



Annual Employment Survey

Sri Lanka

2015

Department of Labour

Ministry of Labour and Trade Unions Relations

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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 41th 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 2015. 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.



M. D. Chandani Amarathunga
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
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Overall planning and execution of the survey was done by the Statistics Division of the Department of Labour. The survey process was carried out under the assistance of Mr. K. Thiruwaran, Statistical Officer.

The sample frame was updated with the cooperation of the Employees' Provident Fund Division under the direction of Mr. W. D. S. C. Weliwatta, Commissioner of Labour. The survey questionnaires were printed by the Planning, Research and Training Division of the Department of Labour under the direction of Mr. G. G. R. B. Godamunna, Commissioner of Labour. Distribution of the survey questionnaires were done by the Postal branch of the Department of Labour under the direction of Mr. D. D. S. M. Jayaweera, Assistant Commissioner Administration on this postal survey.

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 (Data Entry Operator/Coding Clerk) and Mr. H.K.M.M. Sanath (Management Assistant) under the supervision of Mr. K. T. Sures Kumar and Mrs. M. E. Abekoon, (Statisticians).

Computer data entry activities were handled by the Information and Communication Technology Division of the Department of Census and Statistics under the direction of Mr. S.A.S. Bandulasena, 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.



K.W.S. Saddhananda

Deputy Director Statistics

Statistics Division,
Department of Labour,
Labour Secretariat,
Colombo 05.
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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 2013. 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	1274	Batticaloa	63
Colombo out of the city	976	Trincomalee	60
Kalutara	434	Mullaitivu	6
Kandy	418	Puttalam	277
Matale	124	Anuradhapura	141
NuweraEliya	133	Polonnaruwa	65
Galle	325	Badulla	257
Matara	280	Ratnapura	367
Gampaha	729	Kegalle	245
Jaffna	127	Hambantota	108
Mannar	16	Ampara	59
Vavuniya	46	Kurunegala	468

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 2014). 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	150	Batticaloa	9
Colombo out of the city	143	Trincomalee	14
Kalutara	52	Mullaitivu	7
Kandy	54	Puttalam	37
Matale	10	Anuradhapura	19
NuweraEliya	22	Polonnaruwa	9
Galle	47	Badulla	49
Matara	26	Ratnapura	40
Gampaha	129	Kegalle	37
Jaffna	22	Hambantota	29
Mannar	5	Ampara	17
Vavuniya	6	Kurunegala	66

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 14th 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 2013 and 2014 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 (24 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.

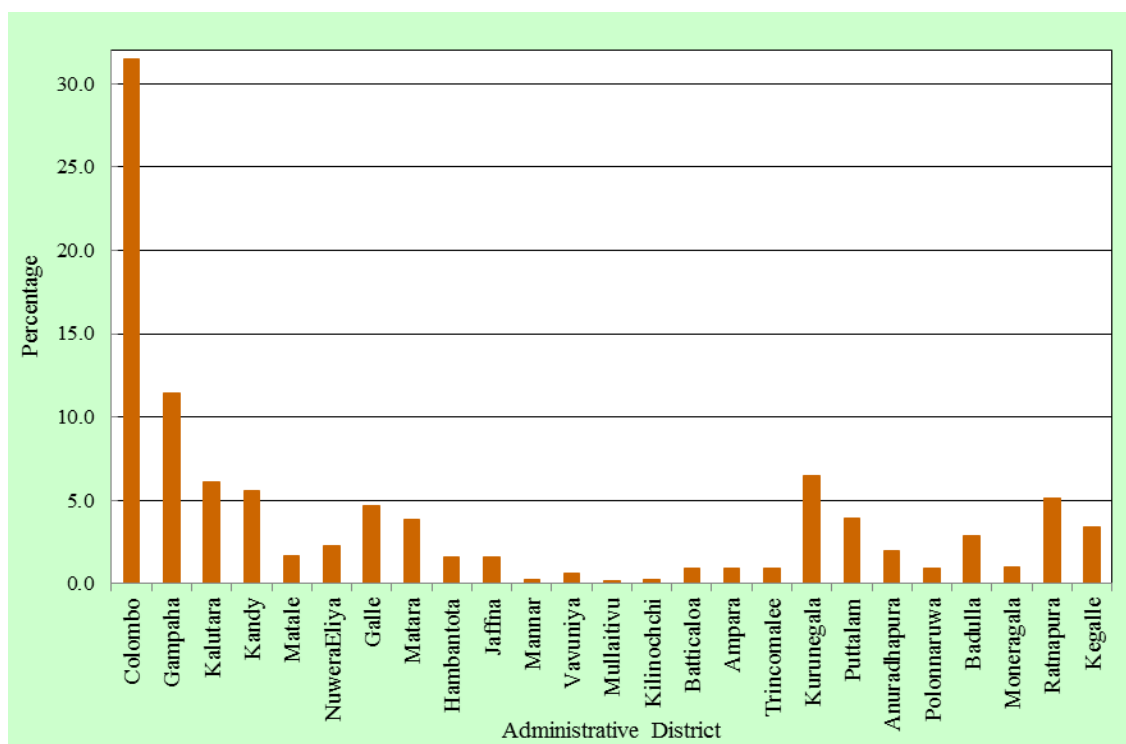


Figure 2.1 : Percentage distribution of establishments by administrative districts

The majority of the establishments were situated in Colombo district and it was 31.5 percent. The second and third places have taken Gampaha and Kurunegala districts with percentage figures 11.5 and 6.5 respectively. Mullaitivu, Mannar and Kilinocochi districts were very poor for the

number of establishments which were provided employment opportunities with EPF facilities and their representations were 0.1, 0.2 and 0.2 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	40.5	12.0
Partnership	12.5	6.4
Semi government	3.7	8.2
Pvt. Ltd. liability company	28.1	54.7
Public limited company	3.0	12.7
Cooperatives	6.2	2.9
Other	6.1	3.1
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 40.5 percent. The second and third places were taken “Private limited liability company” and “Partnership”. Their percentages were 28.1 and 12.5 respectively. Only 3.7 percent belonged to semi-government sector. However, 6.2 percent of them were cooperative societies. Other legal status including non-governmental organizations, guaranteed limited companies and overseas companies represent only 6.1 percent of the total establishments. Simultaneously, more than half of the employees in organized private sector (54.7 percent) were working in private limited liability companies and 12.7 percent of the remain were in public limited liability companies though the number of establishment were comparatively very low (3.0 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 39.8 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 2.4 percent of sole owners.

