

NATIONAL HUMAN RESOURCE AND EMPLOYMENT POLICY (NHREP)

DEPARTMENT OF MANPOWER AND EMPLOYMENT

The National Human Resources and Employment Policy (NHREP) is the overarching policy framework of the Government of Sri Lanka that would govern its human resource development work and action to be taken to provide full, decent and productive employment to Sri Lankans. The NHREP has been developed out of the overall state policy since 2005 as formulated in the Mahinda Chintana framework. The NHREP covers a number of subject areas that are of relevance and significance in human resources development and employment promotion work. Policy statements contained in this document are consensus views arrived at through lengthy consultations among all stakeholders – government officials, employers' organizations, workers' organizations, professional bodies and the academia.

NHREP is guided by the vision of: “Sri Lanka - the Wonder of Asia” in which all persons of working age become globally competitive and multi- skilled, and enjoy full, decent and productive employment with higher incomes in conditions of freedom, equity, security and human dignity.

NHREP would aim at full, productive and freely chosen employment for all women and men in Sri Lanka. It would work towards a highly competent, globally competitive, multi-skilled and productive workforce in the country. NHREP would improve incomes and the quality of life of the working population across different

sectors and regions and would provide the fullest possible opportunity to workers without discrimination. Finally, NHREP would safeguard the basic rights and interests of workers in line with national labour laws and key international labour standards.

The objectives of the National Human Resources and Employment Policy are the following:

Promote the attainment of full, decent, productive and freely chosen employment for all men and women in Sri Lanka

Promote the productivity of the labour force to improve their competitiveness and enhance employability

Provide the fullest possible opportunity to each worker to qualify for and to use his/her skills and endowments in a job for which he/she is well suited, without discrimination, and thereby achieve the Government's policy frame work for development “Mahinda Chintana Vision for the future”

Safeguard the basic rights and interests of workers in line with international labour standards and national labour laws

In NHREP Policies identified, which operate within different subject areas of the socio-economic system, are administered by different parts – Ministries, Departments, Authorities etc. – of the Government. The implementation responsibility of NHREP will therefore fall on many institutions and authorities.

The NHREP specially focuses on the followings;

- Education and Training
- Enhancing Employability of Youth
- Science, Technology and Innovation Skills

The following sectorial policies are detailed in the NHREP.

- Agriculture sector -
- Tourism Sector -
- Manufacturing Sector - ICT & BPO Sector
- Ports & Shipping Sector -
- Environmental Friendly Jobs
- Infrastructure Investment -
- Performing Arts, Music and Creative Industries
- Health Services
- Other Emerging Spheres: The Context and Policies

In addition , the following points have been actively considered in drafting the NHREP.

- Informal Employment
- Small and Medium Enterprises (SME)
- Employment Opportunities for Vulnerable Groups, Disabled Persons and those in Underdeveloped Regions
- Foreign Employment
- Public Service Employment
- Mainstreaming Gender
- Labour Market Information and Employment Services
- Social Dialogue Institutions and Labour Relations
- Wages
- Social Protection

The International Labour Organization is providing wide ranging technical support to ensure the successful formulation of the policy. These include:

- Providing process management support to the Senior Minister's Secretariat to lead the formulation of the policy document
- Providing technical inputs based on globally agreed agenda such as MDGs and Global Employment Agenda to the policy document
- Providing support to reflect the national decent work plan in the development of the policy document
- Facilitating the national and regional consultations with a wide range of stakeholders including other government ministries, regional government institutions, employers' organizations, workers organizations, academic institutions and professional institutions