



# **Annual Employment Survey**

## **Sri Lanka**

### **2016**

Department of Labour  
Ministry of Labour and Trade Union Relations  
Sri Lanka

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## Preface

The annual employment survey was first initiated by the Department of Labour in the year 1971 under the UNDP/ILO project to develop the labour statistics in Sri Lanka. However, the survey methodology was amended with new sampling techniques to upgrade the quality of the survey information in the year 2013. Moreover, the significant changes were done in the format of the survey questionnaire which was used to collect information and this analytical report was also newly designed under this special programme. This is the 42<sup>nd</sup> report in the survey series since 1971.

The information presented in this report would be of pragmatic value to administrators, planners, policy makers, programme managers, researchers and students. It is also hoped that this survey information which is vast penetration of labour statistics, would be studied in greater depth and utilized in the development process of the country.

I am deeply grateful to the staff of the Statistics Division and all other officials of the Department of Labour and other Organizations including the Department of Census and Statistics who worked with dedication and diligence for the successful completion of the Annual Employment Survey 2016. I am also grateful to the employers for extending their fullest cooperation for the success of this endeavour.

This publication has been organized and prepared by the Statistics Division under the direction and guidance of Mr. K.W.S. Saddhananda, Deputy Director Statistics.



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Field supervisions were done by the statistical officers of the Statistics Division. Manual editing, coding and all the other supporting works were handled by Mr. P.H.J.K. Gunatilaka, Mr. R.M.S. Priyadarshana, Mr. Sarath Ulwishewa, Mr. K. Thiruwaran, Mrs. U.G.C Nandani (Statistical Officers), Mr. D.D.N. Somasiri, Mr. H. A.Indhika Prebath (ICT Service) and Mr. H.K.M.M. Sanath (Management Assistant) under the supervision of Mr. K. T. Sures Kumar, Statistician.

Computer data entry activities were handled by the Information and Communication Technology Division of the Department of Census and Statistics under the direction of Mrs. I. A. Mallika Fernando, Director (ICT) and Mrs. M. S. S. Sumanapala, Assistant Director (ICT), with their staff. Data entry activities were coordinated by Mr. R.M.S. Priyadarshana, Statistical Officer of this statistics division.



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# Contents

	<b>Page</b>
Preface	iii
Acknowledgement	v
 <b>Chapter 1: Introduction</b>	 1
1. Background	1
1.1 History	1
1.2 Objectives of the survey	1
1.3 Limitations of data	1
1.4 Survey methodology	2
1.4.1 First step of the sample selection	2
1.4.2 Second step of the sample selection	2
1.4.3 Third step of the sample selection	3
1.5 Concepts and Definitions	3
 <b>Chapter 2 : Analysis the Pattern of Labour Supply and Demand</b>	 5
2.1 Dispersion of establishments	5
2.2 Legal status of establishments	6
2.3 Nature of economic activity	8
2.4 Nature of manpower planning in establishments	9
2.5 Working pattern of the workforce in private sector	11
2.6 Employment status of workers and their nationality	12
2.7 Working sex ratio	13
2.8 Age sex composition of the work force	14
2.9 Occupational classifications	15
2.10 Outsourcing manpower	17
2.11 Labour market	18
 <b>List of Tables</b>	
Table 1.1: Sample allocation among EPF districts under the second step	2
Table 1.2: Sample allocation among EPF districts under third step	3
 Table 2.1 : Percentage distribution of legal status by establishments and employees	 6
Table 2.2 : Percentage distribution of establishment by BOI registration and employees	8
Table 2.3 : Employment status of workers by sex	12
Table 2.4 : Percentage distribution for nationality of employees by sex	13
Table 2.5 : Working sex ratio by occupational classifications	14
Table 2.6 : Percentage distribution of occupational classifications by sex	16
Table 2.7 : Percentage distribution of occupational classifications by age groups	17
Table 2.8 : Percentage distribution of hired employees by industry category	18
Table 2.9 : Number of employment opportunities by nature of economic activity	19

### **Chapter 3 : Summary Tables**

Table 3.1 : Number of employees by administrative districts and size of the manpower in establishment	21
Table 3.2 : Number of establishments by administrative districts and size of the manpower in establishment	22
Table 3.3 : Percentage distribution of employees by age group and sex	22
Table 3.4 : Percentage distribution of employees by size of the manpower in establishment and sex	22
Table 3.5 : Percentage distribution of employees by administrative districts and sex	23
Table 3.6 : Percentage distribution of employees by their working pattern and sex	23
Table 3.7 : Percentage distribution of employees by their working pattern and size of the manpower in establishment	23
Table 3.8 : Percentage distribution of employees by employment status and age	24
Table 3.9 : Percentage distribution of establishments by their legal status and administrative district	24
Table 3.10 : Percentage distribution of establishments by administrative district and nature of economic activity	25
Table 3.11 : Percentage distribution of establishments by legal status and size of the manpower in establishment	25
Table 3.12 : Percentage distribution of employees by their working pattern and administrative district	26
Table 3.13 : Percentage distribution of employees by legal status of establishment and working pattern	26
Table 3.14 : Percentage distribution of establishments by nature of economic activity and size of the manpower in establishment	27
Table 3.15 : Percentage distribution of establishments by nature of economic activity and workers engagement in the establishment	27
Table 3.16 : Percentage distribution of employees by their working pattern and nature of economic activity	28
Table 3.17 : Percentage distribution of employees by their nationality, age and sex	28
Table 3.18 : Percentage distribution of employees by their nationality, employment status and sex	28
Table 3.19 : Percentage distribution of employees by their nationality and administrative district	29
Table 3.20 : Percentage distribution of employees by legal status of establishment and nationality	29
Table 3.21 : Percentage distribution of establishment by nature of economic activity and legal status	30
Table 3.22 : Percentage distribution of employees by nature of economic activity and nationality	30
Table 3.23 : Percentage distribution of employees by employment status and administrative district	31

Table 3.24 : Percentage distribution of establishments by BOI registration and manpower size	31
Table 3.25 : Percentage distribution of employees by nature of economic activity and employment status	32
Table 3.26 : Percentage distribution of employees by legal status of establishment and employment status	32
Table 3.27 : Percentage distribution of employees by nature of economic activity and sex	33
Table 3.28 : Percentage distribution of employees by nature of economic activity and age	33
Table 3.29 : Percentage distribution of employees by administrative district and age	34
Table 3.30 : Percentage distribution of employees by occupation and size of the manpower in establishment	34
Table 3.31 : Percentage distribution of employees by occupation, sex and age	35
Table 3.32 : Percentage distribution of employees by administrative district and occupation	36
Table 3.33 : Percentage distribution of employees by nature of economic activity and occupation	37
Table 3.34 : Percentage distribution of employees by occupation and legal status of the establishment	38
Table 3.35 : Percentage distribution of hired employees by nature of economic activity	38
Table 3.36 : Percentage distribution of hired employees by administrative districts and legal status of the establishments	39
Table 3.37 : Number of employment opportunities by legal status of the establishment	40
Table 3.38 : Number of employment opportunities by administrative district	40
Table 3.39 : Percentage distribution of employees by administrative district and sex in Semi-Government sector	41
Table 3.40 : Percentage distribution of employees by employment status and age in Semi-Government sector	41
Table 3.41 : Percentage distribution of employees by age group and sex in Semi-Government sector	41
Table 3.42 : Percentage distribution of employees by their working pattern and sex in Semi-Government sector	42
Table 3.43 : Percentage distribution of employees with their working pattern by administrative districts in Semi-Government sector	42
Table 3.44 : Percentage distribution of employees by their nationality, age and sex in Semi -Government sector	42
Table 3.45 : Percentage distribution of establishments by administrative district and nature of economic activity in Semi-Government sector	43
Table 3.46 : Percentage distribution of employees by employment status and administrative districts in Semi-Government sector	44
Table 3.47 : Percentage distribution of employees by their nationality, employment status and sex in Semi-Government sector	44
Table 3.48 : Percentage distribution of employees by nature of economic activities and employment status in Semi-Government sector	45



Table 3.49 : Percentage distribution of employees by nature of economic activity and sex in Semi-Government sector	45
Table 3.50 : Percentage distribution of employees by nature of economic activity and age in Semi-Government sector	46
Table 3.51 : Percentage distribution of employees by administrative district and age in Semi -Government sector	47
Table 3.52 : Percentage distribution of employees by administrative district and occupation in Semi-Government sector	48
Table 3.53 : Percentage distribution of employees by nature of economic activity and occupation in Semi-Government sector	49
Table 3.54 : Percentage distribution of hired employees by nature of economic activity in Semi-Government sector	50

### **List of Figures**

Figure 2.1 : Percentage distribution of establishments by administrative districts	5
Figure 2.2 : Percentage distribution of establishments by legal status and size of the manpower	7
Figure 2.3 : Percentage distribution of establishments by nature of economic activity	9
Figure 2.4 : Percentage distribution of establishments by manpower size and labour demand	10
Figure 2.5 : Percentage distribution for working pattern of employees	11
Figure 2.6 : Percentage distribution for nationality of employees	12
Figure 2.7 : Working sex ratio by districts	13
Figure 2.8 : Age pyramid for working community	15
Figure 2.9 : Employment opportunities by legal status	20

### **Appendix**

Survey Questionnaire	52
Instructions to fill the Survey Schedule with some Important Definitions	54
Covering Letter of the Survey Questionnaire	55
Letter of feed back	56

# **Chapter 1**

## **Introduction**

### **1. Background**

The Department of Labour conducts Annual Employment Survey to collect information from employers in private sector as well as semi-government sector who were contributing to the Employees' Provident Fund. The survey questionnaire was designed in English in addition to the two official languages in the country with basic instructions. Specially, it was designed as a postal survey and therefore limited number of information were collected.

The labour market information was newly added to the Annual Employment Survey schedule in the year 2013.

#### **1.1 History**

The first survey was done in the year 1971 namely Annual Employment Return and it was continued annually until year 2012. The employees were categorized under the coding system of International Standard Classification of Occupation (ISCO) Revision II. The survey was revised as Annual Employment Survey and the coding system was also updated according to ISCO Revision IV in the year 2013. This survey provides comprehensive information on labour force characteristic, labour market and background information on industry categories of establishments which were registered under the Wages Board Ordinance were also included. The industry classifications of establishments were also simultaneously revised according to International Standard Classification of Industry (ISCI) Revision IV under these modifications.

This survey has been designed to collect information from the establishments with five or more paid employees in the year 1971 and it has been continued until 2012. But all the establishments with at least one paid employee were covered by the survey under the modifications of the survey methodology in the year 2013.

#### **1.2 Objectives of the survey**

The main objective of the survey was to collect information on employment in order to upgrade the working environment of the work force. In addition, this was very important to identify the improvement of the private enterprises which were contributed to the economy in the country with industrial developments. Furthermore the information which was collected by the survey can be used to calculate labour indicators and these indicators will be very useful for the future planning and decision making activities.

#### **1.3 Limitations of data**

The registration list of establishments under the Act of Employees' Provident Fund was the sample frame for this survey. But it was very difficult to update this list annually due to practical reasons. Therefore the survey was design under three steps. The information were collected from semi-government sector as census in first step and the main sample was selected from the list of

establishments which were actively participated to the Employees Provident Fund currently as second step. In addition, a small sample was taken from EPF registration list of the previous year to the survey year. Therefore this report provides percentage figures for both semi-government sector and private sector.

## 1.4 Survey methodology

A two stage stratified random sample design was used in the survey. All establishments were categorized in to five employee groups as 1-4, 5-9, 10-19, 20-99 and 100 & over by concerning the number of employees in the establishment. These employee groups of the EPF districts were the domains for stratification.

The first stage of the stratum is the EPF districts which were demarcated by the Department of Labour in 1984. There were 24 EPF districts to cover all administrative districts in Sri Lanka. The second stage of the stratum was employee groups and sample allocations were done for 1-4 employee group and 5 & over groups separately with different sample sizes.

### 1.4.1 First step of the sample selection

The sample frame for this step was the total list of establishments in the semi-government sector and the same survey schedule was sent to the each establishment as a census of semi-government sector.

### 1.4.2 Second step of the sample selection

The sample frame was a collection of all establishments which were actively participated to the Employees Provident Fund until the year 2014. The sample size of 1-4 group was 2000 and it was 5000 for 5 & over groups. Both sample sizes were proportionally allocated among EPF districts according to the number of total establishments in the EPF districts. Secondly, the sample (5000 establishments) which was allocated to the EPF district was reallocated among (5-9, 10-19, 20-99 and 100 & over) employee groups proportionally. Finally the sampling units of the employee groups were selected using the method of simple random sampling techniques. The sample sizes (number of establishments) which were allocated to the EPF districts were given in the following table.

Table 1.1: Sample allocation among EPF districts under the second step

<u>EPF District</u>	<u>No. of Establishments</u>	<u>EPF District</u>	<u>No. of Establishments</u>
Colombo City	1312	Batticaloa	60
Colombo out of the city	998	Trincomalee	56
Kalutara	435	Mullaitivu	10
Kandy	419	Puttalam	277
Matale	121	Anuradhapura	132
NuwaraEliya	136	Polonnaruwa	58
Galle	315	Badulla	255
Matara	274	Ratnapura	328
Gampaha	755	Kegalle	240
Jaffna	130	Hambantota	110
Mannar	15	Ampara	63
Vavuniya	43	Kurunegala	458

Kilinochchi and Moneragala administrative districts were attached to Jaffna and Badulla EPF districts respectively. Both Colombo city and Colombo out of the city EPF districts were included not only Colombo administrative district areas but also other areas in the nearby districts.

### 1.4.3 Third step of the sample selection

The sample frame for this step was the registration list of establishments for Employees' Provident Fund in previous year to the survey year (year 2015). The sample sizes were same for both 1- 4 employee group and 5 & over employee groups and those were 500 establishments. Further, sampling procedures were also same as the above second step. The sample sizes which were allocated to the EPF districts under this step were given in the following table.

Table 1.2: Sample allocation among EPF districts under third step

<u>EPF District</u>	<u>No. of Establishments</u>	<u>EPF District</u>	<u>No. of Establishments</u>
Colombo City	156	Batticaloa	14
Colombo out of the city	159	Trincomalee	8
Kalutara	48	Mullaitivu	5
Kandy	50	Puttalam	37
Matale	12	Anuradhapura	22
NuwaraEliya	15	Polonnaruwa	8
Galle	47	Badulla	45
Matara	30	Ratnapura	48
Gampaha	127	Kegalle	32
Jaffna	28	Hambantota	22
Mannar	2	Ampara	15
Vavuniya	4	Kurunegala	60

## 1.5 Concepts and Definitions

Reference period to the survey was the last working day of the month of June.

Include all paid employees and out workers who were receiving remuneration in the form of salaries, wages, commission or piece rates even those who were temporarily absent due to leave or sickness on the last full working day in the month of June. Piece-rated workers should be classified as permanent, temporary or casual according to their terms of employment.

Full time employees – Persons who are engaging in a main economic activity for some remuneration are concerned as full time employees. Their normal working period of the week and minimum number of working hours defined as such by their employers.

Part time employees – Full time students or full time employees who work in another work place are working here (Referring to establishment) out of their normal working period are concerned as part time employees.

Permanent employees – Those who are permanent cadre of the establishment.

Temporary employees – Probationers and others who work on a regular basis but who have not yet been absorbed into the permanent cadre.

Casual employees – Those hired for some short time work and engaged mostly on day to day basis without any promise of continuous employment. Include out workers or home workers in this category.

Learners and Apprentices – Those who are being trained on the job and are receiving remuneration for work done.

Occupation – Occupation refers to the kind of work performed in a job. The concept of occupation is defined as a “set of jobs whose main tasks and duties are characterized by a high degree of similarity”.

Occupational classifications – The classifications are given under the International Standard Classification of Occupations Revision IV.

Industry – The nature of economic activity which is relevant to the Product, function or service.

Industry classifications – The classifications are given by the Department of Census and Statistics in Sri Lanka and it is a modification of the International Standard Classification of Industries Revision IV into five digits.

$$\text{Working sex ratio} = \frac{\text{Working male population}}{\text{Working female population}} \times 100$$

The employment of women, Young persons and Children act No. 47 of 1956 defines a young person as a person who has completed his or her 14<sup>th</sup> birthday but the age is below 18 years. Workers of this age group were categorized under age “below 18” in this survey.

The establishments in private sector which are registered under Employees’ Provident Fund Act can be identified as “Well Protected Employment Supplying Sector”.

## Chapter 2

### Analysis the Pattern of Labour Supply and Demand

This chapter describes the preliminary analysis and descriptive statistics of the enterprises and working pattern of their employees which were functioning under the private sector and semi-government sector in Sri Lanka. The employers and employees who were actively contributing to the Employees' Provident Fund in the years 2014 and 2015 were concerned for this analysis.

The collected sample data under the second step and the third step of the sample selections which were explained in Introduction Chapter is used for the analysis in this chapter. Although the response rate was comparatively low (22 percent) it was not significantly affect to the accuracy of the analysis because very formal and independent sampling techniques were used for the data collection.

#### 2.1 Dispersion of establishments

There are 25 administrative districts in Sri Lanka and these districts are mainly belonged to three zones as wet zone, dry zone and intermediate zone. Geographical situation, environmental pattern and their climatic changes as well as human resources were very important factors when it was established an enterprise. Therefore the dispersion of establishments has being varied with the administrative districts according to their nature of economic activity.

