

**NATIONAL HUMAN RESOURCES
DEVELOPMENT COUNCIL
OF
SRI LANKA**

**NATIONAL HUMAN RESOURCES
DEVELOPMENT POLICY
FOR
SRI LANKA**



NHRDC



**National Human Resources Development Policy for
Sri Lanka
2023 - 2028**

Initial Planning Document

National Human Resources Development Council of Sri Lanka

**Ministry of Public Administration, Home Affairs, Provincial Councils and
Local Government**

Vision

A prosperous nation enriched with a vibrant human capital

Mission

Initiate, promote, and collaboratively participate in the formulation and implementation of national human resources development policies through national coordination among key stakeholders in order to create vibrant human resources

Values

Transparency

Safeguard

Equality

Integrity

Ethical

Collaborative

Reliability

Accountability

Sustainability

Efficiency

Inclusiveness

The Suggested Four Pillars of the NHRDP

1. Employment
2. Education and Training
3. People-Centric Economy
4. Science, Technology and Innovation

Goals/Objectives of NHRDP

Employment

1. To promote the attainment of full, productive and freely chosen employment for all women and men in Sri Lanka.
2. To improve the quality of life through increasing per capita income and reducing the population below the poverty line.
3. To provide the fullest possible employment opportunities to each and every employee without discrimination.

Education and Training

1. To develop a highly competent, globally competitive, multi-skilled and productive workforce.
2. To inculcate a spiritually developed, eco-friendly and ethical society free from corruption.
3. To ensure a proper surveillance and inspection mechanism to protect children and youth from harmful drugs.

People- Centric Economy

1. To create a holistic approach of economic development for the benefit of the present and future generations.
2. To enhance the quality of life through speedy implementation of economic policies.

Science Technology and Innovation

1. To develop human capital of Sri Lanka towards a technology-based society.
2. To ensure providing digital services for marginalized communities and vulnerable users (such as persons with disabilities)
3. To create a culture of innovation and utilization of intellectual property rights for higher productivity.

Priority Areas for the Suggested Pillars

Pillar	Priority Areas addressed by the pillar	National Policy Framework - Vistas of Prosperity and Splendour	NHRDC Act	Other (SDGs)
Employment	SME	Ch. 5 pg 40 / Ch. 10 pg 72 / Ch 4. pg 18 / Ch. 5 pg 35-37,41 / Ch. 8 pg. 59 / Ch. 10 pg 71	3.3	8.3 , 9.3
	Public Employment	Ch. 2 pg 3 / Ch. 2 pg 5 /Ch. 4 Pg 18 / Ch. 04 pg 20	1.3	8.5, 3.1c
	Private Employment	Ch. 4 pg 18 / Ch. 4 pg 20	1.3	8.5
	Labour Migration (inward and outward migration)	Ch 4. pg 21	3.4	8.6
	Mainstreaming Gender	Ch. 9 pg 67 / Ch. 5 pg 41 / Ch. 10 pg 72	1.4	5.1, 5.2
	Labour Market Information	Ch. 4 pg 18	3.1	8.5, 8.10. b,
	Green Jobs	Ch. 6 pg 43 / Ch. 2 pg 4		8.4, 11 - 15
	Employment in pandemic			
Education and Training	Early Childhood / preschool Education	Ch. 3 pg 1		4.2
	School Education	Ch. 3 pg 8-9 / Ch. 4 pg 14-15 / Ch. 4 Pg 18/Ch. 07 pg 54 / Ch. 8 pg 59,60 / Ch. 9 pg 62,65-67,68	2.1	4.3, 4.C.1.
	Higher Education	Ch. 04 pg 15 / Ch. 4 Pg 18 / Ch. 7 pg 54 / Ch. 8 pg 59,60 / Ch. 9 pg 62,63,65-67 / Ch. 10 pg 74	2.2	4.3
	Technical and Vocational Education and Training	Ch. 4 pg 15 / Ch. 4. Pg 18 / Ch. 5 pg 39 / Ch. 7 pg 49 / Ch. 7 pg 54 / Ch. 8 pg 59,60,65-67,68 / Ch. 10 pg 74	2.2	4.4. - 4.5
	Career Guidance and Counselling	Ch. 3 pg 8-9		4.7. a, b 13.3

