

PBF June 2026 Project Progress Report



**PEACEBUILDING
FUND** 

PROJECT OVERVIEW

Thank you for taking the time to complete the PBF Progress report. For projects with more than one recipient, please consult among co-recipients prior to filling out the form to ensure collaboration on the responses. If you have any questions or require technical assistance in filling out the form, please send an email to gabriel.velasteguimoya@un.org

Click Next below to start

» Report Submission

Type of report *

- Semi-annual
 Annual
 Final
 Other

Date of submission of report *

2026-06-11

Name and title of person submitting the report *

Pramodini Weerasekera, National Programme Coordinator, ILO

E-mail of person submitting the report *

pramo@ilo.org

Name and title of person who approved the report *

Joni Simpson, Country Director, ILO Country Office for Sri Lanka

Have all fund recipients for this project contributed to the report? *

- Yes
- No

Did PBF Secretariat or RCO focal point review the report? *

You should normally ensure that the PBF Secretariat or the PBF focal point have an opportunity to review.

- Yes
- No
- Not Applicable

» Project Information and Geographical Scope

Is this a cross-border project? *

- Yes
- No

Please select the geographical region in which the project is implemented

- Asia and the Pacific
- Europe and Central Asia
- Middle East and North Africa
- Central & Southern Africa
- Global
- West Africa
- East Africa
- Latin America and the Caribbean

Country of project implementation *

- Fiji
- Myanmar
- Solomon Islands
- Other, Specify
- Kiribati
- Papua New Guinea
- Sri Lanka
- Marshall Islands
- Philippines
- Tuvalu

Other, please specify *

Project Title *

- 00140692: Social Dialogue for Peace and Crisis Prevention in Sri Lanka (linked to Sri Lanka SDG MPTF project 140696)
- Other, Specify

Write the 8 digit MPTFO number and Project Title exactly as it appears in the Project Document *

EXAMPLE: 00118938: Community-based prevention of violence and social cohesion using innovation for young people in displaced and host communities

Please select the geographical region(s) in which the project is implemented *

If the project you are looking for does not appear in the following question, please make sure that you have selected the correct regions. A limited number of cross border projects span multiple geographic regions. For example, a cross border project between Niger and Chad spans both West Africa and Central & Southern Africa

- Asia and the Pacific
- Europe and Central Asia
- Middle East and North Africa
- Central & Southern Africa
- Global
- West Africa
- East Africa
- Latin America and the Caribbean

Please select the title of the project for which you are submitting the report *

Write the 8 digit MPTFO numbers and Project Title exactly as it appears in the Project Document *

EXAMPLE: 00129699/700: Supporting Cross-Border Cooperation for Increased Community Resilience and Social Cohesion in The Gambia and Senegal

Please select the countries where this project is being implemented *

Other, Please specify *

Project Start Date (Date of first transfer) *

2024-06-13

Project End Date *

2026-11-30

Has this project received an extension? *

- YES, Cost Extension
- YES, No Cost Extension
- YES, Both Cost and No Cost Extensions
- NO, No Extensions

Will this project be requesting an extension? *

- YES, Cost Extension
- YES, No Cost Extension
- YES, Both Cost and No Cost Extensions
- NO, No Extensions

Will this project be submitting a Fund Transfer Request (FTR) in the next six months? *

- Yes
- No

If so, around which month do you expect to submit the request? *

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

Is the current project end date within 6 months? *

- Yes
- No

Is funding disbursed either into a national or regional trust fund? *

- Yes
- No

If yes, please select which *

- National Trust Fund
- Regional Trust Fund

Recipients

Is the convening agency a UN agency or a non UN entity? *

- UN entity
- Non-UN Entity

Please select the convening agency recipient *

- UNDP: United Nations Development Programme
- IOM: International Organization for Migration
- UNICEF: United Nations Children's Fund
- OHCHR: Office of the United Nations High Commissioner for Human Rights
- UNWOMEN: United Nations Entity for Gender Equality and the Empowerment of Women
- UNHCR: United Nations High Commissioner for Refugees
- UNFPA: United Nations Population Fund
- FAO: Food and Agriculture Organization
- WFP: World Food Programme
- UNHABITAT: United Nations Human Settlements Programme
- UNESCO: United Nations Educational, Scientific and Cultural Organization
- UNEP: United Nations Environment Programme
- ILO: International Labour Organization
- WHO: World Health Organization
- PAHO/WHO
- UNCDF: United Nations Capital Development Fund
- UNODC: United Nations Office on Drugs and Crime
- UNOPS: United Nations Office for Project Services
- UNIDO: United Nations Industrial Development Organization
- ITC: International Trade Centre
- UNDPO
- Other, Specify

Other, Please specify *

Are there other recipients for this project? *

- No other recipients
- Yes, other UN recipients only
- Yes, other non-UN recipients only
- Yes, both UN and non-UN recipients

*

Please select other UN recipients

Select all that apply

- UNDP: United Nations Development Programme IOM: International Organization for Migration
- UNICEF: United Nations Children's Fund
- OHCHR: Office of the United Nations High Commissioner for Human Rights
- UNWOMEN: United Nations Entity for Gender Equality and the Empowerment of Women
- UNHCR: United Nations High Commissioner for Refugees UNFPA: United Nations Population Fund
- FAO: Food and Agriculture Organization WFP: World Food Programme
- UNHABITAT: United Nations Human Settlements Programme
- UNESCO: United Nations Educational, Scientific and Cultural Organization
- UNEP: United Nations Environment Programme ILO: International Labour Organization
- WHO: World Health Organization PAHO/WHO
- UNCDF: United Nations Capital Development Fund UNODC: United Nations Office on Drugs and Crime
- UNOPS: United Nations Office for Project Services
- UNIDO: United Nations Industrial Development Organization ITC: International Trade Centre
- UN Department of Peace Operations Other, Specify

Other, Please specify

*

Please select other non-UN recipients

- ACTED
 Action Aid UK
 AAITG (ActionAid the Gambia)
- AEDE
 African Centre for the Constructive Resolution of Disputes (ACCORD)
- Agence de Coopération et de Recherche pour le Développement (ACORD)
- American Friends Service Committee (AFSC)
 Avocats Sans Frontières
- Avocats Sans Frontières Belgium
 Avocats sans frontières Canada
 Ayuda en Accion
- BIRN - Balkan Investigative Reporting Network
 BIOM -Youth Ecological Movemen
- CARE International UK
 Centre d'étude et de coopération internationale (CECI) - BF
- Christian Aid Ireland
 COIPRODEN
 Concern Worldwide
- Conexion Guatemala
 COOPI - Cooperazione Internazionale
 CORD Burundi
- CORDAID
 Corporacion Sisma Mujer
 CRS - Catholic Relief Services
- DanChurchAid
 Danish Refugee Council
 EQUITAS
- Fund for Congolese Women
 Fundacion Estudios Superior (FESU)
 Fundación Mi Sangre (FMS)
- Fundación Nacional para el Desarrollo de Honduras (FUNADEH)
 Fundación para la Libertad de Prensa (FLIP)
- Geneva Centre for Security Sector Governance (DCAF)
 HELVETAS Swiss Intercooperation
- Humanity & Inclusion (HI)
 ICTJ (International Center for Transitional Justice)
- Instituto Holandes para Democracia Multipartidaria (NIMD)
 Integrity Watch
- International Alert
 International Rescue Committee
 Interpeace
- Kvinna till Kvinna Foundation
 Life and Peace Institute (LPI)
- MDG-EISA - Institut Electoral pour une Démocratie Durable en Afrique (EISA), bureau de Madagascar
- Mercy Corps
 MLAL - ProgettoMondo
 MSIS-TATAO
- NIMD (Netherlands Institute for Multiparty Democracy)
 Nonviolent Peaceforce
- Norwegian Refugee Council (NRC)
 Nile Sustainable Development Organization - NSDO
- OCNH-Organisation des Citoyens pour une Nouvelle Haïti
 OIKOS
- ONG Adkoul - ONG Adkoul
 ONG AZHAR
 OXFAM
- Peace Direct
 Plan International
 PNG UN Country Fund
- Red de Instituciones por los Derechos de la Niñez
 ROI - Roza Otunbayeva Initiati
- Saferworld
 Sampan'Asa Momba ny Fampandrosoana (SAF/FJKM)
- Save the Children
 Search for Common Ground (SFCG)
- SIHA (Strategic Initiative for Women in the Horn of Africa)
 SismaMujer
- SOS Sahel Sudan
 Stichting Impunity Watch
 Tearfund
- The Carter Center, Inc.
 Trocaire
 War Child
- War Childhood Museum (WCM)
 World Vision International
 World Vision Myanmar
- ZOA
 blank_placeholder
 Other, Please specify

Other, Please specify

*

Implementing Partners

To how many implementing partners has the project transferred money **since the project's start ?**

5

To how many implementing partners has the project transferred money **during this calendar period ?**

(for June reports: January-June;

for November reports: January-December (anticipated);

for final reports: full project duration)

5

Please list all of the project's implementing partners and the amounts (in USD) transferred to each, both since the project's start, and specifically during this calendar period

Please select the type of organisation which best describes the type of implementing partner *

- National youth CSO
- National women's CSO
- Other National CSO
- Subnational youth CSO
- Subnational women's CSO
- Other subnational CSO
- Regional CSO
- Regional Organisation
- International NGO
- Governmental entity
- National women's and youth CSO
- Subnational women's and youth CSO
- Other

Other, Please specify

What is the name of the Implementing Partner *

Alliance Development Trust (ADT)

What is the planned total amount (in USD) for the **overall duration of the project** to be disbursed to this implementing partner? *

Please use a dot (.) as decimal separator, instead of a comma (,)

119982.10

What is the total amount (in USD) disbursed to the implementing partner **since the project's start?** *

Please use a dot (.) as decimal separator, instead of a comma (,)

103124.46

What is the total amount (in USD) disbursed to the implementing partner **during this calendar period**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

57135.11

Briefly describe the main activities carried out by the Implementing Partner during this calendar period *

Please limit your response to 1500 characters

(i) A gender needs assessment conducted by the Centre for Poverty Analysis (CEPA) on the gender related issues/gaps in the agriculture, fisheries in Batticaloa & Jaffna, fisheries sector for Gampaha, and the plantation sector for Badulla was completed and policy briefs have been drafted; (ii) delivering training for women and youth in communities on Social Cohesion/ Gender and SRHR for Fisheries, Plantation and Agriculture sectors. (iv) facilitating community and advocacy dialogues between community leaders and government officials; and (v) organizing a public fair - ELEVATE.