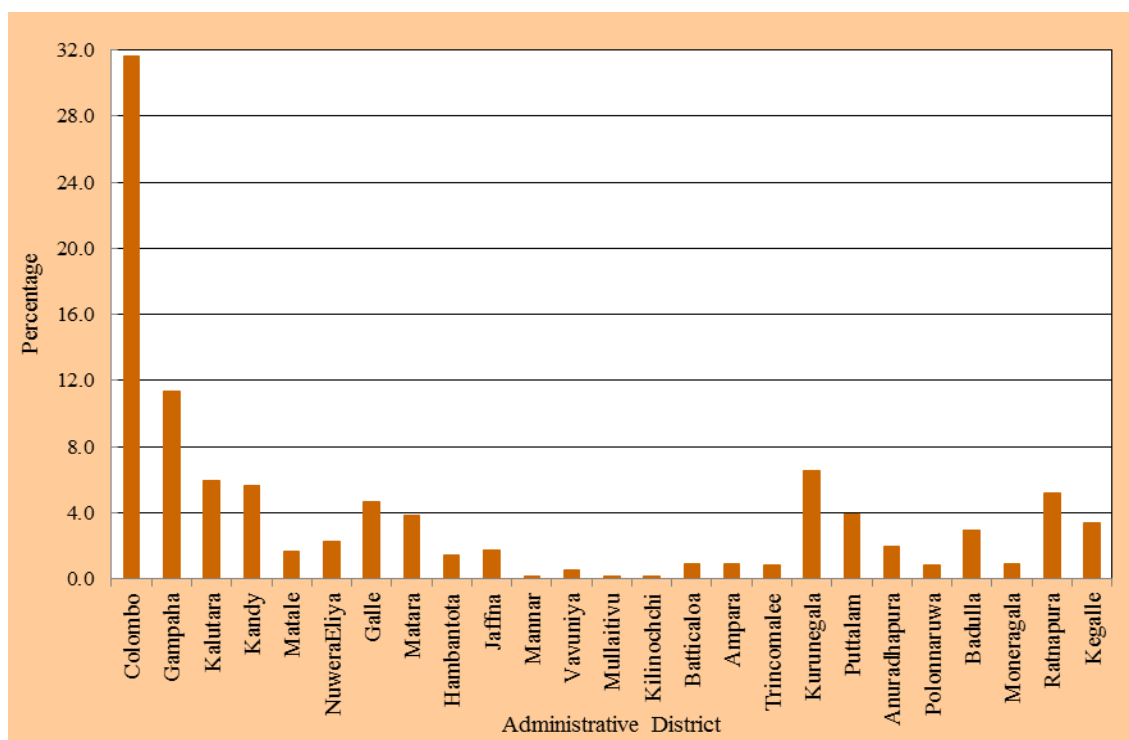


Figure 2.1 : Percentage distribution of establishments by administrative districts

The majority of the establishments were situated in Colombo district and it was 31.6 percent. The second and third places have taken Gampaha and Kurunegala districts with percentage figures 11.4 and 6.6 respectively. Mullaitivu, Kilinocochi and Mannar districts were very poor for the

number of establishments which were provided employment opportunities with EPF facilities and their representations were 0.17, 0.20 and 0.21 percent respectively.

## 2.2 Legal status of establishments

An organization pertaining to the industries, sales or services can be created by a person if it was available relevant resources with individual ownership. Further the government has their own organizations with provident fund facilities to the employees as corporations, statutory boards, authorities, public banks, universities and so on. These institutions were called semi government organizations. In addition, there were other types of organizations and they can be categorized as Association with partnership, Private Limited Liability Company, Public limited Company, Cooperatives etc. according to their constitutions. These organizations can be registered in the Department of the Registrar of Companies under the relevant Acts. But all the establishments those were explained here excluding semi-government organizations were belonged to the private sector.

Legal status of the establishment that was defined under six categories with the percentage distribution of employees is given in the following table. The establishments which were not vested in above were categorized as other.

Table 2.1 : Percentage distribution of legal status  
by establishments and employees

Legal status	Establishment	Employees
Sole owner	42.6	12.1
Partnership	13.8	6.0
Semi government	3.4	11.8
Pvt. Ltd. liability company	28.1	51.5
Public limited company	2.4	12.2
Cooperatives	5.0	2.8
Other	4.6	3.6
Total	100	100

If it was concerned the legal status of the establishments, the majority of them were belonged to Sole owners and it was 42.6 percent. The second and third places were taken “Private limited liability company” and “Partnership”. Their percentages were 28.1 and 13.8 respectively. Only 3.4 percent belonged to semi-government sector. However, 5.0 percent of them were cooperative societies. Other legal status including non-governmental organizations, guaranteed limited companies and overseas companies represent only 4.6 percent of the total establishments. Simultaneously, more than half of the employees in organized private sector (51.5 percent) were working in private limited liability companies and 12.2 percent of the remain were in public limited liability companies though the number of establishment were comparatively very low (2.4 percent).

The following chart shows the dispersion of establishments according to the size of the manpower (employee group) under each type of legal status. Individual bars represent the percentage figures

of the manpower sizes 1- 4, 5-9, 10-19, 20-99 and 100 & over as shown in Figure 2.2 and these sizes were named in accordance with number of employees in the establishment.

Manpower size 1- 4 was the most prominent employee group for sole owners and 48.3 percent of total sole owners were in this group. It has a decreasing trend of the percentages for other consecutive higher employee groups for sole owners (See figure 2.2). The establishments with more than hundred employees were very rare for sole ownership and it was 1.3 percent of total sole owners.

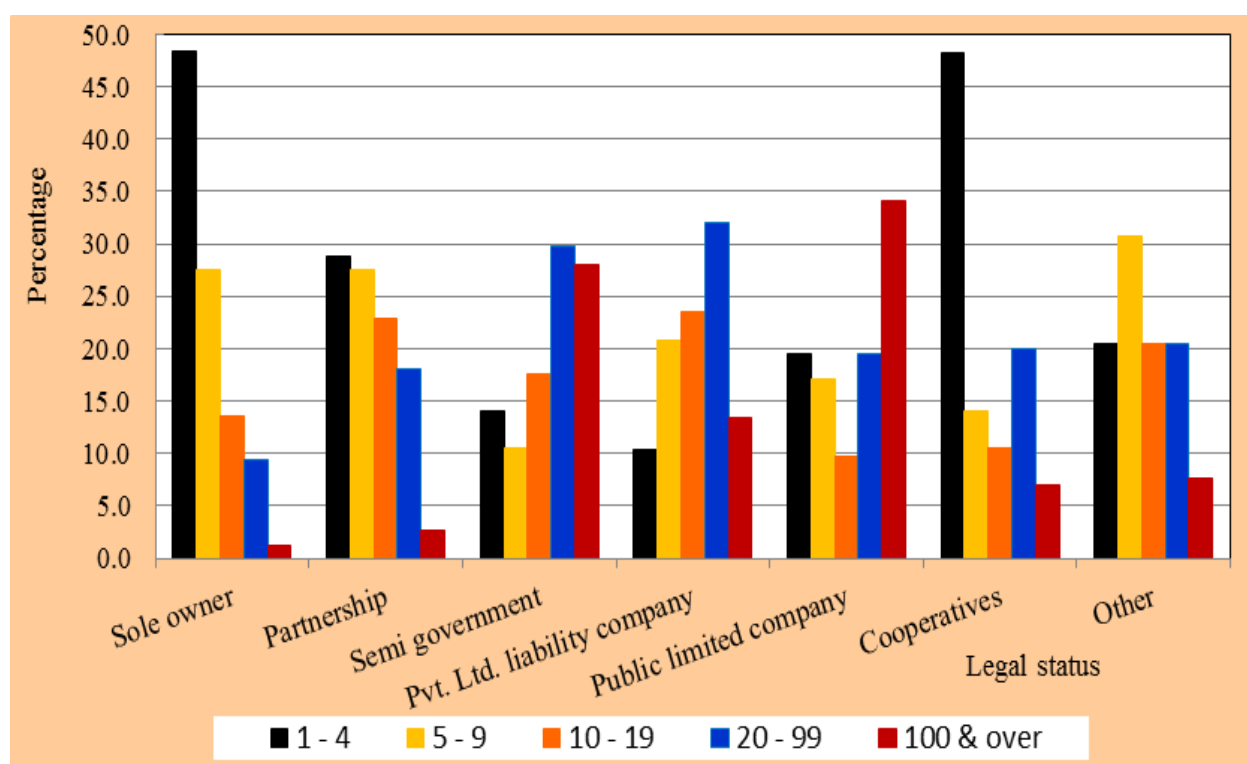


Figure 2.2 : Percentage distribution of establishments by legal status and size of the manpower

Public limited companies were very obvious for large manpower sizes and vast majority of them have hundred & over employees (34.1 percent). The pattern was completely differed from sole owners and it has an increasing trend with the manpower size for public limited companies. There were various types of cooperatives including large scale multipurpose cooperatives societies as well as small scale societies like fisheries cooperative societies and therefore there were no formal pattern of manpower sizes in cooperatives.

The Board of Investment (BOI) in Sri Lanka is the central facilitation point for foreign investors. They provide assistance and advice throughout the investment process from initial point of inquiry through project approval, implementation, monitoring and aftercare facilities. The BOI advise investors on general and special legal issues such as company incorporation matters, company affairs, corporate and personal undertakings of approved projects, land matters, dispute settlements, labour laws and other applicable laws with regard to the foreign investment in Sri Lanka. Furthermore, the BOI enterprises could obtain or transfer machinery and equipment to/from another BOI enterprises on loan basis. They could also obtain machinery and equipment from non-BOI enterprises on rental basis. The incentives due to registration under BOI are same



for both foreign and local investors. Therefore most of the major level local investors are also motivated to register under the Board of Investment for consumption of these opportunities.

Table 2.2 : Percentage distribution of establishment by registration under BOI with employees

Legal status	Establishments	Employees
Sole owner	3.5	18.1
Partnership	2.6	17.2
Semi government	5.3	4.0
Pvt. Ltd. liability company	10.4	32.4
Public limited company	14.6	18.3
Cooperatives		.
Other	1.3	0.3
Total	5.3	22.6

14.6 percent of the public limited companies have been registered under the Board of Investment in Sri Lanka and around 33 percent of the employees who were working in this type of companies were belonged for the registration. The registration pattern of private limited liability companies were also same as above legal status. Although the registration of sole owners were comparatively low (only 3.5 percent), considerable proportion of employees (18.1 percent) who were working under sole owner legal status belonged to BOI registration. However, only few percent of establishment that was registered under Employment Provident Fund Act have been registered so far under Board of Investment in Sri Lanka.

### 2.3 Nature of economic activity

All Economic Activities which was performed by the establishment have been categorized according to the International Standard Industry Classifications in this study. It was consist of a coherent and consistent classification structure of economic activities based on a set of internationally agreed concepts, definitions, principles and classification rules. It has been categorized under 21 sections and named by using English alphabet A to U. These sections were further summarized into four groups as Agriculture (A), Industry (B-E), Construction (F), and Trade & Services (G-U) according to the international classifications in addition to the four digits coding system.

The following Figure 2.3 shows the nature of economic activity of establishments with the work force according to the above classifications. X axis and Y axis represent the size with percentage figures and nature of economic activities.

The majority (35.0 percent) of establishments were belonged to Section G and it was represent the economic activity “Wholesale and retail trade, repair of motor vehicles and motorcycles”. The second place has taken the manufacturing trade and it was 22.3 percent of the total establishments. Agriculture, forestry and fishing (Section A) was the third place with 6.5 percent and the

Accommodation and food service activities was also in place. The economic activities of all the other fields were less than 5 percent except financial and insurance activities (See figure 2.3).

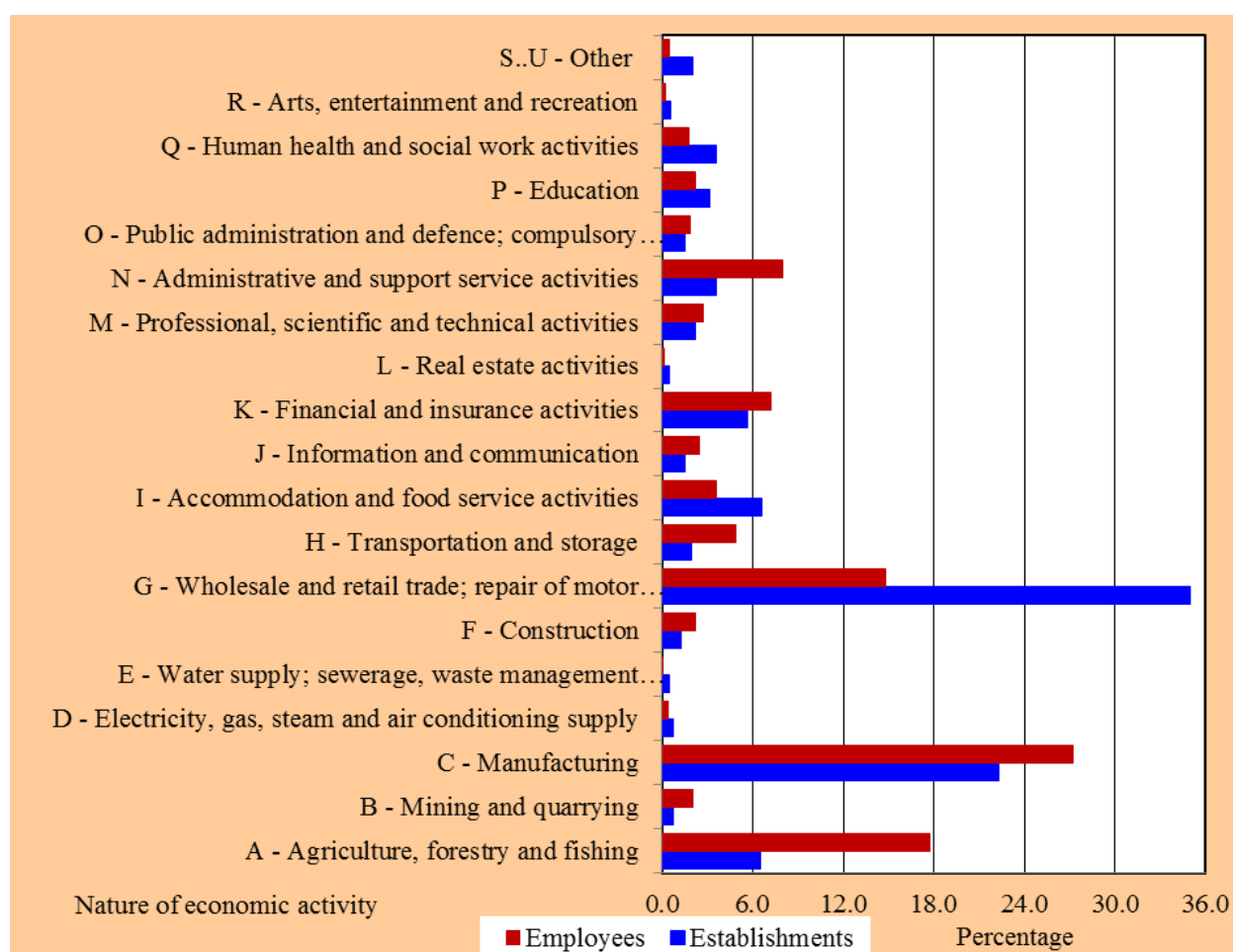


Figure 2.3 : Percentage distribution of establishments and work force by nature of economic activity

However, the distribution of employees in economic activities was somewhat different from establishments and the manufacturing sector was most famous for them with 27.2 percent. Working engagement of agriculture forestry and fishing industries were also higher for them and it was 17.7 percent of the total work force. Although the majority of establishments were belonged to the wholesale and retail trade, repair of motor vehicles and motorcycles category in the country, the work force has taken the third place in this economic activity.

## 2.4 Nature of manpower planning in establishments

Manpower planning is the process where the organization determines its needs of human resources and how to acquire it. It deals with the process of determining the number of employees needed by the organization and their skills therein. The recruited staff must be well distributed to the right posts and in a timely basis. Manpower planning is involved in forecasting the manpower needs of an organization at present and in the future as accurately as possible. This is because inaccurate estimation can be costly to the organization when the wrong number of personnel is engaged or when production has to be delayed for lack of enough workers.

The right number and type of people required by the organization to be able to acquire the goals of the establishment must be forecasted. In fact the prime responsibility of management is to ensure effective utilization of the present and future needs of the manpower resources in the organization. The management has to consider both quantitative and qualitative aspects of manpower. The quantitative aspect deals with the number of staff while the qualitative aspect deals with the skills and qualifications of the labour force.

Furthermore, any enterprise can be classified as small scale, medium scale or large scale by using the manpower size of the enterprise in addition to the other economic factors like capital assessment and turnover.

The following line chart shows the manpower size of establishments. X axis and Y axis represent the employee groups and percentages respectively.

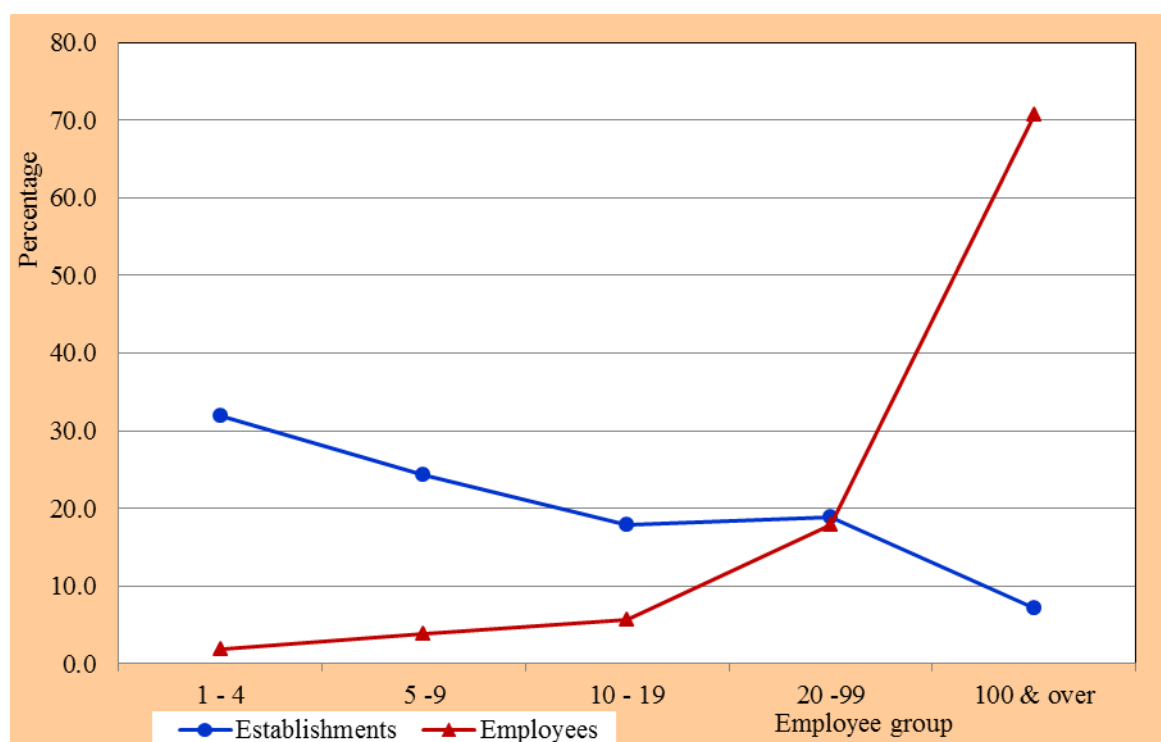


Figure 2.4 : Percentage distribution of establishments by manpower size and labour demand

The manpower capacity was less than five for the majority of establishments according to above chart and it was 31.8 percent of the total establishments. Although the number of establishments was decreased when the manpower size of the establishment is increased, a sudden uprising can be seen in establishments with 20-99 manpower size. However, the number of establishments with 100 and over employees was comparatively lower than the other groups and it was 7.1 percent.

