Terms of Reference

Development of the

Decent Work Country Programme (DWCP) 2025-29 for Sri Lanka

The ILO Office for Sri Lanka and the Maldives is seeking expressions of interest from individual consultants to support the ILO Country Office for Sri Lanka and the Maldives in developing the Decent Work Country Programme (DWCP) for 2025-29. The deadline for submission of proposals is COB Friday 30 August 2024. Please send your proposal with the subject header "Development of the Decent Work Country Programme (DWCP) 2025-29 for Sri Lanka" to cmb-finance@ilo.org

Background

The ILO's Decent Work Country Programme (2018-22- subsequently extended to 2024) for Sri Lanka which was approved by the Tripartite Constituents in May 2018 and is based on UNSDF 2018-22. The DWCP 2018-24 is currently under review and a new DWCP for 2025-29 for Sri Lanka is to be developed.

The new DWCP will be based on the UNSDF 2023-27[1] which has been developed based on the Public Investment Programme (PIP) 2021-24 of the Government[2]. The PIP 2021-24 unveils the Government's new strategy for achieving smart, sustainable and inclusive growth in the medium term and also incorporates Sri Lanka's commitment for the achievement of the United Nation's Sustainable Development Goals (SDGs). The PIP derives its strategic direction from the National Development Policy Framework of the Government – the "Vistas of Prosperity and Splendour".

The United Nations Sustainable Development Cooperation Framework for 2023-27 is structured around four interrelated and mutually reinforcing Strategic Priorities: *Inclusive and Equitable Human*

Development and Well-Being, Resilient and Green Recovery and Growth for Shared Prosperity and Environmental Sustainability, Social Cohesion and Inclusive Governance & Justice and Gender Equality.

Objective

The DWCPs are the main vehicle for the delivery of ILO support to its member countries and promote decent work as a key component of national development strategies and are ILO's distinct contribution to the UN Country Programme. The consultant is commissioned to assist the ILO Country Office in developing the Decent Work Country Programme for 2025-29.

The Development of the DWCP document 2024-28 builds on the following formulation process:

[1] This United Nations Sustainable Development Cooperation Framework for 2023–2027 articulates the collective vision and contribution of the United Nations system to support Sri Lanka to accelerate actions towards the achievement of the SDGs. It is anchored in a rights-based approach and is underpinned by the principle of leaving no one behind as the country makes progress on all three pillars of sustainable development: economic, social, and environmental.

[2] The Public Investment Programme (PIP) i2021-2024 has been prepared with a medium-term perspective, prioritizing the Government's public investments that are crucial to stimulate the economy and to enhance economic growth.

- Narrative, result framework, and implementation plan which will be based on the Country Programme Review and the Decent Work Country Analysis
- Consult with tripartite constituents in Sri Lanka on Country Priority and Country Priority Outcome Areas.
- Development of Theory of Change (to be organized among ILO projects, select specialists, constituents, and the consultant)
- Consultation with the CO, DWT New Delhi, and RPS on the CP strategies, M&E framework, and implementation plan
- Internal review by Quality Assurance Framework

The objectives of this assignment are to:

Develop a Decent Work Country Analysis (DWCA) of Sri Lanka

This analysis will help guide the next country programme to focus on and prioritize its support, within those areas where it can make the biggest difference and most effectively engage in the national development priorities and target the most vulnerable, in support of the 2030 Agenda for Sustainable Development. This should be conducted in line with the latest information and data available from the Common Country Analysis (CCA) and UNSDCF 2023-27.

The document should provide a well-informed and comprehensive but short diagnostic narrative of the growth, productive employment, and decent work (DW) evolution, situation, and challenges of the country and provide information on the progress and situation regarding critical areas of decent work in the country and serve as input to the development of DWCP 2025-29.

It should provide an a succinct overview of the overall country-specific setting, dynamics of employment, the labour market, and the economy and the main challenges regarding achieving inclusive growth and productive employment, Fundamental Principle and Rights at Work (FPRW) and the legal framework for implementation of international labour standards and equal access to rights with a main focus on freedom of association and collective bargaining, and its effective implementation, decent working conditions and occupational safety and health with special focus on the provision of wages and OSH protection for workers, equal opportunities and treatment in employment, with particular emphasis on gender issues, progress regarding the extension of social protection and the main challenge in this respect, promoting effective and inclusive social dialogue and sound industrial relations. Section and the main decent work challenges ahead, facing the country.

