

**Technical Advisory Report on Public Private Partnership (PPP) particularly in  
agriculture sector, informal industry and service sector and in child labor in domestic  
work to sustain zero tolerance for the WFCL in those sectors in Sri Lanka**

**ILO CLEAR Project, Sri Lanka GLO/13/22/USA**

**Terms of Reference**

**1. Background**

ILO/FPRW<sup>1</sup> won a bid in 2013 and signed a Cooperative Agreement with USDOL to implement a global capacity building project titled “Country Level Engagement and Assistance to Reduce Child Labor (CLEAR)”.

This global project has four components that are mutually reinforcing to focus on achieving its outcomes, not all target countries will conduct activities under all components. The specific priorities and actions for each identified target country have been set out in the proposal.

The first component is expected to improve specific aspects of national legislation on child labor including its worst forms so that the national legislative framework is in compliance with international standards and responds to recommendations raised by ILO supervisory bodies, USDOL’s report and Government priorities. Activities range from developing the regulatory framework on child domestic work and on permissible light work (Bangladesh, Paraguay and Uganda) to strengthening sanctions in hazardous work regulations (Paraguay and Philippines). In all countries the capacity of stakeholders to advocate for adopting new legislation will be strengthened.

The second component of the project is expected to improve monitoring and enforcement of laws (including labor inspection) and policies related to child labor through improving the capacity of national inspection systems as well as to establish or improve child labor monitoring systems. Activities range from the undertaking of diagnostic reports on the labor inspection mechanisms (Bangladesh and Philippines) to strengthening and replicating child labor monitoring systems (Bangladesh, Philippines and Uganda). Training materials will be developed and various branches of the judiciary and law enforcement will be trained in all countries.

The third component has been designed to build national capacity to develop, validate, adopt and implement their National Action Plans on the elimination of child labor (NAP) through facilitating consultation processes and providing technical guidance. Activities include building local level capacity to implement the NAP, to integrating sectorial approaches for eliminating the WFCL in domestic work and agriculture into the NAPs. The capacity to monitor and evaluate each NAP and its implementation will be strengthened in most of the countries.

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<sup>1</sup> International Labour Organisation/Fundamental Principles and Rights at Work

The fourth component will enhance implementation of national and local policies and programs and to improve social policies and programs that will have a positive impact on child labor (such as basic education policies and programs, vocational training, social protection services, and employment creation and poverty reduction initiatives). Activities range from assessing social and other policies and programs to identifying potential synergies and assessing their impact on child labor (Bangladesh) to promoting effective coordination of social programs in selected areas (Paraguay). In all countries capacity to advocate for effective integration of child labor concerns into other policies and social programs will be built through consultations, trainings and national dialogues.

In Sri Lanka, the CLEAR project will be implemented under all four components of the Project.

- By the end of the Project the CLEAR Project in Sri Lanka aims to achieve the following sub-outcomes:
  - Hazardous child labor list is finalized by the MOLTUR and ready for approval
  - Child Labor mainstreamed into the LISA
  - District development plans mainstreamed child Labor with revised target based on CAS
  - NSC produced strategy to combat/address CSEC
  - Improved implementation of a national policy/ social program aimed at reduction and prevention of child labor, including its worst forms.

All children in Sri Lanka are eligible to receive free education until the end of university education, and the education is compulsory until age 16. Furthermore, Sri Lanka is in a better position with respect to most of the human development indicators. Sri Lanka has signed and ratified ILO Convention 138 on the Minimum Age for Employment and ILO Convention 182 on the Worst Forms of Child Labor.

The Child Activity Survey in 2016 estimated that children engaged in child labor are only one per cent of the total child population. Out of 4,571,442 children in the age group of 5-17 years in Sri Lanka, 43,714 are child laborers. Among them, 39,007 children are engaged in hazardous forms of work, which is 0.9 per cent of the total child population. All of these children engaged in hazardous forms of work are 12 years and older and 58 per cent of them work over 43 hours per week. The survey further revealed that cases of hazardous forms of work were not reported among children aged between 5 to 11 years old. Lastly, less than 1 per cent of children between the age of 12 and 14 have reported to be engaged in hazardous forms of work.

The majority of working children are not attending schools and the urban sector has the highest prevalence of child laborers (72 per cent). About 44 per cent of working children engage in manual, labor-intensive and unskilled work. Majority of working children are contributing family workers (59.3 per cent), who help family businesses without payments.

