International
Labour
Organization

Decent Work Country Programme

Sri Lanka
2018-2022

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Sri Lanka

2018-2022

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Abbreviations

CCA	-	*Common Country Assessment*
CEACR	-	*Committee of Experts on the Application of Conventions and Recommendations*
CFA	-	*Committee on Freedom of Association*
DCS	-	*Department of Census & Statistics*
DWCP	-	*Decent Work Country Programme*
EFC	-	*Employers Federation of Ceylon*
EPF	-	*Employers Provident Fund*
ETF	-	*Employees Trust Fund*
EU	-	*European Union*
FPRW	-	*Fundamental Principles and Rights at Work*
GDP	-	*Gross Domestic Product*
GSP	-	*Generalised Scheme of Preferences*
ICT	-	*Information and Communication Technology*
ICLS	-	*International Conference of Labour Statisticians*
ISLS	-	*International Standards on Labour Statistics*
ITUC	-	*International Trade Union Confederation*
ILO	-	*International Labour Organization*
LEED	-	*Local Empowerment through Economic Development*
MLC	-	*Maritime Labour Convention, 2006*
MoLTUR	-	*Ministry of Labour and Trade Union Relations*
MoU	-	*Memorandum of Understanding*
NEET	-	*Youth Not in Employment, Education and Training*
NHREP	-	*National Human Resources and Employment Policy*
NLAC	-	*National Labour Advisory Council*
OSH	-	*Occupational Safety and Health*
PAC	-	*Project Advisory Committee*
PES	-	*Public Employment Service*
PIP	-	*Public Investment Programme*
PSC	-	*Public Service Commission*
PWDs	-	*Persons with Disabilities*
RBSA	-	*Regular Budget Supplementary Account*
RPL	-	*Recognition of Prior Learning*
SDGs	-	*Sustainable Development Goals*
SLFBE	-	*Sri Lanka Bureau of Foreign Employment*
SMEs	-	*Small and Medium Enterprises*
MSMEs	-	*Medium Small and Micro Enterprises*
SPGI	-	*Squared Poverty Gap Index*
TIP	-	*Trafficking in Persons*
TVEC	-	*Tertiary and Vocational Education Commission*
TVET	-	*Tertiary and Vocational Education Training*
UNSDF	-	*United Nations Sustainable Development Framework*
UN	-	*United Nations*

Memorandum of Understanding
Between
the International Labour Organization
and the Democratic Socialist Republic of Sri Lanka

Whereas the Government of the Democratic Socialist Republic of Sri Lanka (Government), the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in Sri Lanka.

Recalling article 40 of the ILO Constitution, according to which the ILO shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes and recalling also the applicability of the Agreement concerning the Establishment of an Office of the Organisation in Colombo entered into between the International Labour Organization and the Democratic Socialist Republic of Sri Lanka on 21 March 1988.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

Country Priority 1	-	*Creation of sustainable, inclusive and decent employment;*
Country Priority 2	-	*Better Governance of the Labour Market;*
Country Priority 3	-	*Rights at work for all;*
Enabling Outcome 4	-	*Greater data and knowledge generation.*

2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. For DWCP-related activities the Government agrees to apply to the ILO, its property, funds and assets, its officials and any person participating in ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, and to exempt the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.

4 .

a) This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
b) Nothing in or relating to this MoU shall be construed as co nstituting a waiver of the privileges and immunities enjoyed by the ILO.
c) The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3,] then the latter shall govern and prevail.
d) The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.
e) This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government

S A N Saranatissa
Secretary, Ministry of Labour & Trade Union Relations
In Colombo
On 16 May 2018

For and on behalf of the International Labour Office

Simrin Singh
ILO Country Director for Sri Lanka & the Maldives
In Colombo
On 16 May 2018

For and on behalf of Employers' Organizations

Kanishka Weerasinghe
Director General, Employers Federation of Ceylon
In Colombo
On 16 May 2018

For and on behalf of Workers' Organizations

Leslie Devendra
General Secretary, Sri Lanka **Nidhahas Sevaka Sangamaya**
In Colombo
On 16 May 2018

P Ranawakaarachchi
General Secretary, National Trade Union Federation
In Colombo
On 16 May 2018

K Marimuttu
Vice-President, Ceylon Workers Congress
In Colombo
On 16 May 2018

D W Subasinghe
General Secretary, Ceylon Federation of Trade Unions
In Colombo
16 May 2018

Anton Marcus
Joint Secretary, Free Trade Zones & General Services Employees Union
In Colombo
16 May 2018

INTRODUCTION

The Decent Work County Programme (DWCP) for 2018-2022 is the fourth generation DWCP for Sri Lanka. The DWCP outlines the policy direction, strategies, and anticipated results through prioritised areas of work during this period that will contribute to Decent Work for All, thus ensuring no one is left behind.

The DWCP is aligned with the policies and priorities of the Government of Sri Lanka such as the Public Investment Programme (PIP) of 2017-2020 and 'Vision 2025', the National Development Framework. 'Vision 2025' prioritises increasing employment opportunities as well as re-skilling of the labour force to meet current and emerging socio-economic demands, with special prominence for women and youth. Taking note of existing disparities between regions in country, targeted regional economic development actions are also highlighted in the policy. Apart from these broad macro policies set by the State, the DWCP is also in alignment with sectoral policies such as the National Employment Policy, Child Labour Policy, Small and Medium Enterprise Policy, Skills Development Policy, Education Policy and existing labour laws, to list a few.

The DWCP contributes to the United Nations Sustainable Development Framework (UNSDF) covering the same period 2018-2022 signed on August 2017 between the Government and the United Nations (UN) in Sri Lanka. The Government of Sri Lanka has committed to working to meet the various targets set forth in the Sustainable Development Goals (SDGs) and has the responsibility of reporting on progress in this regard. The ILO has an important role in assisting the Government to implement and monitor the SDGs - in particular Goal 8 (Decent work and economic growth) but also to Goal 1 (Poverty reduction); Goal 5 (Gender equality); Goal 10 (Reduced inequalities); and Goal 16 (Peace, justice and strong institutions).

To develop the DWCP, several rounds of consultations with and between the ILOs' tripartite constituents were undertaken. Consultations with other relevant Ministries, local government officials, youth, women's cooperative society members, the UN system and development partners were also held to identify DWCP priorities. Outreach to a cross section of stakeholders across six regions of the country was additionally undertaken and contributed to the formulation of the DWCP.

The DWCP enjoys the agreement of ILO's constituents, namely the employers, workers and the Government. The process of drafting the 2018-2022 DWCP has taken into account the findings of the last DWCP 2013-2017 country programme review, unfinished business from the last DWCP, and new and emerging issues facing the world of work in Sri Lanka within the country and the increasingly interconnected global context.

The areas of work prioritised by the constituents for the DWCP consist of three Country Priorities and these are: creation of sustainable, inclusive and decent employment; better governance of the labour market; and rights at work for all. Accompanying these three country priorities are eight Country Programme Outcomes. Greater data and knowledge generation is taken as an enabling priority serving the achievement of all three country priorities and eight outcomes.

Country Context

Sri Lanka, an island state that is located in the Indian Ocean, is striving to transition into an upper middle-income country. Approximately 21.4 million people inhabit the island, a majority being Sinhalese, followed by Tamils, Muslims, and other ethnic minorities. Sri Lanka has the highest proportion of the elderly in the population across South Asia[1] and while this demographic transition offers scope for emerging challenges, it can also be heralded as one of the indicators of development success – people are leading better and longer lives.

The Sri Lankan economy continues to grow, having also set an example for the South Asian region with robust socio-economic indicators. Despite a slackening pace of economic growth in 2017, where the economy (as measured by GDP) grew at a rate of 3.1% in real terms, attributed in part to adverse climatic conditions, per capita GDP climbed to US$4,065.[2] The largest contributing sector to GDP is the services sector standing at 56% of GDP as at 2017; in sharp contrast to the agriculture sector that contributed a mere 6.9%, despite this sector representing a significant share of the labour force (26.1%).[3] It is also noteworthy that the tea and rubber industries, both of which have historically been large contributors to Sri Lanka's agro-based economy, appear to be dwindling, due in some part to adverse and vacillating weather patterns.[4]

In 2009, Sri Lanka emerged from three-decades of civil conflict that had caused economic, political and social disruptions. Sri Lanka is moving towards sustained peace, reconciliation and sustainable development. Yet, legacies of the conflict can still be observed in terms of regional disparities and marginalisation of rural communities in terms of livelihoods, compounded by slow and rapid onset of environmental disasters including incessant droughts and floods.

Sri Lanka observed a welcome downward trend in the past two decades in terms of the poverty headcount index, which fell to 4.1% in 2017.[5] However, there is a disproportionately large proportion of the poor living and working in estate and rural areas, representing 82.2% of the nation's total poor. Moreover, the Northern and Eastern provinces marked relatively high levels of the poverty headcount index at 7.7% and 7.3% respectively. The Squared Poverty Gap Index (SPGI), which captures the intensity of poverty, was particularly high at 0.5% in Mullaitivu, Trincomalee, and Batticaloa. Economic growth in the country has been geographically concentrated. The Gini coefficient for real per capita expenditure in Kurunegala, Kalutara, Kandy, and Colombo located in the Western Province, have been higher than the national average,[6] suggesting spatial inequalities in living standards and hidden pockets of poverty.

Labour market challenges across employment, governance, and rights at work

Though the size of the Sri Lankan labour force and the actual number of people in employment has increased over the years, the relative labour force participation rate remains low at 54.1%, with an unemployment rate of 4.2% in 2017.[7] Labour shortages are particularly acute in the rural economy and in the plantation sector, construction, and hospitality sectors. An ILO study in 2015 examined the workforce skills gap across four projected to grow industrial sectors,[8] namely, ICT, tourism and hospitality, construction and light engineering, revealing the prevailing challenge of a skills mismatch. In terms of employment by sector, the services sector is the nation's most sizeable generator of employment, with 45.5% of the country's workforce employed in the sector.[9] In 2017, industry with 28.4% of total employment, displaced agriculture with 26.1%, as the second largest sector by employer. These trends have tended to be relatively consistent over the past few years, employment in the service sector is on the rise while employment in the agricultural sector is shrinking.[10]

The Global Gender Gap Report 2017[11] ranks Sri Lanka 109 out of 144 countries and gives a gender parity score of 0.67.[12] The report reveals particular areas of concern in respect to women's labour force participation, wage equality, average income, and representation in managerial positions. In fact, women's workforce participation rate is astoundingly low at 36.6% in comparison to 74.5% among men, despite high literacy and educational levels.[13]

Youth (aged 20-24 years) unemployment stands at 21.6% in 2016, significantly higher than the global average of 13%.[14] Youth unemployment is particularly high in the

1 UNFPA (2017), Ageing population of Sri Lanka – Emerging issues, needs and policy implications.
2 Central Bank of Sri Lanka (2018), Annual Report 2017, pp. 3-4.
3 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 28.
4 Central Bank of Sri Lanka – 2016 Annual Report, p. 5.
5 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 111.
6 Ministry of National Policies and Economic Affairs (2016), Poverty Indicators (http://www.statistics.gov.lk/page.asp?page=Povertyhttp://www.statistics.gov.lk/page.asp?page=Poverty)
7 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 134.
8 ILO (2015) The Skills Gap in Four Industrial Sectors in Sri Lanka.
9 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 133.
10 Sri Lanka Labour Force Survey 2016.
11 World Economic Forum (2017), The Global Gender Gap Report 2017.
12 A scale from 0 (imparity) to 1 (parity) in the field of economic participation and opportunity, educational attainment, health, and political participation.
13 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 132.

Southern (30.3%), Sabaragamuwa (30.0%), and Uva (24.8%) provinces. Furthermore, the unemployment rate is the highest among the educated youth who have attained G.C.E. (A/L) and above, at 32.5%. The proportion of youth 'Not in Employment, Education or Training' (NEET) stands at 26.1%. This is indicative of school-to-work transition deficits, including shortcomings in the quality and accessibility of vocational training and other existing employment services, leaving youth ill-prepared for the labour market.

As of 2012[15], only 442,138 persons with functional disabilities were in employment. This figure is comparatively low given that 10,953 persons with disabilities were economically active but unemployed; and more than 1.1 million persons with disabilities were economically inactive in the country.

The Small and Medium Enterprise (SME) sector accounts for 52% of the country's GDP, and contributes to 45% of the employment in Sri Lanka.[16] Increasingly, concerns are being raised over precarious and unsafe working conditions and their heightened vulnerability to external shocks. These enterprises are often overlooked in terms of labour inspection and their knowledge of and adherence to International Labour Standards with workers tending to have little access to social protection services.[17] A recent Post-Disaster Needs Assessment (2016) revealed that SMEs are particularly vulnerable to disasters, and are more likely to suffer mid- and long-term impacts, including disruptions in their value chains.[18] In fact, damage and losses to 504 SME establishments across 11 districts amounted to a staggering LKR 657 million (about USD 4.38 million at the 2017 exchange rate) as a result of the floods and landslides in 2016 .

