In the case where we are exporting labor is of multiple benefit to PNG
 - a) Gain experience and knowledge
 - b) Exposure to work environment and ethics
 - c) Acquiring skills
- D. Coordinating and Mobilization (profile of companies)
This will be professionally coordinated between the employment agent in PNG (Keeper Corp. Ltd) and the horticultural industry's agent in Australia. We will enter into a bilateral binding agreement.

PNG Agent

- Screen, interview and employ individuals. Conditions of Employment will be discussed at interview. (Both male and female depends on requirement from requesting agent)
- Prepare and execute all travel document, including visa requirements, passports, return Air line tickets
- Prepare and execute all employment contracts with the individuals. (labors)
- Prepare and execute all employment contracts with the Australian horticulture industry agent.
- Conduct in home training and awareness for successful applicants. Training will include awareness of culture, that is going from a third world country (village situation life) to an industrial world, climatising , change of dieting, personal hygiene, language, what crops will they be involved in. We will liaise with the Horticulture Industries in Australia or our agent to provide training materials like video and audio clips , magazines books etc..
- Once all documentation in completed we will physically take them to their place of work and introduce them to their respectable place of work. (Australian Farms) (reference appendix "D")

Australia Agent

- Ensure that individual farms manpower requirement data are collected and forwarded to PNG to meet their requirement.
- Check and ensure that board and lodging arrangements are in place at each individual farm.
- Transport to and from work arranged if required.(Logistics)
- Arrange to pick up workers at Airport and deliver them to their place of work.(reference appendix "C")


Views from the Australian Horticultural Industry Associates (reference appendix "E" we are hopeful to get the blessing from the industry with backing from the Australian Government.)

Views from Individual Forums Associates (If available)

Views from Australian Government . (Would be of great help and buster to this proposal)

When this proposal is completed I would like to make a presentation to your government and the agents.

Thank you,
Yours sincerely,
Keeper Management Agent.


John P Kupp.
Consultant.

CC: Team members