Please list all of the project's implementing partners and the amounts (in USD) transferred to each, both since the project's start, and specifically during this calendar period

Please select the type of organisation which best describes the type of implementing partner *

- National youth CSO
- National women's CSO
- Other National CSO
- Subnational youth CSO
- Subnational women's CSO
- Other subnational CSO
- Regional CSO
- Regional Organisation
- International NGO
- Governmental entity
- National women's and youth CSO
- Subnational women's and youth CSO
- Other

Other, Please specify

What is the name of the Implementing Partner *

Women in Need (WIN)

What is the planned total amount (in USD) for the **overall duration of the project** to be disbursed to this implementing partner? *

Please use a dot (.) as decimal separator, instead of a comma (,)

98987.08

What is the total amount (in USD) disbursed to the implementing partner **since the project's start**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

97430.77

What is the total amount (in USD) disbursed to the implementing partner **during this calendar period**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

70955.98

Briefly describe the main activities carried out by the Implementing Partner during this calendar period *

Please limit your response to 1500 characters

1. Conducted six training sessions for both government and private sector officials on promoting gender-sensitive workplaces and preventing sexual harassment. Government participants included the Ministry of Public Administration (MPA) and the Ministry of Women & Child Affairs (MOWCA) while private sector engagement was coordinated with the National Chamber of Commerce and the UN Global Compact Network Sri Lanka - reaching 33 Companies.

2. Analyzed the Gender Self-Assessment Tool which used to identify the gender gaps in gender policies, practices in the workplace completed by Workplace Forum (WPF) members to guide targeted improvements in workplace policies and practices.

Please list all of the project's implementing partners and the amounts (in USD) transferred to each, both since the project's start, and specifically during this calendar period

Please select the type of organisation which best describes the type of implementing partner *

- National youth CSO
- National women's CSO
- Other National CSO
- Subnational youth CSO
- Subnational women's CSO
- Other subnational CSO
- Regional CSO
- Regional Organisation
- International NGO
- Governmental entity
- National women's and youth CSO
- Subnational women's and youth CSO
- Other

Other, Please specify

What is the name of the Implementing Partner *

World Vision Lanka (WVL)

What is the planned total amount (in USD) for the **overall duration of the project** to be disbursed to this implementing partner? *

Please use a dot (.) as decimal separator, instead of a comma (,)

135000

What is the total amount (in USD) disbursed to the implementing partner **since the project's start?** *

Please use a dot (.) as decimal separator, instead of a comma (,)

94500

What is the total amount (in USD) disbursed to the implementing partner **during this calendar period**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

27000

Briefly describe the main activities carried out by the Implementing Partner during this calendar period *

Please limit your response to 1500 characters

World Vision Lanka (WVL) conducted 6 capacity building training sessions for 33 local forums across the three UNESCO project districts on intercultural dialogue, conflict sensitivity and Do-No-Harm. Further, they provided logistical support for 3 trainings conducted by the Centre for Poverty Analysis (CEPA) and Coalition for Inclusive Impact (CII) on economic policy literacy and conflict mapping. WVL is currently facilitating cross-community dialogues at the district level

Please list all of the project's implementing partners and the amounts (in USD) transferred to each, both since the project's start, and specifically during this calendar period

Please select the type of organisation which best describes the type of implementing partner *

- National youth CSO
- National women's CSO
- Other National CSO
- Subnational youth CSO
- Subnational women's CSO
- Other subnational CSO
- Regional CSO
- Regional Organisation
- International NGO
- Governmental entity
- National women's and youth CSO
- Subnational women's and youth CSO
- Other

Other, Please specify

What is the name of the Implementing Partner *

Center for Poverty Analysis (CEPA) and Coalition for Inclusive Impact (CII) - Joint Partnership

What is the planned total amount (in USD) for the **overall duration of the project** to be disbursed to this implementing partner? *

Please use a dot (.) as decimal separator, instead of a comma (,)

73485.74

What is the total amount (in USD) disbursed to the implementing partner **since the project's start**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

29394.29

What is the total amount (in USD) disbursed to the implementing partner **during this calendar period**? *

Please use a dot (.) as decimal separator, instead of a comma (,)

29394.29

Briefly describe the main activities carried out by the Implementing Partner during this calendar period *

Please limit your response to 1500 characters

Facilitated three trainings on economic policy literacy and conflict mapping based on the findings of a rapid impact assessment on economic policies.

Conducted a residential training for public officials from the three project districts on better including community voices into policymaking.

Six knowledge products being developed based on the district level implementation to support parliamentary engagement.

Please list all of the project's implementing partners and the amounts (in USD) transferred to each, both since the project's start, and specifically during this calendar period

Please select the type of organisation which best describes the type of implementing partner *

- National youth CSO
- National women's CSO
- Other National CSO
- Subnational youth CSO
- Subnational women's CSO
- Other subnational CSO
- Regional CSO
- Regional Organisation
- International NGO
- Governmental entity
- National women's and youth CSO
- Subnational women's and youth CSO
- Other

Other, Please specify

National Employers Organization

What is the name of the Implementing Partner *

Employers Federation of Ceylon (EFC)

What is the planned total amount (in USD) for the **overall duration of the project** to be disbursed to this implementing partner? *

Please use a dot (.) as decimal separator, instead of a comma (,)

35800

What is the total amount (in USD) disbursed to the implementing partner **since the project's start?** *

Please use a dot (.) as decimal separator, instead of a comma (,)

35800

What is the total amount (in USD) disbursed to the implementing partner **during this calendar period**?

Please use a dot (.) as decimal separator, instead of a comma (,)

25040

Briefly describe the main activities carried out by the Implementing Partner during this calendar period

Please limit your response to 1500 characters

Develop grievance handling procedures for six private companies across sectors and training on the concept of workplace grievance handling

Financial Reporting

» Delivery by Recipient

Please enter the total amounts in full US dollars allocated to each recipient organization

Please enter the original budget amount, amount transferred to date and estimated expenditure by recipient.

*Please make sure you enter the correct amount. All values should be entered in **US Dollars***

For cross-border projects, group the amounts by agency, even if different country offices are involved. You will have the opportunity to share a more detailed budget in the next section.

Recipients	Total Project Budget (in full US \$) <i>Please enter the total budget as is in the project document in US Dollars</i>	Transfers to date (in full US \$) <i>Please enter the total amount transferred to each recipient to date in US Dollars</i>	Expenditure to date (in full US \$) <i>Please enter the approximate amount spent to date in US dollars</i>	Implementation rate as a percentage of total budget (calculated automatically)
ILO: International Labour Organization	1150000	1150000	942480.19	81.95%
				%

UNFPA: United Nations Population Fund	500000	500000	265349.19	53.07%
UNESCO: United Nations Educational, Scientific and Cultural Organizatio n	350000	350000	319427	91.26%
				%
				%
				%
				%
				%
				%
				%
				%
				%

	*	*	*	%
	*	*	*	%
	*	*	*	%
	*	*	*	%
TOTAL	2000000	2000000	1527256.38	76.36%

The approximate implementation rate as percentage of total project budget based on the values entered in the above matrix is **76.36%**. Can you confirm that this is correct? *

Correct Incorrect

If it is incorrect, please enter the approximate implementation rate as a % *

» **Gender-responsive Budgeting**

Indicate what **percentage (%)** of the budget contributes to gender equality or women's empowerment (GEWE) as per the project document? *

45.7

The dollar amount of the budget contributing to Gender Equality and Women's Empowerment (GEWE) based on percentage entered above and total project budget is **US \$ 914000**. Can you confirm that this is correct? *

Correct Incorrect

If it is incorrect, please enter the *budget amount* allocated to GEWE in US Dollars *

Amount expended to date on efforts contributing to gender equality or women's empowerment is **US \$ 697956.17**. Is this correct? *

Correct Incorrect

If it is incorrect, please enter the *expenditure to date* on GEWE in US dollars *

867624.78

ATTACH PROJECT EXCEL BUDGET SHOWING CURRENT APPROXIMATE EXPENDITURE. *

The templates for the budget are available [here](#)

Annual Report 2025_Sri Lanka Social Dialogue PBF _ Cmb ILO+UNFPA&UNESCO Budget Reporting_Final-11_23_48.xls



Project Markers

Please select the Gender Marker Associated with this project *

- Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)
- Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE
- Score 3 for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)

Please select the Risk Marker Associated with this project *

- Risk marker 0 = low risk to achieving outcomes
- Risk marker 1 = medium risk to achieving outcomes
- Risk marker 2 = high risk to achieving outcomes

Please select the PBF Focus Area associated with this project *

- (1.1) Security Sector Reform
- (1.2) Rule of Law
- (1.3) Demobilisation, Disarmament and Reintegration
- (1.4) Political Dialogue
- (2.1) National reconciliation
- (2.2) Democratic Governance
- (2.3) Conflict prevention/management
- (3.1) Employment
- (3.2) Equitable access to social services
- (4.1) Strengthening of essential national state capacity
- (4.2) Extension of state authority/Local Administration
- (4.3) Governance of peacebuilding resources (including PBF Secretariats)

Is the project part of one or more PBF priority windows? *

Select all that apply

- Gender promotion initiative
- Youth promotion initiative
- Transition from UN or regional peacekeeping or special political missions
- Cross-border or regional project
- None

Steering Committee and Government engagement

Does the project have an active steering committee/ project board? *

- Yes
- No

If yes, please indicate how many times the Project Steering Committee has met over the last 6 months?