Although the number of establishments with 100 and over was around 7 percent, a vast majority of the EPF contributed work force (70.6 percent) were recruited to these organizations. Legal statuses of these organizations were often private limited liability company or public limited liability company and the administration were handled by board of directors in these companies.

## 2.5 Working pattern of the work force in private sector

Employments can be categorized in to two main groups as full time employments and part time employments. A part-time job refers to an employment position or job posting wherein fewer hours were put in per week by an individual than a full-time job. Students, elderly citizens and other professionals avail of part-time job opportunities to earn extra incomes. Low-wage workers take up these jobs to supplement primary incomes. Others who were seeking full-time jobs were also temporarily engaging in part-time jobs. These workers or professionals generally do not enjoy with many employment benefits and rewards that were available to full-time employees.

But, sometimes the employees who were engaging in full time employments for considerable salaries were also doing part time jobs to earn extra income and there were employment opportunities to them due to their experiences and proficiency.

In addition, the maximum number of working hours per day was 8 per person and it was 45 hours per week according to the shops and office Act in Sri Lanka. It provides maximum 12 hours overtime per week but only for males. The wages boards which are established under the wages board ordinance can decides the maximum working hours within the limits of 48 hours per week. The decision of wages boards was that worker can be engaged in works not exceeding 9 hours per day when the meal or rest time was not exceed one hour. But the maximum working hours per day can be increase unto 12 hours if it was meal or rest time exceed one hour period. The security for working environment of each worker has been provided by these both ordinances. But some private institutions were established to provide 24 hour services to the general public and therefore these employers have to be solved this problem by providing part time employment opportunities to the experts of the relevant fields.

The following pie chart (Figure 2.5) shows the working pattern of employees as full time workers and part time workers in both private and semi government sector.

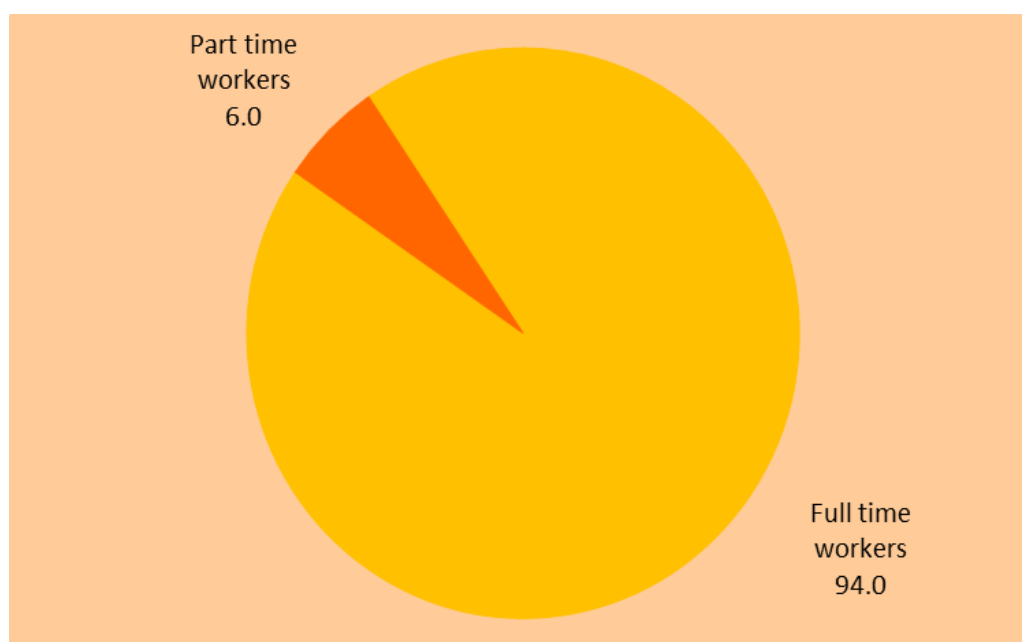


Figure 2.5 : Percentage distribution for working pattern of employees

A vast majority of employees engaged in economic activities as full time workers and it was 94.0 percent of the total work force. Remaining 6.0 percent of workers were doing part time jobs.

## 2.6 Employment status of workers and their nationality

Employment status of the workers whether they were employed as permanent basis, temporary basis, casual basis or as a learners and apprentices was decided by the scheme of recruitment. Furthermore, most of the employments benefits were depend on the employment status.

Table 2.3 : Employment status of workers by sex

Sex	Permanent	Temporary	Casual	Learners and Apprentices	Total
Male	84.8	8.2	4.1	2.9	100.0
Female	84.5	9.2	3.8	2.5	100.0
Total	84.7	8.6	4.0	2.7	100.0

84.7 percent of workers were permanent employees in establishments and it was massive amount of the total work force. Male participation in permanent employments was somewhat higher than female participation (See Table 2.3). The temporary basis work engagement was 8.6 percent and it was higher for females than males. The percentages were 8.2 for male and 9.2 for females. Only 4.0 percent of workers were doing casual employment and the gender pattern was approximately same. Leaners and Apprentices were very rare and it was 2.7 percent of the working community and no significant gender different among them.

Not only Sri Lankans but Non Sri Lankans were also belongs to the work force in private sector in Sri Lanka.

The following pie chart shows the nationality of employees as Sri Lankan workers and Non Sri Lankan workers in both private and semi-government sector.

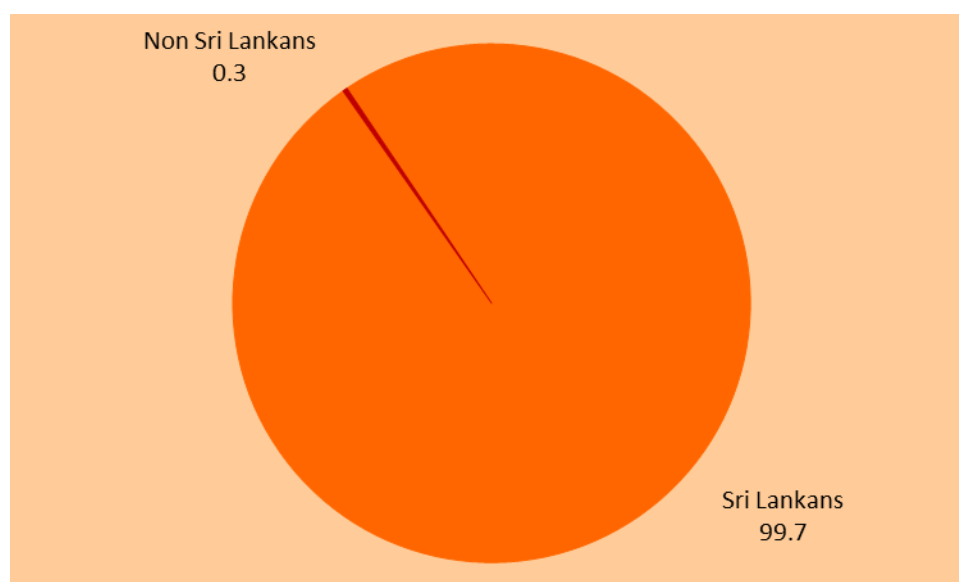


Figure 2.6 : Percentage distribution for nationality of employees

Almost all the workers were Sri Lankans and only 0.3 percent of them were Non Sri Lankans. No significant difference among male workers and female workers (See Figure 2.6 and Table 2.4).

Table 2.4 : Percentage distribution for nationality of employees by sex

Nationality	Male	Female	Total
Sri Lankans	99.7	99.7	99.7
Non Sri Lankans	0.3	0.3	0.3
Total	100.0	100.0	100.0

## 2.7 Working sex ratio

Although a significant percentage of women were engaging in housekeeping activities whom were concerned as economically inactive population by Sri Lanka labour force survey, they were indirectly contributed to the economy. The sex ratio to the working community as well as the labour force participation rate was a very important indicator to measure the female participation to the economy in a country.

The following chart shows the working sex ratio by administrative districts in Sri Lanka. The Y axis represents the working sex ratio and it indicates the number of males per hundred females in work force.

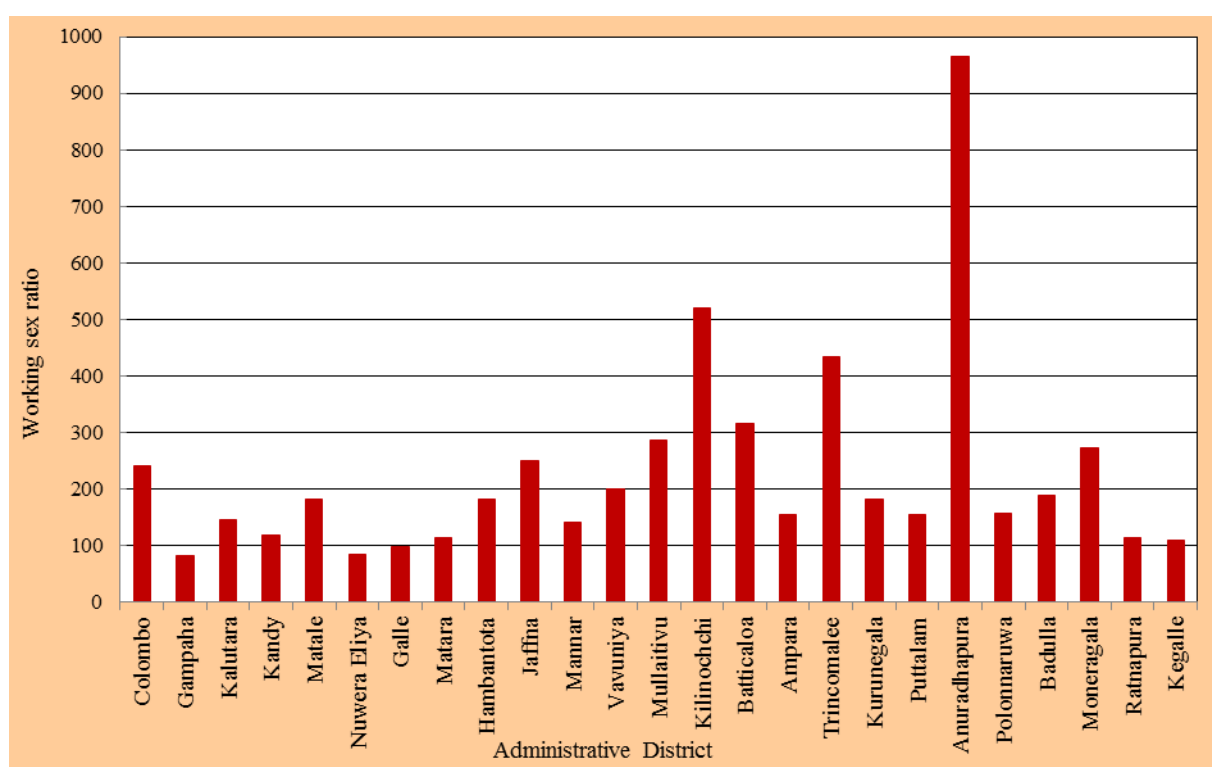


Figure 2.7 : Working sex ratio by districts

Working sex ratio (the ratio of men to women for working community) was 157 percent in private and semi-government sector and therefore the majority of employees were males in these sectors. The highest ratio has reported in Anuradhapura district and it was 964. Second and third places have taken Kilinochchi and Trincomalee districts. The ratios were 521 and 435 in these districts

respectively. However, the number of establishments was comparatively very small in these districts. The lowest ratio has reported from Nuwera Eliya district. Therefore it was 85 male workers per 100 female workers in Nuwera Eliya district. The symmetric line is hundred and Gampaha and Galle districts were also below the symmetric line. Therefore male participation to the formal work force of the private and semi government sector was lower than female participation in these districts too.

The international standard classification of occupations provides a system for classifying and aggregating occupational information obtained by means of statistical censuses and surveys as well as an administrative records. Each group in the classification was designated by a title and code number and it was associated with a definition that specifies the scope of the group. The definitions were also summarized the main tasks and duties performed in occupations.

Occupations which were been refer to the kind of works performed in jobs were categorized in to main nine groups as following Table 2.5.

Table 2.5 : Working sex ratio by occupational classifications

Occupation category	Sex ratio
Managers, senior officials and legislators	297
Professionals	110
Technicians and associate professionals	175
Clerks and clerical support workers	94
Service and sales workers	363
Skilled agricultural, forestry and fishery workers	91
Craft and related trade workers	140
Plant and machine operators and assemblers	141
Elementary occupations	135
Total	157

The vast majority of Service and sales workers were males and the amount was more than thrice as females (363 percent). Managers, senior officials and legislators have taken the second place with 297 working men per hundred working women. Technicians and associate professionals as well as plant and machine operators were also very famous among males than females. The ratios were 175 and 141 for both occupations respectively. Skilled agricultural, forestry fishery trades jobs were prominent for females and only 91 males per 100 females were doing these types of jobs. The workers who are engaging in clerical support occupations were also familiar among females than males. The ratio was 94 percent.

## 2.8 Age sex composition of the work force

The retirement age is 55 years for both sexes in public sector pensionable employments with five years of auto extensions until age 60. Further, they can take the retirement after completing their twenty years of service but they will be eligible to the pension after completing the age 55. However, the women employees in private sector can take their retirement at age 50 and they can withdraw the EPF account when it was completed the same age. The same facilities were

available for men when they reached age 55. Further, women workers in private sector can take the resignation with above facilities within five years period after get married or get married within three months after resignation; at any age as a special marriage privilege. These reasons may be paved the way for early retirement of females than males from private sector.

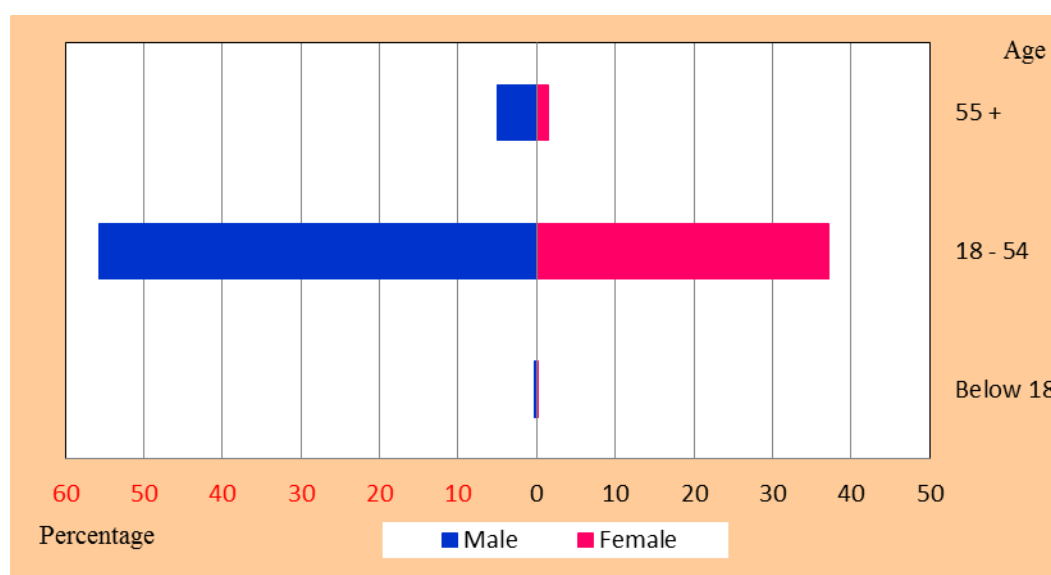


Figure 2.8 : Age pyramid for working community

The above age pyramid shows the age sex composition of work force in private and semi government sector. X and Y axis represents percentages and age groups respectively. There were only three age groups in the pyramid. The young persons who were in 14-17 age group was categorized under below 18 age category in above chart.

More than half (55.7 percent) of the total work force was males in 18-54 age group and 37.2 percent of remain were females in the same ages. Male and female participation to the work force from the 55 and over age group were 5.1 percent and 1.5 percent respectively. Engagement in formal employments of persons below age 18 (14 -17 age group) was not significant for both sexes. It was 0.3 percent for males and 0.2 percent for female from total work force.

## 2.9 Occupational classifications

The International Standard Classification of Occupations 2008 (ISCO-08) was a four-level hierarchically structured classification that covers all jobs in the world. This allows the production of relatively detailed internationally comparable data as well as summary information for 10 major groups (0-9) at the highest level of aggregation. Each group in the classification was designated by a title and code number and it was associated with a definition that specifies the scope of the group.

Main groups of occupation categories by sex were given in the following table and the armed forces which were coded under code number zero were excluded here. Both employees and employers who were actively engaged in economic activities of the establishments were concerned under these classifications.



Table 2.6 : Percentage distribution of occupational classifications by sex

Occupation category	Male	Female	Total
Managers, senior officials and legislators	6.2	3.3	5.1
Professionals	8.1	11.6	9.4
Technicians and associate professionals	5.1	4.5	4.9
Clerks and clerical support workers	7.7	13.0	9.8
Service and sales workers	25.1	10.9	19.6
Skilled agricultural, forestry and fishery workers	3.3	5.7	4.2
Craft and related trade workers	10.8	12.1	11.3
Plant and machine operators and assemblers	9.3	10.4	9.8
Elementary occupations	24.4	28.5	26.0
Total	100	100	100

About 26.0 percent of the total work force was engaging in elementary occupations and it was 24.4 percent for males and 28.5 percent for female. Services and sales workers have taken the second place (19.6 percent) and craft and related trade workers were in the third position (11.3 percent) but significant different cannot be seen with plant and machine operators and assemblers among males. It has been taken a little change of the pattern among males and females. However, Skilled agricultural, forestry and fishery workers were the minority in the work force of the private and semi government sector. It was 4.2 percent and the percentages were 3.3 and 5.7 for males and females respectively.

Below table shows the occupational classifications with age groups and the vast majority of workers were belonged to 18-54 age group for each occupation category. It was 92.9 percent of the total work force and more than 83 percent for each occupation category. However, a considerable amount of decision makers as managers, senior officials and legislators were senior citizens in both sexes. 15.7 percent of them were over age 54. The contribution of young persons who were in 14-17 age group (Below 18) was not significant and it was only 0.5 percent of the total work force. The working pattern was approximately same for each occupation category except plant and machine operators and assemblers.