The scale of the informal economy in Sri Lanka is vast. In 2016, the informal economy contributed to 60.2% of total employment. A majority of those working in the informal economy are own account workers (49.6%); and of the total number employed in agriculture, 87.5% is in the informal sector.[19] In accordance with ILO Recommendation 204 on 'Transition from the Informal to Formal Economy',[20] the main challenge would lie in formalising the informal sector and promoting the creation of decent jobs in the formal sector. This is particularly relevant considering that access to social protection schemes and rights of workers in the informal sector are not secure. Furthermore, recent environmental disasters (floods and landslides that hit the country in 2016 and 2017) have resulted in tremendous damages and losses in the informal sector, with major, long-term impact on livelihoods and employment security. In 2017, damages and loss associated with landslides stood at LKR 70 billion, or approximately USD 470 million. Recovery needs were estimated at LKR 118 billion (roughly USD 790 million).[21]

The rapid transitions observed in terms of demographic composition, climate change, as well as technological advancements at a global level, suggest that the Sri Lankan labour market needs to make timely and long-term adaptations. Whilst these transitions are accompanied by challenges, they concurrently open space for new future of work opportunities. However, the implications for employment, skills and other relevant policies are largely unknown, and hence demand further awareness and capacity building among policymakers, employers, and workers.

Labour market demands and the transformation of governance structures at both local and global levels have prompted Sri Lanka to undertake some legal and policy reforms. Thus far, the country has ratified 43 Conventions including all eight fundamental conventions. During the previous DWCP (2013-2017), the country ratified three conventions, the Employment Policy Convention, 1964 (No.122), the Maritime Labour Convention, 2006 (MLC, 2006) and the Seafarers' Identity Documents Convention (Revised), 2003 (No.185). In 2017, the European Union (EU) granted Sri Lanka significant preferential trade concessions through its Generalised Scheme of Preferences (known as GSP+)[22] , substantially reducing import tariffs for exports to the EU market. In exchange, Sri Lanka needs to ratify and implement 27 international conventions on human rights, labour conditions, environmental sustainability and good governance. Progress against implementation is closely monitored by the EU.

Sri Lanka has a firm tradition of tripartism at the national level. With rapid changes in the labour market and transforming socio-economic dynamics in an increasingly globalised context, social dialogue plays an even more crucial role. As such, capacity building of all parties on tripartism in a dynamic world of work, the reinvigoration of the National Labour Advisory Council as the premier tripartite platform to steer labour and economic policy, and the establishment of bipartite mechanisms for effective dispute resolution (employers and workers) are essential. Pertinent issues at stake include effective labour inspection, wage setting and the management of labour

14 Sri Lanka Labour Force Survey 2016.
15 Department of Census and Statistics, Census 2012.
16 Ministry of Industry and Commerce (2017), National Policy Framework for Small Medium Enterprise (SME) Development.
17 ILO (2014), Sri Lanka Country Report: Labour Law, the Business Environment and Growth of Micro and Small Enterprises.
18 Ministry of National Policies and Economic Affairs & Ministry of Disaster Management (2016), Sri Lanka Post-Disaster Needs Assessment: Floods and Landslides – May 2016.
19 Sri Lanka Labour Force Survey 2016.
20 For further information: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R204.
21 Ministry of National Policies and Economic Affairs & Ministry of Disaster Management (2016), Sri Lanka Post-Disaster Needs Assessment: Floods and Landslides – May 2016, http://www.lk.undp.org/content/srilanka/en/home/library/environment_energy/SriLanka-Rapid-Post-Disaster-Needs-Assessment-2017.html.
22 For further information: http://ec.europa.eu/trade/policy/countries-and-regions/countries/sri-lanka/.

disputes. The Ministry of Labour and Trade Union Relations (MoLTUR) is the mandated Ministry on labour-related issues, and collaborates with other line ministries and agencies on particular domains such as occupational safety and health and migration governance. The Constitution of Sri Lanka (1978) and the Trade Union Ordinance (1935) grant individuals the right to join and establish trade unions. More than 2,100 trade unions exist, with a large majority representing the public sector. The Employers' Federation of Ceylon (EFC) and workers organisations have been building capacities and promoting better adherence to labour standards within their membership, including in the area of employer-employee dialogue. Along with the MoLTUR, employer and worker ownership and initiative are essential in the sound application of ILO Conventions.

Sri Lanka has a number of social protection schemes, which are relatively progressive in comparison to other South Asian countries. However, their coverage is limited. Women, the aged, persons with disabilities, and those in the informal sector, are largely left out with inadequate access and coverage.[23] Other gaps also exist: for example, currently available compensation benefits for occupational injuries and deaths is the lowest in the Asia Pacific region; and also equivalent to less than 10% of what is recommended by the ILO.[24] Though the shortcomings are evident, the discussion as to who should bear the costs is yet to be agreed by the tripartite constituents.[25]

In 2017, approximately 212,162 Sri Lankans migrated for work, a decrease from 242,816 in the previous year, however, remittances reduced only slightly to US$7,164 million.[26] As the majority of migrant workers are in the Middle East, 54% of the remittances originate from this region.[27] A labour migration policy exists that regulates the recruitment, in-service, return and reintegration of migrant workers. However, there continue to be deficiencies in implementation, especially at the recruitment stage. This is particularly pertinent in Sri Lanka, since it is a nation with an ample outbound migrant worker population. Factors such as exorbitant recruitment costs and fees for migrant women and men have reportedly resulted in instances of debt bondage and exploitative labour practices, forming an inextricable link between labour migration, forced labour and human trafficking. In 2017 Sri Lanka was placed under the "Tier 2 List", of the US Department of State's Trafficking in Persons (TIP) Report, following three previous years where it had been placed on the "Tier 2 Watch List". Despite this welcome move up from the watch list, the entry on Tier 2 signals a need for Sri Lanka to significantly step up efforts to combat human trafficking, and to do so with urgency. The ILO Committee of Experts on the Application of Conventions and Recommendations too have observed a need for Sri Lanka to step up prevention, protection and prosecution efforts as they review country compliance with ratified ILO Convention No. 29 on Forced Labour.

The Asia and the Pacific region has the highest number of children engaged in child labour, which is approximately 78 million. Sri Lanka, however, is one of the beacons of hope for the region with about a 1% child labour prevalence rate, totalling 43,714 children as of 2016. Of these children, 39,007 work in hazardous forms of child labour.[28] Given that children engaged in child labour are less likely to attend schools or finish compulsory education, more likely to suffer workplace injuries and most susceptible to abuse, further efforts to eradicate child labour are essential.

The UN Sustainable Development Framework (UNSDF), and the UN Common Country Analysis (CCA)[29] that informed the UNSDF, suggest that improved data and knowledge management is indispensable for evidence based policy making. For example, a lack or limited availability of nationwide data on labour market demands, occupational safety and health (OSH) and recruitment costs of migrant workers jeopardise the quality of ILO's interventions as well as national policy making. Owing to the rapidly changing landscape of labour market demands and supply, capacity building of constituents to collect and analyse up-to-date data and share knowledge is imperative for sustainable development, as well as tracking the progress towards the achievement of the SDGs.

Relevance of DWCP with national and global development frameworks

The core of this DWCP (2018-2022) is tied closely with the National Policy on Decent Work and the Sustainable Development Goals (SDGs)[30] with its underlying principle of 'leaving no one behind'. As per UN MAPS[31] mission findings, greater effort needs to be made to address persisting inequality in the country, the limited political and economic engagement of women and youth, marginalisation of female-headed households and conflict-affected populations, and unequal access to social protection schemes.

The UNSDF (2018-2022) and the CCA 2016,[32] set four strategic drivers: 1) improved data, knowledge management, and evidence-based policy; 2) strengthened innovative public institutions and engagement towards

23 ILO (2016), Analysis of the Sri Lankan Social Protection Schemes in the Context of Social Protection Floor Objectives.
24 ILO, (2016), In-depth Assessment of Employment Injury Compensation Arrangements in Sri Lanka.
25 Ibid.
26 Central Bank of Sri Lanka (2018), Annual Report 2017, p. 166.
27 Central Bank of Sri Lanka (2016), Sri Lanka Socio-Economic Data 2016.
28 Child Activity Survey (2016), Department of Census and Statistics, 2017.
29 United Nations Country Team, (2016). Common Country Analysis Sri Lanka 2016.
30 For further information on UNSDGs, access: https://sustainabledevelopment.un.org/?menu=1300
31 A Mainstreaming, Acceleration, and Policy Support (MAPS) mission was deployed to Sri Lanka in 2017 in response to the requests by the Government and the UNCT/RCO. The aim of the mission was to develop recommendations on how to better mainstream SDGs into national policies thereby accelerate the progress towards achieving the SDGs.

a lasting peace; 3) human security and socio-economic resilience; 4) enhanced resilience to climate change and disasters and strengthening environmental management. These strategic drivers, owing to their crucial importance, are also common themes across this DWCP (2018-2022).

The DWCP (2018-2022) is also in line with the Bali Declaration, which was adopted at the ILO's 16th Asia and the Pacific Regional Meeting in December 2016. The Declaration specifically called for the complete elimination of child labour and forced labour, addressing inequality, building resilience to conflicts and disasters, ensuring fair migration and improved social protection.[33] The 'Vision 2025', a policy document that was launched in September 2017 by the Government of Sri Lanka, emphasises key challenges facing the labour market that need to be addressed to realise a knowledge-based, competitive, inclusive, and export-oriented market by the year 2025. The document highlights the necessity to increase female labour market participation rates, enhance skills development programmes, ensure the safe and fair migration of Sri Lankan workers, promote the re-integration of returning migrants to benefit from their enhanced skills and knowledge. Furthermore, it emphasises the necessity to enhance working conditions by formalising the informal economy and strengthening the employee-employer relations. Additionally, it underscores the daunting high youth unemployment rate and calls for improvement of vocational training, entrepreneurship training, and skills development programmes for youth. So as to realise inclusive economic development, it specifies the introduction of new social protection systems and contributory pension benefit schemes. Finally, digitalisation of the economy by promoting investments into the ICT industry, modernisation of public sector operations and service provisions, and enhancing the ICT literacy among youth are envisaged as well. These identified challenges converge with the priorities and outcomes envisaged under the DWCP (2018-2022).

The National Action Plan for the Protection and Promotion of Human Rights 2017-2021, highlights the government's intention to implement measures to protect the rights of vulnerable communities, including women, internally displaced persons, returning refugees, ex-combatants, migrant workers, and persons with disabilities. In doing so, the Government envisages to achieve economic empowerment and sustainable development through a human rights based approach. On labour rights, the Action Plan is in line with the ILO's decent work initiatives, and focuses on promotion of occupational safety and health, prohibition of hazardous forms of child labour, reduction in industrial disputes, policy reforms in accordance with ILO Conventions, addresses discrepancies in minimum age to join trade unions, protection of rights of workers in the informal sector and domestic workers.

Lessons learned from previous DWCP implementation

An internal review of the previous DWCP (2013-2017) was conducted in August 2017 and it identified the milestones achieved, areas of work that require greater attention going forward, and external factors that have hindered progress. In the previous DWCP (2013-2017), substantial progress has been made in the area of youth employment, labour migration, child labour, rural economic development, ratification of international labour standards and building capacity of the Employers' Federation of Ceylon and workers' organisations. Some of the major milestones are: approval and launch of the National Cooperative Policy, National Occupational Safety and Health Policy, Child Labour policy, Policy on Zero Tolerance for Hazardous forms of Child Labour and sub-policy and action plan on return and reintegration of migrant workers. Furthermore, at the ground level, ILO has built capacities of employment services for youth and also the ILO Local Empowerment through Economic Development (LEED) model has been heralded as an effective, sustainable and replicable model for rural economic development.

At the same time, the internal review revealed that greater consolidated effort is needed in other areas of work, such as mainstreaming gender, labour market governance, social dialogue and social protection. To make substantial and tangible results, the review revealed that a comprehensive resource mobilisation strategy and results-based management need to be in place. The findings further note that ILO needs to more swiftly respond to a volatile political climate and abrupt environmental disasters. Lastly, more effort needs to be made to build capacity and instil a greater sense of ownership among tripartite constituents for sustainability.

ILO's in-country comparative advantage

The ILO executes technical cooperation projects in areas relevant to the four key ILO strategic objectives, which are fundamental principles and rights, employment promotion, social protection, and social dialogue and tripartism. As an international standard-setting organisation, the ILO has a comparative advantage in terms of guiding member states in enhancing their legal frameworks and policies in the world of work. Furthermore, with the extensive network within the region and beyond, the ILO has the capacity to provide both short and long-term technical assistance. Having research and evidence based policy making at the core of its mandate, the ILO conducts high-level, up-to-date, and methodologically sound research to encourage and facilitate productive and meaningful social dialogue and tripartism.

32 United Nations Country Team (2016). Common Country Analysis Sri Lanka 2016.
33 For further information, please refer to: http://www.ilo.org/jakarta/info/public/pr/WCMS_538754/lang--en/index.htmhttp://www.ilo.org/jakarta/info/public/pr/WCMS_538754/lang--en/index.htm.