Please limit your response to 3000 characters

once

Please provide a brief description of any engagement that the project has had with the government over the last 6 months. Please indicate what level of government the project has been engaging with. *

Please limit your response to 3000 characters

The 3rd National Steering Committee meeting was held on the 17th of March 2026.

PART I: OVERALL PROJECT PROGRESS

NOTES FOR COMPLETING THE REPORT:

- Avoid acronyms and UN jargon, use general /common language.
- Report on what has been achieved in the reporting period, not what the project aims to do.
- Be as concrete as possible. Avoid theoretical, vague or conceptual discourse.
- Ensure the analysis and project progress assessment is gender and age sensitive.

Please rate the implementation status of the following preliminary/preparatory activities

Contracting of partners *

- Not Started
 Initiated
 Partially Completed
 Completed
 Not Applicable

Staff Recruitment *

- Not Started
 Initiated
 Partially Completed
 Completed
 Not Applicable

Collection of baselines *

- Not Started
 Initiated
 Partially Completed
 Completed
 Not Applicable

Identification of beneficiaries *

- Not Started
 Initiated
 Partially Completed
 Completed
 Not Applicable

Provide any additional descriptive information relating to the status of the project, including whether preliminary/preparatory activities have been completed (i.e. contracting of partners, staff recruitment, etc.)

Please limit your response to 3000 characters

All key preparatory activities including recruitment and preliminary/preparatory activities were completed during the previous reporting period.

Describe overall progress under each Outcome made during the reporting period (*for June reports: January-June; for November reports: January-December (anticipated); for final reports: full project duration*). Do not list individual activities. If the project is starting to make/has made a difference at the outcome level, provide specific evidence for the progress (quantitative and qualitative) and explain how it impacts the broader political and peacebuilding context.

Is the project on track for the timely completion of outputs as indicated in the workplan? *

- Yes
- No

If no, please provide an explanation
Please limit your response to 6000 characters

Project progress summary

Please limit your response to 6000 characters

Outcome 1: Since November 2025, the project has finalized the design of a national database system for public sector industrial disputes and identified institutional roles for Ministry of Public Administration (MPA), the Department of Labour, the Department of Census and Statistics. Data collection methodologies and technical specifications have been established, with formal data-sharing arrangements committed to addressing a critical information gap previously absent in Sri Lanka's public sector.

Progress has been made toward establishing the National Public Service Dialogue Forum (NPSDF). A concept paper, draft constitution, and proposed composition have been prepared. A Cabinet note has been drafted and shared with MPA for submission to Cabinet. A baseline perception survey has been conducted, with findings strongly supporting the establishment of the NPSDF. A concept note for the establishment of nine Provincial Public Service Mediation Boards has been prepared, with consultations completed involving the Mediation Commission, and the Minister of Justice. The Attorney General's opinion confirms that a separate Act of Parliament is required for this. A concept note to draft a Workplace Relations Act for the Public Service has been drafted and shared with MPA. The proposed Act provides legal certainty, institutional stability, and long-term sustainability to the public sector's dispute resolution mechanisms, and is currently in its conceptual stage. This would complement, rather than conflict with the existing constitutional powers vested in the Public Service Commission (PSC) and other parallel administrative authorities. In the interim, voluntary arbitration arrangements will be made under the existing Alternative Dispute Prevention and Resolution Mechanism.

The project actively strengthened the capacities of 38 WPFs. The project has established a cumulative total of 67 fully operational WPFs across six priority sectors. By shifting public sector institutional culture away from reactive, ad-hoc grievance handling, toward structured dialogue, these forums systematically reduce the risk of industrial action, strengthens institutional resilience, actively contributing to peacebuilding and long-term stability in Sri Lanka's public service. The project has built the capacity of 2,000 forum members since the project's inception (300 trained Jan-Jun) (34.9% women) and conducted gender sensitization training for 736 WPF members (426 men, 310 women) contributing to more inclusive and gender-responsive handling of workplace grievances.

At the sectoral level, preparatory work for Sectoral Forums in four of the six priority sectors has been completed, with work initiated for the remaining sectors. Concept Note; Terms of Reference; Constitution; Manual, and Draft SOPs were developed. In May, 27 Additional Secretaries, from the priority sectors, participated in a learning programme. All six forums are on track for their full establishment by the end June.

Outcome 2: In partnership with EFC, the project strengthened workplace dispute prevention and grievance-handling systems in six private sector enterprises across IT, Manufacturing, telecom, hotel and service sectors, benefiting 8,785 workers. Companies developed grievance procedures aligned with national guidelines, while 300 managers and supervisors received training on grievance handling and workplace dialogue. The apparel sector has since requested similar training for selected companies. Although discussions have been ongoing on revitalizing the NLAC, the current environment does not seem conducive in achieving this objective.

In partnership with the National Chamber of Commerce and the UN Global Compact Network Sri Lanka, 96 participants (37 men, 59 women) from 62 organizations were capacitated on gender-responsive grievance handling mechanisms, strengthening gender sensitization and promoting more inclusive workplace practices.

Outcome 3: The project supported Gender Needs Assessments across three sectors: agriculture, fisheries, and plantation in four districts (Batticaloa, Badulla, Gampaha, and Jaffna), conducted in partnership with ADT and CEPA. The assessments examined gendered dimensions of health and protection challenges faced by women and youth, with 3 sector-specific policy briefs developed from the findings. A consultation was held in April with relevant ministries and local government institutions to finalize these.

The project also strengthened the capacities of 122 women and youth and 108 local government officials to support gender-sensitive dispute resolution, culminating in joint advocacy dialogues between government officials and community leaders. Women and youth were also linked to formal economic opportunities through a public fair titled "ELEVATE."

Building on Phase I, which engaged 183 representatives from 33 forums across the informal Agriculture, Fisheries, and Plantation sectors, Phase II further strengthened the capacity of 70 'champions' across all 33 forums on policy literacy, disaster response, and conflict mapping. Training modules were informed by a CEPA and CII Needs Assessment on the impact of economic reforms and recent natural disasters on informal sector workers.

With support from MPA, the project convened 30 senior officials, who regularly engage with the three informal sectors selected for project implementation, for a residential workshop on strengthening community participation

in decision-making, drawing on a CEPA and CII Needs Assessment on public engagement in District Coordination Committees (DCCs). These senior officials represented several government ministries, including MPA, Ministry of Plantation, Ministry of Fisheries, and District Secretariats of the three UNESCO project districts. Participating officials identified DCCs and sector-specific subcommittees as immediate venues for grassroots dispute resolution and committed to actively supporting conflict resolution through these mechanisms.

Indicate any additional analysis on how Gender Equality and Women's Empowerment and/or Youth Inclusion and Responsiveness has been ensured by the project to date

Please limit your response to 3000 characters

Outcome 1: Gender sensitization training for WPF members deepened participants' understanding of core gender concepts, GBV, and workplace harassment. Using the Gender Self-Assessment Tool, WPF members can now assess their institution's level of gender mainstreaming and take informed action.

Outcome 2: Training for private sector employees and management built their capacity to foster safe, respectful, and inclusive workplaces. Participants strengthened their ability to identify, prevent, and address violence and harassment, and apply gender-responsive approaches to grievance handling.

Outcome 3: The Gender Needs Assessment applied an intersectional framework, covering health (including SRHR), protection, education, employment, and political representation and accounting for gender, age, ethnicity, and livelihood to capture the differentiated experiences of women and youth. Findings and recommendations will inform sector-specific policy briefs highlighting the gendered impacts of the economic crisis.

Targeted training was also designed to build the understanding among 122 women and youth on social cohesion, gender equality, protection issues and SRHR, equipping them to analyse community issues through a gender lens and engage in joint advocacy dialogues with 108 local government officials in 4 districts to support gender-sensitive dispute resolution. Women and youth were also linked to formal economic opportunities through public fairs titled "ELEVATE."

Of 183 local forum members from the Agriculture, Fisheries, and Plantation sectors, 85 were women (47%); a near-parity achievement in traditionally male-dominated sectors, with a further 36 being young people under 30 (20%). The resource pool also included 11 persons with disabilities, reflecting the project's commitment to intersectional inclusion.

Critically, inclusion extended beyond participation in training. Gender and youth considerations were systematically embedded across all outcomes, ensuring that capacitated women and young people actively engaged with senior officials in cross-community dialogues, raising grievances at levels of decision-making from which they are historically excluded. Young representatives were supported to step into leadership roles as champions of peacebuilding and social dialogue

Is the project 1+ year in implementation? *

Yes

No

FOR PROJECTS 1+ YEAR IN IMPLEMENTATION ONLY:

Is the project demonstrating outcome-level peacebuilding results? *

Outcome-level peacebuilding results entail results achieved at the societal or structural level, including changed attitudes, behaviours or institutions.

Yes

No

If yes, please provide concrete examples of such peacebuilding results *

Please limit your response to 6000 characters

1. Completion of workplace forums - contributing positively towards social cohesion: All 67 workplace forums have been completely operationalized at the close of the third operational year of the project. The forums allow for open, inclusive and collaborative dialogue between state level actors, including management, trade unions and other staff, allowing to move away from adversarial action as a first cause measure. This particularly aids in substantively addressing the trust deficit that existed within the state architecture contributing positively to the overall social cohesion sphere in the country. In particular, strike action(s) seen between 2022-2024, eroded the public perception and capacities of the state to deliver services efficiently. This was observed in sectors such as Health, Railway, Transport, Power and energy etc. Such action has now been prevented through project interventions in the target sectors and have allowed better access, transparency and contributed positively to decision and policy making (refer attached ppt for evidence).

2. Engaging the community at the subnational level on finding inclusive solutions: At the community level, issues with the potential to negatively affect social cohesion were discussed at the sub-national level through joint advocacy dialogues between community members and government officials. These dialogues provided, and will continue to provide, a structured space to address systemic gaps, including language barriers, limited access, and the underrepresentation of women and youth in decision-making processes, working towards more inclusive, disability-friendly resolutions that strengthen social cohesion. Policy briefs on the same are being prepared to enhance vertical social cohesion at the district (through DCCs) and national levels (through Parliament).