Table 2.7 : Percentage distribution of occupational classifications by age groups

Occupation category	Age group			Total
	Below 18	18 - 54	55 +	
Managers, senior officials and legislators	0.7	83.6	15.7	100
Professionals	0.3	93.5	6.2	100
Technicians and associate professionals	0.2	94.3	5.5	100
Clerks and clerical support workers	0.5	93.3	6.2	100
Service and sales workers	0.6	95.5	3.9	100
Skilled agricultural, forestry and fishery workers	0.1	89.7	10.3	100
Craft and related trade workers	0.6	94.3	5.1	100
Plant and machine operators and assemblers	1.1	96.4	2.5	100
Elementary occupations	0.4	90.7	8.9	100
Total	0.5	92.9	6.6	100

## 2.10 Outsourcing manpower

Human Resource Management consists of deliberate organizational activities designed to improve employee productivity and administration through such means as recruitment, compensation, performance, evaluation, training, record keeping, and compliance. But these processes were very expensive to the employer. Therefore they tend to hire some amount of manpower from another manpower supplying agency to reduce the human resource management cost. These hired employees to the establishment were concerned as outsourced manpower and any information of them were not included in pay roll as its permanent staff.

Cleaning services workers, security persons, transportations (drivers with vehicles) as well as consultants and professionals were very famous among outsourcing manpower. Therefore many manpower supplying agencies specially for cleaning services, security services, transportations and various types of consultancies were been established to fill the vacancies.

The following Table 2.8 shows the quantum of the outsourcing manpower by type of economic activity.

Table 2.8 : Percentage distribution of hired employees by industry category

Industry category	%
A - Agriculture, forestry and fishing	2.7
B - Mining and quarrying	0.2
C - Manufacturing	31.4
D - Electricity, gas, steam and air conditioning supply	1.7
E - Water supply; sewerage, waste management and remediation activities	0.0
F - Construction	0.4
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	38.7
H - Transportation and storage	0.5
I - Accommodation and food service activities	4.8
J - Information and communication	1.3
K - Financial and insurance activities	7.5
L - Real estate activities	0.1
M - Professional, scientific and technical activities	2.4
N - Administrative and support service activities	1.0
O - Public administration and defense; compulsory social security	0.8
P - Education	1.8
Q - Human health and social work activities	3.8
R - Arts, entertainment and recreation	0.1
S..U - Other	0.8
Total	100

The majority of the outsourcing manpower (38.7 percent) to the establishments was in Wholesale and retail trade; repair of motor vehicles and motorcycles industries and remaining portion has been distributed among other industry categories as shown in the above table. Manufacturing industry was the second position with 31.4 percent though the gap from the first position was comparatively higher. Likewise, hiring of the manpower for financial and insurance activities was 7.5 percent and it was also comparatively very lower than the second place. Another 4.8 percent were engaged in accommodation and food service activities. Outsourcing manpower to the other industries was not significant.

## 2.11 Labour market

Labour economists seek to understand the functioning of the market for labour. Labour markets function through the interaction of workers and employers. Labour economist looks at the suppliers of labour services (workers), the demanders of labour services (employers), and attempts to understand the resulting pattern of wages, employment, and income.

It was an important subject because unemployment is a problem that affects the public most directly and severely. Reduce the unemployment is a goal of the government and brief explanation of the employment opportunities or labour demands were given here.

Information for labour demands was collected under this survey though it was very difficult to gather descriptions according to the occupation categories. Number of vacancies of the

establishments in accordance with the nature of economic activity was given in the following table.

Table 2.9 : Number of employment opportunities by nature of economic activity

Industry category	No.	%
A - Agriculture, forestry and fishing	1129	21.8
B - Mining and quarrying	5	0.1
C - Manufacturing	1779	34.4
D - Electricity, gas, steam and air conditioning supply	0	0.0
E - Water supply; sewerage, waste management and remediation activities	3	0.1
F - Construction	474	9.2
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	741	14.3
H - Transportation and storage	5	0.1
I - Accommodation and food service activities	181	3.5
J - Information and communication	37	0.7
K - Financial and insurance activities	157	3.0
L - Real estate activities	2	0.0
M - Professional, scientific and technical activities	57	1.1
N - Administrative and support service activities	285	5.5
O - Public administration and defense; compulsory social security	199	3.8
P - Education	36	0.7
Q - Human health and social work activities	63	1.2
R - Arts, entertainment and recreation	2	0.0
S..U - Other	20	0.4
Total	5175	100

There were 5175 vacancies in private and semi government sector enterprises those were responded to the survey. About 35 percent of labour demand can be seen from manufacturing industries. The labour demands for agriculture, forestry and fishing industries were taken the second place and it was 21.8 percent of the total labour demands. The nature of economic activity named as “Wholesale and retail trade; repair of motor vehicles and motorcycles” was also highlighted for labour demand but it was around 14.3 percent.

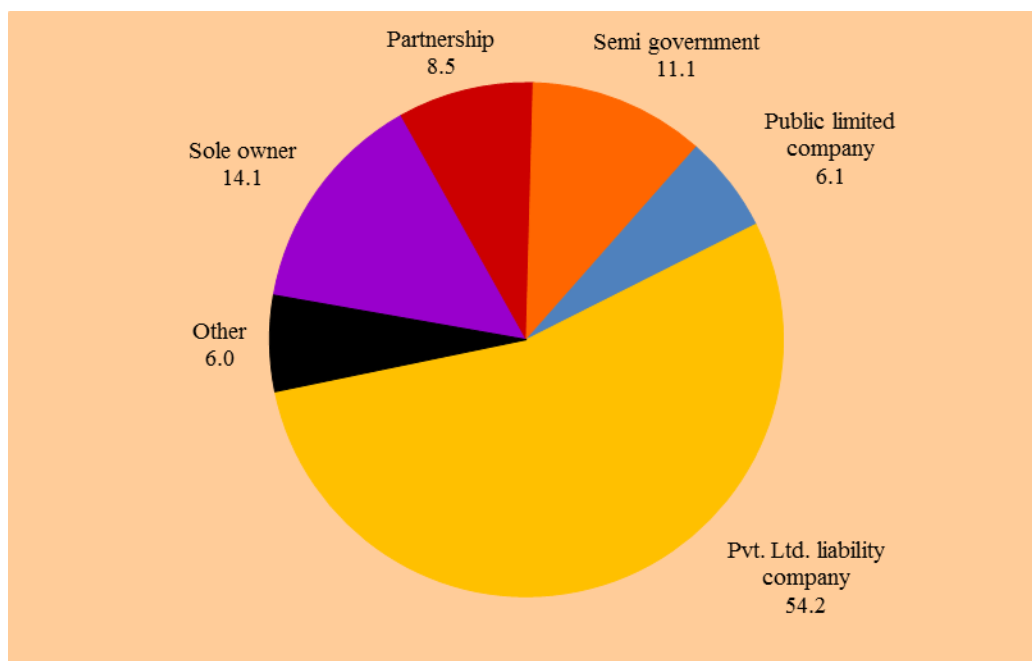


Figure 2.9 : Employment opportunities by legal status

The above Figure 2.9 shows the percentage distribution of employment opportunities according to the legal status of the establishments.

More than half of the employment opportunities were been available in private limited liability companies (54.2 percent) and legal status of sole owner were taken the second place with 14.1 percent. Around 60 percent of the employment opportunities were in private limited liability companies and public limited liability companies. Although the manpower capacity of the public limited liability companies was over hundred for majority employment opportunities were comparatively lower than that of private limited liability companies. Another 11.1 percent of the labour demands were available in enterprises which were belonged to the semi government sector.

## Chapter 3

### Summary Tables

The private sector which was covered by this survey can be identified as Well Protected Employment Supplying Sector. There were 26,49,028 employees in this sector and 70,158 functioning establishment have provided these employments in the year 2015. The information with details is given in following Table 3.1 and Table 3.2. These estimations were done by using the selected establishments to the sample and therefore it may be a lower bound of the correct figures. However, these values could be used to estimate the figures in other tables with percentage distributions for decision making activities and other planning purposes.

Table 3.1 : Number of employees by administrative districts and size of the manpower in Establishment

Administrative District	Employee group					Total
	0 - 4	5 - 9	10 - 19	20 - 99	100 and over	
Colombo	22590	30562	42428	154628	994316	1244524
Gampaha	8732	11354	13920	39913	336471	410390
Kalutara	4953	5591	6134	15164	69899	101741
Kandy	4367	5045	6430	20170	76601	112613
Matale	1562	1391	1364	3224	19048	26588
NuwaraEliya	1723	1360	1595	7850	100987	113513
Galle	3532	4311	4658	13170	95969	121640
Matara	3205	3571	3816	11269	44931	66793
Hambantota	1432	1120	1047	3247	30817	37663
Jaffna	1512	1342	1616	3311	2684	10464
Mannar	164	131	192	234	1590	2311
Vavuniya	547	462	554	1632	1973	5167
Mullaitivu	197	115	180	219	.	711
Kilinochchi	156	136	90	742	4001	5125
Batticaloa	763	574	891	1998	2942	7169
Ampara	777	678	592	865	1719	4631
Trincomalee	762	477	607	2097	3071	7014
Kurunegala	5906	4893	4926	12189	70172	98086
Puttalam	4096	2966	2812	8423	21237	39535
Anuradhapura	1882	1349	1348	4175	17752	26507
Polonnaruwa	670	565	648	2880	8019	12782
Badulla	2644	2018	1891	5335	42115	54004
Moneragala	789	928	856	1258	5842	9673
Ratnapura	4856	4709	4843	11434	45503	71345
Kegalle	3302	2849	2824	7434	42628	59038
Total	81122	88498	106260	332862	2040286	2649028

Contributed to the EPF in year 2014 and 2015

Table 3.2 : Number of establishments by administrative districts and size of the manpower in Establishment

Administrative District	Employee group					Total
	0 - 4	5 - 9	10 - 19	20 - 99	100 and over	
Colombo	9404	4617	3129	3552	1495	22197
Gampaha	3806	1722	1017	956	483	7984
Kalutara	2276	877	464	384	178	4179
Kandy	2097	775	483	427	182	3964
Matale	754	217	98	82	41	1192
NuwaraEliya	812	219	119	152	307	1608
Galle	1799	661	355	327	123	3265
Matara	1494	534	291	289	98	2706
Hambantota	672	172	81	74	39	1037
Jaffna	804	210	117	95	13	1240
Mannar	90	21	18	9	6	144
Vavuniya	260	69	41	27	11	408
Mullaitivu	88	17	12	3		120
Kilinochchi	94	21	5	15	6	140
Batticaloa	415	85	65	57	13	635
Ampara	458	105	44	30	9	646
Trincomalee	402	76	41	41	13	573
Kurunegala	3055	771	370	283	144	4623
Puttalam	1862	458	211	183	59	2773
Anuradhapura	925	209	100	97	41	1372
Polonnaruwa	416	83	46	49	18	612
Badulla	1337	316	150	120	137	2060
Moneragala	412	134	66	36	8	656
Ratnapura	2148	734	358	256	128	3624
Kegalle	1457	445	209	179	110	2399
Total	37338	13547	7890	7721	3662	70158

Contributed to the EPF in year 2014 and 2015

Table 3.3 : Percentage distribution of employees by age group and sex

Sex	Age group			Total
	Below 18	18 - 54	55 +	
Male	0.6	91.1	8.3	100.0
Female	0.5	95.7	3.8	100.0
Total	0.5	92.9	6.6	100.0

Table 3.4 : Percentage distribution of employees by size of the manpower in establishment and sex

Employee group	Sex		Total
	Male	Female	
1 - 4	64.6	35.4	100.0
5 - 9	66.8	33.2	100.0
10- 19	67.0	33.0	100.0
20 - 99	59.3	40.7	100.0
100 & over	59.1	40.9	100.0
Total	61.1	38.9	100.0

Table 3.5 : Percentage distribution of employees by administrative district and sex

Administrative district	Male	Female	Total
Colombo	70.7	29.3	100.0
Gampaha	45.1	54.9	100.0
Kalutara	59.5	40.5	100.0
Kandy	54.5	45.5	100.0
Matale	64.6	35.4	100.0
Nuwara Eliya	45.9	54.1	100.0
Galle	49.6	50.4	100.0
Matara	53.2	46.8	100.0
Hambantota	64.7	35.3	100.0
Jaffna	71.4	28.6	100.0
Mannar	58.6	41.4	100.0
Vavuniya	66.8	33.2	100.0
Mullaitivu	74.1	25.9	100.0
Kilinochchi	83.9	16.1	100.0
Batticaloa	75.9	24.1	100.0
Ampara	60.6	39.4	100.0
Trincomalee	81.3	18.7	100.0
Kurunegala	64.5	35.5	100.0
Puttalam	60.7	39.3	100.0
Anuradhapura	90.6	9.4	100.0
Polonnaruwa	61.0	39.0	100.0
Badulla	65.3	34.7	100.0
Moneragala	73.1	26.9	100.0
Ratnapura	53.5	46.5	100.0
Kegalle	52.1	47.9	100.0
Total	61.1	38.9	100.0

Table 3.6 : Percentage distribution of employees by their working pattern and sex

Working pattern	Sex		Total
	Male	Female	
Full time workers	93.8	94.2	94.0
Part time workers	6.2	5.8	6.0
Total	100.0	100.0	100.0

Table 3.7 : Percentage distribution of employees by their working pattern and size of the manpower in establishment

Employee group	Working pattern		Total
	Full time workers	Part time workers	
1 - 4	81.1	18.9	100.0
5 - 9	91.0	9.0	100.0
10- 19	90.2	9.8	100.0
20 - 99	91.8	8.2	100.0
100 & over	96.4	3.6	100.0
Total	94.0	6.0	100.0



Table 3.8 : Percentage distribution of employees by employment status and age

Employment status	Age group			Total
	Below 18	18 - 54	55 & over	
Permanent	.4	91.0	8.6	100.0
Temporary	.5	89.3	10.2	100.0
Casual	3.8	85.3	10.9	100.0
Learners and apprentices	.9	73.8	25.2	100.0
Total	.6	90.2	9.3	100.0

Table 3.9 : Percentage distribution of establishments by their legal status and administrative district

Administrative district	Legal status							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
Colombo	20.7	16.6	1.9	52.3	3.3	1.4	3.8	100.0
Gampaha	45.2	19.0	1.9	25.7	1.4	2.9	3.8	100.0
Kalutara	46.3	14.2	4.5	26.9	2.2	4.5	1.5	100.0
Kandy	44.4	12.1	3.0	24.2	5.1	2.0	9.1	100.0
Matale	47.8	8.7		13.0	8.7	4.3	17.4	100.0
Nuwara Eliya	43.8	21.9		18.8	9.4	3.1	3.1	100.0
Galle	59.3	9.9	3.3	17.6		7.7	2.2	100.0
Matara	45.2	5.5	8.2	23.3	1.4	11.0	5.5	100.0
Hambantota	33.3	11.1	11.1	29.6		11.1	3.7	100.0
Jaffna	70.0	13.3	1.7	5.0		5.0	5.0	100.0
Mannar	66.7						33.3	100.0
Vavuniya	68.2	9.1		9.1	4.5	4.5	4.5	100.0
Mullaitivu	62.5		25.0			12.5		100.0
Kilinochchi	77.8					22.2		100.0
Batticaloa	46.7		6.7	33.3			13.3	100.0
Ampara	60.0	6.7		6.7		20.0	6.7	100.0
Trincomalee	50.0	21.4	14.3	7.1			7.1	100.0
Kurunegala	44.0	14.7	6.9	16.4		11.2	6.9	100.0
Puttalam	54.2	18.1	1.2	13.3	1.2	4.8	7.2	100.0
Anuradhapura	40.9	13.6	4.5	9.1	13.6		18.2	100.0
Polonnaruwa	68.8		12.5	12.5		6.3		100.0
Badulla	52.8	5.6	11.1	13.9	8.3	5.6	2.8	100.0
Moneragala	50.0	16.7		16.7		16.7		100.0
Ratnapura	56.4	5.1	1.3	25.6		9.0	2.6	100.0
Kegalle	44.8	15.5	1.7	25.9	3.4	8.6		100.0
Total	42.6	13.8	3.4	28.1	2.4	5.0	4.6	100.0

Table 3.10 : Percentage distribution of establishments by administrative district and nature of economic activity

Administrative district	Nature of economic activity																			Total
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S..U	
Colombo	0.2		15.0	1.7	0.2	2.1	33.5	3.8	7.1	5.5	5.2	1.2	4.8	5.7	1.2	5.0	3.3	0.5	4.0	100
Gampaha	3.8	1.0	34.8			1.4	36.2	2.4	3.8	0.5	3.3	0.5	2.4	3.8		2.4	1.9	0.5	1.4	100
Kalutara	4.5	1.5	26.9	0.7	0.7	0.7	29.1	1.5	10.4		5.2		1.5	4.5	2.2	4.5	4.5		1.5	100
Kandy	5.1		18.2			1.0	40.4		8.1	1.0	3.0		4.0	5.1		7.1	4.0	1.0	2.0	100
Matale		4.3	30.4				34.8		8.7					4.3	4.3		8.7	4.3		100
Nuwara Eliya	21.9		9.4				59.4		6.3		3.1									100
Galle	2.2	3.3	22.0				36.3	1.1	11.0		9.9	1.1	1.1	3.3		2.2	2.2	1.1	3.3	100
Matara	21.9		23.3		2.7		32.9		2.7		13.7							1.4	1.4	100
Hambantota	7.4	3.7	25.9				18.5		11.1		11.1				7.4	7.4	7.4			100
Jaffna	1.7		10.0			3.3	58.3		11.7								11.7	1.7	1.7	100
Mannar							33.3		33.3	16.7					16.7					100
Vavuniya			22.7				50.0	4.5			4.5					4.5	4.5	9.1		100
Mullaitivu	12.5		12.5			12.5	50.0								12.5					100
Kilinochchi						11.1	88.9													100
Batticaloa	6.7						33.3	6.7	13.3							6.7	20.0		13.3	100
Ampara			6.7				73.3		6.7								13.3			100
Trincomalee			7.1				57.1		14.3					7.1	7.1		7.1			100
Kurunegala	10.3	1.7	27.6			0.9	28.4	3.4	0.9		11.2		2.6	5.2	1.7	1.7	3.4	0.9		100
Puttalam	4.8		41.0	1.2	2.4		27.7	1.2	3.6		2.4	1.2	1.2	2.4	2.4	2.4	4.8		1.2	100
Anuradhapura			18.2		4.5		31.8	4.5	13.6		4.5			4.5	9.1	4.5			4.5	100
Polonnaruwa	6.3		31.3				25.0		6.3		12.5				12.5	6.3				100
Badulla	19.4		27.8			2.8	25.0		11.1		8.3		2.8	2.8						100
Moneragala			38.9				50.0				5.6						5.6			100
Ratnapura	26.9	2.6	21.8	3.8	2.6	1.3	23.1	1.3	1.3		7.7			2.6	2.6	1.3	1.3			100
Kegalle	25.9		15.5	1.7			31.0		8.6		6.9		1.7			1.7	3.4	1.7	1.7	100
Total	6.5	0.8	22.3	0.8	0.5	1.2	35.0	2.0	6.6	1.5	5.6	0.5	2.3	3.6	1.5	3.1	3.6	0.6	2.0	100