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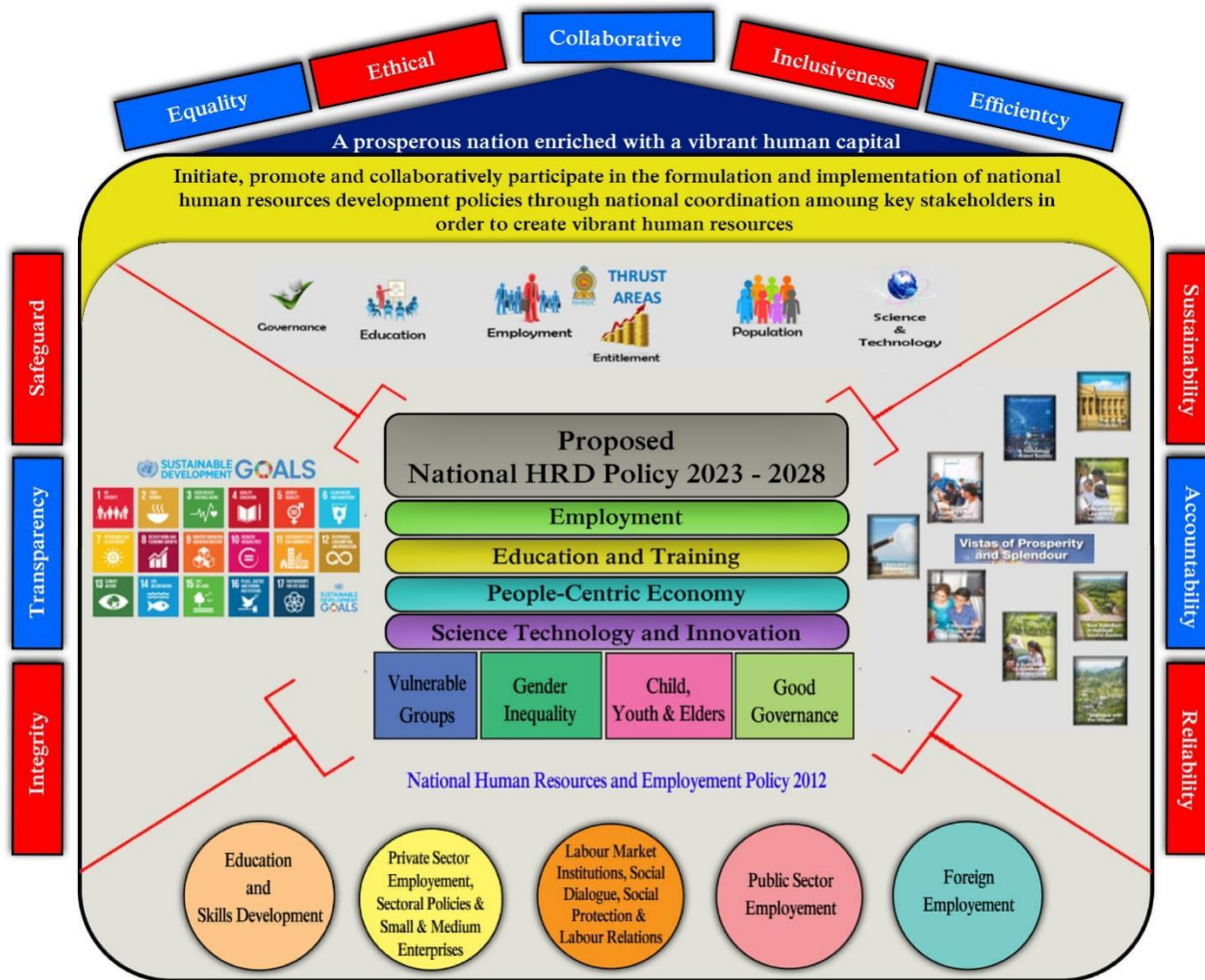
Pillar	Priority Areas addressed by the pillar	National Policy Framework - Vistas of Prosperity and Splendour	NHRDC Act	Other (SDGs)
	Education on Safe and security			4.7. a, 16.2,
	A lifelong learning			
People-Centric Economy	Agriculture	Ch. 5 pg 24 -34,41 / Ch. 8 pg 59-60 / Ch. 03 pg 8 point 1		2.2, 2.3., 2.4., 2.5
	Manufacturing	Ch. 5 pg 38-40 / Ch. 03 pg 8 point 1		9.2, 9.2., 9.3
	Tourism	Ch. 5 pg. 37 /Ch. 10 pg 76 / Ch. 8 pg. 59 / Ch. 09 pg 64 / Ch. 03 pg 8 point 1		8.9
	Health	Ch. 4 pg 16-17 / Ch. 03 pg 8 point 1		3.1, 3.8
	Regional, rural and estate development	Ch. 10 pg 71,74 / Ch. 03 pg 8 point 1		10.2
	National Spatial System (Road Networks, Energy, Townships, Financial Hub)	Ch. 5 pg 39-40 / Ch. 07 pg 45 / Ch. 8 pg 60 / Ch. 03 pg 8 point 1		8.2 , 9.1, 11.2, 11.3
Science, Technology and Innovation	Innovation	Ch. 6 pg 43-44	4.1 - 4.5	9.a,b,c, 4.3
	Invention			
	Entrepreneurship			
	Digitalization	Ch. 6 pg 43-44 / Ch. 07 pg 46	4.1 - 4.5	4.1, 4.3.1
	Cyber Security		4	5.b