Sri Lanka became an ILO member state in 1948, and the ILO Country Office for Sri Lanka and the Maldives was established in Colombo in 1984. Over the years, ILO has built a strong and productive relationship with the tripartite constituents. As of November 2017, the Country Office draws on financial support from diverse sources (i.e. the Government of Australia, Government of Norway, Government of Switzerland, US Department of Labour, US Department of State, European Union, UN Peacebuilding Fund, and core ILO funding from the member states). In addition to the tripartite constituents, the ILO has built strategic partnerships with diverse sets of local actors to synergise existing resources and networks and deliver technical assistance at a larger scale, such as with cooperatives, private sector entities, line ministries and other national authorities, academic institutions, UN organisations, not for profit foundations, and civil society organisations.

Risks to the achievement of the ILO objectives Despite the steady economic transformation and development, socio-economic disparities prevail. In line with Sri Lanka Peacebuilding Priority Plan 2016[34] the DWCP will addresses peace and reconciliation as a cross cutting issue across country priorities, programmes, and projects.

Furthermore, Sri Lanka is not immune to environmental risks associated with climate change. Rainfall has followed an irregular pattern resulting in extreme weather conditions, such as floods and droughts. The floods and landslides in May 2017 resulted in extensive damages in Sabaragamuwa, Southern and Western provinces. According to a report by the Ministry of National Policies and Economic Affairs,[35] the estimated recovery cost is Rs 70 billion. In addition to loss of life, the floods have affected infrastructure, agriculture, industries,[36] public/social services, and livelihood activities. This irregular rainfall has also resulted in droughts. In 2016, the annual cumulative rainfall marked 23% less than the 30-year average between 1981 and 2010. This has largely affected the quality and quantity of agricultural production.[37] Sustainability and resilience building against climate change are therefore also positioned as a cross-cutting theme of the DWCP 2018-2022, with a particularly sharp focus on Priority 1 below .[38]

Country Priority 1: Creation of sustainable, inclusive and decent employment

The government of Sri Lanka recently launched its development strategy Vision 2025'.[39] The creation of 1 million jobs by 2020 is one of the key priorities of the government. Achieving this target will demand actions on formalising the informal sectors of the economy to a desired extent, creating a workforce inclusive of women, youth and persons with disabilities with skills and certification demanded by the labour market and enhancing the productivity and competitiveness and environmental-responsiveness and disaster-resilience of micro, small and medium enterprises.

Moreover, the strategies set forth in DWCP (2018-2022) on creating sustainable, inclusive and decent employment reflect the principles articulated in the main government policy frameworks and the National Human Resources and Employment Policy (NHREP). With Sri Lanka qualifying as a GSP+ export concession beneficiary, there is an added incentive for government, workers, and employers alike to invest in human capital. This country priority is thus designed to work towards building a highly competent, globally competitive, multi-skilled and productive workforce through the promotion of market-oriented education and skills relevant to the labour market and in step with evolving forms of work, i.e. the future of work.

Creation of sustainable and decent employment lies at the heart of the Decent Work Agenda and SDG Goal 8 Targets. The ILO in Sri Lanka has significant technical competence in creating employment in the rural economy for the most marginalised (women, persons with disabilities, youth) in some of the most challenging circumstances such as post-conflict situations. DWCP (2018-2022) is aligned to the core essence of ILO's employment promotion that is decent and sustainable.

Outcome 1.1: Sri Lankan workforce have more and better employment opportunities

Rationale: Unemployment, low labour force participation rate of disadvantaged groups (youth, women and persons with disabilities), and the vulnerabilities of the MSMEs and the informal sector highlight the challenges facing the Sri Lankan labour market. There are multiple, underlying factors that are exacerbating the current situation. The mismatch between labour demand and supply in both the domestic and foreign labour market is a challenge where labour skills in demand by employers are not met, creating a shortage of labour in certain sectors in particular. The importance of accelerating the acquisition of the required

34 United Nations (2016), Sri Lanka Peacebuilding Priority Plan. http://lk.one.un.org/our-work/peacebuilding/peacebuilding-priority-plan/.
35 Ministry of National Policies and Economic Affairs & Ministry of Disaster Management (2017), Sri Lanka Rapid Post Disaster Needs Assessment – Floods and Landslides.
36 More than 1,200 SMEs were damaged, resulting in estimated rehabilitation cost of LKR 50 million.
37 Ministry of Disaster Management & World Food Programme (2017), Sri Lanka – Initial Rapid Assessment on Drought 2016/2017.
38 This is in-line with the ILO's overall strategy, see Work in a changing climate: The Green Initiative – Report of the Director General (2017), International Labour Conference 106th Session, 2017, Report 1.
39 Vision 2025: A Country Enriched, 2017.

skills towards quality employment generation for future growth and development of the country needs no emphasis.

Low representation and participation of youth, women, and persons with disabilities in the labour force portray the pressing issues on the demand side. Due to limited resources and capacity, the job matching services are ill-equipped to link job seekers with employers. As for women, deeply embedded cultural attitudes and existing labour laws which do not facilitate flexible working arrangements, continue to contribute to the lower participation and representation rates. Furthermore, employers are often unprepared to accommodate for particular needs of persons with disabilities. Hence, the main concern lies in advocating and creating an enabling working environment that caters for the needs of particular segments of the marginalised population.

Vulnerability of the MSME and the informal sectors is perhaps most acute and apparent in times of crisis. Shortcomings in adherence to labour standards, inspections, regulation, and resource management are considered as impediments of sustainability, decency, and resilience of the sectors. Considering the contribution of MSMEs and informal sector to the national economy, as well as the rapid transformations taking place within the labour market, and climate change, there is a need for urgent and timely interventions to raise awareness, monitor progress, and business contingency planning.

Output 1.1.1: Sri Lankan workforce, in particular youth, women and persons with disabilities have skills/competencies recognised/certified

There are two issues faced by disadvantaged groups (youth, returning migrants, women and PWDs) when (re-)entering the labour market – the first relates to the acquisition of skills and the second to the recognition of skills. A study[40] by the ADB and ILO in 2017, for example on skills mismatch among youth suggests the limitations of current career guidance systems and the technical and vocational and education training systems (TVET). The study notes that, "there is no proper career guidance system to advise the school leavers. The flow of information between the youth and the labour market is inadequate. The lack of information regarding the types of job opportunities limits graduates ability to form realistic aspirations for and establishment of life goals".[41] This results in school leavers and youth engaging in "casual jobs that do not require or nurture valuable job skills".[42] As for TVET, the curricula are not designed to match the demands of the current labour market. Hence, employers are often reluctant to accept TVET qualifications of job seekers.

The job matching services and other public employment services struggle to deliver the mandated services, especially in the rural areas, due to limited resources, capacity, and awareness of skills profiles demanded by the employers. This is known to further exacerbate the skills shortages and mismatch, which is an unfortunate, missed opportunity for Sri Lanka, considering the country's high level of investment in education and training. With technological advancements and enhanced inter-connectivity, however, the job matching services and other public employment services may consider alternative, innovative ways of linking potential job seekers with employers.

Returnee migrant workers and entrepreneurs, often have the skills, experience, and competency that can greatly contribute to the labour market. However, without having accredited certification of their skills and competency, they often struggle to re-enter the workforce and/or gain productive, decent employment both in Sri Lanka and overseas. The vast scale of this issue is documented in a couple of studies, [43] and require further intervention in the area of evidence-based policy making, skills certification, and training programmes.

Recognising this gap the Government and development partners have invested in several initiatives where prior "on the job" learning and experience can be certified; re-skilling of youth via vocational training institutions both private and public; apprenticeships; linking the unemployed with public employment centres; and the introduction of vocational training to school curricula to name a few. However, more efforts need to be made in this regard.

40 ADB & ILO (2017), Sri Lanka Fostering Workforce Skills Through Education – Employment Diagnostic Study. https://www.adb.org/sites/default/files/publication/382296/sri-lanka-employment-diagnostic.pdfhttps://www.adb.org/sites/default/files/publication/382296/sri-lanka-employment-diagnostic.pdf.
41 Ibid., p. 42.
42 Ibid., p. 42.
43 IOM & ILO (2017) Mapping of Skills Assessment Procedures, Certification Standards and Equivalencies between Sri Lanka, the United Arab Emirates, and Kuwait in identified occupations of the construction industry.
IOM & ILO (2017) Labour market trends & skills profiles of Sri Lankan migrant workers in the construction industry in GCC countries.

The DWCP will undertake to do the following in order to ensure that the labour force have more and better employment opportunities. Interventions include:

- A mechanism for the recognition of skills and prior learning, career guidance and other employment services, including of those in the informal economy, is available in the country
- Current job matching systems to be made more innovative and the public employment service centres are to be improved for linking employment opportunities with job seekers using available technology and easy access to information
- Awareness programmes are conducted to inform of opportunities to acquire, upgrade, assess and certify skills
- Employers and trade unions are engaged in advocating for training, assessment and certification systems for workers; the strengthening of the current training, assessment and certification system; and providing policy recommendations for their enhancement
- Skills training programmes integrate issues such as OSH, equality and non-discrimination in workplace, as a means of improving labour productivity

Output 1.1.2: Enabling environment and reduced barriers for women, youth and those with disabilities to enter labour market are in place

An ILO study in 2016 on women's labour force participation[44] identifies the root cause of this lopsided workforce participation as gender norms and biases. The study further notes that though the Wages Board sets wages based on skills and occupation,[45] gender disparity is observed in terms of real wages.[46] Furthermore, women are less likely to occupy senior or managerial roles, indicating limited opportunities for their career progression.[47] As in several other countries, the female labour force participation trend in Sri Lanka follows an 'M-curve', in which women's careers are temporarily or permanently halted during their reproductive years. Studies by the ILO[48] and the World Bank[49] concur on the necessity for child care facilities and more flexible work arrangements (e.g. part-time, home office) to ensure gender equity in the workplace.

As far back as 1988, the Government issued a circular directing public sector entities to reserve an employment quota of 3% for persons with disabilities, yet gaps in implementation of this circular persist to date. Only a limited number of employers have applied the accompanying infrastructure regulations requiring employers to provide a barrier-free work environment. Employers and recruiters too are ill-prepared on how to make workplaces more inclusive for persons with disabilities.

As such, in achieving better integration of youth, women and those with disabilities in the labour market, aside from skilling, re-skilling and certification, an enabling environment needs to be in place to encourage traditionally disadvantaged groups to actively seek employment of their choice. Interventions supported under the DWCP will include:

- Measures to incentivise those unemployed and not in the labour force to engage in the workforce to be identified and piloted
- An increase of disadvantaged groups' representation in decision-making positions is to be advocated
- The implementation of the 3% reservation for persons with disabilities in the public sector is to be advocated and advisory services towards their implementation to be provided to the Ministry of Public Administration
- Infrastructure regulations better enforced and incentives for employers to create a barrier-free environment for people with disabilities to be better implemented
- Advocacy for the revised action plan on job placement for people with disabilities to be implemented

Output 1.1.3: Micro, Small and Medium Enterprises equipped with solutions in line with the Decent Work Agenda to enhance their resilience, sustainability and competitiveness

Although Sri Lanka is well positioned to face new opportunities for social and economic development, there are still significant disparities remaining between regions and social groups. Moreover it is proven that those close to the poverty line are highly vulnerable to economic and environmental shocks that can push them back into poverty.

Climate-related disasters are one of these drivers, with a recurrent occurrence of floods, landslides and droughts affecting particularly the impoverished sectors living in high-risk conditions and with limited ability for recovery. Therefore there is a critical requirement for disaster-prone countries such as Sri Lanka to prevent, resist, adapt to and recover from both slow and rapid onset disasters which pose a challenge to jobs and enterprises. The full spectrum of the MSME-sector is affected, with micro-enterprise being

44 ILO (2016), Factors Affecting Women's Labour Force Participation in Sri Lanka.
45 Ibid.
46 Ibid., and Central Bank of Sri Lanka, 2014, Annual Report.
47 ILO (2016), Factors Affecting Women's Labour Force Participation in Sri Lanka.
48 Ibid.
49 World Bank Group (2017), Getting to Work: Unlocking Women's Potential in Sri Lanka's Labour Force, https://opnknowledge.worldbank.org/handle/10986/28660.

the most vulnerable and with small and medium size firms also incurring significant losses despite their comparatively better ability to recover relying on their own resources. At the same time, MSMEs also have great potential to support climate change mitigation efforts as providers of green goods and services, and through environmentally-friendly business processes. There is therefore a dual need: enterprises need to be supported in becoming more resilient, and, at the same time, the potential of enterprises to contribute positively to environmental protection and green growth needs to be harnessed.

Apart from climate-vulnerabilities, MSMEs broadly and especially those in the micro- and small segments also face other challenges, including high levels of informality, a limited skills base, a lack of assets and access to finance, among others. This often results in sub-optimal working conditions, and low levels of productivity and competitiveness. The potential of MSMEs as engines of job-creation and as providers of good-quality jobs therefore needs to be maximised through appropriate support. The strategy of the DWCP on SME coincides with the National Policy Framework for SME Development launched by the Government in October 2017. The policy focuses on promoting export-oriented and innovative SMEs with high value addition through measures such as easing their access to financial assistance and technology, building capacities of entrepreneurs, linking SMES with exporters, and introducing incentive schemes for SMES to adopt clean technology.

