

National Human Resources Development Council of Sri Lanka

Ministry of National Policies and Economic Affairs

**TERMS OF REFERENCE TO GET THE SERVICES FROM CONSULTANT TO
CARRY OUT STUDY ACTIVITIES ON LABOR MARKET STUDY**

Labor market is an intangible place where those who are in search of the labor and those who are willing to supply the labor meet together. When considering local and International labor market, it is heavily depends on the technology and the skills of the employees which is changing rapidly due to fast technology innovations and the quick dissemination of such information within the globe. So the studying the International and Local labor market is a timely and important requirement in the context of policy making and planning in youth developing sector.

The estimated labour demand was 497,302. The Industry sector reported the highest demand (195,474) and followed by the services sector (188,020) and the Trade sector (110,770). Labour demand reported for construction sector was 20,224 followed by tourism and agriculture (plantation) sector which was 10,207, and 3037 respectively. (Sri Lanka Labour Demand Survey 2017 Report, Department of Census and Statistics Ministry of National Policies and Economic Affairs.)

Labour Market Survey was conducted in 2015 by National Human Resources Development Council of Sri Lanka for the first time with the view of full filling the existing data gap with respect to the labour demand in Sri Lanka. The main objective of this survey was to identify the occupations which are highly demanded by the private sector of the country and to estimate the demand in numbers.

As a respective council coming under the Ministry of National Policy and Economic affairs, National Human Resources Development council of Sri Lanka's mandate is to create an institutional framework suitable to provide instructions and guidelines for the government in respect of the Human Resources Development in Sri Lanka. By learning the job opportunities and employment trends, NHRDC aims to facilitate the employment of Sri Lanka's youth in locally. As skills and knowledge is a key strength within the Sri Lankan workforce, NHRDC has a vision to ready the work force into the future demands. NHRDC plans to conduct a study for skill development and education to satisfy the current and future employment demands by sectors.

OBJECTIVES OF THE STUDY

Main Objective

The purpose of the assignment is to identify the requesting market skills as well current and future employment demand and supply that could lead policy makers to take action for creating employment opportunities.

Sub Objectives

- ❖ Projection of **labor demand and supply by sectors**
- ❖ To study in **detail gaps by sector** in the current availability and future needs of jobs and qualified labor in the Sri Lanka Labor Market
- ❖ To learn about the **necessary changes required to prepare the Sri Lankan workforce** for today's and future foreign jobs
- ❖ Identify the factors that must be considered in education, Training capacity building for employing Sri Lanka workers efficiency in local market.

QUALIFICATIONS AND EXPERTISE REQUIRED

- i. Post-graduate degree in Social Sciences, Business, Economics, Statistics or related field.
- ii. Minimum of 10 years relevant professional experience in research and labor market studies.
- iii. Strong background and experience in data collection and analysis.
- iv. Technical expertise in assessing issues of labor market demand and supply and the ability to draw strong and valid conclusions.
- v. Strong knowledge of TVET programs is essential.
- v. Excellent communication and report writing skills.

SCOPE OF WORK

The study report should be carried out in consultation with key informants from the government line ministries, business community representatives, youth groups, NGOs working on youth issues, and vocational training centers.

The consultant will:

- ❖ Analysis and preparation of reports and preparation of Labour Market projections
 - Compile Four Reports for the Four Sectors ((i) Manufacturing
 - Cover supply data, existing labour demand, gaps and also Labour forecast for the demand and supply for the next five years
 - Draft report on labour market and make presentation to government/ private representatives, other stakeholders and council members of NHRDC

- Process the feedback/comments of stakeholders and introduce final adjustments in the draft report
- Produce draft and final versions of the Labour Market study with the recommendations / Suggestions to fill the labour gap in order to sectorial requirement
- Develop recommendations and suggestions to full fill the labour gap in order to industrial requirements.(Should pay attention on the policies)
- Prepare the final report to publish

TIME DURATION FOR THE ASSIGNMENT

The Consultant will be hired for a period of four months. During this period the consultant expected to contribute his work based on necessities.

Phase	Activity	Timeline
1	Start the Project	October30 th 2018
2	Summary Report of Initial Findings	November 9 th 2018
3	Summary Report of Detail findings	November 29 th 2018
4	Completion of Project Documentation	December 17 th 2018

PAYMENT SCHEDULE

The payments to the consultant will be made on an installments basis throughout the duration of the study. As an agreed portion of the study is completed, its corresponding payment will be made.