If yes, please provide sources or references (including links) as evidence of peacebuilding results, or submit them as additional attachments.

Evidence may be quantitative or qualitative but needs to demonstrate progress against outcome indicators in the project results framework. Sources may include project surveys (such as perception surveys), monitoring reports, government documents, or other knowledge products that have been developed by the project.

Evidence attached

File attachment

Evidence-12_7_52.pptx



PART II: PROJECT RESULTS FRAMEWORK

How many OUTCOMES does this project have *

1 2 **3** 4 5 more than 5.

Please write out the project outcomes as they are in the project results framework found in the project document

Outcome 1:

Improved social dialogue in the public sector allows for inclusive socio-economic recovery, assuring gender equality and social cohesion

Outcome 2: Improved Social dialogue in the private sector allows for inclusive socio-economic recovery assuring gender equality and social cohesion	*
Outcome 3: Enhanced engagement of women, youth, and other under-represented workers in the informal economy with District and National Level Policy Making structures for gender-responsive peaceful dispute resolution	*
Outcome 4:	*
Outcome 5:	*
Outcome 6:	*
Outcome 7:	*
Outcome 8:	*
Additional Outcomes <i>If the project has more than 8 outcomes, please enumerate the remaining outcomes here</i>	*

INDICATOR BASED PERFORMANCE ASSESSMENT

Using the Project Results Framework as per the approved project document or any amendments, provide an update on the achievement of all **outcome** and **output** indicators in the table below.

- Where it has not been possible to collect data on indicators, state this and provide any explanation.
- Provide gender and age disaggregated data. (500 characters max per entry)

» **Outcome 1: Improved social dialogue in the public sector allows for inclusive socio-economic recovery, assuring gender equality and social cohesion**

O C 1	Outcome Indicator s	Indicator Baseline	End of Project Indicator Target	Indicator progress for reporting period	Indicator progress since project's start	Reasons for Variance/ Delay (if any)
1. 1	% of public sector workers expressing confidence in the future accessibility and responsiveness of the National Public Sector Forum (NPSF) to resolve public sector disputes.	0	50%	Completed	Public sector managers 47.6% Employees, Workers and Trade union representatives 65.1%	
1. 2	% of public sector disputes, including those arising from the economic reform process, are addressed through initiated social dialogue mechanisms, disaggregated by gender	0	50%	Completed	Public sector managers 53.2% Workers and Trade union representatives 62%	
1. 3	Y on Y reduction of protests turning violent and/ or subject to reprisals owing to economic reform efforts	2022: 51 2023: 40	20	Completed	2024: 22 2025: 8	

1. 4						
1. 5						

How many outputs does outcome 1 have?

1 2 **3** 4 5 more than 5.

Please list all outputs for outcome 1

Output 1.1
Public sector conflicts are resolved through social dialogue mechanisms

Output 1.2
National-level public sector dialogue and industrial dispute resolution for improved service delivery in the public sector, by reducing strikes and protests ensuring inclusive economic recovery.

Output 1.3
Policy changes for gender equity and inclusivity at workplace forum level in priority sectors

Output 1.4

Output 1.5

Other Outputs
If Outcome 1 has more than 5 outputs, please enumerate the remaining outputs here

For each output, and using the, project results framework, provide an update on the progress made against all output indicators

» **Output 1.1: Public sector conflicts are resolved through social dialogue mechanisms**

1. 1	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
1. 1. 1	Government of Sri Lanka adopts and implements a new national level dispute settlement mechanism in the public sector by 2025.	0	Achieved	Completed	MPA Circular No. 05/2024	
1. 1. 2	% of public sector conflicts are brought under the newly established dispute settlement mechanism at the workplace level.	0	60%	Completed	52.4%	
1. 1. 3	% of conflicts related to incidents of gender discrimination resolved.	0	60%	In Progress		Stock taking exercise of sample WPFs in progress.

<p>1. 1. 4</p>	<p># of collective agreements making specific reference to gender equality concluded by Sectoral Forums.</p>	<p>0</p>	<p>5</p>	<p>In Progress</p>		<p>Sectoral Forums are still being set up. Data collection will commence after that.</p>
<p>1. 1. 5</p>	<p># of officers sensitized on gender at Workplace forums</p>	<p>0</p>	<p>900</p>	<p>In Progress</p>	<p>736 WPF members (426 Men and 310 women)</p>	

» Output 1.2: National-level public sector dialogue and industrial dispute resolution for improved service delivery in the public sector, by reducing strikes and protests ensuring inclusive economic recovery.

1. 2	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
1. 2. 1	1.2.1% of public satisfaction in the sectors improved	0	30%			Data collection yet to commence
1. 2. 2	# of mediators trained to serve on Special Mediation Boards for reduction of public sector disputes.	0	80 (50% women) (20 per target district)	Completed	100	
1. 2. 3						
1. 2. 4						
1. 2. 5						

» Output 1.3: Policy changes for gender equity and inclusivity at workplace forum level in priority sectors

1. 3	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
1. 3. 1	# policy recommendations and advocacy material submitted to the Ministry of Women and Child Affairs, and the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government.	0	4	In Progress	1	A Proposal for a 2026 Public Sector Workplace Relations Act and a draft Cabinet Memorandum for Public Sector Workplace Relations Act submitted to the MPA for review.

<p>1. 3. 2</p>	<p># of institutions with new policies introduced based on the recommendations gender gap analysis conducted (sector-based disaggregated data).</p>	<p>0</p>	<p>5</p>	<p>In Progress</p>	<p>0</p>	<p>Delayed. Completed GSA analysis by the 12 government institutions. The variance is due to the time required for institutions to review the GSA findings, obtain internal approvals, and translate recommendations into formal policies, circulars, strategic plans, or SOPs. While gender gaps have been identified, formal policy adoption is still in progress.</p>
<p>1. 3. 3</p>	<p>Extent to which gender equity and inclusivity integrated into advocacy material and policy recommendations</p>	<p>0</p>	<p>40%</p>	<p>In Progress</p>	<p>30%</p>	<p>No variance. -Training manual and participants handbook (public) -Training manual and participants handbook (private) -GSA tool -Gender Needs Assessment in 4 districts -3 Policy briefs</p>
<p>1. 3. 4</p>						

1. 3. 5						
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» Output 1.4:

1. 4	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
1. 4. 1						
1. 4. 2						
1. 4. 3						
1. 4. 4						
1. 4. 5						

» **Output 1.5:**

1. 5	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
1. 5. 1						
1. 5. 2						
1. 5. 3						
1. 5. 4						
1. 5. 5						

» **Outcome 2: Improved Social dialogue in the private sector allows for inclusive socio-economic recovery assuring gender equality and social cohesion**

O C 2	Outcome Indicator s	Indicator Baseline	End of Project Indicator Target	Indicator progress for reporting period	Indicator progress since project's start	Reasons for Variance/ Delay (if any)
2. 1	% of reduction in private sector labour disputes	8 (2023) 13(2024)	60%	In Progress	Private sector data shows 8 strikes in 2023 and 13 in 2024, with no decline yet. The project works to strengthen NLAC's role in dialogue and dispute resolution to promote peaceful labour relations and inclusive economic recovery.	
2. 2	% of private sector workers indicating their satisfaction in the operational capacity and capability of the NLAC to enhance gender equality.	TBD	50%	In Progress	Due to Project's limited engagement with NLAC, the activities related to NLAC delayed. Data collection yet to commence	
2. 3	% of private sector workers indicating their satisfaction in the operational capacity and capability of the NLAC to enhance social cohesion.	TBD	50%	In Progress	As NLAC is not actively engaging there's a delay in achieving this	

2. 4						
2. 5						

How many outputs does outcome 2 have?

1 2 3 4 **5** more than 5.

Please list all outputs for outcome 2

Output 2.1

NLAC restructured to strengthen gender equality and capacitated to facilitate effective national level tripartite social dialogue

Output 2.2

Labour Market Tripartite Task Force strengthened to respond to the needs of vulnerable workers and communities

Output 2.3

Workplace level bi-partite mechanisms established to foster industrial peace, productivity, and gender equality.

Output 2.4

Dispute resolution mechanisms strengthened in target districts.

Output 2.5

Policy changes for gender equity and inclusivity within the selected NLAC member organisations based on the community consultation in line with outcome 3

Other Outputs

If Outcome 2 has more than 5 outputs, please enumerate the remaining outputs here

For each output, and using the, project results framework, provide an update on the progress made against all output indicators

» Output 2.1: NLAC restructured to strengthen gender equality and capacitated to facilitate effective national level tripartite social dialogue

2. 1	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
2.1.1	# of NLAC members reporting improved knowledge on gender and prevention of GBV at workplace	0	25	In Progress	0	Delayed. The variance is due to the additional time required for review and approval of the proposed training methodology and content by the relevant NLAC officials. Expect to complete in quarter 3.
2.1.2	# of NLAC governing documents (constitution) amended, proposing quota for female representation through the advocacy process.	0	2	In Progress	0	Delayed

2. 1. 3						
2. 1. 4						
2. 1. 5						

» Output 2.2: Labour Market Tripartite Task Force strengthened to respond to the needs of vulnerable workers and communities

2. 2	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
2. 2. 1	# of policy recommendations submitted to NLAC to facilitate job creation and decent work	0	6	In Progress		There are delays in activating the NLAC by the Labour Ministry. Therefore this indicator may not be achieved.
2. 2. 2						
2. 2. 3						
2. 2. 4						
2. 2. 5						

» Output 2.3: Workplace level bi-partite mechanisms established to foster industrial peace, productivity, and gender equality.