The institutional framework is in place to implement the “Roadmap to eliminate child labor” which ended in 2016. The Roadmap guides coordinated action among national/NSC<sup>2</sup>, Provincial/Provincial Secretariat, district levels/DS Officers and DCDCs<sup>3</sup>. In 2017, the national Child Labor Policy was approved and constitutes the policy framework on child labour elimination in the country.

The District of Ratnapura in Sri Lanka was selected to pilot the strategy of establishing a ‘child labor free zone,’ eliminating all forms of child labor. The Ratnapura District Secretariat, through its divisional structures and officers, focused on activities and laid emphasis on rural villages and included estates within their work plans. The Sabaragamuwa Chamber of Commerce conducted supportive activities to raise awareness on prevention of child labor through local business communities and community-based social organizations (CSOs).

This pilot project was effective due to the following factors: i) implementation of integrated/inter-sectorial approach in addressing the broader socio-economic context of economic poverty and lack of adequate social protection and services; ii) combination of multi-sectorial interventions in four key thematic areas: education, health and nutrition, livelihoods and skills trainings and household income management; iii) focus on soft components in laying a strong foundation for preventing child labor through a) awareness raising, b) advocacy, c) capacity building and training activities; iv) selection of implementing partners with social networks, outreach capacity and strategic linkages to relevant authorities, decision makers, social partners, and semi-public agency (e.g., Plantation Human Development Trust (PHDT)) to enhance service delivery in the estates sector.

In Sri Lanka a network of businesses also exists that support children rights through their cooperate social reasonability (CSR) initiatives. Such as Brandix, a clothing and garments manufacturer, who assists and support programmes to supply water for children in schools where water supply is insufficient. John Keels, Sri Lanka’s largest conglomerate, has its own foundation for CSR work and provides educational facilities for vulnerable schools and awareness to children on skill development, education and etc. Dilmah Tea also established foundation through which it supports children with disabilities to obtain education and vocational training. The foundation also assists vulnerable and disadvantaged children to engage in formal and non-formal education programmes for youth for skill development. The Ceylon Chamber of Commerce has is also working with the Ratnapura District Secretary office to support children in child labour and vulnerable to child labour through its foundation.

The Minister of Labor has pledged at the highest level zero tolerance for child labor and eradication by 2022 and the raising of the minimum age for employment from 14 to 16 years in line with a similar raise in the years of compulsory education. The target of 2022 supersedes the SDG Goal 8 Target 8.7 of 2025. The National Policy on Elimination of Child labor in Sri Lanka launched in September 2017 by the President emphasizes the centrality of engaging the tripartite constituents, line ministries, provincial and district-level authorities,

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<sup>2</sup> National Steering Committee

<sup>3</sup> District Child Development Committees

and the private sector under the guidance of the National Steering Committee on Child Labor. It also calls for strengthened linkages between labor 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 labor.

**3. Purpose of this consultancy:**

Under output 3,3, LKA 5 of the project, this project aims to provide technical assistance to national and district/community stakeholders to develop public private partnerships to eliminate child labour in plantations and agriculture sectors.

Through PPPs national and district stakeholders and civil societies will closely work with District Child Development Committees (DCDC) to promote zero tolerance for child labor in the formal and informal sectors including in the local supply chains.

The purpose of this consultancy is to strengthen the implementation of the child labour free zone model through public-private partnerships. The public- private partnership could constitute a robust component of the CLFZ model to support MOL, DCDCs and relevant stakeholders at national, district and community levels to eliminate child labour in Sri Lanka.

Task	Number of working days	Deliverable
<p>1. Develop a work plan including a list of government stakeholders, UN agencies, workers and employers’ organisations and their affiliates in relevant sectors, potential employers and businesses and business networks (eg Business Platform on Children’s Rights), and civil societies to be contacted, schedule of visits, detail description of the deliverables, including draft structure of the final report</p> <p>The task will also produce a situational analysis / mapping of the existence of PPPs to combat child labour or for child protection, and on the role of businesses in combating child labour , or in child protection</p>	5 days	Draft outline of the report, work plan and situational analysis
<p>2. Develop interview questionnaires and focus group discussions methodology ; and conduct interviews and focus group discussions with partners/stakeholders</p>	5 days	Conduct interviews with partners engaging in PPPs to

