

Title: Assessment of Immigrant workers related Human Resource and Employment issues, demand and supply for immigrant human resource in different subsectors with focus on decent work and governing policies.

1.1 Background and Rationale

Current Sri Lankan population is 21.7 million (2018, Central bank Report) and from that 8.38 million is the labour force (2018, Dept. of Census 2018). According to 2018 Department of Census Labour force survey, labour force participation rate is 51.8 percent and current Sri Lankan unemployment rate is 4.4. Seventy percent from the total population lives in the rural areas.

Twenty percent point five of the employees from the current labour force are engaged in the agriculture sector; Twenty seven point nine percent works in the industry sector and forty six point six works in the Service sector. From them 68.1 percent are worked in an informal arrangement. Therefore, larger proportions are employed in vulnerable forms of economic activities.

As revealed in the annual Labour Force Surveys of the Department of Census and Statistics (2011-2019) participation rate in the labour force in Agricultural activities shrunk by 18.6 percent during 2011-2018 period in relative terms. The labor force participation rate in agriculture has declined from 33.1 percent in 2011 to 25.5 percent in 2018. While the labour force participation of Industrial sector has increased from 24.0 to 27.9 percent and labour force in Service sector from 43.0 to 46.6 percent during the reference period.

As to a conservative estimate by IPS (2014) about 1.5 million people in the labour force are considered to be in the migrant workers categories while annually about 200,000 are migrating for work abroad (ILO). The number returning to the country after work is not estimated. As per estimates about 53583 persons were issued visas to work in projects as immigrant workers, however this number may far exceed as it has been revealed a number of short term visitors from India under tourist visas are also working in informal sector activities in restaurants, sweet shops, Indians owned industrial enterprises and working as agricultural machinery operators.

A reasonable number of young able bodied persons are engaged in more economical unproductive employments as Tricycle drivers. As to Motor Traffic Commissioner's data, in 2015 there had been more than 1.062,000 tricycles and annually another 200,000 is adding to the stock. As estimated (Amal Kumarage, 2015) about 400,000 tricycles are been used to transport passengers on a fee, however it is speculated that this number may be close to about 1 million tricycles.

TERMS OF REFERENCE
Department of Manpower and Employment

Immigrant workers was reported in here is at the time of British rulers; where they use south Indian Tamil labours as plantation workers. Now they and their descendants have become citizens of Sri Lanka. There after immigrant worker widely play a role in multipurpose infrastructure development in Mahaveli development. Telecommunication and road infrastructure development projects which were conducted at the '90s widely utilized Japanese, Korean, Indian and New Zealand workers in different capacities.

As a consequence of the demographic, social and economic changes which has taken place in last decade Sri Lankan labour market has changed drastically.

Plantation agriculture still plays a vital role in our economy. Majority of larger, medium scale plantation and small holders in that sector face labour scarcity. Young generation does not show preference to work in this sector and they move towards townships for convenient and reputed jobs even at the lower remunerations. Therefore, serious labour shortage will be experienced in near future in plantation agriculture. In the plantation and export agriculture crop sector majority workers are low skilled and semi-skilled.

This is a phenomenon of rural aging; young generation moves away from the agriculture and they moves towards cities for better working environments. Only elderly people remain in the rural area and that area faces serious labour shortage gradually and it makes difficult to sustain the rural agriculture in future. Therefore, immigrant workers are recruited for above vacancies. In agriculture sector skilled immigrant workers can be seen in agriculture machinery operation where Sri Lankans lack the competency.

When we compare the skill categories of immigrant workers, they come with skills which Sri Lankans lack. In infrastructure development sector /construction sector immigrant workers are utilized widely. On the other hand they engaged in the duties where Sri Lankans reluctant to perform due to difficulty of the work (eg. Heavy metal industries, ship building)

When we consider the other reasons of immigrant worker usage; foreign funded projects import human resource to Sri Lanka to deliver the project deliverables in infrastructure development projects and non-government organizations.

Hospitality industry related human resource inward movement can be observed because the quality that they deliver cannot be equally delivered by the local human resource.

