

TOR on Labour Market Study

Introduction

1. Background

An adequate supply of labour in required skill levels is important for sustaining development in a country. The 2017 Survey on Labour Demand conducted by the Department of Census and Statistics and studies by different industries show that labour shortages are increasingly constraining the expansion and growth of industries. The main sectors thus affected are tourism, hospitality, construction, manufacturing and information and communication technology (ICT). A clear understanding of the demand and supply gaps and skills in these sectors and their trends overtime is important in designing policies to overcome labour supply related constraints to growth.

As a respective council coming under the Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training, Skills Development and Youth Affairs, National Human Resources Development Council (NHRDC) 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. This call for proposals is for supporting NHRDC to collect data on identifying demand and supply gaps in the Sri Lankan labour market and to develop a methodology for monitoring gaps in the labour supply over time.

2. Objectives

2.1 Main Objective

Identify current and future employment demand and supply gaps in priority sectors. and identify the shortage of labour according to different job categories. Job categories should be defined at the four-digit level according to the International Standard Classification of Occupations (ISCO).

3. Work to be carried out by the Consultant

- Design and document a methodology to rapidly collect data on the demand and supply gaps in the labour market in the following industries: tourism, hospitality, construction, manufacturing, Information Technology (IT) and health.
- Compile a report covering labour demand, and gap in demand and supply and forecast labour demand till 2022 in the priority sectors given above. The analysis should be carried out according to job categories defined at the 4

digit level according to the ISCO. The report should also identify the main skills gaps.

- Present the findings of the research to government/ private representatives, other stakeholders and council members of NHRDC
- Process the feedback/comments of stakeholders and prepare the final report
- Present the final report at a session organized by NHRDC

4. Time duration for the Assignment

The study should be completed in four months. The proposal should indicate a time plan for starting the project, completion of the first draft of the report, completion of the final report and the presentation at the dissemination workshop.

5. Payment Schedule

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