<p>engaging in PPP on child labour, child protection and/or human rights to :</p> <p>1) Learn on existing good practices on the use of PPP to protect children and to combat child labour;</p> <p>2) Explore how to integrate child labour concerns in existing and in future PPPs to support existing mechanisms and local programs to promote child labor free zone model (CLFZ) in formal and informal settings.</p>		<p>promote child labor free zone model (CLFZ)</p>
<p>3. Analyze capacity of national and districts partners on how best to promote and implement PPPs at the district and national level to eliminate child labour.</p>	<p>5 days</p>	<p>Report on capacity assessment of national and district level Partners</p>
<p>4. Develop a draft recommendation report on the use and scale-up of public and private partnerships in 5 districts to promote CLFZ in Sri Lanka.</p>	<p>2 days</p>	<p>Draft recommendation report</p>
<p>5. Present findings to the NSC on contributions of public and private partners to establish and promote child labor free zone model in Sri Lanka.</p>	<p>1 days</p>	<p>Present findings of PPPs and their contributions in 5 districts</p>
<p>6. Organize advocacy and awareness raising consultations for public and private partners and civil societies in 5 selected districts to promote zero tolerance for child labor</p>	<p>5 days</p>	<p>Conduct advocacy and awareness raising discussions for public and private partners and civil societies</p>
<p>7. Provide final recommendation report with considering inputs of the NSC</p>	<p>3 days</p>	<p>Final recommendation report</p>

**2. Deliverables**

For the purpose of this consultancy, the consultant will deliver the following 6 deliverable.

1. Draft outline of the report, work plan and situational analysis
2. Develop interview questionnaires and focus group discussions methodology to conduct interviews and focus group discussions with partners/stakeholders
3. Report on capacity assessment of national and district level Partners
4. Develop a draft recommendation report on the use and scale-up of public and private partnerships in 5 districts
5. Present findings to the NSC on contributions of public and private partners to establish and promote child labor free zone model in Sri Lanka.
6. Organize advocacy and awareness raising consultations for public and private partners and civil societies in 5 selected districts
7. Final recommendation report

### **3. Methodology**

The consultant will work closely with the National Project Coordinator in Sri Lanka for the CLEAR Project along with the CLEAR HQ Team, the NPC will provide guidance and direction of the deliverables and tasks.

#### **Deliverable 1:**

Draft outline of the report, the work plan and situational analysis; The Consultant will develop a work plan including public and private partners and civil societies to be contacted and interviewed, schedule of visits, detail description of the deliverables, situational analysis and draft structure of the final recommendation report.

#### **Deliverable 2:**

The consultant will develop interview questionnaires and focus group discussions methodology to conduct interviews and focus group discussions with partners/stakeholders engaging in PPP on child labour, child protection and/or human rights to learn on existing good practices on the use of PPP to protect children and to combat child labour and to explore how to integrate child labour concerns in existing and in future PPPs to support child labor free zone model (CLFZ) in formal and informal settings in Sri Lanka.

Discussions with partners;

1. Mrs. Dara Wijayatilake- The Ceylon Chamber of Commerce
2. Mr. Kamal Subramaniam- Dilmah Foundation
3. Mr. Ajith Ranasinghe- Sabaragamuwa Chamber of Commerce & Industry
4. Mr. Ellegala- Plantation Human Development Trust.
5. Mr. Jeewantha Seneviratne- Kahawatte plantation PLC
6. Mr. Marimutthu- Ceylon Workers Congress

7. Mrs. Chandima Sigera-Department of probation and Child Care Services
8. Mrs. Badra Withanage, Department of Education for All
9. Mr. Ranjan Wickramasinghe, Child Rights Governance, Save the Children
10. Dr. Vinya Ariyaratne, Sarvodaya, Local NGO

**Deliverable 3**

The consultant will develop a report on capacity assessment of national and district level partners in 5 districts to follow up and support DCDC programs to promote child labor free zone model (CLFZ).

**Deliverable 4:**

The consultant will develop a draft recommendation report on the use and scale-up of public and private partnerships in 5 districts to promote child labor free zone model in Sri Lanka.

**Deliverable 5:**

The consultant will present the findings to the National Steering Committee (NSC) on contributions of public and private partners to establish and promote child labor free zone model in Sri Lanka

**Deliverable 6:**

The consultant will organize advocacy and awareness raising consultations for public and private partners and civil societies in 5 selected districts to promote child labor free zone models (CLFZ) in formal and informal settings and to promote partner support to integrate child labor concerns into the existing DCDC services in the country.

**Deliverable 7:**

The recommendation report will be provided with the findings of public and private partnership in selected 5 districts and inputs and recommendations of the NSC to strengthen the coordination support to DCDC to promote child labor free zone models (CLFZ) in formal and informal settings in Sri Lanka.

**4. Period and length of Assignment**

The consultancy assignment should be completed by 15<sup>h</sup> November 2018. It should be noted that the signing of the contract will be subject to the CLEAR project approval and the partnership of the ILO and MOLTUR.

**No of working days –26**