In order to promote sustainable enterprise development, the constituents agreed on the following priority intervention areas, to be implemented in line with the principles of the Decent Work Agenda and ILO's Resolution on the promotion of sustainable enterprises:

- Strengthening the productivity and competitiveness of MSMEs generally through high-quality business development services such as management skills upgrading, financial services or technical assistance for decent working conditions and productivity improvement
- Enhancing the climate-resilience of MSMEs through business contingency planning, climate-linked insurance products, etc.
- Stimulating entrepreneurship and start-ups in green sectors such as renewable energy or waste management through technical skills building, assistance in accessing appropriate technologies, etc.

Outcome 1.2: National strategy to respond to technological advancements and other productive market demands for population at large is in place

Rationale: The world of work is undergoing a major process of change. There are several forces transforming it, from the onward march of technology and the impact of climate change to the changing character of production and employment. Sri Lanka needs to adequately respond to the rapidly changing technologies and digitalisation in terms of its endeavour to create jobs and enhance the skills of the labour force. The country needs to develop strategies that encourage the use of digital and other emerging technologies to become globally competitive and to drive the nation towards a digitally empowered economy. Enhanced digital ecosystems, through reduced transactions costs, will stimulate inclusive growth and job creation, especially by empowering the self-employed and SMEs.

Output 1.2.1. Coherent roadmap formulated and operational strategy developed among tripartite and other stakeholders

Sri Lanka is moving towards introducing flexible work arrangements in response to the future of work needs and evolving forms of work trends at the macro-level. The future of work in the country will likely witness increased employment opportunities and the need for economic diversification in view of an ageing population, digitalisation, environmental factors and global trade agendas.

The ILO's tripartite constituents, as well as society at large, need to be aware of the emerging Future of Work trends in order to make informed decisions and formulate sound labour market policies through a collective lens. The following interventions are envisaged:

- Knowledge enhanced among constituents and the wider public on technological, economic and demographic trends with respect to the future of work in Sri Lanka
- A coherent roadmap formulated to respond to technological advancements and other prospective market demands emerging in the world of work
- An operational strategy to prepare the future workforce is to be in place
- The skills of the existing workforce enhanced to match emerging labour market demands
- Support for implementation of the Youth Employment Action Plan 2017-2021

Country Priority 2: Better Governance of the Labour Market

Sri Lanka has a history of adopting policies for the protection of the rights of workers and creating conditions for social justice in the workplace. Social dialogue, including national level tripartism, minimum wage setting and collective bargaining are long standing hallmarks of the labour market governance system in Sri Lanka. The ILO has over the years provided technical assistance in the formulation of laws and regulations and for improving labour administration. However, much work remains to be done in the areas of labour administration, inspection, maintenance of standards and safeguards enshrined to protect the rights and lives of workers.

With rapid changes taking place in the labour market, persistent prevalence of employment in the informal economy and emergence of some non-standard forms of work, a review of labour legislation to meet the growing demands of the world of work is needed. Hence, it is necessary to regularly review labour market policies in order to ensure that they continue to meet their objectives while not unduly constraining growth and development prospects. Further, rapidly evolving market forces demand increased importance to be placed with respect to fundamental principles and rights at work. The lack of freedom of association and right to organise, discrimination in the workplace, lack of sufficient protection against forced labour and worst forms of child labour, occupational safety and health, lack of a legal framework to cover workers engaged in contract labour, the need for meaningful tripartite as well as bipartite social dialogue and evidence based wage setting mechanisms were among the key issues highlighted by the constituents during the consultations and by the ILO supervisory bodies.

For many years Sri Lanka has grappled with labour unrest and interrupted services in the public sector. One of the major drawbacks in labour-management relations in the public service is the lack of an environment for social dialogue and appropriate mechanisms to prevent and settle disputes. As reflected in the comments of the ILO supervisory bodies on ILO Conventions No. 87 and 98, there is no proper mechanism available for employees and the management to come together to discuss and find mutually acceptable ways of dealing with common problems and issues. Many aspects of public sector employment are governed by the Establishment Code, which has not been revised in decades.

Outcome 2.1: Effective systems for social dialogue and tripartism in place, institutionalised and operationalised.

Rationale: The National Labour Advisory Council (NLAC) established in 1989 via ministerial decree is the main national tripartite social dialogue mechanism between the government and the organisations of workers and employers at the national level on matters relating to social and labour policies and international labour standards.

The NLAC is not a statutory body, a shortcoming that has been previously identified through reviews and as called for in the National Policy for Decent Work as a priority. During a July 2017 tripartite consultation on "Towards building consensus to reinvigorate tripartite social dialogue and promote cooperation" constituents drafted a declaration to take forward the needed reforms to establish the NLAC as a statutory body. The tripartite representatives further indicated agreement on steps to be taken for the NLAC to become a robust platform for social dialogue in Sri Lanka.

Sri Lanka ratified the Minimum Wage Fixing Convention, 1970 (No. 131) in 1975. However, the process of wage fixing in Sri Lanka has been mostly focusing on formal sector employment, while the methods to set wages have been questioned for their analytical soundness and lack of social dialogue. In March 2016, Sri Lanka adopted two laws on wages designed to guarantee a minimum income level for workers. The National Minimum Wages Act, No. 3 of 2016, and the Budgetary Relief Allowance of Workers (BRAWA) Act, No. 4 of 2016, that establishes a wage increase of LKR 2,500 (about USD 16 at time of writing), applicable to all workers earning less than LKR 40,000 per month. This is the first time that national monthly minimum wage has been mandated to all employers to be extended to all workers in the country, except for domestic workers.

The process of wage fixing in Sri Lanka mostly focuses on specific industries through 44 wages boards and National Minimum Wages Act No 3 of 2016. At an April 2017 tripartite consultation to disseminate findings of a survey conducted by the EFC among its membership on the impact of BRAWA on enterprise competitiveness and performance management systems, majority of stakeholders agreed that wage fixation should be done through the process of social dialogue. Further, lack of adequate information and research for a technical approach towards a national and sectoral wage fixation has been highlighted as a key constraint. All constituents called for ILO technical support in developing a road map on national wage fixation outlining a balanced approach in the determination of wages, taking into account the needs of the workers and their families and economic factors as provided by ILO Convention 131 (Minimum Wage Fixing).

The involvement of social partners allows the concerns and priorities of those most directly affected by wage policy to be taken into account more effectively. Independent experts with technical expertise, and statistical offices also play a key role providing timely data and information. Monitoring the effects of minimum wages systematically is also to be a key element of an evidence-based system, providing information to social partners on a regular basis to improve the mechanisms in which social dialogue is founded.

10 Conventions have been denounced; 3 instruments abrogated) including the eight core ILO conventions on Fundamental Principles and Rights at Work (FPRW) and is committed to respecting those commitments in national law and practice. Most recent ratifications include the Maritime Labour Convention, the Employment Policy Convention and the Seafarers' Identity Documents Convention. The Government has also made public its commitment to ratify the ILO Forced Labour Protocol, 2014 (P29) before the end of 2018, while certain Conventions (Occupational Safety and Health and Migration) remain in pipeline following technical advisory services from the ILO over the last DWCP and earlier. The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has identified certain gaps in implementation under some of the core ILO Conventions especially with regard to Conventions 87 (Freedom of Association), 98 (Collective Bargaining), 111 (Discrimination in Employment) and 182 (Worst Forms of Child Labour), 29 and 105 (Forced Labour), 100 (Equality) and 81 (Labour Inspection). Sri Lanka was recently re-granted EU-GSP+ and one of the conditions being closely monitored is the effective implementation of all ILO core conventions. The lack of full implementation of the core conventions will hamper Sri Lanka's chances of retaining preferential access into the European Union market. Hence, capacities of all partners need to be built for effective implementation of these conventions.

Output 2.1.1: National minimum wage setting through enhanced social dialogue

The lack of adequate information and analysis for a well-informed and strategic approach to national minimum wage fixation has been highlighted as a key constraint by the constituents. A 2017 workshop on wage determination affecting the private sector brought to light the need for strengthening relevant institutions to support minimum wage fixation processes through social dialogue, and the need for a strong evidence-based approach using statistical data and analysis for wage determination. [50]

The ILO will provide technical assistance to constituents to pursue these actions with tailored support for an assessment of existing wage setting mechanisms and legal frameworks, establishment of a Tripartite Committee for the formulation of a road-map to strengthen national minimum wage setting mechanism articulated in sectoral wage boards, including the participation of experts from academia and relevant stakeholders. The interventions include:-

- Evidence-based research and analysis on main factors such as: coverage, criteria, rates, adjustment, compliance as well as adequate use and flow of statistical information for realistic and sound wage setting mechanisms
- Development of a road-map with participation of government and social partners to strengthen national minimum wage mechanism articulated in sectoral wage boards
- A better designed and operationalised minimum wage setting mechanism

Taking into account both the needs of workers and their families as well as economic factors, the use of up-to-date and relevant statistical indicators will serve as a basis to ensure a process of full consultation, aligned with ILO Minimum Wage Fixing Convention No. 131 and ratified by Sri Lanka as far back as 1975.

Output 2.1.2: Enhanced national tripartite social dialogue in labour and social policy making

The NLAC in its current form faces challenges. There is a need for a professional support structure to enable informed decision making, a need for strong and genuine labour representation with a gender balanced assembly, and the need for an appropriate operational mechanism. ILO will provide technical assistance to the constituents in institutionalisation of the NLAC as a statutory body. The NLAC should be re-structured in keeping with ILO's convention C144 on Tripartite Consultation. The constituents will also advocate with the necessary line ministries in securing budget allocations to support the mandate of the statutory body. The tripartite members have agreed to pursue this initiative further in order to transform the NLAC into an effective platform for social dialogue in Sri Lanka.

Many aspects of public sector employment are governed by the Establishments Code, which requires update. Space for trade unions in the public sector to negotiate with the management both at the workplace and national level is limited. Most often their interventions are through strike action and representation through the political process. The disputes concerning matters within the scope of the Public Service Commission (PSC) are commonly referred to that body; and in the event this process fails the employees

50 Finding from an EFC convened tripartite workshop held in April 2017.

have the right to appeal to the Administrative Appeal Tribunal (AAT), and to the Court of Appeal and ultimately to the Supreme Court.

Despite these multiple protections and avenues for redress, experience shows that these institutions and processes are not up to the task of preventing or settling many disputes, hence the high incidence of strike action in the public sector. At the request of the government, technical assistance was provided to formulate a Public Sector Dispute Resolution Mechanism under a previous DWCP, which remains to be presented at a national forum for consensus.

The NLAC is convened and supervised by the Ministry for Labour and the composition of the current NLAC consists of 14 unions several of whom represent employees of state owned enterprises, though deliberations entirely focus on the private sector. Given the very distinctive circumstances and needs of the public service, it has been proposed by the constituents that a similar framework for public sector consultation be created in line with provisions of ILO Convention 151—Labour Relations (Public Service), even though it has not been ratified by Sri Lanka.

The ILO will work with the Ministry of Labour, social partners and other relevant institutions in strengthening social dialogue mechanisms in both the private and public sectors. Interventions include:

- NLAC established as a statutory body with a technical secretariat to produce technical papers for thematic discussions with members appointed based on ILO criteria/guidelines and inspired by similar experiences in other countries.
- Strengthening NLACs at regional level in line with ILO guidelines in line with Convention 144 on Tripartite Consultation (International Labour Standards).
- Distilling lessons learnt/best practices from countries where similar mechanisms are functioning effectively in pursuing issues relating to labour market governance
- Dialogue with respective stakeholders to implement the proposed public sector dispute settlement mechanism and support to review of the Establishments Code

Output 2.1.3: Enhanced bi-partite workplace cooperation

Although successive governments over time have engaged both employers and trade unions in discussions on labour related issues, arriving at workable solutions for specific problems at enterprise level, this has not been successful due to differing interests of employers and trade unions. In order to determine possible interventions to revitalise social dialogue at enterprise level the constituents have proposed bi-partite social dialogue mechanisms to discuss and negotiate issues of common interests. It is expected that this will improve labour management relations and result in productivity gains.

A social dialogue and workplace cooperation unit in the Department of Labour of MOL exists for the training of management and workers on social dialogue and workplace cooperation and facilitating the implementation of policies and strategies to encourage social dialogue, collective bargaining and reaching collective agreements at enterprise level. However, the capacity of this unit needs strengthening in terms of its ability to provide timely and effective advisory services to prevent and resolve disputes at enterprise level through social dialogue.
Key areas of intervention include:

- The development and piloting of bi-partite social dialogue mechanisms within specific sectors
- The development of guidelines for setting up bi-partite social dialogue mechanisms, including a sound monitoring mechanism
- The design and execution of a campaign to create awareness and mobilise further action on the principles of workplace cooperation in line with ILO principles
- Strengthened capacity of responsible officers of the social dialogue and workplace cooperation unit to provide more effective advisory services on social dialogue and collective bargaining

Outcome 2.2: More effective labour administration system with more efficient workplace inspection in place.