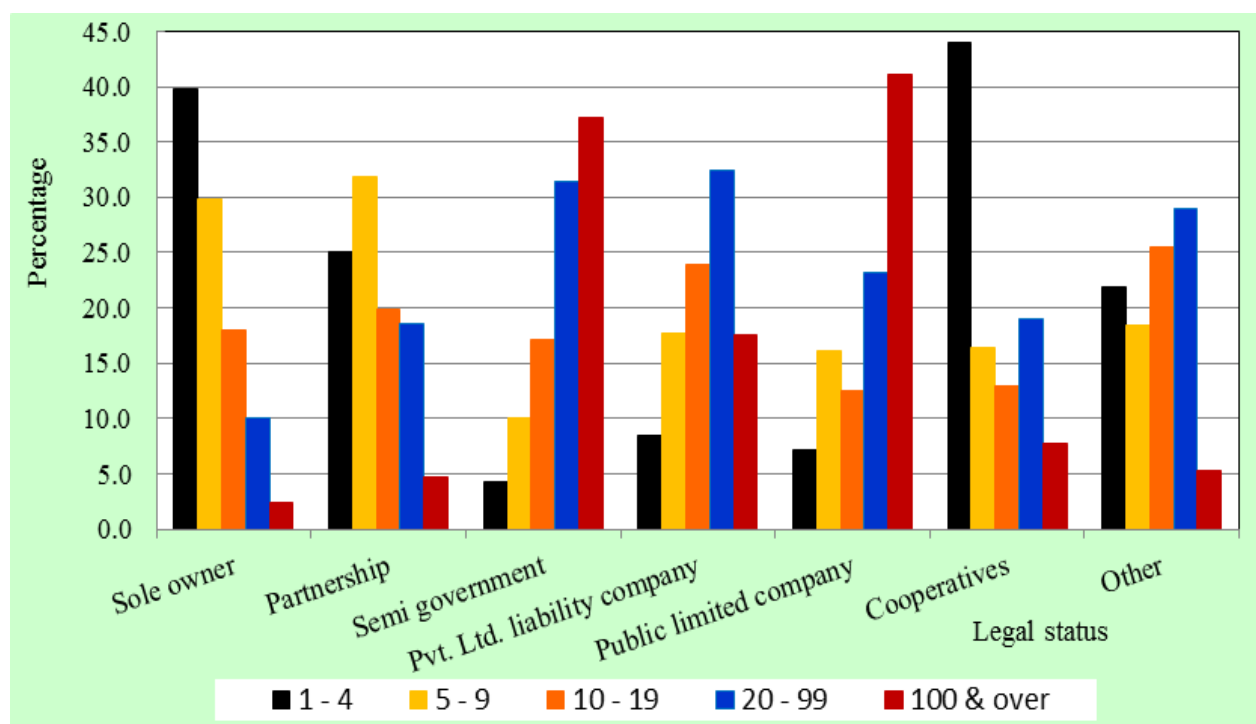


Figure 2.2 : Percentage distribution of establishments by legal status and size of the manpower

Public limited companies were very obvious for large manpower sizes and vast majority of them have hundred & over employees (41.1 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	3.9	23.4
Partnership	4.7	30.6
Semi government	1.4	3.0
Pvt. Ltd. liability company	14.2	44.2
Public limited company	19.6	39.8
Cooperatives	3.4	0.7
Other	3.5	1.7
Total	7.2	34.3

19.6 percent of the public limited companies have been registered under the Board of Investment in Sri Lanka and around 40 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 3.9 percent), considerable proportion of employees (23.4 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 (31.3 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 22.2 percent of the total establishments. Agriculture, forestry and fishing (Section A) was the third place with 10.6 percent and the economic activities of all the other fields were less than 5 percent except financial and insurance activities (See figure 2.3).

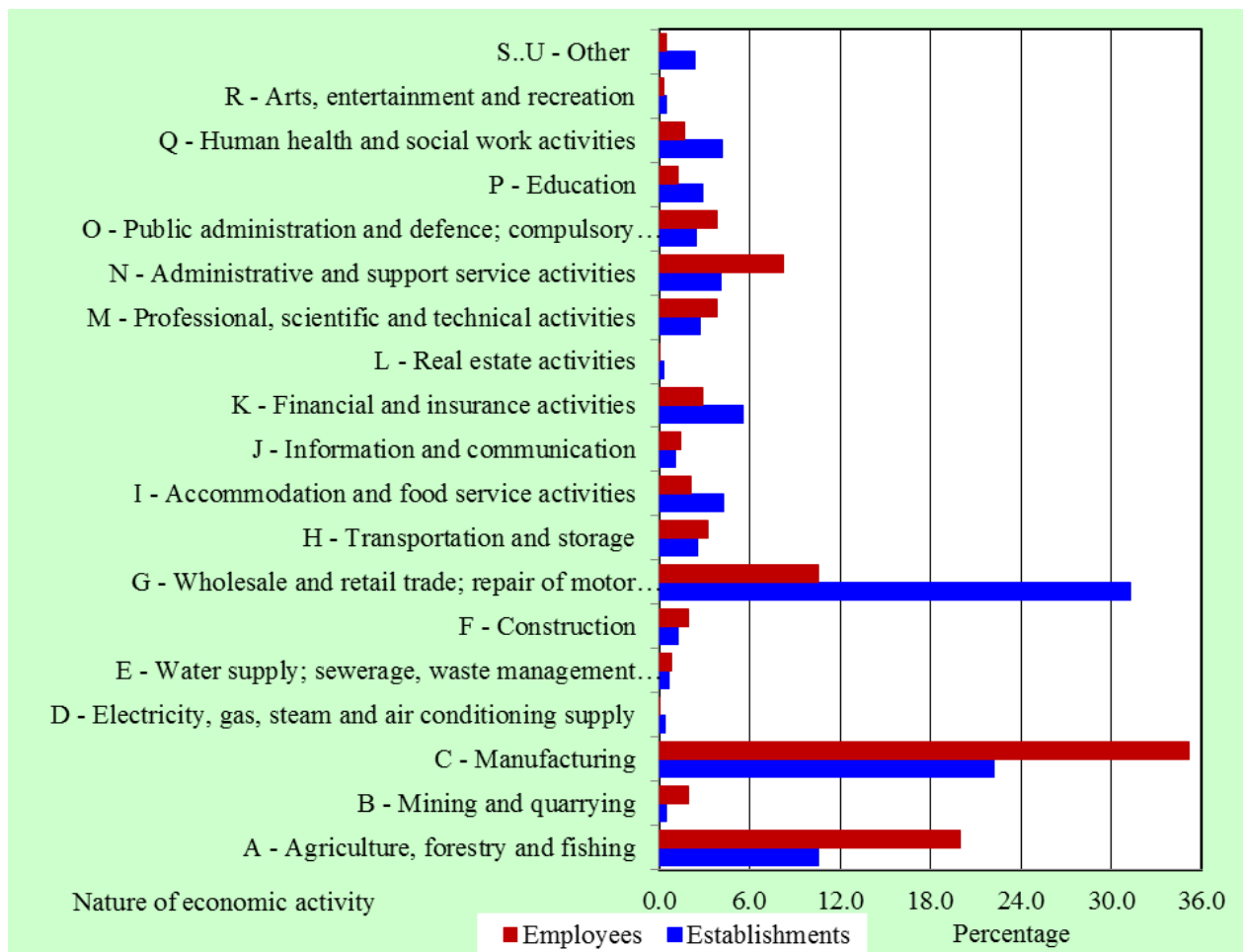


Figure 2.3 : Percentage distribution of establishments and work force by nature of economic activity

However, the distribution of employees in economic activities was somewhat different from establishments and the manufacturing sector was most famous for them with 35.1 percent. Working engagement of agriculture forestry and fishing industries were also higher for them and it was 19.9 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.

