

Skills recognition for migrant workers- a regional and national perspective - Sri Lanka -

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Roles played by Sri Lanka in regional consultative processes

- Chair (Present) – Colombo Process Thematic Area Working group (CPTAWG) on Skills Qualification and Recognition
- Chair (Present) – Abu Dhabi Dialogue
- Partnering country - ADD/UAE pilot project on “Skills development, certification and recognition”

Chair – Colombo Process Thematic Area Working Group (TAWG) on “Skills and Qualification Recognition”

- TAWG –Skills was activated through the first meeting on 31 May 2016 with Afghanistan, China, India, Indonesia, Pakistan as members and Sri Lanka as the Chair. A total of 31 participants from the six TAWG Member States and other CPMS attended this inaugural meeting
- TAWG goals
 - Sending more skilled workers
 - Promoting mutual recognition of skills and qualification frameworks
 - Promoting higher wages for workers



Key tasks identified were:

- Exploring new labour markets where skilled workers are in demand
- Promoting mutual recognition of skills and qualification frameworks among CPMS
- Exploring the possibility of promoting higher wages for skilled workers through
 - (i) reviewing wage structures
 - (ii) Exchanging good practices and lessons learned



- Sri Lanka, convened the Second Meeting for the TAWG on 1st December 2016. This was the very first meeting for the CP Member States (CPMS) to exclusively meet online by using the video conference tool, Bluejeans.



Mapping of skilling programmes in CPMS is underway to understand the similarities and differences in their approaches for skilling of migrant workers. The preliminary findings so far (based on the responses from 7 countries) are as follows:

Construction sector:

- In most CPMS, government agencies and private sector are involved in skilling.
- Skilling usually takes place prior to the selection for employment.
- Migrant workers bear the costs of skilling either totally or subsidized by the-governments.
- PDO is mandatory, however is not a function of training providers .
- Across CPMS, skilling and recruitment are linked in some countries.
- RPL initiatives vary. Some at pre-departure stage and some for returnees.
- Many CPMS have bilateral skills pilot programmes with specific CODs.

Domestic sector:

- Government agencies take the lead in skilling, especially when the skilling is mandatory.
- Migrant workers bear the costs of skilling, but in some cases, the costs are covered by RAs or cost-sharing with governments.
- PDO is mandatory, in Sri Lanka and PDO is linked to skills trainings. (NVQ level 3)
- National certification is provided when migrant workers complete government-accredited courses.
- Many CPMS are yet to initiate reintegration programmes for domestic workers.

General labour category:

- manufacturing sector, government and employers bear the costs of skilling and migrants receive a national certificate upon the completion of training (Indonesia).
- In India, the Recruit- Train - Deploy (RTD) model is initiated in some cases.
- Some CPMS have or are initiating RPL and reintegration programmes; these are generally for wider population rather than specifically for migrant population
- For South Korea bound workers, the responsible ministry provides 7-day orientation on financial literacy and other requirements (Nepal).

Chair – Abu Dhabi Dialogue

- The Fourth Ministerial Consultation of The Abu Dhabi Dialogue was chaired by Sri Lanka – 23rd & 24th January 2017 – Colombo



Under thematic area on “skilling, skill certification and mutual recognition” member states agreed to:

- Aligning respective qualification standards;
- Certification of skills and up-skilling and document and mutually recognize the skills of departing workers
- Improved governance of the temporary contract employment cycle in our region.
- Research of the impact of skilling and skill certification

Special Meeting of ADD – “Operationalization of the four collaborative programmes approved by ADD ministers” , 5-6th July 2017

- Skilling programmes will more effectively increase salaries when recruitment incentives are coherently aligned.
- Encouraging private sector involvement in training, testing and certification as a key drive in lowering costs for workers and employers
- Finding ways to recognise and assess experience other than through formal testing.



Sri Lanka - UAE Pilot on “ Skill development, certification and recognition” under ADD

- 21st – 25th May 2017 – NQA visited accredited training centers in Sri Lanka to review
- Present - Key Challenge faced by Sri Lanka is the Skills Pilot employers not being able to meet the minimum wage criteria set for migrant workers in Sri Lanka. – discussions are in progress

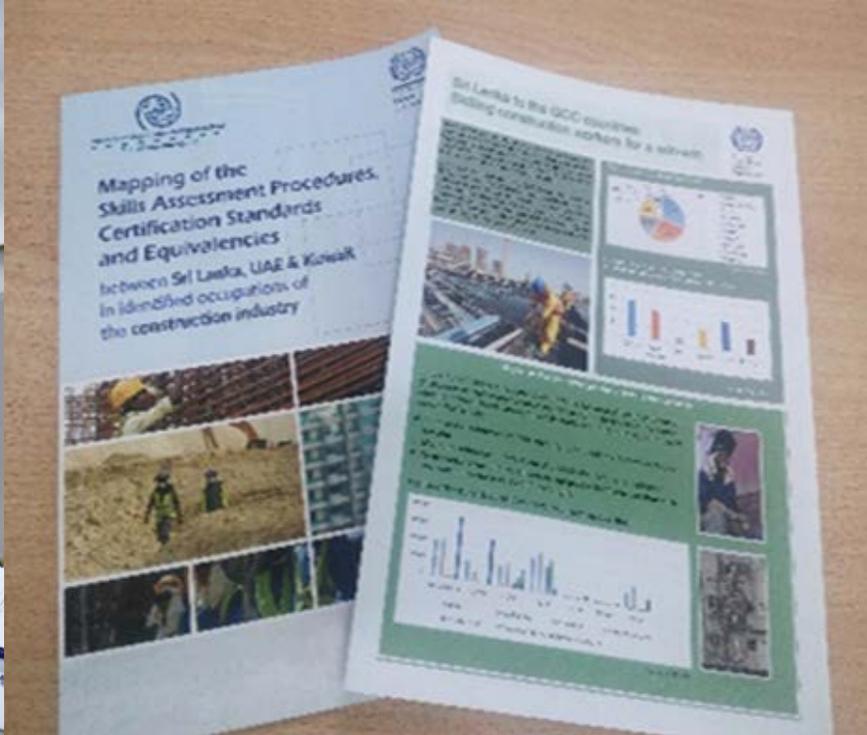


NQA visit to technical colleges in Sri Lanka

National initiatives

“ **Enhanced recognition of skills and reduced Vulnerability of Sri Lankan Migrant workers in the GCC**” (ILO/IOM Collaboration) funded by SDC , supports the government in following areas