Table 3.11 : Percentage distribution of establishments by legal status and size of the manpower in establishment

Legal status	Employee group					Total
	1 - 4	5 - 9	10 - 19	20 - 99	100 & over	
Sole owner	48.3	27.5	13.5	9.4	1.3	100.0
Partnership	28.9	27.6	22.8	18.1	2.6	100.0
Semi government	14.0	10.5	17.5	29.8	28.1	100.0
Pvt. Ltd. liability company	10.4	20.8	23.5	32.0	13.3	100.0
Public limited company	19.5	17.1	9.8	19.5	34.1	100.0
Cooperatives	48.2	14.1	10.6	20.0	7.1	100.0
Other	20.5	30.8	20.5	20.5	7.7	100.0
Total	31.8	24.3	17.8	18.9	7.1	100.0

Table 3.12 : Percentage distribution of employees by their working pattern and administrative district

	Full time workers	Part time workers	Total
Colombo	96.0	4.0	100.0
Gampaha	97.0	3.0	100.0
Kalutara	93.7	6.3	100.0
Kandy	95.7	4.3	100.0
Matale	86.4	13.6	100.0
Nuwara Eliya	99.7	.3	100.0
Galle	89.0	11.0	100.0
Matara	95.3	4.7	100.0
Hambantota	69.6	30.4	100.0
Jaffna	93.7	6.3	100.0
Mannar	96.6	3.4	100.0
Vavuniya	99.6	.4	100.0
Mullaitivu	99.1	.9	100.0
Kilinochchi	100.0	.0	100.0
Batticaloa	90.3	9.7	100.0
Ampara	100.0	.0	100.0
Trincomalee	94.9	5.1	100.0
Kurunegala	92.9	7.1	100.0
Puttalam	95.3	4.7	100.0
Anuradhapura	98.2	1.8	100.0
Polonnaruwa	95.5	4.5	100.0
Badulla	96.9	3.1	100.0
Moneragala	58.5	41.5	100.0
Ratnapura	96.3	3.7	100.0
Kegalle	86.3	13.7	100.0
Total	94.0	6.0	100.0

Table 3.13 : Percentage distribution of employees by legal status of establishment and working pattern

Legal status	Working pattern		Total
	Full time workers	Part time workers	
Sole owner	91.5	8.5	100.0
Partnership	96.7	3.3	100.0
Semi government	94.6	5.4	100.0
Pvt. Ltd. liability company	92.6	7.4	100.0
Public limited company	99.8	.2	100.0
Cooperatives	95.1	4.9	100.0
Other	93.8	6.2	100.0
Total	94.0	6.0	100.0

Table 3.14 : Percentage distribution of establishments by nature of economic activity and size of the manpower in establishment

Nature of economic activity	Employee group					Total
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
A - Agriculture, forestry and fishing	5.4	3.6	3.9	15.1	72.1	100.0
B - Mining and quarrying	3.5	4.5	.9	13.8	77.3	100.0
C - Manufacturing	11.4	8.6	11.2	28.4	40.4	100.0
D - Electricity, gas, steam and air conditioning supply	33.3	24.5	21.2	20.9	.	100.0
E - Water supply, sewerage, waste management and remediation activity	88.6	11.4	.	.	.	100.0
F - Construction	9.0	7.7	7.9	10.9	64.5	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	23.3	15.0	12.5	19.3	29.8	100.0
H - Transportation and storage	7.1	3.4	3.2	14.7	71.5	100.0
I - Accommodation and food service activities	22.1	16.0	17.1	31.6	13.2	100.0
J - Information and communication	8.2	6.9	13.4	18.6	52.9	100.0
K - Financial and insurance activities	7.4	5.3	5.5	21.2	60.6	100.0
L - Real estate activities	52.9	25.3	21.8	.	.	100.0
M - Professional, scientific and technical activities	10.2	9.9	9.6	45.9	24.3	100.0
N - Administrative and support service activities	4.5	3.0	4.5	11.7	76.4	100.0
O - Public administration and defense, compulsory social security	11.5	11.4	10.9	27.3	38.8	100.0
P - Education	16.2	10.5	12.8	33.5	27.1	100.0
Q - Human health and social work activities	32.4	9.9	14.8	16.7	26.2	100.0
R - Arts, entertainment and recreation	54.0	25.5	20.5	.	.	100.0
S..U - Other service activities	63.6	20.1	16.4	.	.	100.0
Total	12.1	8.2	8.9	21.4	49.4	100.0

Table 3.15 : Percentage distribution of establishments and employees by nature of economic activity

Nature of economic activity	Establishment %	Employees %
A - Agriculture, forestry and fishing	6.5	17.7
B - Mining and quarrying	.8	2.0
C - Manufacturing	22.3	27.2
D - Electricity, gas, steam and air conditioning supply	.8	.4
E - Water supply, sewerage, waste management and remediation activities	.5	.1
F - Construction	1.2	2.2
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	35.0	14.8
H - Transportation and storage	2.0	4.9
I - Accommodation and food service activities	6.6	3.6
J - Information and communication	1.5	2.4
K - Financial and insurance activities	5.6	7.2
L - Real estate activities	.5	.1
M - Professional, scientific and technical activities	2.3	2.7
N - Administrative and support service activities	3.6	7.9
O - Public administration and defense, compulsory social security	1.5	1.9
P - Education	3.1	2.3
Q - Human health and social work activities	3.6	1.8
R - Arts, entertainment and recreation	.6	.2
S..U - Other service activities	2.0	.5
Total	100.0	100.0

Table 3.16 : Percentage distribution of employees by their working pattern and nature of economic Activity

Nature of economic activity	Working pattern		Total
	Full time workers	Part time workers	
A - Agriculture, forestry and fishing	95.3	4.7	100.0
B - Mining and quarrying	60.4	39.6	100.0
C - Manufacturing	93.0	7.0	100.0
D - Electricity, gas, steam and air conditioning supply	96.9	3.1	100.0
E - Water supply, sewerage, waste management and remediation activities	100.0	.0	100.0
F - Construction	99.6	.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	95.0	5.0	100.0
H - Transportation and storage	99.2	.8	100.0
I - Accommodation and food service activities	92.7	7.3	100.0
J - Information and communication	98.1	1.9	100.0
K - Financial and insurance activities	89.0	11.0	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	99.1	.9	100.0
N - Administrative and support service activities	97.5	2.5	100.0
O - Public administration and defense, compulsory social security	96.4	3.6	100.0
P - Education	93.5	6.5	100.0
Q - Human health and social work activities	96.0	4.0	100.0
R - Arts, entertainment and recreation	95.0	5.0	100.0
S..U - Other service activities	98.1	1.9	100.0
Total	94.0	6.0	100.0

Table 3.17 : Percentage distribution of employees by their nationality, age and sex

Nationality	Sex	Age group			Total
		Below 18	18 - 54	55 & over	
Sri Lankans	Male	0.5	89.3	10.2	100.0
	Female	0.6	91.6	7.7	100.0
	Total	0.6	90.2	9.2	100.0
Non Sri Lankans	Male	0.0	85.2	14.8	100.0
	Female	0.0	45.3	54.7	100.0
	Total	0.0	71.0	29.0	100.0

Table 3.18 : Percentage distribution of employees by their nationality, employment status and sex

Nationality	Sex	Permanent	Temporary	Casual	Learners and apprentices	Total
Sri Lankans	Male	84.9	8.2	4.0	2.9	100.0
	Female	84.7	9.2	3.8	2.3	100.0
	Total	84.8	8.6	4.0	2.6	100.0
Non Sri Lankans	Male	60.0	14.8	12.6	12.6	100.0
	Female	26.7	4.0	.0	69.3	100.0
	Total	48.1	11.0	8.1	32.9	100.0

Table 3.19 : Percentage distribution of employees by their nationality and administrative district

Administrative district	Nationality		Total
	Sri Lankans	Non Sri Lankans	
Colombo	99.9	0.1	100.0
Gampaha	99.4	0.6	100.0
Kalutara	99.9	0.1	100.0
Kandy	100.0	0.0	100.0
Matale	100.0	0.0	100.0
Nuwara Eliya	100.0	0.0	100.0
Galle	100.0	0.0	100.0
Matara	99.6	0.4	100.0
Hambantota	99.9	0.1	100.0
Jaffna	100.0	0.0	100.0
Mannar	100.0	0.0	100.0
Vavuniya	100.0	0.0	100.0
Mullaitivu	100.0	0.0	100.0
Kilinochchi	100.0	0.0	100.0
Batticaloa	100.0	0.0	100.0
Ampara	100.0	0.0	100.0
Trincomalee	100.0	0.0	100.0
Kurunegala	99.6	0.4	100.0
Puttalam	99.9	0.1	100.0
Anuradhapura	100.0	0.0	100.0
Polonnaruwa	100.0	0.0	100.0
Badulla	96.1	3.9	100.0
Moneragala	100.0	0.0	100.0
Ratnapura	99.5	0.5	100.0
Kegalle	100.0	0.0	100.0
Total	99.7	0.3	100.0

Table 3.20 : Percentage distribution of employees by legal status of establishment and nationality

Legal status	Nationality		Total
	Sri Lankans	Non Sri Lankans	
Sole owner	98.7	1.3	100.0
Partnership	99.0	1.0	100.0
Semi government	100.0	0.0	100.0
Pvt. Ltd. liability company	99.9	0.1	100.0
Public limited company	99.8	0.2	100.0
Cooperatives	100.0	0.0	100.0
Other	100.0	0.0	100.0
Total	99.7	0.3	100.0

Table 3.21 : Percentage distribution of establishment by nature of economic activity and legal status

Nature of economic activity	Legal status							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
A	50.9	9.1	10.0	20.0	8.2		1.8	100.0
B	84.6			15.4				100.0
C	47.3	13.6	2.4	30.9	1.3	0.3	4.3	100.0
D	7.7			84.6	7.7			100.0
E				33.3	11.1	11.1	44.4	100.0
F	38.1	9.5	14.3	38.1				100.0
G	51.9	19.2	.5	23.9	0.5	3.7	.3	100.0
H	30.3	9.1	18.2	30.3	9.1		3.0	100.0
I	45.9	13.5		38.7	1.8			100.0
J	11.5	3.8		73.1	7.7		3.8	100.0
K	8.4	1.1	3.2	14.7	9.5	61.1	2.1	100.0
L		12.5		75.0			12.5	100.0
M	31.6	7.9	5.3	44.7	2.6		7.9	100.0
N	33.3	16.7	1.7	43.3	3.3		1.7	100.0
O			52.0				48.0	100.0
P	30.2	15.1		32.1	1.9	1.9	18.9	100.0
Q	45.9	13.1	4.9	21.3			14.8	100.0
R	60.0		20.0	10.0	10.0			100.0
S..U	14.7	20.6	2.9	11.8	2.9	5.9	41.2	100.0
Total	42.6	13.8	3.4	28.1	2.4	5.0	4.6	100.0

Table 3.22 : Percentage distribution of employees by nature of economic activity and nationality

Nature of economic activity	Nationality		Total
	Sri Lankans	Non Sri Lankans	
A - Agriculture, forestry and fishing	99.3	0.7	100.0
B - Mining and quarrying	100.0	0.0	100.0
C - Manufacturing	99.5	0.5	100.0
D - Electricity, gas, steam and air conditioning supply	100.0	0.0	100.0
E - Water supply, sewerage, waste management and remediation activities	100.0	0.0	100.0
F - Construction	100.0	0.0	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	100.0	0.0	100.0
H - Transportation and storage	99.9	0.1	100.0
I - Accommodation and food service activities	99.3	0.7	100.0
J - Information and communication	100.0	0.0	100.0
K - Financial and insurance activities	100.0	0.0	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	99.9	0.1	100.0
N - Administrative and support service activities	100.0	0.0	100.0
O - Public administration and defense, compulsory social security	100.0	0.0	100.0
P - Education	100.0	0.0	100.0
Q - Human health and social work activities	100.0	0.0	100.0
R - Arts, entertainment and recreation	100.0	0.0	100.0
S..U - Other service activities	100.0	0.0	100.0
Total	99.7	0.3	100.0

Table 3.23 : Percentage distribution of employees by employment status and administrative district

Administrative district	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
Colombo	83.1	10.7	1.1	5.1	100.0
Gampaha	91.0	4.6	3.8	.6	100.0
Kalutara	72.8	12.3	2.9	12.0	100.0
Kandy	92.5	3.4	2.7	1.4	100.0
Matale	76.0	14.5	7.5	2.0	100.0
Nuwara Eliya	94.4	2.8	2.8	.0	100.0
Galle	79.9	18.8	1.1	.2	100.0
Matara	92.8	5.5	.7	1.0	100.0
Hambantota	63.2	30.4	6.1	.3	100.0
Jaffna	86.4	8.4	3.5	1.7	100.0
Mannar	75.9	3.4	20.7	.0	100.0
Vavuniya	83.7	16.3	.0	.0	100.0
Mullaitivu	87.5	.9	4.5	7.1	100.0
Kilinochchi	100.0	.0	.0	.0	100.0
Batticaloa	90.4	9.6	.0	.0	100.0
Ampara	91.6	6.3	1.1	1.1	100.0
Trincomalee	84.6	2.3	12.6	.5	100.0
Kurunegala	75.3	8.6	15.2	.8	100.0
Puttalam	84.9	11.7	3.2	.2	100.0
Anuradhapura	95.0	4.3	.1	.6	100.0
Polonnaruwa	94.5	3.6	1.8	.0	100.0
Badulla	84.3	9.0	1.4	5.3	100.0
Moneragala	58.4	5.0	35.8	.8	100.0
Ratnapura	85.0	5.4	8.9	.7	100.0
Kegalle	81.4	9.3	7.9	1.3	100.0
Total	84.7	8.6	4.0	2.7	100.0

Table 3.24 : Percentage distribution of establishments by BOI registration and manpower size

Size of the manpower	Registration under BOI				Total	
	Yes		No		Establishment %	Employees %
	Establishment %	Employees %	Establishment %	Employees %		
1 - 4	1.5	1.1	98.5	98.9	100.0	100.0
5 - 9	3.2	3.2	96.8	96.8	100.0	100.0
10- 19	4.7	5.2	95.3	94.8	100.0	100.0
20 - 99	7.9	9.4	92.1	90.6	100.0	100.0
100 & over	24.2	29.0	75.8	71.0	100.0	100.0
Total	5.3	22.6	94.7	77.4	100.0	100.0



Table 3.25 : Percentage distribution of employees by nature of economic activity and employment

Nature of economic activity	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
A - Agriculture, forestry and fishing	85.8	7.2	6.0	1.0	100.0
B - Mining and quarrying	59.8	34.3	5.6	0.4	100.0
C - Manufacturing	87.3	5.9	4.1	2.8	100.0
D - Electricity, gas, steam and air conditioning supply	65.6	27.8	6.7	0.0	100.0
E - Water supply, sewerage, waste management and remediation activities	100.0	0.0	0.0	0.0	100.0
F - Construction	92.5	3.5	3.6	0.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	76.0	12.5	3.1	8.5	100.0
H - Transportation and storage	98.6	1.0	0.3	0.1	100.0
I - Accommodation and food service activities	70.6	19.8	2.6	7.0	100.0
J - Information and communication	81.7	14.3	1.2	2.8	100.0
K - Financial and insurance activities	84.3	15.1	0.5	0.1	100.0
L - Real estate activities	69.0	31.0	0.0	0.0	100.0
M - Professional, scientific and technical activities	98.5	0.8	0.2	0.5	100.0
N - Administrative and support service activities	94.2	2.9	2.7	0.3	100.0
O - Public administration and defense, compulsory social security	58.8	7.9	29.3	4.0	100.0
P - Education	81.1	12.8	3.6	2.5	100.0
Q - Human health and social work activities	93.5	2.1	2.7	1.7	100.0
R - Arts, entertainment and recreation	80.7	5.6	13.7	0.0	100.0
S..U - Other service activities	82.0	15.2	0.0	2.8	100.0
Total	84.7	8.6	4.0	2.7	100.0

Table 3.26 : Percentage distribution of employees by legal status of establishment and employment status

Legal status	Permanent	Temporary	Casual	Learners and apprentices	Total
Sole owner	85.8	7.5	4.3	2.5	100.0
Partnership	91.3	5.8	1.5	1.3	100.0
Semi government	89.4	4.3	5.7	.7	100.0
Pvt. Ltd. liability company	82.0	10.2	3.6	4.2	100.0
Public limited company	89.5	6.0	3.6	.9	100.0
Cooperatives	80.0	16.3	3.5	.2	100.0
Other	79.6	11.1	8.7	.6	100.0
Total	84.7	8.6	4.0	2.7	100.0

Table 3.27 : Percentage distribution of employees by nature of economic activity and sex

Nature of economic activity	Sex		Total
	Male	Female	
A - Agriculture, forestry and fishing	48.8	51.2	100.0
B - Mining and quarrying	76.2	23.8	100.0
C - Manufacturing	47.7	52.3	100.0
D - Electricity, gas, steam and air conditioning supply	93.4	6.6	100.0
E - Water supply, sewerage, waste management and remediation activities	72.7	27.3	100.0
F - Construction	91.2	8.8	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	64.7	35.3	100.0
H - Transportation and storage	94.0	6.0	100.0
I - Accommodation and food service activities	90.0	10.0	100.0
J - Information and communication	66.1	33.9	100.0
K - Financial and insurance activities	71.8	28.2	100.0
L - Real estate activities	75.9	24.1	100.0
M - Professional, scientific and technical activities	68.9	31.1	100.0
N - Administrative and support service activities	86.5	13.5	100.0
O - Public administration and defense, compulsory social security	63.6	36.4	100.0
P - Education	18.4	81.6	100.0
Q - Human health and social work activities	26.2	73.8	100.0
R - Arts, entertainment and recreation	57.8	42.2	100.0
S..U - Other service activities	57.4	42.6	100.0
Total	61.1	38.9	100.0