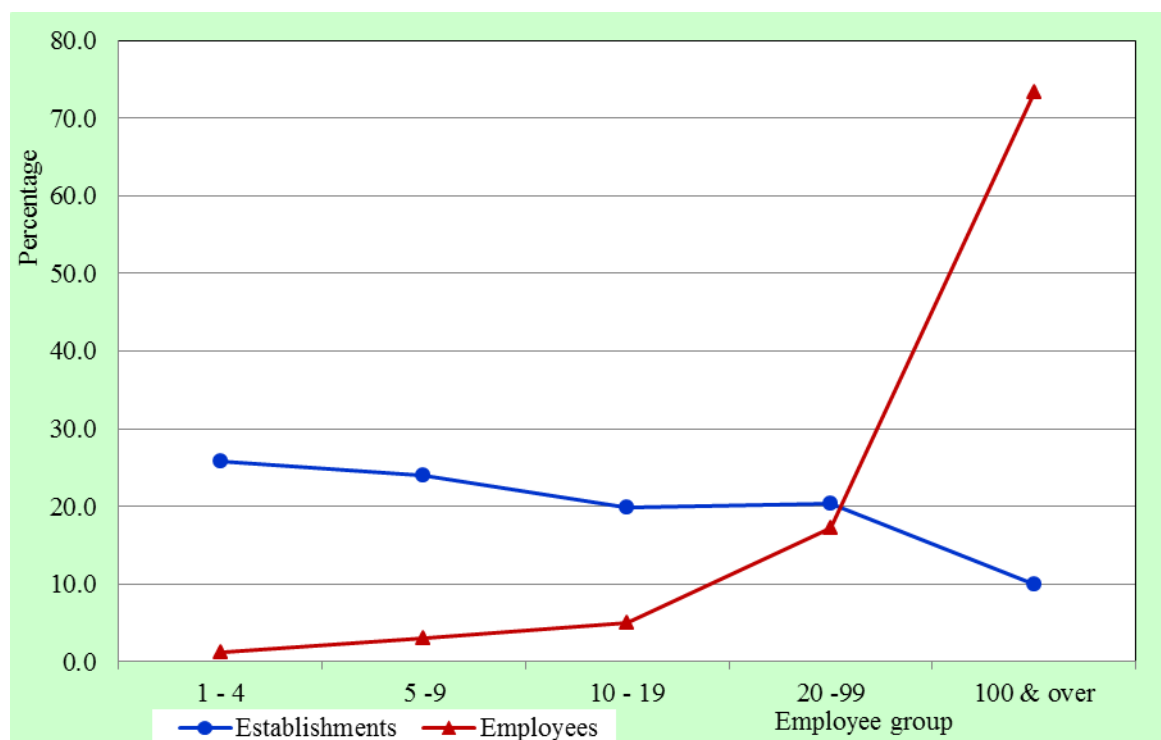


Figure 2.4 : Percentage distribution of establishments by manpower size and labour demand

The manpower capacity was less than five for the majority of establishments according to above chart and it was 25.9 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 10.0 percent.

Although the number of establishments with 100 and over was 10 percent, a vast majority of the EPF contributed work force (73.4 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.

A vast majority of employees engaged in economic activities as full time workers and it was 93.6 percent of the total work force. Remaining 6.4 percent of workers were doing part time jobs.

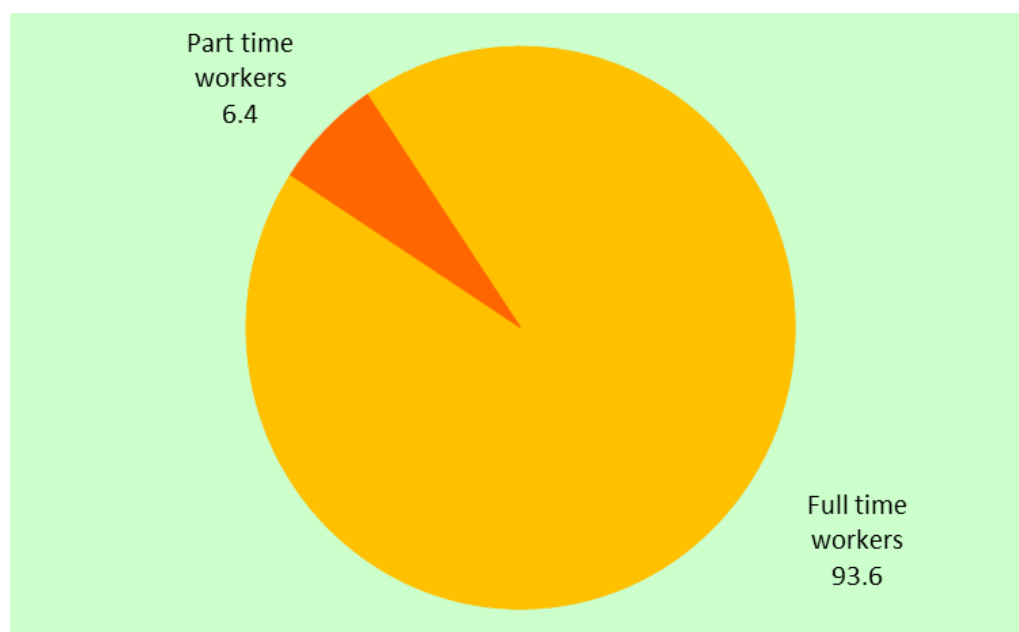


Figure 2.5 : Percentage distribution for working pattern of employees

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	83.2	10.0	5.1	1.7	100.0
Female	85.9	7.4	4.6	2.1	100.0
Total	84.4	8.9	4.8	1.8	100.0

84.4 percent of workers were permanent employees in establishments and it was massive amount of the total work force. Female participation in permanent employments was somewhat higher than male participation (See Table 2.3). The temporary basis work engagement was 8.9 percent and it was higher for males than females. The percentages were 10.0 for male and 7.4 for females. Only 4.8 percent of workers were doing casual employment and the gender pattern was approximately same. Leaners and Apprentices were very rare and it was 1.8 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.

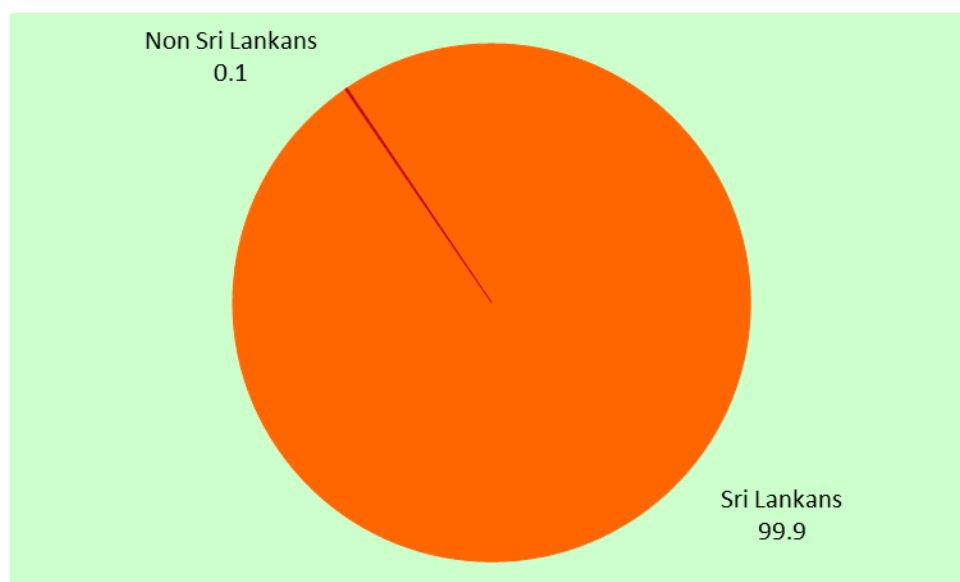


Figure 2.6 : Percentage distribution for nationality of employees

Almost all the workers were Sri Lankans and only 0.1 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	99.80	99.97	99.9
Non Sri Lankans	0.20	0.03	0.1
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.