- Identifying **Labour Market trends** between Sri Lanka and GCC
- In- country harmonization of **Occupation Classifications**
- Mapping **Skills standards** between Sri Lanka and CODs
- Strengthening **skills testing** of departing and returnee migrant workers
- Supporting Sri Lanka partnership with **UAE Skills pilot**



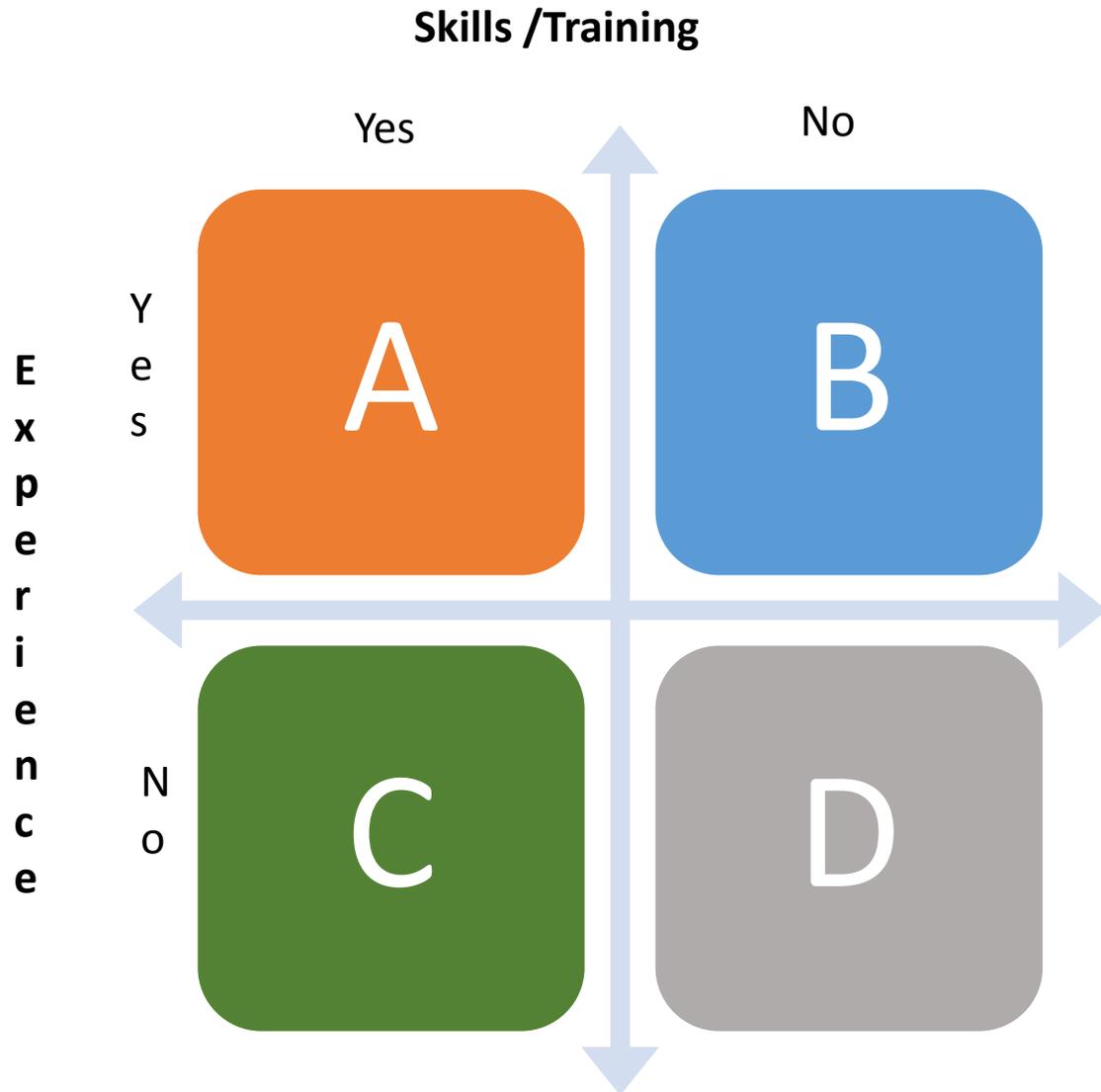
National level training programs

- NVQ level 3 for female domestic workers
- NVQ level 3 for caregivers
- NVQ level 2 for English for female domestic workers
- 5 days pre-departure orientation for non domestic sector workers
- RPL gap filling programme for returnees with TVEC / NAITA
- Pre-departure training for Korea bound workers under EPS

Under discussions to develop training modules with TVEC for:

- NVQ level 2 for low-skilled workers (labourer/helper etc.)
- NVQ level 3-4 for selected construction sector skilled workers

Skills/Experience Matrix - SLBFE



A – They are readily marketable

B - Returnees could be found – RPL could be used for certification

C – Place them locally to gain experience prior to migration

D – Training and work experience should be obtained first for seeking Foreign employment

Thank you