Develop Sri Lanka's DWCP document for 2025-29

Based on the Country Analysis, national development frameworks and plans and the outcome of the Country Programme Review (CPR) for 2018-22 develop and write up the Decent Work Country Programme (2025 – 29) for Sri Lanka, its implementation and M&E plan in close consultation with ILO Country Office for Sri Lanka and the Maldives, DWT Specialist at ILO New Delhi and other stakeholders. Special consideration should be given to the areas where the ILO can support the constituents to make the most difference, in support of Sri Lanka's national priorities for achieving the 2030 Agenda for sustainable development. In the development of the DWCP. The consultant should also take into consideration the rapidly changing country context and global and regional trends, including climate change, digital transformation, and technological advancement.

Special focus should be on the outcome of the country programme review (CPR) 2018-22, which will take stock of what has worked and has not with ILO constituents and key partners.

Methodology

The DWCP should be built on strategic development outcomes, common needs, decent work country analysis, past achievements, and lessons learned. It should be developed in line with the new generation of the DWCP guide book (version4) https://www.ilo.org/resource/dwcp-guidebook-version-4-english and the 2030 Agenda for Sustainable Development. The DWCP should articulate, through the strategic priorities and the associated results matrix, where ILO can support for national implementation of the 2030 Agenda and will make a

difference and add value within the fields of comparative advantage of the Organization and within the current Sri Lankan context.

The formulation process should be consultative and participatory, and tripartite engagement and consultation are central to the development and implementation of a coherent and integrated country programme.

The timelines and schedule of consultations for the formulation of the DWCP 2025-29 for Sri Lanka :

Activity	**timeline**	**Deliverable**
Review relevant documents (DWCP guidebook, ILO RBM guidelines, ILO's P&B Budget 2024/25, ILO's 5-year Strategic Framework, National development Plans, DWCP (2018-22) review report, and other related studies, DC project evaluations and related documents as required	16 - 27 September 2024	
Decent work country analysis	30 September – 11 October 2024	Draft DWCA
Internal consultations with ILO colleagues	14-15 October 2024	Facilitation
Consultations with the Ministry of Labour & Department of Labour	17-18 October 2024	Co-facilitate session with Country Office (CO)
Consultation with UN agencies and other development partners	21-22 October 2024	Participate, and co-facilitate with CO and take notes at the session
Consultations with employers' organizations	24 October 2024	Co-facilitate sessions with CO
Consultations with workers' organizations	25 October 2024	Co-facilitate sessions with CO
Consultation with other Government Counterparts (Facilitated through MoL)	28 October 2024	Co-facilitate sessions with CO
Consultations with other social partners	29 October 2024	Co-facilitate sessions with CO
Submission of an annotated chapter outlines	5 November 2024	Annotated Chapter Outline
Submission of the first draft of DWCP for comments	25 November 2024	First draft of DWCP
Consultation with Social Partners (Government, Workers & Employers) on the first draft of DWCP	6 December 2024	Presentation and facilitation of the session

The collation of all comments received from ILO and the tripartite partners should be closely reviewed and incorporated in consultation with ILO Country Office and DWT Specialists and the Regional Office for Asia & Pacific	20 December 2024	Revised DWCP (second draft)
Presentation of the draft DWCP to constituents for harmonization and validation	Mid January 2025 (TBD)	Presentation and facilitation of the sessions
Submission of the final document, together with the Implementation and the M&E Plan	31 January 2025	Final draft

Qualification requirements

- Advanced university degree in social sciences, labour administration, economics, or related field.
- A minimum of 10 years of professional experience in social and development issues; experience related to employment and labour management is highly desirable.
- Knowledge of donor support work in general and the UN work in particular, in developing countries is essential.
- Strong analytical, conceptualization, presentation and facilitation skills
- Excellent team leadership and proven ability to work with diverse stakeholders in politically sensitive areas.
- Excellent English proficiency, both written and spoken.

Budget

xxx working days

Payment terms

40 per cent on submission of first draft

60 per cent on submission of final draft