2. 3	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
2. 3. 1	2.3.1# of workplaces adopting conflict resolution mechanisms to address workplace conflict and harassment	3	10	In Progress	6	
2. 3. 2						
2. 3. 3						
2. 3. 4						
2. 3. 5						

» **Output 2.4: Dispute resolution mechanisms strengthened in target districts.**

2. 4	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
2. 4. 1	# of labour tribunals judges trained on mediation and, equality and inclusivity for more effective and speedy resolution of labour disputes for prevention of escalation of conflict.	0	35	Completed	30	Sri Lanka currently has only 30 Labour Tribunal Judges (not 35).
2. 4. 2						
2. 4. 3						
2. 4. 4						
2. 4. 5						

» **Output 2.5: Policy changes for gender equity and inclusivity within the selected NLAC member organisations based on the community consultation in line with outcome 3**

2.5	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
2.5.1	# of member organizations adopting policy changes.	0	8	In Progress	0	Delayed. The variance is mainly due to the pending approval process through the Ministry of Labour and the National Labour Advisory Council (NLAC). As the planned training sessions with NLAC member organizations are subject to this formal approval and coordination process, the activities have not yet been completed. Consequently, the related policy review and adoption process has also been delayed, and the indicator has not yet been achieved.

<p>2. 5. 2</p>	<p>No. of local level sector specific trade unions strengthened to advocate for gender equity and inclusive policy change.</p>	<p>0</p>	<p>10</p>	<p>In Progress</p>	<p>0</p>	<p>The gender training for trade union members was planned with consultation with the Ministry of Labour but the fuel situation hindered the implementation. Expect to complete in Q3 2026.</p>
<p>2. 5. 3</p>						
<p>2. 5. 4</p>						
<p>2. 5. 5</p>						

» Outcome 3: Enhanced engagement of women, youth, and other under-represented workers in the informal economy with District and National Level Policy Making structures for gender-responsive peaceful dispute resolution

O C 3	Outcome Indicator s	Indicator Baseline	End of Project Indicator Target	Indicator progress for reporting period	Indicator progress since project's start	Reasons for Variance/ Delay (if any)
3. 1	% of women and youth represented in leadership and decision-making positions at District Level Coordination Committees	10%	50%	Completed	10%	The achievement of the indicator is challenging as women and youth are not represented at the DCC as a regular practice. Therefore, the project modality is to strengthen the WDOs, who are represented in the DCC, to advocate for women's and youth issues. The Advocacy Group was suggested only in Gampaha as an additional mechanism to support the voice of youth and women.

<p>3. 2</p>	<p># of laws reviewed by relevant committees in Parliament such as the Parliament Permanent Committee on Post Legislative Scrutiny (PLS) reflecting key findings from community-level dialogue including issues, opinions, voices, grievances, and frustration of women, young people and marginalised communities.</p>	<p>0</p>	<p>5</p>	<p>0</p>	<p>0</p>	<p>As the PLS Committee is not yet established, UNESCO is engaging cross-party Sectoral Oversight Committees and other Parliamentary Committees with law and policy review mandates, such as the Committee on Public Finance (COPF). Findings from the project districts will be submitted to the review of these committees on conclusion of the ongoing cross-community dialogues in July.</p>
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<p>3. 3</p>	<p>Indicator 3.3 % of representatives of community level dialogue mechanisms reporting highly satisfied and or/ satisfied, regarding the inclusion of community grievances and viewpoints by relevant committees in Parliament such as the Parliament Permanent Committee on Post Legislative Scrutiny</p>	<p>0</p>	<p>50%</p>	<p>0</p>	<p>0</p>	<p>Will be measured via an endline survey on conclusion of activities under Indicator 3.2.</p>
<p>3. 4</p>	<p># of consensus measures developed by relevant platforms, such as the National Labour Advisory Council (NLAC) to support businesses and workers (both formal and informal) reflecting key findings from community-level dialogue</p>	<p>0</p>	<p>5</p>	<p>0</p>	<p>0</p>	<p>There are delays in activating the NLAC by the Labour Ministry. There's a delay in achieving this indicator</p>
<p>3. 5</p>						

How many outputs does outcome 3 have?

1 2 3 4 **5** more than 5.

Please list all outputs for outcome 3

Output 3.1

Local forums in key economic sectors are strengthened with knowledge and skills to engage with the government actors and policy makers to effectively engage in cross-community dialogue on the economic reform process.

Output 3.2

Assessment on gendered implications on health and protection of women and youth and their families during the economic recovery period.

Output 3.3

Women and young people have increased representation in decision making forums and access to economic opportunities

Output 3.4

Informal economy workers and other under-represented groups have increased opportunities for meaningful engagement in local-level dialogue processes and decision-making bodies through District-level Coordination Committees to support inclusive, conflict-sensitive economic recovery processes

Output 3.5

Economic recovery processes are informed with key evidence from local-level dialogue processes and assessments through relevant national level platforms, such as the National Labour Advisory Council

Other Outputs

If Outcome 3 has more than 5 outputs, please enumerate the remaining outputs here

For each output, and using the, project results framework, provide an update on the progress made against all output indicators

» Output 3.1: Local forums in key economic sectors are strengthened with knowledge and skills to engage with the government actors and policy makers to effectively engage in cross-community dialogue on the economic reform process.

3.1	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
3.1.1	# of local forums with gender-balanced representation supported with knowledge and skills to facilitate and enable cross community dialogue processes as community level mechanisms.	0	10	Completed	33	The initial target of 10 forums across 3 sectors in 3 districts was deemed insufficient to meet project outcomes, prompting an upward revision that has been met.
3.1.2						
3.1.3						

3. 1. 4						
3. 1. 5						

» Output 3.2: Assessment on gendered implications on health and protection of women and youth and their families during the economic recovery period.

3. 2	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
3. 2. 1	of District specific needs assessments of issues, challenges, and possible drivers of conflict per sector at a community level facilitated through community consultations conducted	0	4	Completed	4	

<p>3. 2. 2</p>	<p># of policy briefs developed and disseminated to relevant stakeholders for advocacy and to inform policy decisions</p>	<p>0</p>	<p>3</p>	<p>In Progress</p>		<p>The variance was due to delays in data collection and obtaining approvals from government officials. The three policy briefs (Three Policy briefs on gendered aspects including protection and SRH concerns in the 1) Agriculture sector 2) Fisheries 3) Plantations sector) have now been developed and are being finalised, and the dissemination to relevant stakeholders is planned for the next quarter.</p>
<p>3. 2. 3</p>						
<p>3. 2. 4</p>						
<p>3. 2. 5</p>						

» Output 3.3: Women and young people have increased representation in decision making forums and access to economic opportunities

3. 3	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cummulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
3. 3. 1	# of women and youth leaders represented at District Level Coordination Committees	0	8	0		The variance is due to the absence of direct public representation (youth and women) at the DCC. However, the project has engaged with the WDOs who are represented at the DCC to voice concerns raised. A suggestion was made by the District Secretary Gampaha, to form a dedicated Advocacy Team to support written submissions, follow-up of issues, and accountability through the DCC mechanism.

<p>3. 3. 2</p>	<p>No of women and youth leaders mentored to engage with communities and connect with national decision making mechanisms</p>	<p>0</p>	<p>100</p>	<p>Completed</p>	<p>122 participants(45 Male and 77 Female)</p>	<p>The target was overachieved due to strong community interest and active engagement in the two-day training programme.</p>
<p>3. 3. 3</p>	<p>No. of community groups connected with economic opportunities through members of NLAC.</p>	<p>0</p>	<p>4</p>	<p>Completed</p>	<p>25</p>	<p>Progress to date is not aligned with the indicator envisaged during the project design phase, as the NLAC is not functioning effectively at the divisional level.</p>
<p>3. 3. 4</p>						
<p>3. 3. 5</p>						

» Output 3.4: Informal economy workers and other under-represented groups have increased opportunities for meaningful engagement in local-level dialogue processes and decision-making bodies through District-level Coordination Committees to support inclusive, conflict-sensitive economic recovery processes

3. 4	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
3. 4. 1	# of cross-community dialogues between local forums in the key economic sectors and District-level coordination committees completed.	0	6	2	2	Scheduled for Completion in July
3. 4. 2	# of summary reports of the dialogues produced, synthesizing key insights, concerns, and priorities.	0	3	0	0	To be completed by August following the completion of the dialogues
3. 4. 3						
3. 4. 4						

3.						
4.						
5.						
.....

» Output 3.5: Economic recovery processes are informed with key evidence from local-level dialogue processes and assessments through relevant national level platforms, such as the National Labour Advisory Council

3. 5	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cummulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
3. 5. 1	# of meetings within national level platforms such as NLAC convened to present key outcomes from local-level dialogue processes and advocate for key issues affecting women, youth, and informal economy workers.	0	3	N/A	N/A	The project has had initial discussions with a trade union organizing workers in the informal economy, who also has a seat in the NLAC who would be well placed to advocate these issues at the national level platforms

<p>3. 5. 2</p>	<p># of evidence-based knowledge products presented and submitted to relevant committees in Parliament such as the Parliament Permanent Committee on Post-Legislative Scrutiny to support inclusive, conflict-sensitive legislation and its implementation.</p>	<p>0</p>	<p>6</p>	<p>0</p>	<p>0</p>	<p>The topic areas for the 6 policy briefs have been identified and are in the process of being developed for parliamentary submission starting July</p>
<p>3. 5. 3</p>						
<p>3. 5. 4</p>						
<p>3. 5. 5</p>						

» Outcome 4:

O C 4	Outcome Indicator s	Indicator Baseline	End of Project Indicator Target	Indicator progress for reporting period	Indicator progress since project's start	Reasons for Variance/ Delay (if any)
4. 1						
4. 2						
4. 3						
4. 4						
4. 5						

How many outputs does outcome 4 have?

1 2 3 4 5 more than 5.