Table 3.28 : Percentage distribution of employees by nature of economic activity and age

Nature of economic activities	Age group			Total
	Below 18	18 - 54	55 +	
A - Agriculture, forestry and fishing	0.2	90.7	9.2	100.0
B - Mining and quarrying	1.4	98.0	.6	100.0
C - Manufacturing	0.9	93.6	5.5	100.0
D - Electricity, gas, steam and air conditioning supply	0.0	93.4	6.6	100.0
E - Water supply, sewerage, waste management and remediation activities	0.0	84.1	15.9	100.0
F - Construction	0.0	79.2	20.8	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	0.5	93.5	6.0	100.0
H - Transportation and storage	0.3	96.0	3.7	100.0
I - Accommodation and food service activities	1.8	93.3	4.8	100.0
J - Information and communication	0.8	97.7	1.5	100.0
K - Financial and insurance activities	0.2	96.4	3.3	100.0
L - Real estate activities	0.0	87.4	12.6	100.0
M - Professional, scientific and technical activities	0.8	81.9	17.2	100.0
N - Administrative and support service activities	0.0	96.8	3.1	100.0
O - Public administration and defense, compulsory social security	0.0	94.3	5.7	100.0
P - Education	0.0	87.1	12.9	100.0
Q - Human health and social work activities	0.5	87.9	11.6	100.0
R - Arts, entertainment and recreation	1.2	87.6	11.2	100.0
S..U - Other service activities	0.0	84.3	15.7	100.0
Total	0.5	92.9	6.6	100.0

Table 3.29 : Percentage distribution of employees by administrative districts and age

Administrative district	Age group			Total
	Below 18	18 - 54	55 +	
Colombo	0.8	94.0	5.2	100.0
Gampaha	0.7	94.1	5.2	100.0
Kalutara	0.8	87.7	11.5	100.0
Kandy	0.4	89.7	9.9	100.0
Matale	0.0	92.4	7.6	100.0
Nuwara Eliya	0.0	95.1	4.9	100.0
Galle	0.3	87.0	12.7	100.0
Matara	0.0	93.9	6.1	100.0
Hambantota	0.2	99.1	.7	100.0
Jaffna	0.0	91.8	8.2	100.0
Mannar	0.0	100.0	.0	100.0
Vavuniya	0.0	97.4	2.6	100.0
Mullaitivu	0.0	97.3	2.7	100.0
Kilinochchi	0.0	96.1	3.9	100.0
Batticaloa	0.0	95.0	5.0	100.0
Ampara	0.0	93.6	6.4	100.0
Trincomalee	0.0	92.5	7.5	100.0
Kurunegala	0.5	89.9	9.6	100.0
Puttalam	0.1	92.6	7.4	100.0
Anuradhapura	0.3	99.3	.4	100.0
Polonnaruwa	0.0	97.3	2.7	100.0
Badulla	0.0	85.9	14.1	100.0
Moneragala	0.0	92.3	7.7	100.0
Ratnapura	1.5	90.6	8.0	100.0
Kegalle	0.1	90.2	9.8	100.0
Total	0.5	92.9	6.6	100.0

Table 3.30 : Percentage distribution of employees by occupation and size of the manpower in Establishment

Occupation category	Employee group					Total
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
Administrators, managers, senior officials and legislators	49.1	14.1	10.6	26.1	.	100.0
Professionals	11.7	7.0	8.6	20.2	52.6	100.0
Technicians and associate professionals	15.0	14.0	13.1	24.1	33.8	100.0
Clerks and clerical support workers	26.5	10.9	11.0	32.9	18.7	100.0
Service and Seles workers	10.4	9.8	9.5	17.6	52.6	100.0
Skilled agricultural, forestry and fishery workers	7.5	7.1	9.9	14.1	61.3	100.0
Craft and related trade workers	6.0	7.1	8.4	19.9	58.6	100.0
Plant and machine operators and assemblers	6.9	6.4	8.5	20.7	57.5	100.0
Elementary occupations	5.8	5.4	6.8	21.2	60.8	100.0
Total	12.1	8.2	8.9	21.4	49.4	100.0

Table 3.31 : Percentage distribution of employees by occupation, sex and age

Occupation category	Sex	Age group			Total
		Below 18	18 - 54	55 +	
Administrators, managers, senior officials and legislators	Male	.6	82.6	16.8	100.0
	Female	1.0	86.4	12.6	100.0
	Total	.7	83.6	15.7	100.0
Professionals	Male	.3	92.8	6.9	100.0
	Female	.2	94.3	5.5	100.0
	Total	.3	93.5	6.2	100.0
Technicians and associate professionals	Male	.2	93.7	6.1	100.0
	Female	.1	95.4	4.5	100.0
	Total	.2	94.3	5.5	100.0
Clerks and clerical support workers	Male	.4	91.8	7.8	100.0
	Female	.5	94.7	4.8	100.0
	Total	.5	93.3	6.2	100.0
Service and Seles workers	Male	.7	95.4	3.9	100.0
	Female	.2	95.7	4.1	100.0
	Total	.6	95.5	3.9	100.0
Skilled agricultural, forestry and fishery workers	Male	.1	88.9	11.0	100.0
	Female	.0	90.4	9.6	100.0
	Total	.1	89.7	10.3	100.0
Craft and related trade workers	Male	.8	95.4	3.9	100.0
	Female	.5	92.8	6.8	100.0
	Total	.6	94.3	5.1	100.0
Plant and machine operators and assemblers	Male	.8	95.9	3.3	100.0
	Female	1.6	97.1	1.4	100.0
	Total	1.1	96.4	2.5	100.0
Elementary occupations	Male	.5	84.1	15.4	100.0
	Female	.4	99.6	.	100.0
	Total	.4	90.7	8.9	100.0
Table Total		.5	92.9	6.6	100.0

Table 3.32 : Percentage distribution of employees by administrative district and occupation

Administrative district	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
Colombo	6.8	13.7	9.4	12.4	36.5	0.2	10.4	4.1	6.4	100.0
Gampaha	5.5	8.4	4.0	9.0	17.0	2.4	24.9	13.0	15.8	100.0
Kalutara	5.4	7.0	3.1	8.1	10.6	0.3	6.0	14.9	44.5	100.0
Kandy	4.6	18.3	4.6	15.3	11.2	8.7	1.6	11.2	24.6	100.0
Matale	5.9	0.6	4.2	25.6	31.2	0.0	9.3	1.7	21.6	100.0
Nuwara Eliya	0.9	0.2	0.7	1.2	3.1	9.3	0.9	2.9	80.7	100.0
Galle	7.8	13.6	0.9	14.8	14.4	4.4	14.3	4.9	24.9	100.0
Matara	4.0	10.6	2.6	4.8	7.2	11.9	7.8	30.6	20.4	100.0
Hambantota	4.0	2.6	1.8	5.3	3.6	0.4	31.3	19.8	31.3	100.0
Jaffna	3.2	5.6	3.8	12.5	58.8	0.5	0.0	3.3	12.3	100.0
Mannar	3.4	6.9	3.4	3.4	82.8	0.0	0.0	0.0	0.0	100.0
Vavuniya	3.3	0.4	19.2	1.5	70.1	0.0	2.2	0.4	3.0	100.0
Mullaitivu	1.8	0.0	12.5	21.4	20.5	0.9	5.4	0.0	37.5	100.0
Kilinochchi	3.9	2.2	5.6	32.2	36.7	0.0	0.0	0.0	19.4	100.0
Batticaloa	5.3	5.6	6.6	24.4	36.3	0.0	0.3	5.3	16.2	100.0
Ampara	7.4	5.3	5.3	25.5	25.5	0.0	16.0	0.0	14.9	100.0
Trincomalee	2.3	4.7	0.9	22.9	15.4	0.0	35.0	4.2	14.5	100.0
Kurunegala	5.5	11.2	3.6	14.7	23.9	3.4	13.2	7.1	17.3	100.0
Puttalam	8.3	5.8	3.4	10.3	13.3	3.0	3.6	23.2	29.0	100.0
Anuradhapura	2.7	0.0	0.5	5.9	4.4	0.1	4.8	37.7	43.9	100.0
Polonnaruwa	25.6	5.4	4.0	3.1	1.3	48.4	0.0	0.4	11.7	100.0
Badulla	4.7	1.2	1.2	4.9	4.5	33.8	0.6	7.7	41.3	100.0
Moneragala	2.8	3.6	1.3	6.8	8.2	24.8	33.2	7.2	12.1	100.0
Ratnapura	2.2	10.4	2.0	5.8	9.0	1.0	4.2	2.1	63.3	100.0
Kegalle	2.7	1.7	1.5	4.1	3.7	8.0	20.6	2.4	55.3	100.0
Total	5.1	9.4	4.9	9.8	19.6	4.2	11.3	9.8	26.0	100.0

Table 3.33 : Percentage distribution of employees by nature of economic activity and occupation

Nature of economic activity	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
A	0.9	3.3	0.9	1.8	2.2	14.9	6.7	1.5	67.8	100.0
B	3.7	2.4	0.5	5.6	1.5	1.8	41.8	2.4	40.4	100.0
C	4.4	9.4	5.4	5.1	3.7	5.0	19.7	25.6	21.9	100.0
D	7.0	10.6	19.8	7.3	5.5	4.8	2.6	24.2	18.3	100.0
E	11.4	9.1	11.4	36.4	0.0	0.0	22.7	9.1	0.0	100.0
F	3.5	4.7	8.1	4.3	0.0	0.0	1.0	2.3	76.0	100.0
G	8.3	2.4	1.6	15.9	57.1	1.0	3.5	2.4	7.7	100.0
H	3.0	0.5	0.6	10.6	12.3	0.0	7.6	34.4	30.9	100.0
I	9.6	8.6	2.8	12.2	49.3	0.4	8.0	0.7	8.4	100.0
J	7.8	54.4	13.8	16.8	3.6	0.0	0.5	1.4	1.7	100.0
K	10.2	8.6	13.5	29.6	35.7	0.0	0.2	0.4	1.8	100.0
L	12.6	17.2	13.8	10.3	39.1	0.0	0.0	0.0	6.9	100.0
M	13.8	33.7	17.8	16.2	6.1	0.2	0.6	2.5	9.3	100.0
N	1.6	7.3	0.8	5.2	45.1	0.0	32.3	0.4	7.3	100.0
O	3.7	3.9	6.1	22.5	23.9	0.5	2.2	3.0	34.2	100.0
P	4.4	71.4	3.9	8.5	2.7	0.0	0.4	0.1	8.6	100.0
Q	3.5	10.9	25.3	16.8	10.8	0.5	0.8	1.0	30.3	100.0
R	11.2	5.0	8.7	13.7	17.4	0.0	12.4	0.6	31.1	100.0
S..U	18.2	13.3	12.3	24.1	15.7	0.6	0.3	2.8	12.7	100.0
Total	5.1	9.4	4.9	9.8	19.6	4.2	11.3	9.8	26.0	100.0

Table 3.34 : Percentage distribution of employees by occupation and legal status of the establishments

Occupation category	Legal status of the establishment							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
Administrators, managers, senior officials and legislators	17.3	7.1	6.2	45.0	12.4	9.2	3.0	100.0
Professionals	9.9	4.7	12.5	58.3	3.6	0.3	10.6	100.0
Technicians and associate professionals	7.2	4.4	11.4	68.4	4.9	1.5	2.3	100.0
Clerks and clerical support workers	9.0	5.3	11.6	43.8	14.0	12.2	4.2	100.0
Service and Seles workers	13.3	7.9	6.3	49.1	17.9	4.2	1.4	100.0
Skilled agricultural, forestry and fishery workers	7.0	3.0	16.0	32.8	37.4	0.3	3.5	100.0
Craft and related trade workers	15.5	10.3	5.4	64.5	1.7	0.5	2.1	100.0
Plant and machine operators and assemblers	10.7	3.6	16.3	65.5	1.7	0.0	2.2	100.0
Elementary occupations	13.2	5.1	17.2	43.8	16.1	0.5	4.0	100.0
Total	12.1	6.0	11.8	51.5	12.2	2.8	3.6	100.0

Table 3.35 : Percentage distribution of hired employees by nature of economic activity

Nature of economic activity	%
A - Agriculture, forestry and fishing	2.7
B - Mining and quarrying	.2
C - Manufacturing	31.4
D - Electricity, gas, steam and air conditioning supply	1.7
E - Water supply, sewerage, waste management and remediation activities	.
F - Construction	.4
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	38.7
H - Transportation and storage	.5
I - Accommodation and food service activities	4.8
J - Information and communication	1.3
K - Financial and insurance activities	7.5
L - Real estate activities	.1
M - Professional, scientific and technical activities	2.4
N - Administrative and support service activities	1.0
O - Public administration and defense, compulsory social security	.8
P - Education	1.8
Q - Human health and social work activities	3.8
R - Arts, entertainment and recreation	.1
S..U - Other service activities	.8
Total	100.0

Table 3.36 : Percentage distribution of hired employees by administrative districts and legal status  
Of the establishments

Administrative district	Legal status of the establishment							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
Colombo	1.8	1.5	5.0	84.7	5.7	0.3	1.0	100.0
Gampaha	19.6	10.0	.	67.2	3.2	.	.	100.0
Kalutara	38.1	26.7	1.9	33.3	.	.	.	100.0
Kandy	1.0	.	.	42.5	47.2	.	9.3	100.0
Matale	.	.	.	.	.	.	.	.
Nuwara Eliya	22.2	11.1	.	44.4	.	.	22.2	100.0
Galle	5.9	5.9	.	58.8	.	.	29.4	100.0
Matara	1.2	.	.	3.6	95.1	.	.	100.0
Hambantota	.	.	.	100.0	.	.	.	100.0
Jaffna	76.5	.	.	14.7	.	2.9	5.9	100.0
Mannar	.	.	.	.	.	.	.	.
Vavuniya	.	66.7	.	.	33.3	.	.	100.0
Mullaitivu	.	.	.	.	.	.	.	.
Kilinochchi	.	.	.	.	.	.	.	.
Batticaloa	16.7	.	.	83.3	.	.	.	100.0
Ampara	.	.	.	.	.	100.0	.	100.0
Trincomalee	.	100.0	.	.	.	.	.	100.0
Kurunegala	6.7	.	26.7	20.0	.	6.7	40.0	100.0
Puttalam	12.3	4.6	.	83.1	.	.	.	100.0
Anuradhapura	.	7.7	.	15.4	57.7	.	19.2	100.0
Polonnaruwa	100.0	.	.	.	.	.	.	100.0
Badulla	33.3	.	11.1	55.6	.	.	.	100.0
Moneragala	.	.	.	100.0	.	.	.	100.0
Ratnapura	7.5	7.5	.	77.5	.	7.5	.	100.0
Kegalle	12.5	25.0	.	62.5	.	.	.	100.0
Total	7.6	4.0	2.8	63.5	19.3	0.4	2.3	100.0



Table 3.37 : Number of employment opportunities by  
legal status of the establishment

Legal status	No.	%
Sole owner	730	14.1
Partnership	442	8.5
Semi government	573	11.1
Pvt. Ltd. liability company	2803	54.2
Public limited company	315	6.1
Cooperatives	75	1.4
Other	237	4.6
Total	5175	100.0

Table 3.38 : Number of employment opportunities  
by administrative district

Administrative district	No.	%
Colombo	1209	23.4
Gampaha	616	11.9
Kalutara	342	6.6
Kandy	808	15.6
Matale	42	0.8
Nuwara Eliya	431	8.3
Galle	151	2.9
Matara	150	2.9
Hambantota	153	3.0
Jaffna	57	1.1
Mannar	8	0.2
Vavuniya	98	1.9
Mullaitivu	7	0.1
Kilinochchi	13	0.3
Batticaloa	13	0.3
Ampara	9	0.2
Trincomalee	30	0.6
Kurunegala	171	3.3
Puttalam	114	2.2
Anuradhapura	99	1.9
Polonnaruwa	19	0.4
Badulla	71	1.4
Moneragala	216	4.2
Ratnapura	266	5.1
Kegalle	82	1.6
Total	5175	100.0

Table 3.39 : Percentage distribution of employees by administrative district and sex in Semi-Government sector

Administrative district	Male	Female	Total
Colombo	73.0	27.0	100.0
Gampaha	77.5	22.5	100.0
Kalutara	65.4	34.6	100.0
Kandy	74.5	25.5	100.0
Matale	82.8	17.2	100.0
Nuwara Eliya	71.4	28.6	100.0
Galle	76.4	23.6	100.0
Matara	69.6	30.4	100.0
Hambantota	76.0	24.0	100.0
Jaffna	70.5	29.5	100.0
Mannar	94.7	5.3	100.0
Vavuniya	68.6	31.4	100.0
Mullaitivu	76.1	23.9	100.0
Kilinochchi	86.5	13.5	100.0
Batticaloa	68.1	31.9	100.0
Ampara	85.5	14.5	100.0
Trincomalee	89.6	10.4	100.0
Kurunegala	71.0	29.0	100.0
Puttalam	68.5	31.5	100.0
Anuradhapura	86.5	13.5	100.0
Polonnaruwa	89.2	10.8	100.0
Badulla	91.4	8.6	100.0
Moneragala	84.3	15.7	100.0
Ratnapura	77.6	22.4	100.0
Kegalle	76.3	23.7	100.0
Total	75.4	24.6	100.0

Table 3.40 : Percentage distribution of employees by employment status and age in Semi-Government sector

Employment status	Age group			Total
	Below 18	18 - 54	55 & over	
Permanent	0.1	87.3	12.5	100.0
Temporary	5.3	86.6	8.1	100.0
Casual	0.4	91.2	8.4	100.0
Learners and apprentices	0.8	99.2	0.0	100.0
Total	0.3	87.6	12.1	100.0

Table 3.41 : Percentage distribution of employees by age group and sex in Semi-Government sector

Sex	Age group			Total
	Below 18	18 - 54	55 +	
Male	0.4	86.2	13.5	100.0
Female	0.2	91.1	8.7	100.0
Total	0.3	87.4	12.3	100.0