Rationale: One of the key challenges facing effective labour administration and inspection is the extent of the informal economy. Two-thirds of the labour force is employed informally, with a majority being own account workers. Private sector formal employment only accounts for a fifth of the employed work force. Many workers in the informal sector have low earnings and are outside the social protection net. Occupational Safety and Health (OSH) protections are both ill understood and their application insufficient.

Labour market regulations need to better ensure that all workers enjoy fundamental protections and that firms compete on a level playing field, particularly in the face of a rapidly evolving and competitive global landscape with complex supply chains. It has therefore become necessary to regularly review labour market policies to ensure adequate worker/employer protections while at the same time not unduly constraining growth and development prospects.

Discussions on labour law reform have been in progress for some time, and have been carried out by trade unions and employers individually, bilaterally, and in tripartite consultations. There are several areas where there is consensus, whereas other areas will need further informed consultation.

While the MOL has demonstrated its commitment to strengthened compliance with fundamental principles and rights at work and other technical and governance conventions through a number of workplace improvement initiatives, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the Committee on Freedom of Association (CFA) have pointed out gaps in law and practice needing attention regarding freedom of association, collective bargaining, maternity protection amongst other ratified conventions, forced labour, labour inspection, equality and non-discrimination.

Output 2.2.1: Increased capacity of the labour administration and mechanisms in place for effective dispute resolution

Strengthening employer-worker relations supported by a robust labour administration system are essential features of healthy industrial relations. The effectiveness of labour administration continues to be of major concern, particularly with respect to advisory/conciliation services to resolve disputes. With large segments of the informal sector workforce operationally less serviced, many workers risk being denied their basic rights and enjoyment of minimum conditions of employment.
The advisory services and enforcement capacity of the Department of Labour needs strengthening, particularly with regard to dispute resolution as well as prevention. Currently, dispute resolution processes are perceived to be protracted and are in need of review to make efficiency and effectiveness gains. The capacity of the conciliation officers, housed in the Department of Labour, to provide better dispute resolution services needs to be strengthened. An ILO supported manual for conciliators on dispute resolution has been developed and an investment now needs to be made to ensure the application of the manual. Additionally, the MOL through the Commissioner General of Labour's office houses a "special investigation unit", which needs to be able to act swiftly in investigating matters arising from non-compliance and to be more proactive in responding to incidences of non-compliance. Compliance related performance targets need to be set through the development of effective compliance strategies and plans.

Presently, only about 30% of the workforce enjoys coverage under OSH legislation. A new Occupational Safety, Health and Welfare Act was drafted with ILO technical assistance aimed at increasing coverage, addressing the limited enforcement capacity of OSH engineers, the need to formulate new standards in relation to emerging industries, strengthening of information collection and dissemination, and assistance to tripartite partners to implement the OSH policy, setting up of bipartite OSH committees in all work places, creating awareness on OSH issues among workers, employers and the use of ILO tools and methodologies. Passage of the Act has stagnated over the years, yet the need for it could not be more essential.
Key intervention areas include:

- Support to develop a National Labour Inspection Policy
- Improving the responsiveness of the Department of Labour in dispute settlement (including in relation to OSH, discrimination and issues related to child labour) guided by the comments of the ILO supervisory bodies
- A business process review[51] of the existing dispute settlement process (including the gender dimension) with a view to improving responsiveness
- Enhanced responsiveness by the existing special investigation unit to cases of rights at work
- Establishment of a rapid response unit to effectively respond to cases of rights at work violations

Output 2.2.2: Increased capacity of social partners for implementation of ILO Conventions

Ratification and effective implementation of ratified conventions are central to ensure decent work practices in Sri Lanka. However, ILO's monitoring and evaluation of ratification and implementation processes have identified areas that require further improvement. In terms of ratification of new conventions, Sri Lanka is expected to ratify ILO Protocol 29 on Forced Labour by the end of 2018. Additionally, given the EU-GSP+ conditions, the government is expected to ratify a greater number of conventions in order to strengthen trade between Sri Lanka and the EU.
Another concern is the implementation of the ratified conventions. The current labour laws in respect to OSH, labour migration, labour inspection, and forced labour have its shortcomings and are not wholly aligned with the ratified conventions. Hence, greater efforts need to be made for legal reform and to also devote greater resources

to build the capacities of constituents to swiftly respond and accommodate for the recommendations put forward by the supervisory body.
Given these identified limitations, the following are the planned interventions:

- Ratification of conventions and technical assistance for the effective application of ratified conventions as guided by the comments of the ILO supervisory bodies
- Conduct gap analyses of current legislation and formulate new legislation in accordance with ratified conventions
- Advocate for ratification of pertinent conventions

Outcome 2.3: Laws and policies are modernised to respond to diverse and evolving forms of work.

Sri Lanka has a strong legal framework to secure employment security and the welfare of those in work. While labour law reforms are important to respond to the current and future labour landscape, the nature and extent of such reform has been under debate. A challenge lies in reforming labour laws in balance with obligations to provide for decent work protections.
Labour law reform provides an important opportunity to strengthen the regulatory framework to promote equality in employment, empower women in the world of work, expand coverage to groups of workers currently outside the scope of labour legislation and to ensure decent working conditions for workers in new and evolving forms of employment relationships.

Within the framework of ILO conventions, and the guidance provided through the comments of the supervisory bodies and international good practices and norms, labour law reform will be pursued to set sound laws whose application can be noted by the ILO as progress in compliance with ratified Conventions.

Output 2.3.1 Labour laws amended through tripartite consultation

Non-standard forms of employment including temporary work, part time work, different employment arrangements and disguised employment relationships have become a distinct feature of contemporary labour markets. Third party contracting requires precise definitions and regulations and apportionment of responsibilities to avoid conflict and confusion. In this environment supporting decent work for all workers requires an in-depth understanding of these working arrangements and their implications. Hence ensuring equal protection for all workers is essential and establishing minimum standards and working conditions across sectors and forms of employment can provide important safeguards for all workers, including workers in both the formal and informal economy. Efforts are needed to ensure that all workers, regardless of their contractual arrangements, can exercise their right to freedom of association and collective bargaining.

Increasingly interconnected global modes of production and services coupled with increasing digitalisation will likely have a profound impact on how labour is organised and how to afford and ensure labour rights in a 'gig economy'.[52] For policymakers to make strategic and well informed decisions on labour market regulations that ensure the protection of workers, sustainable enterprises and well-functioning labour markets. Sound analysis to inform any regulatory revisions is essential. This will include:

- The conduct of a forecasting study on future of work dynamics identifying regulatory challenges responding to evolving and traditionally overlooked forms of employment
- An analysis of potential legislative requirements to cover future of work needs drawing from international experience as it unfolds
- The initiation of labour law and/or regulatory reform to respond to evolving forms of work (to enhance flexibility in terms and conditions of employment, while ensuring adequate protection for workers - flexible work hours, night work, over-time etc.)

Output 2.3.2 Capacity of duty bearers and claim holders strengthened for implementation

Increases in automation and development of modern production techniques has resulted in a labour market that requires flexibility and retraining as we move from an industrial to a knowledge-based economy where the workforce will be organised very differently. In this environment it is critical to build capacity of both duty bearers[53] and claim holders[54] to acquire an in-depth understanding of these working arrangements and their implications. Workers need to have in-depth knowledge of

51 Business Process Reviews consist of an assessment of technology, processes and people, in order to identify problems and improve efficiency.

their rights and obligations regardless of their contractual arrangements to ensure that they have access to decent work, freedom of association and collective bargaining rights; while the duty bearers are capacitated to execute their responsibility towards ensuring those rights to those workers. Key areas of work include:

- Capacity of duty bearers built for implementation and monitoring of revised labour laws (development of training manuals, implementation of training and monitoring)
- Capacity of duty bearers built for better understanding of revised labour laws, new work arrangements and their implications
- Awareness campaigns on any enacted labour law reforms and amendments to sensitise the public

Country Priority 3: Rights at work for all

Over the years, tripartite engagement has resulted in improved enjoyment of rights at work, especially in the formal sector. Nevertheless, challenges in relation to affording protections to certain vulnerable population groups need addressing. These groups include those in child labour; migrant workers (particularly those that are low skilled) vulnerable to forced labour; informal sector workers and the ageing populace outside of the social protection net.

In 2017, the government launched a 'National Action Plan for the Protection and Promotion of Human Rights (2017-2021)'. The Action Plan documents the importance of affording rights to vulnerable groups, including migrant workers and children. As for children, the Action Plan specifically highlights prevention of children engaging in hazardous forms of work. As for migrant workers, the government pledges to implement the Migration Policy to protect migrant workers and counter exploitation, updating the National Labour Migration Policy, formalise and regulate the recruitment industry, strengthen pre-departure trainings, and coordinate with governments overseas to prevent forced labour and exploitation. Social protection is also highlighted as an important aspect in ensuring rights of the vulnerable, especially for female-headed households, persons with disabilities, and war-affected women.

The ILO as an international standard setting organization has advocated for the ratification of ILO Conventions and Protocols in order to ensure rights at work. Adding to the list of previously ratified convention, in late 2017 the government internationally and publicly pledged to ratify ILO Protocol 29 on Forced Labour by the end of 2018. The ILO will provide support towards ratification and subsequent application, drawing on years of policy and grass-roots level experience in country as well as regionally and globally.

The strategies under the DWCP (2018-2022) are in line with ILO's global strategic objective on fundamental principles and rights at work and social protection, as well as the priorities set forth in the Bali Declaration of 2016.

Outcome 3.1: Child labour and its worst forms eliminated

Given a 1% child labour prevalence rate in country, and the political will, the country is highly optimistic of its complete elimination. The Minister of Labour has pledged, at the highest level, zero tolerance for child labour and its eradication by 2022 and the raising of the minimum age for employment from 14 to 16 years in line with a similar

52 In a gig economy, temporary, flexible jobs are commonplace and companies tend toward hiring independent contractors and freelancers instead of full-time employees.
53 Duty bearer is defined here as the nation-state, which has the duty to ensure that other duty bearers act in compliance with their respective duties
54 Claim Holders are citizens or beneficiaries

raise in the years of compulsory education.[55] The target of 2022 supersedes the SDG Goal 8 Target 8.7 of 2025. A robust policy framework on eliminating child labour is now in place, though its successful implementation will require considerable effort and resources, enhanced through nationwide partnerships. The 'National Policy on Elimination of Child Labour in Sri Lanka' launched in September 2017 by the President emphasises the centrality of engaging the tripartite constituents, line ministries, provincial and district-level authorities, and the private sector under the guidance of the National Steering Committee on Child Labour. It also calls for strengthened linkages between labour inspection and child protection services, a link that needs further facilitation and investment to reach the remaining hidden and hardest to reach pockets of child labour.

Sri Lanka is one of 13 global "pathfinder" countries under the Global Partnership to end Violence against Children in pursuit of Target 16.2 to "End abuse, exploitation, trafficking and all forms of violence and torture against children" under Sustainable Development Goal (SDG) 16. An extensive network of agencies, including the ILO, are active in the quest of ensuring no violence against children and the implementation of sound child protection measures. Baseline data on child labour also exists, against which to measure the achievement of the zero prevalence target by 2022, with the mainstreaming of modular child labour data collection in future Labour Force Surveys.

Output 3.1.1: Enabling policy framework and legal environment to eradicate child labour

Rationale: Eradication of child labour requires multiple, synchronized interventions not only at the policy level but at the grass-roots level. Under the previous DWCP (2013-2017), there was historical achievement through the development and implementation of ILO's 'Ratnapura Model' (a district originally plagued with high child labour prevalence that successfully responded to it). The Model concentrated on advocating for child labour free zones in the formal plantation sector, developing public-private partnerships, conducting awareness-raising campaigns at community level, and strengthening labour inspection systems.

Key areas of work would include:

- Operationalise, in the remaining 24 Districts of the country under the leadership of the head Administrator, the District Secretary – replication/ adaptation of the 'Ratnapura model'
- Expand and strengthen the present labour inspection system to cover child labour in the informal sector, linking with child protection extension service officers
- Amend current legislation to raise the minimum age for employment from 14 to 16 years in alignment with the Ministry of Education policy to increase the age of compulsory schooling age from 14 to 16 years
- Review and revise existing regulatory/legal provisions on hazardous child labour and accelerate prevention measures through inter-ministerial/ agency coordination and cooperation
- Operationalise the current work plan of the inter-ministerial/agency steering committee to reduce child labour with regular monitoring
- An improved complaints and referral system linked with concerned agencies/ministries servicing children at district level
- Advocacy for regularised data collection on child labour through inclusion of modules to the Labour Force Survey

Outcome 3.2: Labour market outcomes for (low-skilled) migrants are improved and their vulnerability to exploitation (forced labour) reduced

The total number of departures for those seeking foreign employment appears to be in decline as this DWCP rolls out. The decline may be attributed to regulatory measures that have disproportionally affected prospective female migrant workers (largely in the domestic work sector). Nevertheless, labour migration and associated remittances remain a significant contributor of GDP and families depend on them. Certain Sri Lankan regulations are attributed to having stemmed the outflow of females migrating for domestic work, and conversely many of these women are suspected of having turned to irregular migration channels. The potential for labour migration to adapt into instances of forced labour and trafficking is real, given persisting challenges in labour migration governance mirrored with a continuing appeal for the working age low skilled population to migrate in search of better work prospects.