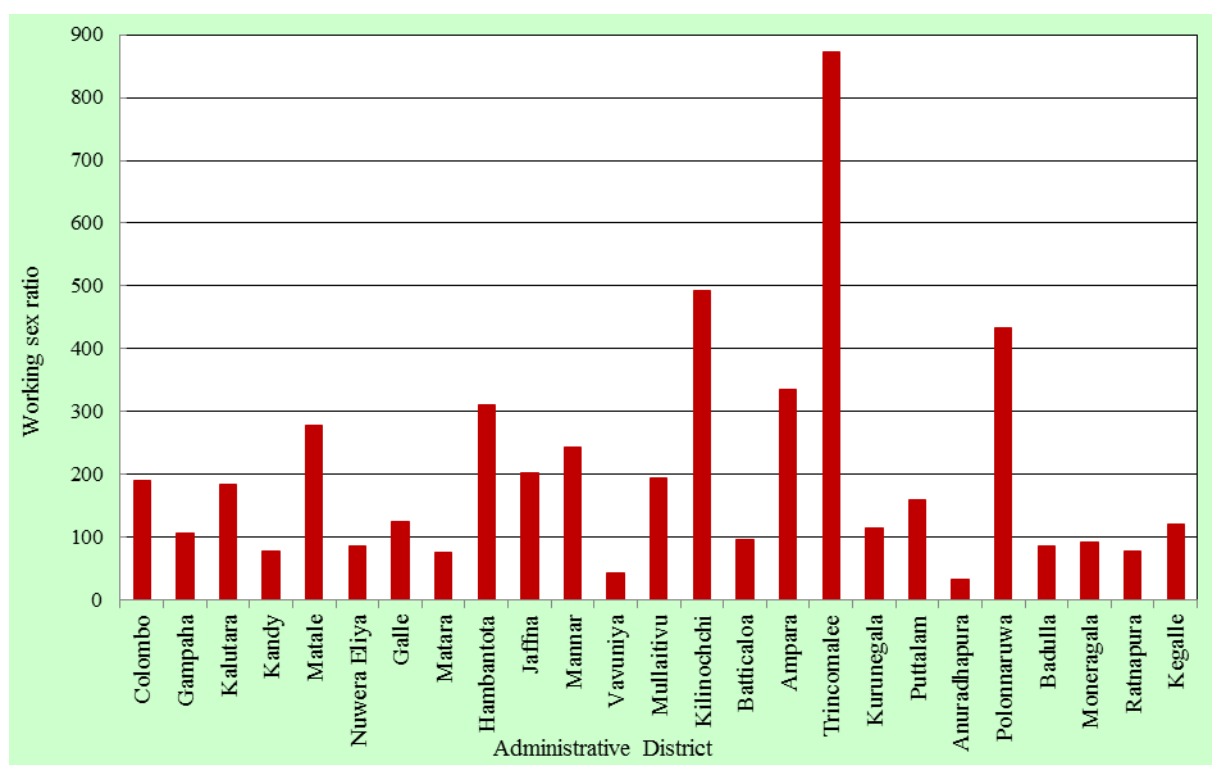


Figure 2.7 : Working sex ratio by districts

Working sex ratio (the ratio of men to women for working community) was 128 percent in private and semi-government sector and therefore the majority of employees were males in these sectors. The highest ratio has reported in Trincomalee district and it was 873. Second and third places have taken Kilinochchi and Polonnaruwa districts. The ratios were 492 and 433 in these districts

respectively. However, the number of establishments was comparatively very small in these districts. The lowest ratio has reported from Anuradhapura district. Therefore it was 33 male workers per 100 female workers in Anuradhapura district. The symmetric line is hundred and Vavuniya, Matara, Kandy and Nuwera Eliya, 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	307
Professionals	163
Technicians and associate professionals	240
Clerks and clerical support workers	100
Service and sales workers	226
Skilled agricultural, forestry and fishery workers	106
Craft and related trade workers	91
Plant and machine operators and assemblers	113
Elementary occupations	96
Total	128

The vast majority of Managers, senior officials and legislators were males and it was more than thrice as females (307 percent). Technicians and associate professionals have taken the second place with 240 working men per hundred working women. Service and sales workers as well as Professionals were also very famous among males than females. The ratios were 226 and 163 for both occupations respectively. Craft and related 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 elementary occupations were also familiar among females than males. The ratio was 96 percent. However it cannot be seen gender difference among clerks and clerical support workers.

2.8 Age sex composition of the work force

The retirement age was 55 years for both sexes in public sector pensionable employments with two years of auto extensions. Further, they can request for another three years extensions until age 60. 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.

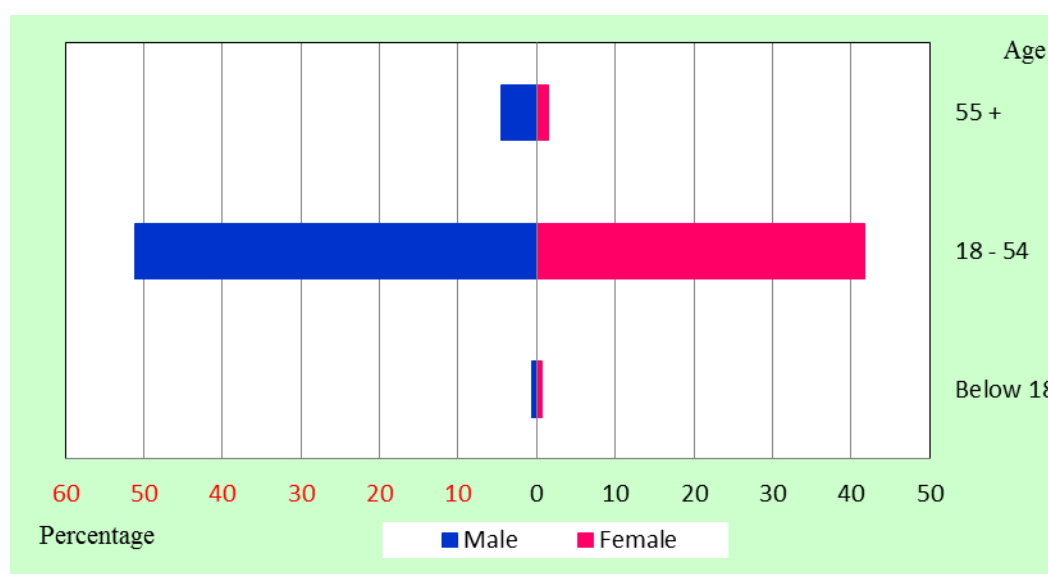


Figure 2.8 : Age pyramid for working community

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.

About half (51.1 percent) of the total work force was males in 18-54 age group and 41.7 percent of remain were females in same ages. Male and female participation to the work force from the 55 and over age group were 4.5 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 0.6 percent for males and 0.7 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	8.4	3.5	6.3
Professionals	9.1	7.1	8.2
Technicians and associate professionals	5.0	2.7	4.0
Clerks and clerical support workers	8.8	11.2	9.9
Service and sales workers	18.4	10.4	14.9
Skilled agricultural, forestry and fishery workers	7.6	9.3	8.4
Craft and related trade workers	11.2	15.6	13.1
Plant and machine operators and assemblers	10.0	11.4	10.6
Elementary occupations	21.6	28.8	24.7
Total	100	100	100

About 24.7 percent of the total work force was engaging in elementary occupations and it was 21.6 percent for males and 28.8 percent for female. Services and sales workers have taken the second place (18.4 percent) and craft and related trade workers were in the third position (11.2 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, technicians and associate professionals were the minority in the work force of the private and semi government sector. It was 4.0 percent and the percentages were 5.0 and 2.7 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 92.7 percent of the total work force and more than 86 percent for each category. However, a considerable amount of decision makers as managers, senior officials and legislators were senior citizens in both sexes. 12.6 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 1.3 percent of the total work force. The working pattern was approximately same for each occupation category except elementary occupations as well as craft and related trade occupations.