Table 3.42 : Percentage distribution of employees by their working pattern and sex in Semi-Government sector

Working pattern	Sex		Total
	Male	Female	
Full time workers	97.0	94.9	96.4
Part time workers	3.0	5.1	3.6
Total	100.0	100.0	100.0

Table 3.43 : Percentage distribution of employees with their working pattern by administrative districts in Semi-Government sector

Administrative district	Full time workers	Part time workers	Total
Colombo	96.8	3.2	100.0
Gampaha	96.5	3.5	100.0
Kalutara	97.6	2.4	100.0
Kandy	98.1	1.9	100.0
Matale	98.0	2.0	100.0
Nuwara Eliya	98.5	1.5	100.0
Galle	99.2	0.8	100.0
Matara	92.8	7.2	100.0
Hambantota	83.1	16.9	100.0
Jaffna	98.4	1.6	100.0
Mannar	100.0	0.0	100.0
Vavuniya	100.0	0.0	100.0
Mullaitivu	98.9	1.1	100.0
Kilinochchi	95.5	4.5	100.0
Batticaloa	94.4	5.6	100.0
Ampara	98.1	1.9	100.0
Trincomalee	99.3	0.7	100.0
Kurunegala	93.2	6.8	100.0
Puttalam	97.0	3.0	100.0
Anuradhapura	98.5	1.5	100.0
Polonnaruwa	98.3	1.7	100.0
Badulla	99.0	1.0	100.0
Moneragala	99.0	1.0	100.0
Ratnapura	94.9	5.1	100.0
Kegalle	85.6	14.4	100.0
Total	96.4	3.6	100.0

Table 3.44 : Percentage distribution of employees by their nationality, age and sex in Semi-Government sector

Nationality	Sex	Age group			Total
		Below 18	18 - 54	55 & over	
Sri Lankans	Male	.2	87.0	12.8	100.0
	Female	.8	89.2	10.0	100.0
	Total	.3	87.6	12.1	100.0
Non Sri Lankans	Male	.0	100.0	.0	100.0
	Female	.	.	.	.
	Total	.0	100.0	.0	100.0

Table 3.45 : Percentage distribution of establishments by administrative district and nature of economic activity in Semi-Government sector

Administrative district	Nature of economic activity																		Total
	A	B	C	D	E	F	G	H	I	J	K	M	N	O	P	Q	R	S..U	
Colombo			2.6		0.7	2.0	5.9	9.2	2.0	1.3	44.7	7.2	2.0	12.5	5.3	2.0	2.0	0.7	100.0
Gampaha	11.7		6.7			1.7	1.7	11.7		1.7	63.3	1.7							100.0
Kalutara	6.7		6.7			4.4		4.4			66.7	4.4		6.7					100.0
Kandy	14.0		1.8			7.0	5.3	8.8			50.9	3.5		3.5	1.8		1.8	1.8	100.0
Matale	6.7					13.3	6.7	13.3			40.0			6.7			13.3		100.0
Nuwara Eliya	26.9					11.5		7.7			50.0	3.8							100.0
Galle			2.1			4.3	10.6	6.4			63.8	4.3		2.1		2.1	2.1	2.1	100.0
Matara	5.3		5.3			5.3	5.3	5.3			63.2	5.3					5.3		100.0
Hambantota	3.4		6.9			13.8		3.4			62.1			6.9			3.4		100.0
Jaffna	6.3					18.8					75.0								100.0
Mannar						100.0													100.0
Vavuniya						66.7					33.3								100.0
Mullaitivu	33.3					33.3								33.3					100.0
Kilinochchi						50.0					50.0								100.0
Batticaloa						7.1		7.1			85.7								100.0
Ampara	4.8					4.8	4.8	23.8			52.4			9.5					100.0
Trincomalee						7.7		15.4			61.5		7.7	7.7					100.0
Kurunegala	17.4		2.9			5.8	7.2	11.6			46.4	1.4	2.9	2.9			1.4		100.0
Puttalam	20.0		12.0			4.0		4.0			52.0	8.0							100.0
Anuradhapura	7.5					10.0	2.5	7.5			57.5	5.0		7.5	2.5				100.0
Polonnaruwa					14.3	21.4		7.1			35.7	7.1		14.3					100.0
Badulla			6.9			13.8	10.3	10.3			51.7	6.9							100.0
Moneragala			4.8			14.3		14.3			61.9			4.8					100.0
Ratnapura			2.7		2.7	5.4	2.7	8.1	2.7		62.2	5.4		5.4	2.7				100.0
Kegalle	8.3					8.3		12.5			62.5	4.2		4.2					100.0
Total	6.7		3.2		0.5	7.2	4.0	8.8	0.5	0.4	54.9	4.0	0.7	5.4	1.4	0.5	1.4	0.4	100.0

Table 3.46 : Percentage distribution of employees by employment status and administrative districts in Semi-Government sector

Administrative district	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
Colombo	93.2	3.9	2.2	0.7	100.0
Gampaha	92.8	2.1	4.3	0.8	100.0
Kalutara	88.7	3.8	6.1	1.5	100.0
Kandy	94.9	2.3	2.5	0.3	100.0
Matale	87.8	9.3	1.0	1.9	100.0
Nuwara Eliya	89.1	0.7	9.5	0.7	100.0
Galle	95.5	1.6	1.0	1.9	100.0
Matara	87.0	8.7	3.8	0.5	100.0
Hambantota	75.5	2.8	19.5	2.2	100.0
Jaffna	85.4	8.7	4.7	1.2	100.0
Mannar	98.7	0.0	1.3	0.0	100.0
Vavuniya	100.0	0.0	0.0	0.0	100.0
Mullaitivu	84.1	1.1	5.7	9.1	100.0
Kilinochchi	95.5	4.5	0.0	0.0	100.0
Batticaloa	84.7	6.7	2.5	6.1	100.0
Ampara	95.5	1.6	1.5	1.4	100.0
Trincomalee	95.5	.6	3.7	0.2	100.0
Kurunegala	70.1	3.5	25.2	1.1	100.0
Puttalam	71.4	17.2	10.8	0.6	100.0
Anuradhapura	96.6	1.7	1.1	0.6	100.0
Polonnaruwa	95.7	3.2	0.8	0.3	100.0
Badulla	96.4	1.9	1.1	0.6	100.0
Moneragala	96.7	2.1	.3	0.8	100.0
Ratnapura	92.1	3.9	1.6	2.4	100.0
Kegalle	93.5	4.6	1.7	0.2	100.0
Total	91.4	3.6	4.1	0.9	100.0

Table 3.47 : Percentage distribution of employees by their nationality, employment status and sex in Semi-Government sector

Nationality	Sex	Permanent	Temporary	Casual	Learners and apprentices	Total
Sri Lankans	Male	93.6	2.9	3.1	0.4	100.0
	Female	84.7	5.8	7.1	2.3	100.0
	Total	91.4	3.6	4.1	0.9	100.0
Non Sri Lankans	Male	100.0	.0	.0	.0	100.0
	Female	.	.	.	.	.
	Total	100.0	.0	.0	.0	100.0

Table 3.48 : Percentage distribution of employees by nature of economic activities and employment status in Semi-Government sector

Nature of economic activity	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
A	73.5	5.7	20.8	0.0	100.0
C	85.4	6.5	8.0	0.1	100.0
E	95.3	0.0	4.7	0.0	100.0
F	93.5	3.3	3.2	0.0	100.0
G	91.5	4.3	1.9	2.2	100.0
H	99.0	0.5	0.5	0.0	100.0
I	88.9	7.6	2.3	1.2	100.0
J	68.8	5.8	23.2	2.2	100.0
K	86.0	7.4	3.4	3.2	100.0
M	90.6	4.5	3.9	1.0	100.0
N	36.0	2.1	61.8	0.0	100.0
O	89.2	6.1	3.8	0.9	100.0
P	91.2	4.5	1.4	2.9	100.0
Q	90.3	6.5	3.2	0.0	100.0
R	82.1	11.3	2.0	4.5	100.0
S..U	97.1	2.9	0.0	0.0	100.0
Total	91.4	3.6	4.1	0.9	100.0

Table 3.49 : Percentage distribution of employees by nature of economic activity and sex in Semi-Government sector

Nature of economic activity	Sex		Total
	Male	Female	
A - Agriculture, forestry and fishing	53.8	46.2	100.0
C - Manufacturing	65.1	34.9	100.0
E - Water supply, sewerage, waste management and remediation activities	87.7	12.3	100.0
F - Construction	87.4	12.6	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	74.8	25.2	100.0
H - Transportation and storage	93.1	6.9	100.0
I - Accommodation and food service activities	83.5	16.5	100.0
J - Information and communication	70.9	29.1	100.0
K - Financial and insurance activities	47.9	52.1	100.0
M - Professional, scientific and technical activities	68.0	32.0	100.0
N - Administrative and support service activities	35.5	64.5	100.0
O - Public administration and defense, compulsory social security	63.8	36.2	100.0
P - Education	58.5	41.5	100.0
Q - Human health and social work activities'	57.6	42.4	100.0
R - Arts, entertainment and recreation	63.1	36.9	100.0
S..U - Other service activities	41.2	58.8	100.0
Total	75.4	24.6	100.0

Table 3.50 : Percentage distribution of employees by nature of economic activity and age in  
Semi-Government sector

Nature of economic activity	Age group			Total
	Below 18	18 - 54	55 +	
A - Agriculture, forestry and fishing	.0	93.6	6.4	100.0
C - Manufacturing	.0	88.3	11.7	100.0
E - Water supply, sewerage, waste management and remediation activities	.0	78.3	21.7	100.0
F - Construction	.5	83.7	15.8	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	.0	86.9	13.1	100.0
H - Transportation and storage	.8	87.5	11.8	100.0
I - Accommodation and food service activities	.0	89.0	11.0	100.0
J - Information and communication	.0	85.7	14.3	100.0
K - Financial and insurance activities	.0	88.3	11.7	100.0
M - Professional, scientific and technical activities	.0	85.2	14.8	100.0
N - Administrative and support service activities	.0	88.5	11.5	100.0
O - Public administration and defense, compulsory social security	.0	85.4	14.6	100.0
P - Education	.0	92.3	7.7	100.0
Q - Human health and social work activities	.0	97.0	3.0	100.0
R - Arts, entertainment and recreation	.0	93.0	7.0	100.0
S..U - Other service activities	.0	88.2	11.8	100.0
Total	.3	87.4	12.3	100.0

Table 3.51 : Percentage distribution of employees by administrative district and age in Semi-Government sector

Administrative district	Age group			Total
	Below 18	18 - 54	55 +	
Colombo	0.2	85.4	14.3	100.0
Gampaha	.0	87.7	12.3	100.0
Kalutara	.0	85.3	14.7	100.0
Kandy	.0	87.4	12.6	100.0
Matale	.0	87.9	12.1	100.0
Nuwara Eliya	.0	93.1	6.9	100.0
Galle	.0	86.1	13.9	100.0
Matara	.0	91.3	8.7	100.0
Hambantota	.0	95.4	4.6	100.0
Jaffna	.0	92.6	7.4	100.0
Mannar	.0	94.7	5.3	100.0
Vavuniya	.0	96.1	3.9	100.0
Mullaitivu	.0	95.5	4.5	100.0
Kilinochchi	.0	93.3	6.7	100.0
Batticaloa	.0	94.2	5.8	100.0
Ampara	.0	90.5	9.5	100.0
Trincomalee	.0	89.8	10.2	100.0
Kurunegala	3.7	86.3	10.0	100.0
Puttalam	.0	91.2	8.8	100.0
Anuradhapura	.0	94.2	5.8	100.0
Polonnaruwa	.0	89.8	10.2	100.0
Badulla	.0	83.1	16.9	100.0
Moneragala	.0	93.2	6.8	100.0
Ratnapura	.0	89.4	10.6	100.0
Kegalle	.0	93.6	6.4	100.0
Total	0.3	87.4	12.3	100.0



Table 3.52 : Percentage distribution of employees by administrative district and occupation in Semi-Government sector

Administrative district	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
Colombo	9.2	6.4	18.2	31.5	7.1	0.2	4.7	7.6	15.3	100.0
Gampaha	7.8	4.4	4.4	26.4	11.9	3.8	5.9	25.7	9.6	100.0
Kalutara	10.4	2.7	7.0	31.7	10.3	1.6	6.8	11.0	18.5	100.0
Kandy	4.8	1.7	1.4	21.3	9.7	12.6	6.0	18.5	23.8	100.0
Matale	4.3	4.8	2.0	17.8	25.0	0.0	25.6	9.9	10.6	100.0
Nuwara Eliya	4.7	28.5	6.9	19.5	13.7	7.3	5.3	3.2	10.9	100.0
Galle	8.5	2.7	8.6	25.1	11.6	2.7	4.8	23.9	12.3	100.0
Matara	6.0	10.3	2.5	19.7	19.4	15.7	6.5	8.5	11.3	100.0
Hambantota	5.7	0.6	6.7	22.9	1.5	0.0	8.7	5.0	48.8	100.0
Jaffna	11.6	4.2	11.0	27.4	21.1	0.0	0.0	5.7	19.0	100.0
Mannar	1.3	1.3	9.3	21.3	0.0	0.0	0.0	5.3	61.3	100.0
Vavuniya	7.8	11.8	9.8	49.0	0.0	0.0	0.0	21.6	0.0	100.0
Mullaitivu	1.1	1.1	18.2	29.5	35.2	1.1	0.0	1.1	12.5	100.0
Kilinochchi	4.5	5.6	12.4	25.8	4.5	3.4	39.3	3.4	1.1	100.0
Batticaloa	13.9	6.1	2.2	41.3	25.8	0.0	0.0	4.7	6.1	100.0
Ampara	4.1	3.1	7.0	29.9	15.1	2.2	1.2	19.0	18.3	100.0
Trincomalee	5.2	2.7	2.8	29.5	10.4	0.0	8.9	26.0	14.5	100.0
Kurunegala	4.4	8.3	3.6	20.7	22.0	6.8	6.9	14.8	12.6	100.0
Puttalam	7.2	3.0	3.5	25.3	19.4	5.9	8.5	6.1	21.0	100.0
Anuradhapura	3.8	2.1	5.7	15.1	4.0	4.8	2.9	31.0	30.6	100.0
Polonnaruwa	21.1	0.4	5.2	10.2	0.3	6.3	0.0	53.4	3.0	100.0
Badulla	5.8	0.7	1.2	12.4	12.3	0.1	6.1	13.5	47.8	100.0
Moneragala	5.5	2.2	7.1	24.7	8.3	1.3	10.1	25.9	14.8	100.0
Ratnapura	5.1	14.6	4.8	26.5	2.3	3.3	5.6	24.7	13.2	100.0
Kegalle	5.0	3.2	4.1	16.9	26.4	0.2	3.9	9.6	30.8	100.0
Total	7.6	6.1	11.4	26.6	9.9	2.5	5.4	12.9	17.5	100.0

Table 3.53 : Percentage distribution of employees by nature of economic activity and occupation in Semi-Government sector

Nature of economic activity	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
A	2.2	12.1	1.5	5.9	4.0	32.0	2.7	7.6	32.1	100.0
B										
C	5.4	2.2	7.6	16.5	0.6	3.5	10.7	7.4	46.1	100.0
D										
E	0.9	0.0	17.9	16.0	0.0	0.0	3.8	15.1	46.2	100.0
F	1.0	4.2	9.8	11.4	4.9	2.1	10.4	4.7	51.5	100.0
G	5.2	1.9	3.2	32.0	21.1	1.7	3.1	12.5	19.4	100.0
H	3.1	2.6	15.4	21.5	13.7	0.3	4.8	25.3	13.3	100.0
I	3.3	14.3	50.0	19.4	0.0	0.0	6.1	0.4	6.5	100.0
J	11.2	0.4	16.6	36.8	6.3	0.0	2.2	6.3	20.2	100.0
K	29.0	10.0	2.8	48.1	4.7	0.1	1.5	0.7	3.0	100.0
L										
M	5.9	21.1	17.1	23.9	3.9	0.7	4.9	5.3	17.2	100.0
N	5.4	2.8	2.0	18.2	61.9	0.0	6.8	1.5	1.4	100.0
O	9.2	4.7	18.3	40.6	3.7	1.6	7.1	4.3	10.6	100.0
P	8.2	28.8	3.9	33.7	3.3	0.1	7.4	6.1	8.7	100.0
Q	15.2	18.2	0.0	51.5	9.1	0.0	0.0	0.0	6.1	100.0
R	4.8	1.6	10.2	25.8	10.2	0.0	24.6	4.5	18.2	100.0
S..U	17.6	14.7	0.0	52.9	5.9	0.0	0.0	5.9	2.9	100.0
Total	7.6	6.1	11.4	26.6	9.9	2.5	5.4	12.9	17.5	100.0

Table 3.54 : Percentage distribution of hired employees by nature of economic activity in  
Semi Government sector

Nature of economic activity	%
A - Agriculture, forestry and fishing	0.5
C - Manufacturing	3.1
E - Water supply, sewerage, waste management and remediation activities	0.5
F - Construction	0.6
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	1.9
H - Transportation and storage	11.0
I - Accommodation and food service activities	0.3
J - Information and communication	0.4
K - Financial and insurance activities	47.1
M - Professional, scientific and technical activities	3.2
N - Administrative and support service activities	1.2
O - Public administration and defense, compulsory social security	19.4
P - Education	8.0
Q - Human health and social work activities	.
R - Arts, entertainment and recreation	2.7
S..U - Other service activities	.0
Total	100.0

## **Appendix**

### Survey Questionnaire



**ශ්‍රී ලංකා වාර්ෂික රැකියා සමීක්ෂණය - 2016**  
**இலங்கையில் தொழிலில் ஈடுபட்டுள்ளோர்களின் வருடாந்த அளவீடு**  
**ANNUAL EMPLOYMENT SURVEY SRI LANKA**

බිබි විසින් සපයනු ලබන තොරතුරු "රහස්‍ය ලෙස" තබා ගන්නා අතර ඒවා අයවැද්ද අය කිරීම් පිණිස හෝ සේවක අර්ථ සාධක අරමුදල් පනතේ නියමයන් සඳහා හෝ යොදා ගනු නොලැබේ. / தங்களால் தரப்படும் தகவல்கள் அனைத்தும் "இரகசியமாக" பேணப்படும் என்பதுடன் வரி அறவிடல் நோக்கத்திற்கோ அல்லது ஊ.சே.நி சட்டத்திற்கோ பயன்படுத்தப்படமாட்டாது. / The Information furnished by you will be kept "CONFIDENTIAL" and will not be used for the purposes of taxation or the Employees Provident Fund Act.