55 Pledge made during the IV Global Conference on the Sustained Eradication of Child Labour, Buenos Aires, Argentina, November 2017, see http://childlabour2017.org/en/resources/updates/pledges.

Output 3.2.1: Regulatory framework on labour migration, forced labour and trafficking strengthened

Sri Lanka's labour migration policy and its sub-policy on reintegration of returning migrant workers is recognised as a model for several other countries. Nevertheless, given the highly dynamic nature of labour migration, the policy that was adopted nearly a decade ago, is now undergoing revision to better reflect changes in labour market supply and demand within the country, in the region, and in destination countries. Similarly, changes to the Foreign Employment Act and accompanying rules need a revisit, to cast the net wider to regulate the role of sub-agents in the recruitment process. Similarly, there are gaps in the regulatory framework on forced labour and trafficking that need examination, particularly given the specific vulnerability of migrant workers to abusive recruitment and employment practices. The ILO Forced Labour Protocol, P 29 (2014) provides a key reference point for updating legislation and practice in this area.
Key areas of work would include:

- The adoption and implementation of a revised and updated Labour Migration policy of 2008[56] with a view to address continuing issues as well as emerging challenges to cater to the changing demand and dynamics, for both out-bound and in-bound, migrant workers
- Revision to the Foreign Employment Act and any of the accompanying rules to include the regulation of sub-agents, or of costs and fees in line with ILO guidance (to be adopted in 2018)
- Gap analysis and dialogue towards the ratification of P 29
- Application of the ILO Fair Recruitment Guidelines and Principles, through cooperation with the government, recruitment actors and the recruitment agency associations
- Research on recruitment costs, as a proportion of migrants' wages, in line with SDG Indicator 10.7.1

Output 3.2.2: Institutions strengthened to facilitate decent work opportunities and access to justice for (low-skilled) migrant workers, returned migrants and persons affected by forced labour/ trafficking

The abuses endured by migrant workers cover the spectrum, the worst being criminal offences of trafficking and forced labour. There is a need to address the issue of trafficking via a multidimensional lens, targeting the problem via a three-pronged approach such as Prevention, Protection and Prosecution so that all aspects are captured for a sustained prevention in the future. Gaps include a lack of awareness on the risks related to migration and how to mitigate them; limited capacities relating to victim identification, investigations and prosecutions; and a lack of understanding of the availability of redress and recovery services for victims. There are two main target groups: the men, women and children that are trafficking victims or those at risk of being trafficked; and the individual or collective change agents from government bodies, policymakers, businesses who can positively influence policy and practice to counter forced labour/trafficking. In order for migrants to protect their rights and obtain access to justice, there is also a need for improved awareness and empowerment strategies, as well as grievance and enforcement mechanisms.
Key areas of work would include:

- Implementation and fine-tuning of the mechanism and guidelines for recognition of prior learning (RPL) for migrant workers
- Improving services offered by the reintegration unit of the Sri Lanka Bureau of Foreign Employment (SLBFE) and public employment services, to ensure better employment or self-employment options within the country for returned migrants
- Offering of job placement services for returned migrant workers with the appropriate skills levels to fill labour shortages in key sectors in collaboration with EFC
- Piloting mechanisms on skills recognition with government institutions and employers in destination countries to create a model for wider replication
- Improving collaboration between mandated institutions (TVEC and SLBFE) to better recognise the skills of outbound and returning migrant supporting improved implementation of an MOU on the same between TVEC and SLBFE
- Integration of OSH into the TVEC and SLBFE training program curriculum

56 Labour migration is under the mandate of the Ministry of Foreign Employment.

- Piloting the ITUC's Migrant Recruitment Advisor will allow migrant workers to review their recruitment and employment experience, and link to support services. The Advisor will also be a means for potential migrants to choose recruitment agencies and make more informed decisions
- Capacity developed of relevant service providers to assist the migrant workers and families with required services
- Improved protection services to ensure identified victims, including men and children, receive specialised care services
- Investigation and prosecution of offenders of trafficking increased through due process, training of officials on victim identification, legal procedures and referrals processes

Outcome 3.3: Improved social protection for all workers with special focus on informal workers

Social protection floors are nationally defined sets of basic social security guarantees that should ensure, as a minimum that, over the life cycle, all in need have access to essential health care and to basic income security, which together secure effective access to goods and services defined as necessary at the national level. A number of social protection schemes are in place, however access and uptake are a challenge for both providers and recipients.

Output 3.3.1 Increased coverage and accessibility of social protection

Workers in the informal sector are particularly inadequately serviced by existing schemes on income security for the elderly. Gaps in terms of quality of service, coverage and adequacy of monetary benefits persist.[57] With a view to increasing the coverage and the efficiency of the largest contributory non-pension retirement benefit, which are the Employees Provident Fund (EPF) and Employees Trust Fund (ETF), key areas of work would include:

- Increasing coverage of EPF from the current 40% of the formal private sector employees to additional formal sector employees, as well as the informal sector. The labour force as at 2017 is around 8.2 million, including over 1.4 million in the public sector, and of which only about 2.6 million are covered by the EPF.

- Advocacy for the conduct of a feasibility study to examine conversion of EPF to a pension scheme with required legislation.[58] A mechanism in place to incentivise the domestic workers, migrant and own account workers to contribute to ETF. This will assist in increasing coverage of informal sector employees in some retirement benefits.

57 The World Bank at present has provided a loan and technical support to the government to assist in a comprehensive social security system, health care development and education sector development for further improvements.
58 The current final lump sum payment from EPF is grossly regarded as inadequate to generate sufficient income for retirees - and is particularly linked to the growing longevity of the elderly in the country.

Enabling Outcome 4: Greater data and knowledge generation

Data and knowledge generation is pivotal to Sri Lanka's evidence-based policy making, monitoring, projection of future trajectories, and designing interventions to achieve the SDGs. The importance of it is also emphasised in the Sri Lanka UNSDF 2018-2022. Under Driver 1 on "towards improved data, knowledge management and evidence based policy", the UN and the Government of Sri Lanka have committed to take united action to ensure that "by 2022, people in Sri Lanka benefit from improved data, knowledge management to address inequalities and ensure inclusive and responsive decision making." The 'Vision 2025' development policy also notes the urgency in gearing towards a knowledge-based economy, digitalising governance processes, and enabling the population's access to information. Hence, DWCP 2018-2022 also sets greater data and knowledge generation as a priority. Given that data and knowledge serve as a backbone for any kind of intervention, the priority and interventions set forth here are a means to an end of achieving other priorities of this DWCP.

Research and knowledge generation relevant to the world of work is one of the core competencies of the ILO. Drawing on past practices at global, regional, and local levels, the ILO will continue to provide technical assistance to Sri Lanka in enhancing capacity in collecting, aggregating and analysing data to create knowledge that would set the stage for evidence-based policy making and interventions and reduce the knowledge gap.

Enabling Outcome 4.1: Reliable user-friendly labour market information are regularly made available and accessible to policy makers, constituents, and public

Quality and relevance of labour market data is based on the availability of a functioning system, resources and capacity. Recent internal assessment by the ILO reveals that the current labour market data and its system in Sri Lanka is of a relatively high quality in comparison to other countries in the regions. At the same time, there are shortcomings in terms of accuracy, relevance, frequency, accessibility and comparability of labour market data that mirror the deficits in the current system, which could be addressed through needs assessment, capacity building, and strategic partnership formation.

Another separate issue lies in the capacity of the tripartite constituents to systematically and tactfully use available data for evidence-based policy making. Under the framework of the DWCP and SDGs, the tripartite constituents are mandated to develop and implement human rights based policies and interventions that underscore national priorities and the future of work. Furthermore, constituents are accountable for monitoring and evaluating the effectiveness and the relevance of these policies and interventions. Hence, the capacity of the constituents to objectively analyse and understand data is critical. Such issues would also have implications on sustainability and ownership of ILO's interventions that are implemented in close cooperation with the tripartite constituents.

Enabling Output 4.1.1: Regular labour market information is generated and overseen by the coordination mechanism committee

Rationale: There is a large gap in the type, scope, accessibility and quality of labour market data that is currently available. The Department of Census and Statistics (DCS), the main national authority in Sri Lanka mandated to collect data and share knowledge, publishes annual and quarterly reports on labour force survey findings, among a spectrum of socio-economic data. The DCS has also recently reached its historical milestone in conducting the Child Activity Survey 2016, which, for the first time, covered children engaged in child labour and its worst forms in the Northern and Eastern Provinces (previously inaccessible for decades during the armed conflict). Despite these solid achievements, there is still room for further improvement in terms of collecting, analysing and reporting reliable and valid data on e.g. labour market demands, occupational safety and health, and other data that are essential to understand the current labour market trends and future of work.

Current definitions of various labour market indicators, such as employment and unemployment, have shortcomings in clarity, validity, and reliability, making comparison of Sri Lankan labour market data with other countries a challenge. This results in difficulty in monitoring and evaluating the progress of Sri Lanka towards realizing the SDGs. Furthermore, the findings of UN MAPS mission and ILO diagnostics in 2017 suggest that the government of Sri Lanka and its line ministries have limited capacity to fulfil its responsibility and the country needs, to especially strategise on data requirements. Hence, this calls for greater interventions in capacity building among data collectors and analysts, in terms of aligning data collection, analysis and dissemination in accordance with International Standards on Labour Statistics (ISLS) adopted via Resolutions at the International Conference of Labour Statisticians (ICLS).

Much of the relevant labour market data are currently collected by multiple ministries, employers, banks and research institutions. For example, data collection and analysis on labour migration trends are undertaken by the SLBFE, whereas any data relevant to skills training are conducted by the Ministry of Skills Development and Vocational Training. These data are dealt separately from those collected by the Department of Census and Statistics. Hence, a standardised, regulated mechanism of knowledge sharing would not only reduce transaction costs but also address the current information asymmetry among policymakers, employers and the workers.
Employment creation, effective labour market governance and designing of interventions and policies to protect the rights of every worker are best informed by the availability and accessibility of reliable, valid and consolidated labour market data. The tripartite constituents and the ILO will channel unanimous effort to collect more reliable and valid data, establish a coordination mechanism and promote effective use of decent work indicators to formulate national policies and interventions. The specific interventions are as follows:

- Diagnostic of information availability of data, gaps, frequency and accessibility
- Establishing a coordination mechanism committee to oversee the process and prioritise the needs with regard to labour market information systems to inform policy
- Latest updated user friendly data bases containing labour market information and raw data made available
- Increased capacity in the use of ISLS including the recent 19th ICLS resolution on Labour Force statistics

Enabling Output 4.1.2: Constituents capacitated to use available LMI data for evidence based policy and practice

Quality data alone does not serve a purpose, unless it is appropriately and strategically used. Much effort is needed to enhance the capacity of ILO tripartite constituents, who are the change agents in the world of work, to understand and utilise available data and reflect them in decision making.

The Decent Work Agenda is an integral part of the SDGs, and reflected specifically in Goal 8. The tripartite constituents and the ILO are accountable for monitoring and reporting the country's progress towards the goals and targets in the DWCP and the SDGs. However, ILO Diagnostics in 2017 revealed a limited capacity among the constituents on monitoring and evaluation in general and even more so in the context of SDGs. Hence, greater interventions are necessary in terms of building consensus, capacity and mechanisms among the tripartite constituents on reporting and operationalisation.

Around the world, labour market data and knowledge are not only generated by the government and its agencies but also business chambers, research institutions and universities. In Sri Lanka, these key actors are also active, though they often operate in silos and hence duplicate data and knowledge. To better make use of available yet limited resources, partnership building would serve as a platform to share and exchange knowledge.

ILO is mandated to specifically provide technical assistance to member states to enhance their evidence-based policy making capacity, reach SDG Goal 8, and also enhance international and national partnerships for development. The specific interventions are as follows:

- Capacity building of tripartite constituents on reliable data collection and analysis utilising different methodological approaches
- Enhance understanding of Decent Work in SDG reporting context
- Partnerships across government, chambers, research institutions, and universities for improved data collection and analysis and knowledge sharing

Management, implementation planning, monitoring, reporting and evaluation arrangements

This section explains the process to be undertaken for managing the oversight function of the DWCP by the constituents and ILO secretariat, the country office. Furthermore it will describe the mechanism in place to monitor, report progress and evaluate the projects and programmes.

a. Implementation, Performance, Monitoring, Evaluation arrangements including roles of ILO constituents

The country office utilises two mechanisms to monitor the implementation and performance of the DWCP. One is at the DWCP level via a Tripartite Task Force and the second is through Project Advisory Committees.

As with the former country programmes, a DWCP Task Force will monitor progress, provide guidance to the programme together with advice on addressing challenges faced in implementation. The Chair of the DWCP Task Force is the Secretary of the MOLTUR, with the Director of the ILO Country Office for Sri Lanka and the Maldives serving as Co-chair. The ILO Country Office primarily serves a Secretariat function. The Task Force has a membership of Employer representatives, Trade Unions and the Government of Sri Lanka represented by the focal MOL. Other government members are from line-ministries such as the Ministry of Foreign Employment, Ministry of Skills Development and Vocational Training, and others with whom the ILO is implementing projects. The employers are represented by

the Employers Federation of Ceylon and the Trade Unions by those workers organisations who are signatories to the DWCP 2018-2022.