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	1.1	86.3	12.6	100
Professionals	0.8	94.7	4.6	100
Technicians and associate professionals	0.2	93.2	6.6	100
Clerks and clerical support workers	1.4	93.1	5.5	100
Service and sales workers	1.1	90.0	8.9	100
Skilled agricultural, forestry and fishery workers	0.1	94.5	5.4	100
Craft and related trade workers	1.9	95.3	2.8	100
Plant and machine operators and assemblers	0.9	95.7	3.4	100
Elementary occupations	2.0	91.9	6.0	100
Total	1.3	92.7	6.0	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	0.3
B - Mining and quarrying	0.0
C - Manufacturing	45.5
D - Electricity, gas, steam and air conditioning supply	0.0
E - Water supply; sewerage, waste management and remediation activities	0.9
F - Construction	1.5
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	17.4
H - Transportation and storage	6.3
I - Accommodation and food service activities	2.6
J - Information and communication	3.8
K - Financial and insurance activities	2.6
L - Real estate activities	0.6
M - Professional, scientific and technical activities	4.6
N - Administrative and support service activities	6.6
O - Public administration and defense; compulsory social security	1.8
P - Education	2.0
Q - Human health and social work activities	1.1
R - Arts, entertainment and recreation	1.7
S..U - Other	0.5
Total	100

Nearly half of the outsourcing manpower (45.5 percent) to the establishments was in manufacturing industries and remaining portion has been distributed among other industry categories as shown in the above table. Wholesale and retail trade; repair of motor vehicles and motorcycles industry was the second position with 17.4 percent though the gap from the first position was comparatively higher (more than doubled). Likewise, hiring of the manpower for administrative and support service activities was 6.6 percent and it was also less than half of the second place. Another 6.3 percent were engaged in transportation and storage 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	369	6.2
B - Mining and quarrying	40	0.7
C - Manufacturing	3573	60.4
D - Electricity, gas, steam and air conditioning supply	0	0.0
E - Water supply; sewerage, waste management and remediation activities	2	0.0
F - Construction	26	0.4
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	524	8.9
H - Transportation and storage	135	2.3
I - Accommodation and food service activities	83	1.4
J - Information and communication	75	1.3
K - Financial and insurance activities	68	1.1
L - Real estate activities	0	0.0
M - Professional, scientific and technical activities	172	2.9
N - Administrative and support service activities	375	6.3
O - Public administration and defense; compulsory social security	314	5.3
P - Education	46	0.8
Q - Human health and social work activities	23	0.4
R - Arts, entertainment and recreation	81	1.4
S..U - Other	8	0.1
Total	5914	100

There were 5914 vacancies in private and semi government sector enterprises those were responded to the survey. About 60 percent of labour demand can be seen from manufacturing industries. 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 9.0 percent. The labour demands for agriculture, forestry and fishing industries were not significant and it was only 6.2 percent of the total labour demands.

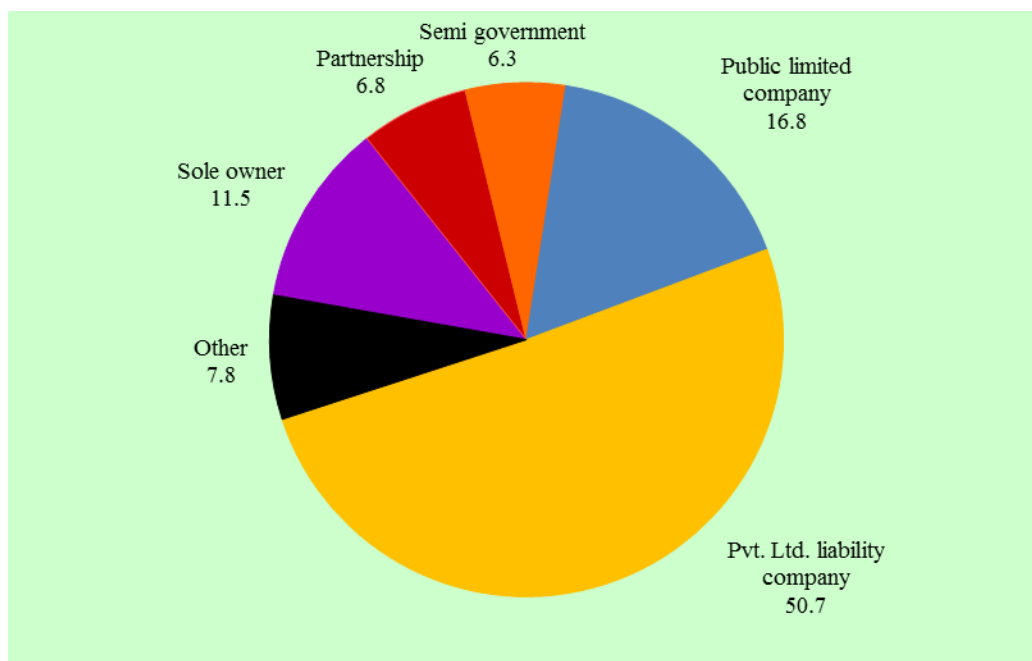


Figure 2.9 : Employment opportunities by legal status

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

About half of the employment opportunities were been available in private limited liability companies and public limited companies were taken the second place with 16.8 percent. Around 68 percent of the employment opportunities were in these two sectors. 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 11.5 percent of the labour demands were available in enterprises which were belonged to the sole owners.

Chapter 3

Summary Tables

The private sector which was covered by this survey can be identified as Well Protected Employment Supplying Sector. There were 25,24,855 employees in this sector and 71,502 functioning establishment have provided these employments in the year 2014. 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	22515	30332	42627	149798	1019782	1265053
Gampaha	9119	10859	13516	46244	275539	355277
Kalutara	5238	5451	6014	15615	63225	95543
Kandy	4597	4932	6253	18865	58688	93336
Matale	1603	1379	1390	2985	13705	21063
NuweraEliya	1643	1318	1498	6188	84025	94673
Galle	3895	4217	4296	14322	52402	79132
Matara	3176	3369	4004	10871	27227	48647
Hambantota	1576	1175	1248	3789	27875	35663
Jaffna	1538	1295	1483	3917	1017	9249
Mannar	250	132	187	315	1060	1944
Vavuniya	600	549	685	1677	9900	13411
Mullaitivu	109	72	160	73	.	413
Kilinochchi	234	89	67	461	1867	2718
Batticaloa	750	565	765	2272	11539	15891
Ampara	884	716	564	1079	2832	6075
Trincomalee	689	508	601	1802	4937	8537
Kurunegala	5810	5058	4692	11607	67054	94220
Puttalam	3730	2932	2522	7479	28811	45474
Anuradhapura	1892	1444	1404	4259	35671	44670
Polonnaruwa	830	557	642	2340	3989	8359
Badulla	2628	1999	2294	6497	39518	52936
Moneragala	871	841	395	2482	5722	10311
Ratnapura	4836	4776	4575	11062	36866	62115
Kegalle	3058	2962	2865	7850	43410	60146
Total	82071	87528	104747	333848	1916661	2524855

Contributed to the EPF in year 2013 and 2014

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	9862	4596	3127	3459	1495	22538
Gampaha	3943	1666	1017	1068	496	8189
Kalutara	2470	846	463	392	179	4350
Kandy	2197	744	479	416	134	3970
Matale	794	212	106	76	30	1218
NuweraEliya	810	215	106	140	331	1602
Galle	1880	630	341	334	142	3327
Matara	1571	511	290	279	91	2742
Hambantota	774	181	95	72	29	1151
Jaffna	721	208	113	105	10	1156
Mannar	130	19	17	7	4	177
Vavuniya	296	74	45	34	13	462
Mullaitivu	77	11	12	1		101
Kilinochchi	139	14	5	5	10	173
Batticaloa	425	86	59	62	11	643
Ampara	474	104	44	38	8	668
Trincomalee	463	77	44	41	14	639
Kurunegala	3102	752	360	290	142	4647
Puttalam	1921	450	193	192	54	2811
Anuradhapura	976	218	102	98	32	1426
Polonnaruwa	478	86	45	52	16	677
Badulla	1311	309	173	126	128	2047
Moneragala	455	125	31	62	16	689
Ratnapura	2219	733	347	257	117	3674
Kegalle	1486	446	205	173	115	2425
Total	38974	13314	7818	7779	3617	71502