Crosscutting Areas

- Vulnerable Groups
 - Disadvantaged Women
 - People with disabilities
 - Disadvantaged Youth / Young People disengaged from education and employed/unemployed in informal sector
 - Poor; Workers in informal sectors
 - IDPs and Ex-Combatants
 - Migrant Workers

(Source: National Strategy on TVET Provision for Vulnerable People in Sri Lank, 2010)
- Gender Inequality
- Child, Youth and Elders
- Good Governance

NHRDP Blueprint



Action Plan

No	Activities	Time Frame - 2022/23																							
		2022												2023											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Appoint the advisory committee																								
2	Draft the TOR for consultancy																								
3	Appoint the CPCD																								
4	Procure the consultancy																								
5	Meeting with the consultant and the advisory committee																								
6	Identify the pillars and pillar committees																								
7	Arrange discussions with pillar committees																								
8	Draft the pillar policy documents																								
9	Draft the National Policy with the advisory committee																								
10	Finalize the National policy with the advisory committee																								
11	Translate the National HRD policy into tri languages																								
12	Present for the public comments and finalize the policy																								
13	Conduct stakeholder validation																								
14	Prepare the implementation plan with the advisory committee																								
15	Prepare final national policy in tri languages																								
16	Get the cabinet approval																								
17	Prepare the implementation plan																								
18	Validate the implementation plan																								
19	Print the final national policy document																								
20	Launch the policy at national level																								
21	Final payment for the consultant																								

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Committees for Guidance, Oversight and Preparation

1. The Advisory Committee

1. Mr. Chinthaka S. Lokuhetti - Chairman, NHRDC
2. Mr. Rohitha Uduwawala – Additional Secretary – HRD, Ministry of Public Services, Provincial Councils and Local Government
3. Prof. Sunil Chandrasiri – Professor of Economics, University of Colombo
4. Dr. Samantha Ratnayake - Senior Management Consultant/Faculty Member, Postgraduate Institute of Management, University of Sri Jayawardenapura, Sri Lanka
5. Mr. E. A. Rathnaseela – Additional Director General, Department of National Planning
6. Mr. Daniel Dissanayake – Attorney At Law, The Employers’ Federation of Ceylon
7. Dr. K. A. Lalithadeera - Director General, Tertiary and Vocational Education Commission/NHRDC Council Member
8. Dr. Pradeepa Serasinghe – Director General, SLIDA
9. Mrs. J. M. C. Jayanthi Wijethunga – Chief Secretary, Western Province Provincial Council
10. Mr. Erandika Dissanayaka – National Project Coordinator, International Labour Organization
11. Mrs. A.G. Fernando - Director General, Department of Manpower and Employment
12. Mr. Shiran Fernando - Chief Economist, Ceylon Chamber of Commerce

2. The Working Committee

1. Prof. Gamini De Alwis, Former Senior Lecturer, University of Colombo
2. Dr. Chandana Wijenama - Association of Human Resource Professionals
3. Mr. Jayantha Amarasinghe - President, Chartered Institute of Personal Management
4. Pillar chair-persons
5. Mrs. A. B. Gamage – Senior Consultant, SLIDA
6. Mr. W. C. Prabath – Additional Director, Central Bank of Sri Lanka
7. Dr. Bilesha Weeraratne – Research Fellow, Institute of Policy Studies of Sri Lanka
8. Dr. Udaya Mohan Devdas - Senior Lecturer, Dept. of Human Resource Management, University of Kelaniya

3. NHRDC Working Committee

1. Mr. Chinthaka S. Lokuhetti - Chairman, NHRDC
2. Mrs. J.A.C.P Jayasinghe – Assistant Director
3. Mr. Senthilnathan Dharmalingam – Research Officer
4. Ms. Navoda Edirisinghe - Research Officer
5. Mr. Chamara Sandeepa - Research Officer
6. Ms. Uda Weerasena - Research Officer

4. NHRDC Supportive Staff

1. Mrs. Kasuni Uthpala – Legal officer/Board Secretary
2. Mrs. Sujeewa Kaluarachchi - Assistant Director (Finance)
3. Mrs. Sewvandi Eranga - Administrative Officer
4. Mr. C.R Maddage - Management Assistant
5. Ms. M.G.N. Dilhari - Management Assistant
6. Ms. Kasuni Chamalika Mutumala - Management Assistant
7. Ms. Madubashini Saddamangala - Management Assistant
8. Ms. Asha Sureni Edirisinghe - Management Assistant
9. Mr. W. Terans Piyal - Driver
10. Mr. Maduranga Pinnaduwa - Driver
11. Mr. R.C.R. Jayawardana - Driver
12. Mr. Gayan Jeewantha - Driver
13. Ms. A. Nayana Priyadarshani - Office Assistant
14. Mr. W.R.A. Prince Granvil - Office Assistant
15. Mr. N.G. Nadun Maduranga - Office Assistant