- 1 ආයතනයේ නම : .....  
 தாபனத்தின் பெயர் / Name of Establishment:
- 2 ලිපිනය : .....  
 முகவரி / Address:
- 3 දුරකථන අංකය : .....  
 தொலைபேசி இலக்கம் / Telephone No:
- .....  
 தொலைநகல் இலக்கம் / Fax No:
- .....  
 மின்னஞ்சல் முகவரி / E-mail address:
- 4 සහකාර කමිකරු කොමසාරිස් දිස්ත්‍රික්කය : .....  
 உதவித்தொழில் ஆணையாளரின் மாவட்டம் / District of the Assistant Commissioner of Labour:
- 5 පරිපාලන දිස්ත්‍රික්කය : .....  
 நிர்வாக மாவட்டம் / Administrative District:
- 6 ප්‍රාදේශීය ලේකම් කොට්ඨාසය : .....  
 பிரதேச செயலகப் பிரிவு / Divisional Secretariat Division:
- 7 ග්‍රාම නිලධාරී විසමේ නම : ..... අංකය : .....  
 கிராம உத்தியோகத்தார் பிரிவின் பெயர் / Name of the GN Division: இலக்கம் / Number
- 8 ආයතනය ආරම්භ කල වර්ෂය / තාපනம் ஆரம்பிக்கப்பட்ட வருடம்: .....  
 Established year:
- 9 මෙම ආයතනය යටතේ පාලනය වන යාබද ආයතන වෙනත් තැනක තිබේද? මව්. 1 නැත. 2  
 இந்த தாபனத்தின் கீழ் வேறு கிளை எங்காவது உள்ளதா? ஆம்/Yes இல்லை/No  
 Is there any other branch else where under this Establishment?  
 යාබද ආයතන තිබේ නම් යාබද සංඛ්‍යාව/ කිளைகள் இருந்தால் எண்ணிக்கை/ .....  
 If branches are available, the amount
- 10 ආයතනයේ පවත්වාගෙන යන ව්‍යාපාරයේ ස්වභාවය / .....  
 தாபனத்தினால் நடத்தப்படும் பொருளாதாரத் தொழிற்பாட்டின் தன்மை / Nature of Economic Activity carried out in the Establishment .....  
 (එනම් වැඩිම සේවක සංඛ්‍යාවක් යොදවා ඇති ප්‍රධාන නිෂ්පාදනය, ක්‍රියාකාරීත්වය හෝ ව්‍යාපාරය කෙටියෙන් විස්තර කරන්න / பிரதான உற்பத்தித் தொழிற்பாட்டினை அல்லது வியாபாரத்தினை சுருக்கமாக விபரிக்க. அதாவது கூடுதலான ஊழியர்கள் ஈடுபட்டுள்ள தொழில் செயற்பாடு / Describe briefly the main product activity or business. i.e. One on which largest number of employees are engaged)
- 11 මෙම ආයතනය ශ්‍රී ලංකා ආයෝජන මණ්ඩලය යටතේ ලියාපදිංචිකර තිබේද?/இந்த தாபனம் இலங்கை முதலீட்டுச் சபையின் கீழ் பதிவு செய்யப்பட்டுள்ளதா? /Is this establishment registered under the Board Of Investment in Sri Lanka? මව්. 1 නැත. 2  
 ஆம்/Yes இல்லை/No

කාර්යාලීය ප්‍රයෝජනය සඳහා පමණි/அலுவலக பாவனைக்கு மட்டும்/For office use only

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ස්ත්‍රී පුරුෂ භාවය பால் SEX	ප්‍රති මස අන්තිම වැඩකල සම්පූර්ණ දිනයේ පඩි ලැයිස්තුවෙහි ඇතුළත්ව සිටි සේවක සංඛ්‍යාව / பூண் மாதத்தின் கடைசி முழு வேலை நாள்ன்று கொடுப்பனவு இடப்பயிலுள்ள ஊழியர்களின் எண்ணிக்கை / Number of employees on pay roll on the last full working day of June		
	පූර්ණ කාලීන සේවකයන් முழு நேர ஊழியர்கள் Full time employees	අර්ධ කාලීන සේවකයන් பகுதி நேர ஊழியர்கள் Part time employees	එකතුව மொத்தம் Total
පිරිමි / ஆண் / Male			
ගැහැණු / பெண் / Female			

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[illegible]

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<p>பதிலைக் கொடுக்க வேண்டுகோள் (பதிலைக் கொடுக்க வேண்டுகோள் பின்பற்ற வேண்டுகோள்)</p> <p>/ கொடுக்க வேண்டுகோள் (தயவு செய்து அளவிட்டு அட்டவணைப்படுத்தவும்) / Standard classification of occupation (Please follow the instructions to fill Survey Schedule)</p>		<p>தொழிலாளர்களின் எண்ணிக்கை (தொழிலாளர்களின் எண்ணிக்கை) / தொழிலாளர்களின் எண்ணிக்கை / தொழிலாளர்களின் எண்ணிக்கை</p> <p>Total number of active employees according to age groups</p>		
		<p>வயது 18 க்கு கீழ் / வயது 18 க்கு கீழ்</p> <p>Age below 18</p>	<p>வயது 18-54 / வயது 18-54</p> <p>Age 18-54</p>	<p>வயது 55 க்கு மேல் / வயது 55 க்கு மேல்</p> <p>Age 55 &amp; over</p>
<p>1. மேலாளர்கள், அதிகாரிகள், சர்க்கார் அதிகாரிகள் / மேலாளர்கள், அதிகாரிகள், சர்க்கார் அதிகாரிகள்</p> <p>/Managers, senior officials and legislators</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>2. தொழிலாளர்கள் / தொழிலாளர்கள்</p> <p>/Professionals</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>3. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Technicians and associate professionals</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>4. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Clerks and clerical support workers</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>5. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Service and sales workers</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>6. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Skilled agricultural, forestry and fishery workers</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>7. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Craft and related trade workers</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>8. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Plant and machine operators and assemblers</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			
<p>9. தொழிலாளர்கள், தொழிலாளர்கள் / தொழிலாளர்கள், தொழிலாளர்கள்</p> <p>/Elementary occupations</p>	<p>மேல் / ஆண் / Male</p>			
	<p>கீழ் / பெண் / Female</p>			

15

15. ආයතනයේ නෛතික තත්වය (අදාළ තත්වය යටින් ඉටු කර අඳින්න) / தாயகத்தின் சட்ட நிலைமை (உரிய நிலைமைத்தின் கீழ் சேரவேண்டும்.) Legal status of the Establishment (Please underline relevant status):

1. තනි පුද්ගල தனி ஒருவரின் சொத்து / Sole Owner	2. හවුල් ව්‍යාපාරය பங்குடனாம் / Partnership	3. අර්ධ රාජ්‍යය பகுதி அரசு / Semi Government	4. සීමිත වගකීම් සහිත පුද්ගලික பொறுப்பு வரையறுக்கப்பட்ட கம்பனி / Pvt. Ltd liability Company
5. සීමිත වගකීම් සහිත සෞදා வரையறுக்கப்பட்ட பொது கம்பனி / Public limited company	6. සමුපකාර සමිති சேட்டுறவுகள் / Cooperatives	7. වෙනත් (විස්තර කරන්න) வேறு (குறிப்பிடவும்) / Other (Specify)	

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17

17 இல ஈயாதவை வசூலி லேவின துரந்தலுது திவீத துதி திலே லெலா தன தருதி லேவின து-வலாவு:  
தங்கன தாபனத்திலு துமலுது ஆட்சேர்ப்புச் செய்யப்படுவனாடி வலுநுரிங்கருக்கான ஂறுதியர்களினு எண்ணிக்கை:  
Number of employees to be recruited if there are vacancies in your establishment:

මගේ දැන්මේ හා විශ්වාසයේ හැටියට මෙම සම්කෂණ වාර්තාවේ අඩංගු කර ඇති තොරතුරු නිවැරදි බව මෙයින් සහතික කරමි.

நான் இவ் அளவீட்டு அட்டவணையில் வழங்கப்பட்டுள்ள தகவல்கள் அனைத்தும் என் அறிவுக்கெட்டிய வகையில் சரியானவை எனவும் நம்பகமானவை எனவும் உறுதிப்படுத்துகிறேன்.

**I hereby certify that the information given in this Survey Schedule is correct to the best of my knowledge and belief.**

අත්සන / கையொப்பம் / Signature .....

தேதிய / திகதி / Date .....

නම / பெயர் / Name .....

சுද්வி / பதவி / Designation .....

## Instructions to fill the Survey Schedule with some Important Definitions

This survey schedule must be furnished by employers before 25<sup>th</sup> July to the Commissioner General of Labour, Labour Secretariat, Narahenpita, Colombo 5 (or to The return address which is given in the top of the last page). Please read carefully the instructions given below and submit completed schedules for each establishment separately.

The identification information must be given from question number 1 to 7 and if the branches of this establishment are available in other places then it may be mentioned under question number 9. The main economic activity has to be mentioned under question number 10 if there are more than one activity. Moreover, please underline "Yes" in question number 11 if this establishment has been registered in Board Of Investment in Sri Lanka .

Include all paid employees and out workers, if any receiving remuneration in the form of salaries, wages, commission or piece rates – even those who were temporarily absent due to leave or sickness on the last full working day in the month of June. Piece-rated workers should be classified as permanent, temporary or casual according to their terms of employment.

Full time employees – Persons who are engaging in a main economic activity for some remuneration are concerned as full time employees. Their normal working period of the week and minimum number of working hours defined as such by their employers.

Part time employees – Full time students or full time employees who work in another work place can be worked in this establishment out of their normal working period. These workers are concerned as part time employees.

Permanent employees – Those who are permanent cadre of the establishment.

Temporary employees – Probationers and others who work on a regular basis but who have not yet been absorbed into the permanent cadre.

Casual employees – Those hired for some short time work and engaged mostly on day to day basis without any promise of continuous employment. Include out workers or home workers in this category.

Learners and Apprentices – Those who are being trained on the job and are receiving remuneration for work done.

### Occupational category

The classifications are given under the International Standard Classification of Occupations (ISCO) and question number 14 must be filled according to this classification, not concerning the pay roll of June. Owners and partners who are actively engaging in economic activities in the establishment must be added in addition to the employees under question number 14.

#### *1. Managers, senior officials and legislators*

Managers plan, direct, coordinate and evaluate the overall activities of enterprises, government and other organizations or of organizational units within them and formulate and review their policies, laws, rules and regulations.

#### *2. Professionals*

Professionals increase the existing stock of knowledge, apply scientific or artistic concepts and theories, teach about the foregoing in a systematic manner or engage in any combination of these activities. Competent performance in most occupations in this major group requires skills at the fourth ISCO (International Standard Classification of Occupation) skill level.

#### *3. Technicians and associate professionals*

Technicians and associate professionals perform mostly technical and related tasks connected with research and the application of scientific or artistic concepts and operational methods and government or business regulations. Most occupations in this major group require skills at the third ISCO skill level.

#### *4. Clerks and clerical support workers*

Clerical support workers record, organize, store, compute and retrieve information related and perform a number of clerical duties in connection with money-handling operations, travel arrangements, requests for information, and appointments. Most occupations in this major group require skills at the second ISCO skill level.

#### *5. Service and sales workers*

Service and sales workers provide personal and protective services related to travel, housekeeping, catering, personal care or protection against fire and unlawful acts or demonstrate and sell goods in wholesale or retail shops and similar establishments, as well as at stalls and on markets. Most occupations in this major group require skills at the second ISCO skill level.

#### *6. Skilled agricultural, forestry and fishery workers*

Skilled agricultural, forestry and fishery workers grow and harvest field or tree and shrub crops, gather wild fruits and plants, breed, tend or hunt animals, produce a variety of animal husbandry products, cultivate, conserve and exploit forests, breed or catch fish and cultivate or gather other forms of aquatic life in order to provide food, shelter and income for themselves and their households. Most occupations in this major group require skills at the second ISCO skill level.

#### *7. Craft and related trades workers*

Craft and related trades workers apply specific knowledge and skills in the fields to construct and maintain buildings, form metal, erect metal structures, set machine tools or make, fit, maintain and repair machinery, equipment or tools, carry out printing work produce or process foodstuffs, textiles or wooden, metal and other articles, including handicraft goods. The work is carried out by hand and by hand-powered and other tools which are used to reduce the amount of physical effort and time required for specific tasks, as well as to improve the quality of the products. The tasks call for an understanding of all stages of the production process, the materials and tools used, and the nature and purpose of the final product. Most occupations in this major group require skills at the second ISCO skill level.

#### *8. Plant and machine operators and assemblers*

Plant and machine operators, and assemblers operate and monitor industrial and agricultural machinery and equipment on the spot or by remote control, drive and operate trains, motor vehicles and mobile machinery and equipment or assemble products from component parts according to strict specifications and procedures. The work mainly calls for experience with and an understanding of industrial and agricultural machinery and equipment as well as an ability to cope with machine-paced operations and to adapt to technological innovations. Most occupations in this major group require skills at the second ISCO skill level.

#### *9. Elementary occupations*

Elementary occupations involve the performance of simple and routine tasks which may require the use of hand-held tools and considerable physical effort. Most occupations in this major group require skills at the first ISCO skill level.

Please underline the relevant statement for question number 15 and if it is not mentioned please write under other category. Question 16 and 17 are also very important and write correct figures.

නියෝජ්‍ය අධ්‍යක්ෂ,  
සංඛ්‍යාලේඛන අංශය,  
කම්කරු දෙපාර්තමේන්තුව,  
අංක 1065, ඩී.එම්.සී.ඩී. ගොඩනැගිල්ල  
මරදාන පාර, කොළඹ 08.

**ශ්‍රී ලංකා වාර්ෂික රුකිරිතා සම්ප්‍රදාය**

පඬු පාලක සභා අනුප්‍රාප්ති පනතේ 54 වනෙකිය යටතේ තෝරාගැනීමට එක්රැස් කරනු ලබන මෙම සම්කමණයේ අරමුණ වනුයේ දිවයිනේ පරිපාලනමය සහ ක්‍රම සම්පාදන අවශ්‍යතා සඳහා ඉහළ වන සංඛ්‍යාත දත්තයන් එක් රැස් කිරීමයි. ආකෘති පත්‍රය පිරවීමට ප්‍රථම උපදෙස් මැනවින් කියවා බලනු මැනවි. ඔබගේ පාලනය යටතේ ආයතන කිහිපයක් ඇතොත් ඒ එක් එක් ආයතනය වෙනුවෙන් වෙන වෙනම වාර්තා ඉදිරිපත් කළයුතු බව විශේෂයෙන් සැලකිය යුතුය. මෙම වර්ෂයේ ජුනි මාසයේ අන්තිම පූර්ණ වැඩ දිනදී ඔබගේ ආයතනයේ / වත්තේ සේවයේ නියුක්ත වූ සේවකයින් පිළිබඳව තෝරාගැනීමට ඇතුළත් කර ජුලි මස 25 දින හෝ ඊට පෙර මෙම වාර්තාව ආපසු මා වෙත ඉදිරිපත් කරන මෙන් කාරුණිකව ඉල්ලා සිටිමි.

මෙයට නිකවත්,  
කමිකරු කොමසාරිස් ජනරාල්.

**ஜயா/அம்மணி,**

இலங்கையில் தொழிலில் ஈடுபட்டுள்ளோர்களின் வருடாந்த அளவீடு.

சம்பளச் சபைகள் கட்டளைச்சட்டத்தின் 54 ஆம் பிரிவின் கீழ் இத்தகவல்கள் சேகரிக்கப்படுகின்றன என்பதுடன் இவ் அளவீட்டின் நோக்கம் புள்ளிவிபரவியல் தரவுகளைத் திரட்டுவதேயாகும். இத்தரவுகள் நாட்டின் திட்டமிடல், நிர்வாகத் தேவைகளுக்காக பயன்படுத்தப்படும். தயவு செய்து படிவத்தை பூரணப்படுத்த முன்னர் அறிவுறுத்தல்வகளைக் கவனமாக வாசிக்கவும். உங்கள்து கொடுப்பாட்டில் ஒன்றுக்கு மேற்பட்ட பல நிறுவனங்கள் இருப்பின் ஒவ்வோர் நிறுவனத்திற்கும் தனித்தனியாக அளவீட்டு அட்டவணை தங்களால் சமர்ப்பிக்கப்பட வேண்டும் என்பதை கவனத்தில் கொள்ளவும். இவ்வாறும் யூன் மாதத்தின் கடைசி வேலை நாளைத் தவிர்த்து உள்நாளுக்கு தங்களது நிறுவனத்தின்தோடாட்டில் தொழில் புரிபவர்களின் தொண்ணாய்க் குறிக்கும் பூரணப்படுத்தப்பட்ட விபரத்திராட்டியை யூலை மாதம் 25 ஆம் திகதிக்கு முன்னர் அல்லது 25 ஆம் திகதி எங்குக் கிடைக்கும்வாறு தயவு செய்து அனுப்பி வைக்கும்படி கேட்டுக் கொள்கின்றோம்.

**தங்கள் விசுவாசமுள்ள,**

தொழில் ஆணையாளர் நாயகம்.

Dear Sir,

**ANNUAL EMPLOYMENT SURVEY SRI LANKA**

These Information are collected under the section 54 of the wages board ordinance and the purpose of this survey is to gather statistical data which will serve administrative and planning needs of the country. Kindly read carefully the instructions before filling the form. In particular please note that if you have several establishments under your control, separate survey schedules should be furnished for each. I request you to be good enough to send me the completed schedule on or before 25<sup>th</sup> July in respect of the workers employed in your establishment / estate on last full working day of June this year.

Yours faithfully,

Commissioner General of Labour.

කම්කරු කොමසාරිස් ජනරාල්,  
කම්කරු දෙපාර්තමේන්තුව,  
කම්කරු මහලේකම් කාර්යාලය,  
කොළඹ 5.

**දුරකථන අංකය: 011-2676112, 2676113**

☎ : 011-2676114



Deputy Director  
Statistics Division  
Department of Labour  
2<sup>nd</sup> Floor, D.M.C.D. Center  
1065, Maradana Rd. Colombo 08.

Dear Reader,

**Annual Employment Survey Sri Lanka**  
**2016**

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