The DWCP Task Force will serve as a forum to also assess DWCP contributions to the SDGs and to ILO's global outcomes and indicators as articulated in the ILO Programme and Budget. For performance management, the progress of projects together with tools such as the DWCP results monitoring plan and DWCP implementation monitoring plan will be utilised. The Task Force meet three times a year. At the DWCP Task Force meeting the following tools will be utilised for performance monitoring: annual work plans, updated DWCP Monitoring and Evaluation Plan, study and evaluation findings, update on government policy changes and updates of relevant information from other development partners.

Additionally, monthly meetings between the DWCP Task Force co-chairs will take place to apprise of progress, implementation challenges and measures to mitigate such risks and challenges.

Although all Technical Cooperation project and RBSA funded activities are reported to the DWCP Task Force, a separate tripartite Project Advisory Committee (PAC) is initiated at the beginning of a project. The Chair of the committee will be the main counterpart Ministry Secretary. If the partner Ministry is not Labour, then a representative of MOL will be a member of the PAC. The PACs will meet every quarter and more often if the nature of the interventions requires frequent monitoring.

Baselines will be established for all indicators in the DWCP results monitoring plan as well as for SDG indicators. Information for Indicators are available from secondary sources and where needed primary data will be collected especially for Technical Cooperation Projects. Where data gaps and information remain, the ILO will initiate research studies as well as surveys as per requirement and in consultation with the tripartite mechanism in place. Furthermore, the ILO will engage in relevant research to fill the information gaps as well as feed the indicators for monitoring purposes, including within the framework of the UNSDF.

Every effort has been made within the DWCP design to identify realistic targets and results with clear quantitative and qualitative information. Similarly, the monitoring and evaluation strategy illustrates ILO contributions to achieve both SDGs and the DWCP targets and where possible SDG indicators have been adopted to monitor DWCP progress as well. In addition, the monitoring and evaluation strategy has taken into account the importance of the cross-cutting policy drivers in the DWCP: gender equality and non-discrimination, tripartism and social dialogue, conflict sensitivity, environmental sustainability and promoting international labour standards.

b Risks

All of the planned results of the DWCP are aligned with the government policy and sustainable development goals with tripartite consensus reached. However, the main risks associated with poor implementation of the DWCP are unforeseen political instability of the current coalition government; lack of commitment by government for required pre-requisites and support; poor engagement of constituents; implementation delays due to climatic/ weather conditions; and inadequate resource mobilisation.

Political stability in country remains central to delivering the DWCP results. The current coalition government is scheduled to continue until 2019/2020. Managing risks associated with political stability will largely be managed at the Ministerial level. Experience from the past has shown such mechanisms to be effective in implementing the DWCP amidst changes to the political regime. Furthermore, all proposed interventions and results in the DWCP are issues and challenges that are fundamental for development of the country. Therefore, even with changes in political complexion, the fundamental needs of the country such as employment, labour market governance and protection of the rights of the vulnerable at work will remain topical and important to the administration. As described under management section, the monthly meetings with the focal Ministry of Labour as well as the tripartite Project Advisory Committees for all technical cooperation projects are engagements to mitigate risks related to erratic implementation.

The support of all constituents is essential for implementing the DWCP. An intensive and inclusive process was undertaken to meaningfully engage tripartite constituents and beyond, from the initial identification of country priorities to formulating the DWCP results and activities. The process has led to deeper ownership and commitment of the constituents towards implementing and monitoring of the DWCP. During the development of the DWCP, each constituent was requested to express their role in achieving the said results under each outcome. The country priority matrix with the column on the role of the constituents was circulated to all for easy reference and monitoring. Furthermore, meetings every 4 months of the tripartite DWCP Task Force consisting of the signatories to the DWCP is another mechanism in place to monitor and provide advice to challenges faced by the implementers of the programmes or projects.

A new risk in the country which is now becoming more regular is the effect of the climate in terms of droughts and floods and landslides affecting a large number of districts in the country. A new component has been introduced in the country programme to address mitigation of climate related as well as other socio-economic risks by educating the constituents, introducing business contingency planning, water management and waste management at all levels.

Sri Lanka being classified as a middle income country, now faces different conditions both for grants and institutional financing. Further, diminishing funds from development partners due to the country's economic status is also challenging for resource mobilisation. However, in the recent past the ILO has been successful in developing a number of successful interventions and models for rural employment, child labour elimination, assisting migrant workers among others. Continued dialogue with development partners to promote the models developed and proposals for funds to take to scale, new partnerships with the government on the funding of interventions with the ILO providing technical support are some mitigation measures for resource mobilisation.

Funding Plan

While the capacity to provide policy and programmatic advice and guidance in the full range of areas related to labour market and welfare, the ILO is not a funding agency. Several mechanisms are adopted to raise required resources to implement the DWCP with the partners. Some interventions where the ILO has supported the development of a policy or action plan for the government in particular, resourcing for achieving the outcomes will therefore be allocated via the national budget to the respective line Ministries whilst the ILO will contribute to support through technical inputs where required. For instance, it is expected that the Government will be able to support a number of decent work outputs, including its ongoing efforts to implement its Child Labour Policy and Action Plans that are directly linked to Priority 3. Similarly, since the DWCP is closely aligned with national priorities and the SDG commitments therefore capturing synergies in the resources allocated to meet these goals by the government, development partners and the UN with the ILO, will be capitalised. However, even though budgetary expectations cannot be applied to the social partners, it was mutually agreed at the consultations to develop the current DWCP, that the social partners are committed to provide human and other resources in support of the DWCP priorities.

The ILO will play a strong supporting role in mobilizing external funding, both from within its own regular resources and through reaching out to the donor community – some resources have already been mobilised for outputs under Priority Outcomes 1 and 3 for the DWCP 2018-2022.

Furthermore, the ILO will work closely with its Decent Work Technical Support Team based in Delhi, the Regional Office in Bangkok and Headquarters in Geneva to identify funding gaps and potential resource sources to mobilise funds.

Advocacy and Communications Strategy

There are three aims of the communication and advocacy activities of this DWCP, policy change, awareness raising, and partnership development and resource mobilisation. Therefore, effective advocacy and communication about the Decent Work Agenda and DWCP to constituent membership, the media, effective advocacy and communication about the Decent Work Agenda and DWCP to constituent membership, the media, parliamentarians, the private sector, there research community and academia and wider civil society the private sector, the research community and academia and wider civil society and development partners is crucial. To this end evidence-based advocacy informed by relevant research, dissemination of good practices and success stories are highly effective means of generating wider understanding about the principles of decent work, inclusive growth and sustainable development based advocacy informed by relevant research, dissemination of good practices and success stories are highly effective means of generating wider understanding about the principles of decent work, inclusive growth and sustainable development are key.

Some of the strategies to be used will be development and dissemination of policy briefs, stories on lessons learned and good practices quarterly e-newsletters, updated websites and other social media tools for targeted materials in all local languages for a wider audience and increased coverage – this will also contribute to increase public awareness and profile of the ILO and this DWCP.

The ILO Country Office has a dedicated communication focal point and also contributes and learns from the UN Communication group under the UN Resident Coordinator's office. The Country office is also a member of the UN SDG group that is promoting SDG implementation through a Parliamentary sub-committee currently headed by the Deputy Speaker of the Parliament.

ANNEX 2 : DWCP RESULTS MATRIX

DWCP Priority 1 : Creation of Sustainable, inclusive, and decent employment

Relevant national development priority and/or UNSDF outcome

SDG

Goal 1 : End poverty in all its forms everywhere
Goal 5 : Achieve gender equality and empower all women and girls
Goal 8 : Promote inclusive and sustainable economic growth, employment and decent work for all
Goal 10 : Reduce inequality within and among countries

UNSDF

Driver 1 : Towards improved data, knowledge management, and evidence based policy
Driver 2 : Strengthened, innovative public institutions and engagement towards a lasting peace
Driver 3 : Human Security and socio-economic resilience
Driver 4 : Enhancing resilience to climate change and disasters and strengthening environmental management

DWCP Outcome 1.1:

Sri Lankan workforce have more and better employment opportunities

		Integrated resource framework (USD)	
		Estimated to be available	**To be mobilised**
Partners	Ministry of Education; Ministry of Skills Development and Youth Affairs; Ministry of Mass Media; Technical institutes; EFC & Affiliated BMOs; Private sector; Department of Manpower and Employment (DOME); Ministry of National Policies and Economic Affairs; National Institute of Labour Studies; Sri Lanka Institute of Development Administration; Ministry of Hill Country, Infrastructure; Ministry of Plantations and Industries; Trade Unions; Prime Minister's Office; Ministry of Social Welfare; Ministry of Women and Child Affairs; Department of Labour; Ministry of SME; National Enterprise Development Authority; Ministry of Skills Development; Ministry of National Policies and Economic Affairs; Ministry of Foreign Employment; Sri Lanka Bureau for Foreign Employment; Vocational Technical Authority; Training institutions (NAITA/ TVEC); Prior training institutions; Universities; Chambers/firms	$ 4 million	$ 6.1 million

SDG Indicator 5.5.2 Proportion of women in the managerial position	**Baseline:** 28.4% (LFS , DCS 2016)	**Target:** TBD
SDG Indicator 8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	**Baseline:** Not available	**Target:** TBD
SDG Indicator 8.5.2 Unemployment rate, by sex, age and persons with disabilities	**Baseline (Current Situation) :** Female 7.0% (LFS 2016) Male 2.9 % (LFS 2016) Age group 15-24 21.6% 25-29 9.2% 30-39 2.4% 40+ 0.8% (LFS 2016) Persons with disabilities: N/A	**Target:** TBD
SDG Indicator 8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training	**Baseline:** 26.1% (LFS 2016)	**Target:** TBD
SDG Indicator 10.2.1: Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities	**Baseline:** Not available	**Target:** TBD
SDG Indicator 10.4.1: Labour share of GDP	**Baseline:** 27.1% (DCS Annual Estimates on National Accounts -2015)	**Target:** TBD
13.3.1: Number of countries that have integrated mitigation, adaptation, impact reduction and early warning into primary, secondary and tertiary curricula		
13.3.2: Number of countries that have communicated the strengthening of institutional, systemic and individual capacity-building to implement adaptation, mitigation and technology transfer, and development actions		

P&B Indicator 1.2: Number of targeted action taken on decent job for young women and men through development and implementation of multi- pronged policies and programmes	**Baseline:** Not available	**Target:** TBD
Other Indicator 1.1.1 Labour force participation rate by gender	**Baseline:** Male 75.1 % (LFS 2016) Female 35.9%	**Target:** TBD

DWCP Outcome 1.2:
National strategy to respond to technological advancements and other prospective market demands for population at large is in place

Partners	Ministry of Skills Development; Ministry of Child & Women Affairs; Ministry of Mass Media; Ministry of Labour; Department of Labour; SLBFE; Ministry of Foreign Employment; EFC; TU; IFC Ministry of Public Administration; Groups working with disabilities; Department of Manpower and Employment; Ministry of Social Welfare; Department of Social Services; Ministry of Megapolis and Western Development; Local government authorities; Central Engineering Consultancy Bureau (CECB); Construction Industry Development Authority (CIDA); Prime Minister's Office; National Chamber of Export ; Regional Chambers of Commerce affiliated with the EFC; FCCISL; Ministry of Industry and Commerce; Ministry of Primary Industries; District secretaries; Ministry of National Policies and Economic Affairs; Ministry of Social Empowerment, Welfare and Kandyan Heritage; Provincial level institutions; BOI; Ministry of Disaster Management Ministry of Environment; World Bank and ADB; Ministry of Power and Renewable Energy; Youth Council; Government-Education/Higher education/Skills Development/Women Affairs	**Integrated resource framework (USD)**	
		Estimated to be available $ 30,000	**To be mobilised** $ 351,620

SDG Indicators

SDG Indicator 4.4.1: Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill	**Baseline:** Total 27.6% Youth (15- 24) 58.8 % Adult (25-69) 20.4%	**Target:** TBD
SDG Indicator 7.1.2. Proportion of population with primary reliance on clean fuels and technology	**Baseline:** 19.31% (World Bank 2013)	**Target:** TBD

SDG Indicator 8.2.1. Annual growth rate of real GDP per employed person	**Baseline:** 4. 67% (World Bank 2016- 2017)	**Target:** TBD
SDG Indicator 9.c.1. Proportion of population covered by a mobile network, by technology	**Baseline:** 123.7% (2016 December TRC Sri Lanka)	**Target:** TBD
SDG Indicator 14.A.1. Proportion of total research budget allocated to research in the field of marine technology	**Baseline:** Not available	**Target:** TBD
P&B Indicator 1.3: Number of actions taken on skills development systems, strategies and programmes to reduce skills mismatch and enhance access to labour market	**Baseline:** Not available	**Target:** TBD
P&B Indicator 10.3: # of initiatives/engagement that employers organisation have engaged with government and other actors to influence policy	**Baseline:** Not available	**Target:** TBD
P&B Indicator 10.5.: # of policy proposals submitted by workers organisations to influence negotiations on social, economic and environmental issues	**Baseline:** Not available	**Target:** TBD
P&B Indicator 10.5.3: Workers organisations submit policy proposals to multilateral frameworks or institutions to influence negotiations on social, economic or environmental issues.	**Baseline:** Not available	**Target:** TBD