Contributed to the EPF in year 2013 and 2014

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

Sex	Age group			Total
	Below 18	18 - 54	55 +	
Male	1.1	91.0	8.0	100.0
Female	1.6	95.0	3.4	100.0
Total	1.3	92.7	6.0	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	64.3	35.7	100.0
5 - 9	63.6	36.4	100.0
10- 19	65.7	34.3	100.0
20 - 99	62.8	37.2	100.0
100 & over	48.4	51.6	100.0
Total	56.1	43.9	100.0

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

Administrative district	Male	Female	Total
Colombo	65.7	34.3	100.0
Gampaha	51.8	48.2	100.0
Kalutara	64.9	35.1	100.0
Kandy	43.8	56.2	100.0
Matale	73.6	26.4	100.0
Nuwara Eliya	46.4	53.6	100.0
Galle	55.7	44.3	100.0
Matara	43.4	56.6	100.0
Hambantota	75.7	24.3	100.0
Jaffna	67.0	33.0	100.0
Mannar	71.0	29.0	100.0
Vavuniya	30.2	69.8	100.0
Mullaitivu	66.2	33.8	100.0
Kilinochchi	83.1	16.9	100.0
Batticaloa	49.3	50.7	100.0
Ampara	77.1	22.9	100.0
Trincomalee	89.7	10.3	100.0
Kurunegala	53.6	46.4	100.0
Puttalam	61.6	38.4	100.0
Anuradhapura	24.9	75.1	100.0
Polonnaruwa	81.2	18.8	100.0
Badulla	46.6	53.4	100.0
Moneragala	48.0	52.0	100.0
Ratnapura	43.6	56.4	100.0
Kegalle	54.7	45.3	100.0
Total	56.1	43.9	100.0

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

Working pattern	Sex		Total
	Male	Female	
Full time workers	93.4	93.9	93.6
Part time workers	6.6	6.1	6.4
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	79.9	20.1	100.0
5 - 9	85.9	14.1	100.0
10- 19	89.2	10.8	100.0
20 - 99	93.9	6.1	100.0
100 & over	95.3	4.7	100.0
Total	93.6	6.4	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	2.7	90.6	6.7	100.0
Temporary	1.5	90.0	8.5	100.0
Casual	.4	87.6	12.0	100.0
Learners and apprentices	5.1	91.9	3.0	100.0
Total	2.5	90.4	7.1	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	26.6	11.6	4.1	49.4	2.8	.8	4.7	100.0
Gampaha	42.0	14.5	1.5	33.0	1.0	4.0	4.0	100.0
Kalutara	42.6	13.1	1.6	29.5	1.6	4.9	6.6	100.0
Kandy	35.8	16.7	5.0	21.7	3.3	6.7	10.8	100.0
Matale	38.9	13.9	5.6	22.2	8.3	2.8	8.3	100.0
Nuwara Eliya	18.8	10.4	6.3	43.8	8.3	6.3	6.3	100.0
Galle	50.9	9.8	1.8	18.8	3.6	8.9	6.3	100.0
Matara	41.7	14.3	2.4	14.3	4.8	20.2	2.4	100.0
Hambantota	45.8	8.3	8.3	16.7	4.2	4.2	12.5	100.0
Jaffna	48.7	10.3	5.1	7.7		17.9	10.3	100.0
Mannar	66.7						33.3	100.0
Vavuniya	69.2	15.4	3.8	7.7		3.8		100.0
Mullaitivu						50.0	50.0	100.0
Kilinochchi	16.7	16.7	16.7			33.3	16.7	100.0
Batticaloa	27.3	9.1		9.1			54.5	100.0
Ampara	56.5	8.7	13.0	8.7		4.3	8.7	100.0
Trincomalee			66.7			33.3		100.0
Kurunegala	45.9	16.5	3.8	17.3	.8	10.5	5.3	100.0
Puttalam	57.7	16.5	4.1	11.3	2.1	4.1	4.1	100.0
Anuradhapura	44.7	15.8	5.3	15.8	5.3	7.9	5.3	100.0
Polonnaruwa	52.6			21.1		15.8	10.5	100.0
Badulla	47.7	6.8	4.5	13.6	15.9	6.8	4.5	100.0
Moneragala	40.0		20.0	20.0		10.0	10.0	100.0
Ratnapura	64.5	9.1	.8	10.7	4.1	4.1	6.6	100.0
Kegalle	36.5	11.5	3.8	21.2	1.9	21.2	3.8	100.0
Total	40.5	12.5	3.7	28.1	3.0	6.2	6.1	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	1.0		15.2	0.4	0.6	3.0	34.3	5.0	3.6	2.6	5.5	0.6	6.1	7.5	1.4	3.6	4.4	1.2	4.2	100
Gampaha	4.6	1.5	36.0			0.5	27.4	2.0	4.1	0.5	4.6	1.5	2.0	7.6		4.6	2.0		1.0	100
Kalutara	13.1	0.8	32.0			1.6	28.7	0.8	2.5	1.6	4.9		2.5	0.8	2.5	4.1	2.5		1.6	100
Kandy	10.0		20.0			0.8	34.2	2.5	5.0		4.2		2.5	3.3	3.3	5.0	4.2	0.8	4.2	100
Matale	8.3	2.8	25.0				27.8	2.8	8.3	2.8	2.8				5.6	2.8	11.1			100
Nuwara Eliya	37.5		16.7	4.2			16.7		8.3		6.3			4.2	4.2		2.1			100
Galle	15.3	1.8	22.5				27.0	0.9	10.8		8.1		0.9	2.7	1.8	4.5	1.8	0.9	0.9	100
Matara	32.5		15.7	1.2		1.2	24.1	1.2	1.2		15.7			4.8		1.2	1.2			100
Hambantota	4.2	4.2	29.2		8.3	4.2	25.0		4.2		4.2				4.2		4.2	4.2	4.2	100
Jaffna	2.6		7.7				46.2		12.8						7.7	5.1	15.4		2.6	100
Mannar			33.3				33.3										33.3			100
Vavuniya			26.9				53.8		15.4								3.8			100
Mullaitivu			25.0				25.0										25.0		25.0	100
Kilinochchi							33.3	16.7	16.7								16.7		16.7	100
Batticaloa							27.3			9.1				9.1			54.5			100
Ampara			13.0				43.5	4.3	4.3						13.0	4.3	13.0		4.3	100
Trincomalee			33.3				33.3				33.3									100
Kurunegala	12.8		25.6			0.8	37.6	0.8	1.5		6.8		2.3	1.5	3.8	1.5	4.5		0.8	100
Puttalam	11.5		47.9		2.1		19.8		3.1		3.1		1.0	4.2	4.2		2.1		1.0	100
Anuradhapura	2.6		18.4		5.3		44.7	5.3	5.3		7.9		2.6		5.3	2.6				100
Polonnaruwa			42.1		5.3		31.6						5.3	5.3	10.5					100
Badulla	15.9		20.5				40.9		2.3	2.3	2.3		2.3		2.3	4.5	4.5		2.3	100
Moneragala							50.0	10.0						10.0	20.0				10.0	100
Ratnapura	36.4	1.7	9.9	2.5	1.7	0.8	28.1	3.3	4.1		1.7		1.7		1.7	1.7	4.1		0.8	100
Kegalle	17.3		21.2			1.9	21.2	1.9	1.9	3.8	19.2			1.9	1.9		1.9		5.8	100
Total	10.6	0.5	22.2	0.4	0.6	1.3	31.3	2.6	4.3	1.1	5.5	0.3	2.7	4.1	2.5	2.9	4.2	0.5	2.3	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	39.8	29.8	18.0	10.0	2.4	100.0
Partnership	25.0	31.9	19.8	18.5	4.7	100.0
Semi government	4.3	10.0	17.1	31.4	37.1	100.0
Pvt. Ltd. liability company	8.4	17.7	23.9	32.4	17.6	100.0
Public limited company	7.1	16.1	12.5	23.2	41.1	100.0
Cooperatives	44.0	16.4	12.9	19.0	7.8	100.0
Other	21.9	18.4	25.4	28.9	5.3	100.0
Total	25.9	23.9	19.8	20.4	10.0	100.0