Please list all outputs for outcome 4

Output 4.1

Output 4.2

Output 4.3

Output 4.4

Output 4.5

Other Outputs

If Outcome 4 has more than 5 outputs, please enumerate the remaining outputs here

For each output, and using the, project results framework, provide an update on the progress made against all output indicators

» **Output 4.1:**

4. 1	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
4. 1. 1						
4. 1. 2						
4. 1. 3						
4. 1. 4						
4. 1. 5						

» **Output 4.2:**

4. 2	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
4. 2. 1						
4. 2. 2						
4. 2. 3						
4. 2. 4						
4. 2. 5						

» **Output 4.3:**

4. 3	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
4. 3. 1						
4. 3. 2						
4. 3. 3						
4. 3. 4						
4. 3. 5						

» **Output 4.4:**

4. 4	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
4. 4. 1						
4. 4. 2						
4. 4. 3						
4. 4. 4						
4. 4. 5						

» **Output 4.5:**

4. 5	Output Indicators <i>Describe the indicator</i>	Indicator Baseline <i>State the baseline value of the indicator</i>	End of Project Indicator Target <i>State the target value of the indicator at the end of the project</i>	Indicator progress for reporting period <i>State the current value of the indicator for the reporting period</i>	Indicator progress since project's start <i>State the current cumulative value of the indicator since the start of the project</i>	Reasons for Variance/ Delay (if any) <i>Explain why the indicator is off track or has changed, where relevant</i>
4. 5. 1						
4. 5. 2						
4. 5. 3						
4. 5. 4						
4. 5. 5						
<p>If the project has more than 4 outcomes, use this space to describe progress on progress on indicators for the remaining outcomes *</p>						

PART III: Cross-Cutting Issues

Is the project planning any significant events in the next six months? (eg. national dialogues, youth congresses, film screenings, etc.)

If yes, please state how many, and for each, provide the approximate date of the event and a brief description, including its key objectives, target audience and location (if known)

Events	Event Description	Tentative Date	Location	Target Audience	Event Objectives (900 characters)
<p>Event 1</p>	<p>Project Progress Review and launch of Policy Briefs/knowledge products under Outcome 3</p>	<p>October 2026</p>	<p>Colombo</p>	<p>Policymakers (Parliamentarians), Ministry of Public Administration officials, District level officials, and local forum representatives</p>	<p>Prior to project closure, a dissemination and stocktaking event will be organized to formally launch the knowledge products developed under Outcome 3, which focus on key issues, conflicts, and disputes identified through district-level engagements. By this stage, it is anticipated that the knowledge products will have been tabled before relevant committees, institutions, and other key stakeholders to support policy-level action. The event will also provide an opportunity to review progress made towards addressing the issues highlighted through the project and to discuss possible follow-up actions and sustainability measures beyond the project period.</p>

<p>Event 2</p>	<p>UN Public Service Day / UN Peacebuilding Week</p>	<p>June 2026</p>	<p>Colombo</p>	<p>Public sector officials (from priority sectors that project engages in), community members, university students, development partners</p>	<p>With Public Sector Day falling during Peacebuilding Week, the project will leverage the strategic opportunity to champion dialogue as a driver for inclusive economic recovery and social cohesion, create wider awareness of the project and its impact, and promote conversations between diverse stakeholders. Inspired by the "Human Library" concept, the event aims to create an informal, accessible, inclusive space for dialogue, storytelling towards breaking barriers and building trust. By sharing real stories, it connects the public sector and communities through shared emotions and understanding. The core theme will explore how equitable access to public services reduces systemic grievances and strengthens vertical trust. Ultimately, it humanizes the state-citizen relationship, showing that inclusive service delivery is vital for both economic recovery and lasting social peace.</p>
<p>Event 3</p>					
<p>Event 4</p>					

Human Impact

This section is about the human impact of the project. Please state key stakeholders (including but not limited to: Civil Society Organizations, Beneficiaries, etc.) of the project, and for each, please briefly describe:

- i. The challenges/problem they faced prior to the project implementation
 - ii. The impact of the project in their lives
 - iii. Provide, where possible, a quote or testimonial from a representative of each stakeholder group
- This is an optional question. You may leave it unanswered if not relevant*

Human Impact	Type of stakeholder	What has been the impact of the project on their lives?	Provide, where possible, a quote or testimonial from the stakeholder

<p>1</p>	<p>CSO/Local Forum</p>	<p>Under Outcome 3, Prior to the project implementation, women, youth, and vulnerable community members in Badulla, Batticaloa, Gampaha, and Jaffna had limited opportunities, confidence, and safe spaces to raise their concerns with local authorities. Cultural taboos restricted open discussion on SRHR and gender equality, while community-level conflicts, social divisions, and structural barriers limited collective problem-solving. Many participants also lacked knowledge on how to prioritize issues and advocate diplomatically with government officials. Through the project, participants became more confident and proactive community leaders. They learned structured advocacy skills, how to prioritize gender-related issues, and how to engage government officials to seek support, including critical assistance such as disaster relief. Social dialogue also helped communities resolve conflicts, build consensus, and address local divides. The project further created safe spaces for discussing SRHR and gender equality and strengthened the readiness of local government officials to listen to and respond to the needs of women and youth.</p>	<p>“I learned the proper methods of conducting advocacy campaigns and how to handle issues diplomatically. I understood that evaluating advocacy initiatives is important and advocacy can progress from the village level to the national level. I learned the importance of proper planning, prioritizing key issues, and continuing advocacy until a solution is provided. I also learned the importance of conducting advocacy with a focused small group.” - Community Leader Batticaloa</p> <p>“The sessions over the past two days on social cohesion, conflict management, and conflict resolution through a gender lens have been highly valuable for us as government servants. Each topic was presented in a practical, accessible and inclusive manner, enabling us to apply these concepts effectively in our work.” - Local Government Officer Jaffna</p>
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<p>2</p>	<p>CSO/Local Forum</p>	<p>Challenges prior to project implementation</p> <p>Informal sector workers farmers, fisherfolk, and plantation workers lacked the skills and platforms needed for meaningful civic participation. Communities had no structured way to engage with authorities, and members struggled to clearly articulate their concerns or frame issues in ways that could influence decision-making. Competencies such as conflict sensitivity, intercultural dialogue, and policy literacy were critical yet rarely accessible to these communities.</p> <p>Impact on participants' lives</p> <p>The two-phase capacity building programme equipped participants with skills in conflict sensitivity, the do-no-harm principle, intercultural dialogue, policy literacy, and problem framing. The results were tangible: communities shifted from reactive debate to constructive, evidence-based dialogue. Members who previously could not effectively communicate their concerns to authorities were able to clearly frame their issues, backed by evidence, ahead of cross-community dialogues with state officials giving farmers, fisherfolk, and plantation workers a credible seat at the table where decisions affecting their lives are made.</p>	<p>"The training allowed us to gain a thorough understanding on better framing the conflicts/issues we face, identifying the right authority to direct the issues and on evidence-based advocacy to find redress."</p> <p>- Plantation community forum member, Badulla</p>
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3	Government	<p>Challenges prior to project implementation: Senior public officials across Badulla, Batticaloa, and Gampaha lacked structured, cross-district platforms to collectively examine barriers to community engagement. There was limited institutional culture around participatory decision-making, with some officials holding reservations about direct community engagement. Communities consequently had limited ability to access or influence decisions affecting their lives at the district level.</p> <p>Impact on participants' lives: A residential workshop brought together senior officials from MPA, Ministry of Plantations, Ministry of Fisheries, and District Secretariats - including District Secretaries from all three districts - creating a rare cross-district space to identify practical solutions to community engagement challenges together. The process prompted genuine reflection: participants identified innovative grievance handling mechanisms and made concrete pledges to strengthen community engagement. The shift from hesitation to commitment among senior officials signals a meaningful change in institutional culture, with direct implications for how communities across the three districts access and influence decisions that affect their lives.</p>	<p>"This was a rare opportunity for district-level officials from across different districts to come together, brainstorm collectively, and identify shared challenges and ways to address them. It also allowed officials to exchange experiences and draw on each other's best practices." — Additional Secretary for Public Sector Reforms, Ministry of Public Administration</p>
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<p>4</p>	<p>Government/ WPF engagement</p>	<p>i. Challenges/problem faced prior to the project implementation: Deep-seated organizational hurdles were significantly impacting both internal workplace culture and external service delivery. Employees lacked a space to raise workplace concerns, leaving long-standing grievances unresolved, deficits in communication between management and staff fostered an environment of mistrust and operational silos, staff felt unheard, which stifled morale and negatively influenced overall organizational performance.</p> <p>Impact of the project on their lives: Establishment and operationalisation of WPF has created an institutionalized space for constructive engagement, bridging the gap between management and employees, facilitating collective problem-solving and timely dispute resolution. Beyond addressing grievances, it has also empowered employees to take proactive initiative, fostering a culture of ownership and shared responsibility for driving organizational success. Targeted training in social dialogue, effective communication, and interest-based dispute resolution has equipped both staff and management with the vital soft skills needed to maintain a collaborative work.</p>	<p>We see workplace forums (WPF) as being extremely beneficial for an organization. Because it can improve cooperation between management and workers and provide an opportunity for workers to share their ideas and suggestions.</p> <p>At our WPF several issues were raised. One of which was the selection of employees for international training opportunities, where we collectively agreed to inform all employees, heads of units on available international training opportunities and the selection process. This ensured transparency and provided interested employees with a clear pathway. Similarly on the issue of internal transfer we decided to provide opportunity for those who volunteered for self-requested transfers as well as introduced a rotation system for staff, wherein they work in each section for 6 months, giving all transferred staff equal opportunity to gain experience.</p> <p>There are some issues are grievances where resolution is beyond the WPF level, where sectoral forum intervention is required. Also legal anchoring of these mechanisms would be valuable.</p> <p>Lakmal Jayasinghe, Vice Chairperson - WPF, Ceylon Shipping Corporation</p>
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In addition to the stakeholder specific impact described above, please use this space to describe any additional human impact that the project has had.

Please limit your response to 4000 characters.