DWCP Priority 2: Better governance of the labour market

Relevant national development priority and/or UNSDF outcome

SDGs
Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all
Goal 10: Reduce inequality within and among countries
Goal 16: Promote just, peaceful and inclusive societies

UNSDF
Driver 1: Towards improved data, knowledge management, and evidence based policy
Driver 2: Strengthened, innovative public institutions and engagement towards a lasting peace
Driver 3: Human Security and socio-economic resilience
Driver 4: Enhancing resilience to climate change and disasters and strengthening environmental management

DWCP Outcome 2.1: Effective systems for social dialogue and tripartism in place, institutionalised and operationalised.			
Partners	Government; Employers; Workers; Wage Boards; MOL; Ministry of Justice, Legal Draftsmen's Department; Public Administration ministry; Public Sector Commission; National Pay Commission; Department of Management Services; Ministry of Labour; Salaries and Cadre Commission; Public Service Commission	**Integrated resource framework (USD)**	
		Estimated to be available $ 25,000	**To be mobilised** $ 475,000
SDG Indicators			
SDG Indicator 8.3.1. Proportion of informal employment in non-agriculture employment, by sex		**Baseline:** 50.1% (LFS 2016) By sex – N/A	**Target:** N/A
SDG Indicator 10.4.1: Labour share of GDP, comprising wages and social protection transfers		**Baseline:** 54% (UN 2012)	**Target:** N/A
SDG Indicator 16.7.2: Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group		**Baseline:** N/A	**Target:** N/A
P&B Indicator 1.5: Number of member states that have formulated or adopted policies, programmes or other measures to improve labour relations, labour market institutions and working conditions		**Baseline:** N/A	**Target:** N/A
P&B Indicator 7.3: Number of member States that have developed or strengthened institutions for tripartite social dialogue, collective bargaining and industrial relations with a view to addressing inequality and enhancing workplace compliance, including in global supply chains		**Baseline:** N/A	**Target:** N/A
Other indicators			

Government in consultation with social partners formulate/ adopt gender responsive policies to adopt gender responsive policies (reference to 1.5)		**Baseline:** N/ A	**Target:** N/A
Evidence of effective social dialogue mechanism that address inequality, workplace compliance (reference to 7.3)		**Baseline:** N/ A	**Target:** N/A
DWCP Outcome 2.2: More effective labour administration system with more efficient workplace inspection in place			
Partners	Government in consultation with other stakeholders	**Integrated resource framework (USD)**	
		Estimated to be available $ 20,000	**To be mobilised** $ 350,575
SDG Indicators			
SDG Indicator 8.8.2. Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status		**Baseline:** N/ A	**Target:** TBD
P&B Indicator 1.5: Number of member states that have formulated or adopted policies, programmes or other measures to improve labour relations, labour market institutions and working conditions		**Baseline:** N/ A	**Target:** TBD
Other Indicators			
Improved organisation structure and human resources for effective labour administration (P&B 7.2.2) Qualitative		**Baseline:** N/ A	**Target:** TBD
DWCP Outcome 2.3:			

Laws and policies are modernised to respond to diverse and evolving forms of work			
Partners	Government; Private sector law firms; WB; ADB; Labour Department; EFC/affiliated Business Member Organisations; Tus; Media; Ministry of Justice; Regional Chambers of Commerce	**Integrated resource framework (USD)**	
		Estimated to be available $ 25,000	**To be mobilised** $ 225,000
SDG Indicators			
SDG Indicator 8.8.2. Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status		**Baseline:** N/ A	**Target:** TBD
P&B Indicator 7.2: Number of member states that have developed or revised their laws, regulations, policies or strategies or strengthened their institutions' and systems' capacity to ensure workplace compliance with national labour laws and collective agreements		**Baseline:** N/ A	**Target:** TBD
Other Indicators			
Number of labour laws amended through tripartite consultation		**Baseline:** N/ A	**Target:** TBD
Number of duty bearers made aware on response mechanisms		**Baseline:** N/ A	**Target:** TBD
DWCP Priority 3: Rights at work for all			
Relevant national development priority and/or UNSDF outcome **SDG** Goal 1: End poverty in all its forms everywhere Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all Goal 10: Reduce inequality within and among countries			

UNSDF
Driver 1 : Towards improved data, knowledge management, and evidence based policy
Driver 2 : Strengthened, innovative public institutions and engagement towards a lasting peace
Driver 3 : Human Security and socio-economic resilience
Driver 4 : Enhancing resilience to climate change and disasters and strengthening environmental management

DWCP Outcome 3.1: Child labour and its worst forms eliminated			
Partners	MoL; District secretaries; all line ministries within District Secretariats; DoL; District Child Development Committees (DCDC); NCPA; Department of Probation and Child Care; MoE; MDOs; EFC; TUs; Department of Social Services; Department of Police; Ministry of Women and Child Affairs; Department of Census and Statistics	**Integrated resource framework (USD)**	
		Estimated to be available USD 0.00	**To be mobilised** To be estimated
SDG Indicators			
SDG Indicator 8.7.1. Proportion and number of children aged 5-17 years engaged in child labour, by sex and age		**Baseline:** 43,714 (CAS 2016 DCS) Boys: 32,402 Girls: 11,311 5-11: 3,002 12-14: 5,264 15-17: 35,447 (CAS 2016 DCS)	**Target:** TBD
P & B Indicator 8.3: Number of member states in which tripartite constituents have developed partnerships, including with other stakeholders, for the effective protection of workers, especially those in most vulnerable situations, from unacceptable forms of work.		**Baseline** N/A	**Target:** TBD
Other Indicators			
Proportion of children employed in hazardous forms of child labour		**Baseline:** 39,007 (CAS 2016 DCS)	**Target:** TBD
New minimum age law adopted		**Baseline:** 14 years	**Target:** 16 years
Zero forms of child labour by 2022		**Baseline:** 43,714 (CAS 2016 DCS)	**Target:** Elimination

DWCP Outcome 3.2 : Labour market outcomes for (low-skilled) migrants are improved and vulnerability to exploitation (forced labour) reduced			
Partners	Ministry of Labour, Workers; Employers; TU; SLBFE ; MoJ ; MFE; AG's Department; Law enforcement entities; TAF; National; Safe Migration Programme partners; SLBFE; Recruitment agencies/ associations and recruitment intermediaries; Ministry of Youth Affairs and Skills Dev; TVEC; VTA; NAITA; Ministry of Foreign Employment; Workers; Dept of Manpower (PESC) Regional Chambers of Commerce; MDOs; other CSO actors; National Human Rights Commission	**Integrated resource framework (USD)**	
		Estimated to be available USD 2.1 million	**To be mobilised** To be estimated
SDG Indicators			
SDG Indicator 8.8.1. Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status		**Baseline** N/A	**Target:** TBD
SDG Indicator 10.7.1. Recruitment cost borne by employee as a proportion of yearly income earned in country of destination		**Baseline** N/A	**Target:** TBD
SDG Indicator 10.c.1. Remittance costs as a proportion of the amount remitted		**Baseline: N/A** Cost of sending remittances for $200 (2015) UAE – Sri Lanka, 3.4% (World Bank); Switzerland – Sri Lanka, 45.0% (World Bank)	**Target:** TBD
Other Indicators			
Reduced proportion of migrant workers lodging complaints		**Baseline** N/A	**Target:** TBD

Reduced cost of migration as a proportion of wage (SDG 10.7.1)		**Baseline** N/A	**Target:** TBD
DWCP Outcome 3.3 : Improved social protection for all workers with special focus on informal workers			
Partners	Ministry of Labour and Department of Labour; Ministry of Finance; EPF; Central Bank; TUs; EFC; World Bank; Ministry of National Planning; ETF board; Dept. of Samurdhi; Department of Social Welfare; Domestic Workers' Union; Care Lanka	**Integrated resource framework (USD)**	
		Estimated to be available USD 0.00	**To be mobilised** To be estimated
SDG Indicators			
SDG Indicator 1.3.1. Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work- injury victims and the poor and the vulnerable		**Baseline** Male 33.5% Female 34.9% Children 33.6% Unemployed Older persons 44.7% Male 41.9% Female 46.4% New-borns 34.8% (2012/2013 HIES, DCS)	**Target:** TBD
SDG Indicator 1.a.2. Proportion of total government spending on essential services (education, health and social protection)		**Baseline** TBD	**Target:** TBD
SDG Indicator 8.3.1. Proportion of informal employment in non-agriculture employment, by sex		**Baseline** TBD	**Target:** TBD
P&B Indicator 3.1 : Number of member States that have adopted new or improved national social protection strategies, policies or legal frameworks to extend coverage or enhance benefit adequacy		**Baseline** TBD	**Target:** TBD

Other Indicators		
Adopted new or improved national social protection strategies, policies or legal frameworks to extend coverage or enhance benefit adequacy	**Baseline** TBD	**Target:** TBD
Percent annual increase in enrolment in EPF (Employees Provident Fund)	**Baseline** TBC with EPF	**Target:** TBD
Percent annual increase in enrolment in ETF (Employees Trust Fund)	TBC with ETF	**Target:** TBD

DWCP Cross Cutting Priority 4 : Greater knowledge and data generation

DWCP Enabling Outcome 4.1 :
Strengthen labour market information for evidence based policy

Relevant national development priority and/or UNSDF outcome
SDG
Goal 8 : Promote inclusive and sustainable economic growth, employment and decent work for all
Goal 17 : Revitalise the global partnership for sustainable development

UNSDF
Driver 1 : Towards improved data, knowledge management, and evidence based policy
Driver 2 : Strengthened, innovative public institutions and engagement towards a lasting peace
Driver 3 : Human Security and socio-economic resilience
Driver 4 : Enhancing resilience to climate change and disasters and strengthening environmental management

Partners	DCS; Ministry of National Planning and Economic Affairs; Ministry of Sustainable Development and Wildlife; UNSDF driver leads; Chambers; Research Institutions (e.g. Institute of Policy Studies, Centre for Poverty Analysis); Universities; Donor agencies; TUs; EFC	**Integrated resource framework (USD)**	
		Estimated to be available USD 20,000	**To be mobilised** USD 350,000

SDG Indicators

1.3.1	Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable;
5.5.2	Proportion of women in managerial positions;
8.2.1	Annual growth rate of real GDP per employed person;
8.3.1	Proportion of informal employment in non-agriculture employment, by sex;
8.5.1	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities; (N/A)
8.5.2	Unemployment rate, by sex, age and persons with disabilities;
8.6.1	Proportion of youth (aged 15-24 years) not in education, employment or training;
8.7.1	Proportion and number of children aged 5-17 years engaged in child labour, by sex and age;
8.8.1	Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status ; (N/A)
8.8.2	Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status;
8.b.1.	Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP;
10.4.1	Labour share of GDP, comprising wages and social protection transfers;

ANNEX 03

DWCP Process and Timeline

Date	Event
31 July-11 August 2017	ILO staff retreat to plan the Decent Work Country Programme
31 July-11 August 2017	Decent Work Country Programme 2013-2017 Review
11 August 2017	Presentation of the findings of the DWCP 2013-17 Review
12 September 2017	Individual Consultation with Government
14 September 2017	Individual Consultation with Trade Unions
15 September 2017	Individual Consultation with Employers
6-15 September 2017	District Consultations
	Gampaha Hambantota Ratnapura Moneragala Batticaloa Killinochchi
18 September 2017	Individual Consultation with UN and Development Partners
22-23 September 2017	Tripartite Validation and Harmonisation, Negombo
16-17 October 2017	Review of the Results Matrix agreed at the Harmonisation workshop by DWCP Working Group
13 November 2017	Second Round Validation of Results Matrix – with Trade Unions
21 November 2017	Second Round Validation of Results Matrix – with Government
24 November 2017	Final Validation of Results Matrix – with Tripartite Constituents
25-18 December 2017	ILO Country Office drafting of DWCP with inputs from Specialists
19 December 2017	Circulation of draft DWCP to constituents for comments
16 December-26 February	ILO HQ and Regional Office Quality Appraisal Mechanism Review and Inputs
29 March 2018	Third Round Consultation with Trade Unions on draft DWCP
2 April 2018	Fourth Round Consultation with Trade Unions on draft DWCP
11-20 April 2018	Finalisation of DWCP draft with DWCP Task Force Co-Chairs

Harmonisation and validation workshop, 22nd – 23rd September 2017, Negombo, Sri Lanka.

ILO COUNTRY OFFICE FOR SRI LANKA AND THE MALDIVES

202 - 204, Bauddhaloka Mawatha
Colombo 7
Sri Lanka

Tel : +94 11 259 2525 Fax : +94 11 250 0865
Email: colombo@ilo.org