Ship building is a profitable business .But local human resource cannot meet the standards .Immigrant workers engaged in this sector. This is also high risk and high profit business.

Fishing in northern, north western and north eastern sea is mainly operated by the immigrant workers. Here, high amount of economic activities are taken place. That our economic resource is benefited by the outsiders.

Having unemployment rate of 4.4 and operating economy with outside immigrant workers may abbreviate the unemployment related problems in Sri Lanka. These issues have an adverse effect on foreign reserve of the country. Labour regulations, taxations, health clearance, security and provision of decent work conditions have to be study. Therefore in-depth study is vital in present day context.

1.2 Main Objective of the Study

Main objective of this assignment is to identify the issues and quantify the immigrant Human Resource demand for each subsector in all possible skill categories for five consecutive years from 2021- to 2025.

1.3 Specific objectives

1. Study the Sri Lankan immigrant workers governing policy context and policy fit related to Human resource utilization and labour rights and population dynamics.
2. Make scientific projections of immigrant Human resource supply and demand in relation to sub sectors for 2021-2025 with a geographic sensitivity (provincial) in all labour categories and in each profession of immigrant workers and Identify future demands
3. Identify local human resource development requirements to mitigate the risk and vulnerability in immigrant Human resource supply which required to optimal functioning of the economy and day to day social lifestyle and measure to redirect domestic labour force to engage in productive working areas.
4. Identify suitable retraining providing/human resource developing institutes which serve to replace immigrant workers geographically with their deliverables
5. Identify strategies and activities which have comparative advantage which can produce higher return on immigrant labour
6. Identify issues as a whole and provide recommendations regarding immigrant workers.

2. Scope

The Researcher /consultancy institute should work towards addressing the interface between, on the one hand currently available immigrant Human resources, and those projected in the future from 2021 to 2025 time frame with the emphasis on specific objectives. On other words labour market skill, Human resources / demand in short, medium and long term including all sub sectors for immigrant workers. Following sub sectors should be covered and, current Human resource /skill profile and supply side projections and projected demand side human resource /skill profile in each consecutive year should be presented in detail and quantitative manner. *(With job titles).Human resource /skills supply projection is needed in order to identify the gaps for initiate actions to plan the supply*

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1. Construction
2. Agriculture & plantation
3. Fisheries
4. Hospitality & tourism
5. Heavy metal industries
6. Ship building
7. Others

3. Bidding process

The bid document should clarify the detailed methodology in the in the technical offer which will also have repercussion on the financial offer. The latter must reflect all the costs that are to be associated with the study particularly as directed by the proposed methodology.

4. Deliverables

- An inception report with detailed methodology, timeline, and budget.
- Draft report submitted and discussed with MOL/DME
- Final Research report covering specific objectives with the projected Human Resource/skill projected supply ; projected human resource demand/skill demand for each health subsector, with all possible skill categories for five consecutive years from 2021- to 2025 with a special sensitivity.(**up to provincial level**)

5. Duration of the study

The study will last 10 weeks.

6. Language preference

English

7. The duty location

Sri Lanka

8. Payment

Payment for this contract will be based upon a competitive detailed budget proposal. Candidates are therefore invited to present such a budget proposal.

9. Terms and conditions of the Payment

Payments shall be made according to the following schedule:

- Twenty per cent (20%) of the contracted amount, after submission of the inception report and acceptance;
- Forty per cent (40%) of the contracted amount, after the first draft is delivered and accepted.
- Forty per cent (40%) of the contracted amount, upon final production delivery of the study.

10. Qualifications

- ✓ A postgraduate degree preferably at PHD level in labour sector, economics or related field;
- ✓ At least 10 years' experience in conducting quantitative and qualitative economic research;
- ✓ Relevant publications in reputed journals;
- ✓ In-depth knowledge of Sri Lanka's economy and institutional framework is required;
- ✓ Experience in working with government officials is welcome;
- ✓ Ability to do statistical projection and prepare statistical models for sub sectors HR demand;
- ✓ Previous work experience with international organizational ;
(*Acceptance of qualification is with the hold of MOL/DME)