Sri Lanka Railways: For decades, unspoken frustrations, unaddressed grievances, and growing unrest have clouded Sri Lanka Railways. Frequent escalations, sudden strikes and service disruptions not only eroded trust between management and employees but also derailed the daily lives of thousands of commuters, fostering widespread public friction. WPF, as an alternate mechanism for dispute prevention and resolution, has sparked a transformation across the railway sector. Fostering collaborative, productive engagement and collective decision-making, WPFs have enabled management and employees to adopt a "conversation over confrontation" approach. These forums have successfully addressed long-standing issues regarding promotions, workplace safety and health, prevented strike action from salary delays and instead brought peaceful resolution through social dialogue. Institutional confidence in workplace forums has grown significantly among the workforces. Embracing this collaborative spirit, employees have also taken the initiative to engineer creative solutions for service delivery, including repairing and redeploying previously out-of-service trains. Ultimately, this shift toward proactive social dialogue is resulting in reduction in train service disruptions, successfully restoring public trust in Sri Lanka's vital public transportation system.

Fishing Communities in Wattala, Sri Lanka: The recent ban on certain fishing nets was seeing many families struggling to cope with adapting to new fishing practices. At the same time grievances on X-Press Pearl disaster related compensations and gaps in fund distribution to rightful fishers, was creating a space of overlapping community concerns and growing frustration, and a collective feeling of being unheard. Towards creating space for communities to voice grievances and explore solutions with officials through dialogue, community members in Wattala were provided with training that has equipped them with understanding on how to present their issues to government officials. Instead of facing authorities with fractured arguments, community members have learnt how to document their grievances, gather clear data, and present their realities constructively to government officials, co-creating solutions. Through structured engagement, and space to be heard, the initiative is slowly creating a space for both concerns and solutions to emerge, ensuring peace, and weaving social cohesion back into the very fabric of communities.

You can also upload upto 3 files in various formats (picture files, powerpoint, pdf, video, etc.) to illustrate the human impact of the project

OPTIONAL

File 1

OPTIONAL

Simplifying Social Dialogue- Campaign-13_32_53.pdf



File 2

OPTIONAL

Click here to upload file. (< 10MB)

File 3

OPTIONAL

Click here to upload file. (< 10MB)

You can also add upto 3 links to online resources which illustrate the human impact of the project

OPTIONAL

Link 1

OPTIONAL

<https://www.ilo.org/resource/article/let%E2%80%99s-talk-it-out>

Link 2

OPTIONAL

<https://x.com/i/status/2033788511946747924>

Link 3

OPTIONAL

<https://ceylontoday.lk/2026/02/20/government-ilo-advance-social-dialogue-to-support-economic-recovery/>

Please tick the applicable change based on above narrative.

How we worked: *

Please select up to 3.

- Enhanced digitization
- Innovative ways of working
- Mobilized additional resources
- Improved or initiated policy frameworks
- Strengthened capacities
- Partnered with with local/grassroots Civil Society Organizations
- Expanding coalitions & galvanizing political will
- Strengthened partnerships with IFIs
- Strengthened partnerships with UN Agencies

Please explain one of the selected options

Please limit your response to 3000 characters.

The successful implementation of national reforms depends significantly on the leadership, commitment, and coordination provided at the Ministry level across all sectors. In this regard, the role of Additional Secretaries and other senior management is pivotal, not only in establishing Workplace Forums and strengthening Sectoral Forums, but for fostering a culture of constructive social dialogue, trust, and collaboration within the public service. Towards institutionalization of this culture the project has conducted a series of “Learning Set Programmes” carefully designed as a practical, action-oriented leadership platform, moving away from conventional training methodologies Unlike traditional training, this programme utilizes the “Learning Set” approach through a structured, action-oriented platform where officials work in small groups of 25-40 peers to solve real-world challenges through reflection, shared experience, and active problem-solving.

The project will also introduce “SWOT & Action Plan Clinics”: for selected WPFs, these high-impact clinics will guide selected Workplace Forums (WPFs) in turning SWOT analyses into concrete Action Plans. Their capacities will be strengthened to boost productivity, improve public service delivery, and foster a workplace culture of cooperation and dialogue.

Please explain one of the selected options

Please limit your response to 3000 characters.

The project has been successful in capacitating over 200 public sector officials and national-level trade unions on social dialogue, workplace cooperation, and alternative dispute resolution and prevention mechanisms which has been visibly resulted in harmonious workplaces, improved relationships between management and workers, contributing towards improved public service delivery and reduced service disruptions. Further, members of 25 WPFs were capacitated on gender-responsive dispute resolution, and workplace practices In the reporting period, 736 government officials, 96 participants from private sector, 122 women and youth, and 108 local government officials were capacitated to equip knowledge on gender equality, prevention of sexual harassment, and inclusive grievance handling. Further, over 30 district level officials capacitated on participatory approaches to enhance community level participation in decision making processes.

Please explain one of the selected options

Please limit your response to 3000 characters.

Who are we working with *

- Strengthened partnerships with IFIs
- Strengthened partnerships between UN Agencies
- Partnered with local civil society organizations
- Partnered with local academia
- Partnered with sub-national entities
- Partnered with national entities
- Partnered with local volunteers

Please explain

Please limit your response to 3000 characters

For UNFPA, Centre for Poverty Analysis (CEPA) completed the Gender Needs Assessment in 4 districts and developed 3 sector specific policy papers based on the findings and recommendation of the assessment.

For UNESCO, Centre for Poverty Analysis (CEPA) completed 2 Needs Assessments on 1) The Impact of Economic Reforms on the Informal Sectors and 2) Public Engagement in DCCs

Leave No one Behind

Select all beneficiaries targeted with the PBF resources as evidenced by the narrative *

Mandatory

- Unemployed persons
- Minorities (e.g. race, ethnicity, linguistic, religion, etc.)
- Indigenous communities
- Persons with Disabilities
- Persons affected by violence (including GBV)
- Women
- Youth
- Children
- Minorities related to sexual orientation and/or gender identity and expression
- People living in and around border areas
- Persons affected by natural disasters
- Persons affected by armed conflicts
- Internally displaced persons, refugees or migrants

PART IV: Monitoring, Evaluation and Compliance

» Monitoring

Please list key monitoring activities undertaken in the reporting period *

Please limit your response to 3000 characters.

A strong monitoring framework ensures evidence-based decision-making, accountability, and learning. The NPSDF baseline expectation survey was completed, providing a benchmark for assessing outcomes. The mid-term review evaluated progress, effectiveness, and sustainability. A tool was created to gather WPF member details, and a database developed for MPA to support future sustainability. To strengthen routine data capture, monitoring tools and standardized reporting templates were developed for sector facilitators to report progress, challenges, and lessons learnt. Facilitators actively monitored WPFs through meeting participation, documentation of decisions, and structured reviews with ministry officials and ILO experts. Qualitative tracking focused on operational milestones: appointment of office bearers, constitution drafting, reactivation of dormant forums, and grievance resolution (e.g., training rosters, quorum amendments). Facilitators also recorded attendance and participant numbers and participated in dedicated review sessions with MPA and ILO to assess performance and address issues. This process-oriented monitoring enabled real-time problem-solving. Field visits continued for direct observation, technical guidance, and feedback collection. Regular coordination meetings with MPA ensured systematic monitoring and follow-up across sectors.

UNFPA strengthened its monitoring and evaluation systems through a dedicated M&E session with implementing partners and the internal project team, aimed at enhancing understanding of the results framework, indicator definitions, and data collection tools. This was guided by the Internal Results Assessment Guidance for the UNFPA component developed in 2024. Pre- and post-assessments were conducted in all the gender training for public officials and private sector workers to measure effectiveness, capturing participants' learning and feedback to refine future sessions. Quarterly review reporting with both implementing partners were held to monitor activity and financial progress, identify challenges, and inform corrective actions to enhance performance and delivery. Under Outcome 3, perceptions and anonymous feedback were routinely captured across all training programmes conducted both for communities as well as state officials to deliver better targeted interventions with the community at its center. Further, prior to granting No-Cost-Extensions for its implementation partners: World Vision Lanka, CEPA, and CII, performances and the financial progress was thoroughly reviewed.

Do outcome indicators have baselines? *

If only some of the outcome indicators have baselines, select 'yes'

Yes

No

If yes, please provide a brief description. If not, explain why not and when they will be available. *

Please limit your response to 3000 characters.

Outcome 1 - For 1.1 and 1.2 the interventions are entirely new, with no existing structures or prior initiatives in place. Therefore, the baseline is set at zero. For 1.3 baselines are available. Outcome 2 - Progress on indicators 2.2 and 2.3, which are linked to NLAC, has been delayed due to NLAC's limited engagement. Baselines for indicator 2.1 are available. Outcome 3 - For 3.2, 3.3, and 3.4, the interventions are entirely new, hence baselines have been set at 0

Elaborate on what sources of evidence have been used to report on indicators (and are available upon request) *

Please limit your response to 3000 characters.

1) Perception Survey Report - Baseline Expectations Survey on Public Sector Dispute Resolution, Operational Capacity of the National Public Sector Dialogue Forum, and the Impact of Economic Reform Efforts 2) Project Mid-term Evaluation Report for ILO Social Dialogue for Peace and Crisis Prevention Project in Sri Lanka 3) Monthly project status reports

Has the project launched outcome level data collection initiatives? e.g. perception surveys *

Perception survey is a formal collection of information from a randomly selected sample of respondents through their responses to standardized questions. See PBF Guidance Note for more information [link](#)

Yes

No

Please provide a brief description *

Please limit your response to 3000 characters.