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

Administrative district	Full time workers	Part time workers	Total
Colombo	97.9	2.1	100.0
Gampaha	93.0	7.0	100.0
Kalutara	93.0	7.0	100.0
Kandy	92.0	8.0	100.0
Matale	94.7	5.3	100.0
Nuwara Eliya	91.2	8.8	100.0
Galle	90.3	9.7	100.0
Matara	95.2	4.8	100.0
Hambantota	57.5	42.5	100.0
Jaffna	94.0	6.0	100.0
Mannar	100.0	.0	100.0
Vavuniya	99.6	.4	100.0
Mullaitivu	100.0	.0	100.0
Kilinochchi	98.2	1.8	100.0
Batticaloa	100.0	.0	100.0
Ampara	96.6	3.4	100.0
Trincomalee	96.8	3.2	100.0
Kurunegala	84.0	16.0	100.0
Puttalam	94.3	5.7	100.0
Anuradhapura	98.8	1.2	100.0
Polonnaruwa	94.0	6.0	100.0
Badulla	90.6	9.4	100.0
Moneragala	89.7	10.3	100.0
Ratnapura	93.4	6.6	100.0
Kegalle	95.5	4.5	100.0
Total	93.6	6.4	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	92.4	7.6	100.0
Partnership	88.8	11.2	100.0
Semi government	92.7	7.3	100.0
Pvt. Ltd. liability company	95.2	4.8	100.0
Public limited company	89.6	10.4	100.0
Cooperatives	96.2	3.8	100.0
Other	94.5	5.5	100.0
Total	93.6	6.4	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	6.0	3.8	3.7	17.6	68.9	100.0
B - Mining and quarrying	2.2	3.8	2.2	20.5	71.4	100.0
C - Manufacturing	8.0	6.2	7.1	21.4	57.3	100.0
D - Electricity, gas, steam and air conditioning supply	40.0	40.0	20.0	.	.	100.0
E - Water supply, sewerage, waste management and remediation activity	7.9	1.6	2.9	26.9	60.8	100.0
F - Construction	7.8	10.1	6.9	33.7	41.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	28.0	17.5	18.0	30.3	6.2	100.0
H - Transportation and storage	9.2	6.1	11.5	25.8	47.3	100.0
I - Accommodation and food service activities	20.9	14.1	14.8	36.3	13.9	100.0
J - Information and communication	8.3	5.1	6.8	44.3	35.4	100.0
K - Financial and insurance activities	15.5	9.8	9.4	31.9	33.4	100.0
L - Real estate activities	87.5	12.5	.	.	.	100.0
M - Professional, scientific and technical activities	8.4	6.3	7.8	16.8	60.6	100.0
N - Administrative and support service activities	4.6	3.5	3.1	15.4	73.4	100.0
O - Public administration and defense, compulsory social security	10.3	11.4	12.9	61.8	3.6	100.0
P - Education	20.0	15.2	17.9	36.6	10.2	100.0
Q - Human health and social work activities'	29.9	17.1	10.7	20.5	21.8	100.0
R - Arts, entertainment and recreation	22.8	15.9	40.7	20.7	.	100.0
S..U - Other service activities	52.9	26.9	14.7	5.5	.	100.0
Total	10.8	7.6	8.1	23.9	49.6	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	10.6	19.9
B - Mining and quarrying	.5	2.0
C - Manufacturing	22.2	35.1
D - Electricity, gas, steam and air conditioning supply	.4	.1
E - Water supply, sewerage, waste management and remediation activities	.6	.9
F - Construction	1.3	1.9
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	31.3	10.6
H - Transportation and storage	2.6	3.3
I - Accommodation and food service activities	4.3	2.2
J - Information and communication	1.1	1.4
K - Financial and insurance activities	5.5	2.9
L - Real estate activities	.3	.0
M - Professional, scientific and technical activities	2.7	3.8
N - Administrative and support service activities	4.1	8.3
O - Public administration and defense, compulsory social security	2.5	3.9
P - Education	2.9	1.2
Q - Human health and social work activities'	4.2	1.7
R - Arts, entertainment and recreation	.5	.3
S..U - Other service activities	2.3	.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	92.1	7.9	100.0
B - Mining and quarrying	51.1	48.9	100.0
C - Manufacturing	96.8	3.2	100.0
D - Electricity, gas, steam and air conditioning supply	90.0	10.0	100.0
E - Water supply, sewerage, waste management and remediation activities	98.8	1.2	100.0
F - Construction	97.9	2.1	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	95.2	4.8	100.0
H - Transportation and storage	90.4	9.6	100.0
I - Accommodation and food service activities	89.3	10.7	100.0
J - Information and communication	98.6	1.4	100.0
K - Financial and insurance activities	99.0	1.0	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	89.6	10.4	100.0
N - Administrative and support service activities	91.7	8.3	100.0
O - Public administration and defense, compulsory social security	96.1	3.9	100.0
P - Education	82.3	17.7	100.0
Q - Human health and social work activities'	94.8	5.2	100.0
R - Arts, entertainment and recreation	94.2	5.8	100.0
S..U - Other service activities	91.5	8.5	100.0
Total	93.6	6.4	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	1.9	90.4	7.6	100.0
	Female	3.2	90.4	6.3	100.0
	Total	2.5	90.4	7.1	100.0
Non Sri Lankans	Male	.0	92.5	7.5	100.0
	Female	.0	85.7	14.3	100.0
	Total	.0	91.7	8.3	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	83.2	10.0	5.1	1.7	100.0
	Female	85.9	7.4	4.6	2.1	100.0
	Total	84.4	8.9	4.8	1.8	100.0
Non Sri Lankans	Male	80.2	17.0	.9	1.9	100.0
	Female	78.6	21.4	.0	.0	100.0
	Total	80.0	17.5	.8	1.7	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	99.8	.2	100.0
Gampaha	99.7	.3	100.0
Kalutara	99.9	.1	100.0
Kandy	99.9	.1	100.0
Matale	99.7	.3	100.0
Nuwara Eliya	100.0	.0	100.0
Galle	100.0	.0	100.0
Matara	100.0	.0	100.0
Hambantota	100.0	.0	100.0
Jaffna	100.0	.0	100.0
Mannar	100.0	.0	100.0
Vavuniya	100.0	.0	100.0
Mullaitivu	100.0	.0	100.0
Kilinochchi	100.0	.0	100.0
Batticaloa	100.0	.0	100.0
Ampara	100.0	.0	100.0
Trincomalee	100.0	.0	100.0
Kurunegala	100.0	.0	100.0
Puttalam	100.0	.0	100.0
Anuradhapura	100.0	.0	100.0
Polonnaruwa	100.0	.0	100.0
Badulla	100.0	.0	100.0
Moneragala	100.0	.0	100.0
Ratnapura	99.9	.1	100.0
Kegalle	100.0	.0	100.0
Total	99.9	.1	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	99.9	.1	100.0
Partnership	100.0	.0	100.0
Semi government	100.0	.0	100.0
Pvt. Ltd. liability company	99.8	.2	100.0
Public limited company	100.0	.0	100.0
Cooperatives	100.0	.0	100.0
Other	100.0	.0	100.0
Total	99.9	.1	100.0

