

Terms of Reference

Consultancy for Technical Support to develop Strategic and Collective Action Plans on Promoting Greater Benefits to Workers in Sri Lanka

Background

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 prioritized areas of work during this period that will contribute to Decent Work for all, thus ensuring no one is left behind. In this regard the DWCP has three major country priorities and eight major outcomes that seeks to strategically improve the working environments.

Furthermore, 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).

The DWCP is backed by a MOU between the 5 Trade Union, Employers Organization (EFC) and the Sri Lankan Government and the ILO. This MOU represents a greater flexibility to coordinate working among the different social actors in a proactive manner. Taking advantage of this development the Workers Activities Bureau (ACTRAV), specifically the Asia Desk and the Sub-regional Workers Activities Specialist visited Sri Lanka during early 2019.

As a consequence of the meetings held with national trade unions it was decided that a consultant will be provided to support develop technical and research support to strengthen the workers perspectives and action under the DWCP.

Expected outcome: Working towards to build a joint platform of TUs for advancing workers cause, ensure proper representation in different forums and response to challenges with collective voice

Deliverables:

The consultant under the direct supervision of the Director, ILO Country Office with close coordination with the ACTRAV Geneva Based Asia Desk Officer and the ACTRAV Sub-regional Specialist and Programming Unit at the Country Office will undertake the following:-

- (1.) The Consultant will support the national trade unions in Sri Lanka on the following activities:

- a. **Prepare background and policy papers in consultation with TUs to develop a common position for trade union advocacy:** The background and policy papers will be based on the subjects of “**Opportunities/challenges in formation and functioning of Trade Unions** – Focus will be on *ILO Convention 87 (Freedom of Association and Protection of the Right to Organise Convention, 1948* & *Convention 98 (Right to Organise and Collective Bargaining Convention, 1949)*
 - b. Upon completion of the paper to support the ILO Country Office in the facilitation of trade union dialogue forum to discuss adopt and strategize next steps on the policy papers developed.
- (2.) The ACTRAV consultant will ensure that all activities that the said assignments and work programmes under point (1) above, is carried out with the overall objectives and standards of the ILO, and the policies and strategies specifically adopted by the ILO ACTRAV and the DWCP for Sri Lanka.
 - (3.) In undertaking the said activities under point (1) above, the Consultant will coordinate with ACTRAV specialists in Geneva and Delhi through regular consultations to update on the progress and challenges of the assignment, and seek support and advice where necessary for greater coordination.
 - (4.) ACTRAV specialists in Geneva and Delhi will coordinate with the ILO Country Office to help the Consultant to gain access to relevant documentation such as project documents and planned activities so that a meaningful engagement process can be designed and facilitated.
 - (5.) ACTRAV specialists in Geneva and Delhi will coordinate with the ILO Country Office to help the Consultant on organizing of the workshops and meetings as required for discussions and policy manoeuvrings, which will also include the potential coordination of trade union media activities as part of the work assignment.
 - (6.) In consultation with ACTRAV specialists in Geneva and Delhi the consultant will brief and report to the ILO Country Director/Programming Unit on the status of the planned activities and issues and concerns that need addressing.

Timeframes

- 1) Each policy paper and the discussion process for the said paper will not exceed a 4-week duration.
- 2) All activities will **commence from 25th May 2019 and be completed by 25th June 2019.**
- 3) If for unseen circumstances any activity is delayed or is extended such matters will be discussed and agreed upon with the ACTRAV specialists in Geneva and Delhi and the ILO Country Office Officials.