Outcome 1: A Baseline Expectations Survey on Public Sector Dispute Resolution, the Operational Capacity of the National Public Sector Forum, and the Impact of Economic Reform Efforts completed. The report provides data for all Outcome 1 indicators and public sector opinion on the establishment of the NPSDF. Stock taking of sample WPF to document key findings, lessons learned and actionable recommendations is in progress. SWOT Analysis is being conducted by way of participatory workshops involving representatives from all 67 WPFs are being conducted to identify strengths and gaps, develop practical action plans, and agree on follow-up measures to strengthen social dialogue mechanisms and institutional sustainability. The design and development of a National Database on Industrial Disputes covering the public sector is currently underway. Once operational, this database will provide the necessary data to inform the indicators under Outcome 1. A perception survey is planned to collect baseline data for Outcome indicators 2.2 and 2.3. Similarly, an endline perception survey has been planned to report progress under Outcome Indicator 3.3 In accordance with ILO's internal requirements, a mid-term evaluation of the project has been completed. The report is available on the ILO website.

Has the project used or established community feedback mechanisms? *

Community feedback mechanism, or community-based monitoring, is an organized system for communities of participants to monitor the local effects and impact of an intervention. Ideally, this system empowers the community to express whether their expectations are being met and to provide suggestions to decision-makers for possible (re)focusing. See PBF Guidance Note for more information. [link](#)

Yes

No

Please provide a brief description *

Please limit your response to 3000 characters.

ILO has established a perception survey for Outcome 1, and a similar survey is planned for Outcome 2. An endline perception survey will be rolled out encompassing all 33 local forums capacitated to evaluate perceptions on the impact.

» Evaluation

Is the project on track to conduct its evaluation? *

- Yes
- No
- Not Applicable

Evaluation budget (in USD) included in the project budget: *

Response required

95900

If project will end in next six months, is your upcoming evaluation on track?

- Yes
- No
- Not Applicable

Please describe the preparations

Please limit your response to 3000 characters.

The project is on track to complete its evaluation. The Terms of Reference (ToR) have been developed and reviewed by all PUNOs. Publication of the ToR is scheduled for June 2026, and the recruitment of consultant/s is expected to be finalized, with both on board by August 2026.

Contact information	Name	Organization	Job title	Email
Please mention the focal person responsible for sharing the final evaluation report with the PBF:	Pramodini Weerasekera	ILO	National Project Coordinator	pramo@ilo.org

» Catalytic Effect

Catalytic Effect (financial): Has the project mobilized additional non-PBF financial resources since the project's start? *

- Yes
 No

How many funders or grants has the project received additional non-PBF funding from **since the project started**? *

Catalytic Effect (non-financial): Has the project enabled or created a larger or longer-term peacebuilding change to occur, in addition to the direct project changes? Please refer to PBF Catalytic Effect Guidelines for more information. *

- Yes
 No

If yes, please select the relevant option below: *

- Some catalytic effect
 Significant catalytic effect

If relevant, please describe how the project has had a (non-financial) catalytic effect, i.e. removed barriers to unblock stalled political, institutional or other peacebuilding processes at different levels in a country, and/or created the conditions to establish new processes to do so *

Please limit your response to 3000 characters.

By fostering continuous and inclusive dialogue, addressing welfare concerns and improving human resource productivity, the mechanism contributes directly to workplace peace and indirectly to Sri Lanka's socio-economic stability.

Reduced work stoppages, improved morale, and more inclusive and responsive service-delivery collectively strengthens citizen-trust in public institutions, which is an essential foundation for lasting peace, social cohesion and development

Sustainability

Please describe any steps that have been taken to ensure the sustainability of peacebuilding gains, including any mechanisms, platforms, networks and socio-economic initiatives supported, beyond the duration of the project

Please limit your response to 3000 characters.

Institutionalization through a proposed legal framework Existing public service provisions are governed by the Establishment Code, issued by the MPA with Cabinet approval. To provide a stronger legal basis for workplace cooperation and dispute resolution, discussions have progressed on enacting a dedicated Public Service Workplace Relations Act, which would formally recognize and institutionalize WPFs, Sectoral Forums, and the NPSDF. The proposal is currently under Ministerial consideration.

Creation of permanent ADR mechanisms the proposed Act includes provisions for establishing Provincial Mediation Boards and a National Arbitration Panel, providing accessible, institutionalized mechanisms for mediation and arbitration across administrative levels.

Interim integration into the Establishment Code Pending enactment, steps are being taken to incorporate a new chapter into the Establishment Code to govern the operation of Workplace, Sectoral, and National Forums, ensuring continuity beyond the project duration.

Mainstreaming mediation and voluntary arbitration Until the legal framework become operational, mediation and voluntary arbitration procedures are being incorporated into existing forums across the 3-tiered structure, preserving the dispute prevention culture promoted under the project.

Establishment of high-level national dialogue platforms The NPSDF is being positioned as a permanent executive-level platform for social dialogue and dispute prevention, chaired by the Secretary to the President, with representation from key ministries including Finance and Public Administration.

Policy oversight through a Ministerial Advisory Council a Ministerial Advisory Council, chaired by the MPA, is proposed to provide strategic guidance to the NPSDF, strengthening governance, accountability, and long-term sustainability of peacebuilding initiatives.

Parliamentary engagement on policy and social cohesion Policy briefs developed from district-level interventions capturing social cohesion challenges and community grievances are being taken forward for engagement with Parliamentary Committees. This ensures that ground-level learnings inform national policy deliberation and that peacebuilding gains are reflected in legislative and oversight processes.

Sustaining networks and collaborative dialogue the continuation of WPFs, Sectoral Forums, and the NPSDF creates enduring networks for social dialogue and collaborative problem-solving, designed to prevent disputes proactively and sustain peacebuilding gains across the public service.

Collectively, these measures seek to transform project-supported initiatives into permanent institutional arrangements, ensuring the long-term sustainability of workplace cooperation and constructive social dialogue.

Gender was mainstreamed to the EFC training curricular thereby ensuring sustainability.

Are there any other issues concerning project implementation that you want to share, including any capacity needs of the recipient organizations?

Please limit your response to 3000 characters.

No

Monitoring and Oversight Activities

Please describe any key event related to monitoring and oversight. Please click next if no activities have yet taken place.

Events include Steering Committee meetings, Monitoring visits, Third party monitoring, Community based monitoring, any data collection, Perception or other survey findings, evaluation reports, audit or investigations.

Monitoring and oversight activities	Name of the Event	Summary	Key Findings
Event 1	Steering Committee meetings	Third National Steering Committee meeting held in March 2026, which provided strategic guidance and reinforced government ownership of the project.	The project's third steering committee was held in March 2026. The Government of Sri Lanka, represented by multiple ministries including Public Administration, Justice, Labour, and Women & Child Affairs, demonstrated strong ownership of the social dialogue project. Commitments included fast-tracking sectoral and national dialogue forums by mid-2026, establishing a workplace forum for the Ministry of Women & Child Affairs, advancing a Cabinet paper for a proposed Workplace Relations Act, and exploring interim legal anchoring through the Establishment Code to ensure sustainability beyond the project's November 2026 conclusion.

<p>Event 2</p>	<p>Mid Term Evaluation</p>	<p>The mid-term evaluation assesses project progress towards intended outcomes, identifies enablers and barriers, evaluates relevance, effectiveness, and early outcomes across all three outcomes, and provides actionable insights to adjust implementation strategy for the remainder of the project period.</p>	<p>The mid-term evaluation confirms that the project has made substantial progress, particularly under Outcome 1, with 63 Workplace Forums established or planned and 1,794 public servants trained in social dialogue and dispute resolution. Early evidence shows a measurable shift from adversarial to cooperative workplace cultures, with 52.4% of issues raised being resolved directly at WPF level. The project is highly relevant to national priorities, including public sector reform and the “Clean Sri Lanka” initiative. However, delays persist in establishing Sectoral and National Forums, and staff turnover in key ministries undermines continuity. Gender integration is strong at the budget level (45.7% allocated to GEWE), but women remain underrepresented in community leadership. Under Outcomes 2 and 3, activities are still nascent, though community needs assessments and training have begun. Sustainability remains contingent on political will, institutionalization through circulars or legislation, and stronger inter-ministerial coordination. In the interim, without accelerated action on governance structures, such as anchoring the mechanism administratively by way of a chapter within the Establishment Code, the credibility of the dispute resolution mechanism</p>
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			<p>risks being seriously undermined. The project has supported the drafting of this chapter which has been shared with MPA for taking forward.</p>
<p>Event 3</p>	<p>Baseline Expectations Survey on Public Service Dispute Resolution, Operational Capacity of the National Public Service Dialogue Forum, and the Impact of Economic Reform Efforts</p>	<p>The Baseline Expectations Survey was conducted to generate foundational data for the design, operationalisation, and strategic communication of the NPSDF. It assessed satisfaction with existing dispute resolution mechanisms, established baseline data on the nature and frequency of public sector disputes (especially in priority sectors undergoing reform), analysed trends in violent protests and reprisals, gauged expectations of the NPSDF, and identified enablers, barriers, and escalation factors for peaceful dispute resolution.</p>	<p>Public Service Managers in the public sector recorded a score of 47.6% out of 100 for existing dispute-resolution mechanisms reflecting a moderate level of satisfaction. Employees and union representatives show higher satisfaction (65.1%) yet only 34.6% trust institutional fairness, and two-thirds have never filed a formal grievance.</p> <p>Dispute triggers include wage concerns, workload imbalances, procedural injustices, and limited consultation on reforms. Health and Education sectors report disputes linked to restructuring and job security. Most disputes are handled informally, highlighting the need for a national institutional framework with sector-sensitive engagement.</p> <p>Strikes, protests and reprisals - While pervasive violent unrest is absent, recurrent nonviolent protests and elevated tensions exist, especially in sectors affected by restructuring. Fear of reprisals, particularly among junior staff, and lack of whistleblower protection underscore the need for safeguards within the NPSDF.</p>

<p>Event 4</p>	<p>Monitoring visits</p>	<p>Monitoring visits to observe WPF meetings first-hand.</p>	<p>Field visits and direct observation of WPF meetings enabled real-time problem-solving, technical guidance, and collection of participant feedback, which informed reporting to project stakeholders and the Ministry of Public Administration.</p>
<p>Event 5</p>			
<p>Event 6</p>			
<p>Event 7</p>			
<p>Event 8</p>			

Final Steps

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