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

	Legal status							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
A	57.1	11.6	4.0	17.2	7.6	.5	2.0	100.0
B	50.0	20.0		30.0				100.0
C	41.3	13.0	1.9	34.4	3.8	2.2	3.4	100.0
D	12.5	12.5		75.0				100.0
E	8.3	8.3		25.0	16.7	16.7	25.0	100.0
F	25.0	12.5		58.3	4.2			100.0
G	48.0	18.6	.5	26.8	1.2	4.8	.2	100.0
H	31.3	12.5	10.4	41.7	2.1	2.1		100.0
I	44.4	11.1	2.5	34.6	3.7	2.5	1.2	100.0
J	28.6	9.5		61.9				100.0
K	5.8	2.9	6.7	13.5	3.8	64.4	2.9	100.0
L		16.7		66.7	16.7			100.0
M	31.4	3.9	11.8	41.2	5.9	2.0	3.9	100.0
N	44.2	7.8	2.6	44.2			1.3	100.0
O			39.1		2.2		58.7	100.0
P	43.6	10.9	5.5	16.4	1.8	1.8	20.0	100.0
Q	41.0	2.6	6.4	15.4		1.3	33.3	100.0
R			33.3	44.4			22.2	100.0
S..U	27.3	6.8		15.9		4.5	45.5	100.0
Total	40.6	12.4	3.7	28.1	2.9	6.1	6.1	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	100.0	.0	100.0
B - Mining and quarrying	100.0	.0	100.0
C - Manufacturing	99.8	.2	100.0
D - Electricity, gas, steam and air conditioning supply	100.0	.0	100.0
E - Water supply, sewerage, waste management and remediation activities	99.8	.2	100.0
F - Construction	99.5	.5	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	99.9	.1	100.0
H - Transportation and storage	99.7	.3	100.0
I - Accommodation and food service activities	98.8	1.2	100.0
J - Information and communication	100.0	.0	100.0
K - Financial and insurance activities	99.9	.1	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	100.0	.0	100.0
N - Administrative and support service activities	100.0	.0	100.0
O - Public administration and defense, compulsory social security	100.0	.0	100.0
P - Education	99.8	.2	100.0
Q - Human health and social work activities'	99.9	.1	100.0
R - Arts, entertainment and recreation	100.0	.0	100.0
S..U - Other service activities	99.8	.2	100.0
Total	99.9	.1	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	87.2	8.7	2.7	1.4	100.0
Gampaha	78.5	13.1	7.0	1.3	100.0
Kalutara	78.8	12.3	8.2	.7	100.0
Kandy	88.9	5.7	4.8	.7	100.0
Matale	72.9	16.3	7.5	3.2	100.0
Nuwara Eliya	87.1	4.4	1.4	7.2	100.0
Galle	82.8	13.6	3.4	.2	100.0
Matara	90.2	4.5	5.1	.2	100.0
Hambantota	50.9	40.8	7.2	1.1	100.0
Jaffna	84.4	10.2	4.2	1.2	100.0
Mannar	3.2	16.1	80.6	.0	100.0
Vavuniya	95.1	1.6	3.0	.3	100.0
Mullaitivu	50.8	49.2	.0	.0	100.0
Kilinochchi	84.9	9.1	4.1	1.8	100.0
Batticaloa	49.3	29.7	21.0	.0	100.0
Ampara	82.5	4.0	13.5	.0	100.0
Trincomalee	64.1	27.6	8.3	.0	100.0
Kurunegala	81.6	5.4	12.4	.6	100.0
Puttalam	86.7	7.2	6.0	.0	100.0
Anuradhapura	91.3	.9	1.2	6.7	100.0
Polonnaruwa	77.4	5.1	17.3	.2	100.0
Badulla	84.3	9.5	6.2	.0	100.0
Moneragala	75.3	15.3	9.3	.0	100.0
Ratnapura	89.0	3.0	6.7	1.3	100.0
Kegalle	78.8	6.3	13.7	1.2	100.0
Total	84.4	8.9	4.8	1.8	100.0

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

Manpower size	Registration under BOI				Total	
	Yes		No		Establishment %	Employees %
	Establishment %	Employees %	Establishment %	Employees %		
1 - 4	2.7	2.7	97.3	97.3	100.0	100.0
5 - 9	2.7	2.9	97.3	97.1	100.0	100.0
10- 19	5.7	5.6	94.3	94.4	100.0	100.0
20 - 99	8.8	9.7	91.2	90.3	100.0	100.0
100 & over	29.7	43.9	70.3	56.1	100.0	100.0
Total	7.2	34.3	92.8	65.7	100.0	100.0

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

Nature of economic activity	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
A - Agriculture, forestry and fishing	89.2	3.1	3.8	3.8	100.0
B - Mining and quarrying	50.2	43.0	6.5	0.3	100.0
C - Manufacturing	86.7	8.1	4.1	1.1	100.0
D - Electricity, gas, steam and air conditioning supply	79.0	17.0	4.0	0.0	100.0
E - Water supply, sewerage, waste management and remediation activities	88.5	1.0	1.3	9.2	100.0
F - Construction	45.9	27.8	17.8	8.6	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	89.6	5.9	3.8	0.6	100.0
H - Transportation and storage	73.9	23.9	1.9	0.3	100.0
I - Accommodation and food service activities	62.1	29.6	4.8	3.5	100.0
J - Information and communication	88.9	7.9	1.1	2.1	100.0
K - Financial and insurance activities	89.9	9.3	0.2	0.7	100.0
L - Real estate activities	97.4	2.6	0.0	0.0	100.0
M - Professional, scientific and technical activities	73.0	15.3	8.9	2.8	100.0
N - Administrative and support service activities	88.1	4.3	7.2	0.4	100.0
O - Public administration and defense, compulsory social security	89.6	1.6	8.6	0.2	100.0
P - Education	76.3	14.8	6.2	2.6	100.0
Q - Human health and social work activities'	81.1	10.9	6.7	1.3	100.0
R - Arts, entertainment and recreation	91.4	7.9	0.0	0.7	100.0
S..U - Other service activities	78.6	15.5	1.9	3.9	100.0
Total	84.4	8.9	4.8	1.8	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	85.1	8.3	4.9	1.7	100.0
Partnership	84.9	5.8	8.7	.6	100.0
Semi government	82.1	10.0	7.6	.3	100.0
Pvt. Ltd. liability company	85.3	9.5	3.7	1.4	100.0
Public limited company	83.2	6.1	4.4	6.2	100.0
Cooperatives	78.5	14.8	6.5	.2	100.0
Other	81.1	9.1	9.2	.5	100.0
Total	84.4	8.9	4.8	1.8	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	46.3	53.7	100.0
B - Mining and quarrying	81.8	18.2	100.0
C - Manufacturing	46.5	53.5	100.0
D - Electricity, gas, steam and air conditioning supply	87.0	13.0	100.0
E - Water supply, sewerage, waste management and remediation activities	23.1	76.9	100.0
F - Construction	86.1	13.9	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	68.2	31.8	100.0
H - Transportation and storage	87.1	12.9	100.0
I - Accommodation and food service activities	85.3	14.7	100.0
J - Information and communication	75.3	24.7	100.0
K - Financial and insurance activities	60.6	39.4	100.0
L - Real estate activities	75.0	25.0	100.0
M - Professional, scientific and technical activities	66.1	33.9	100.0
N - Administrative and support service activities	68.2	31.8	100.0
O - Public administration and defense, compulsory social security	62.1	37.9	100.0
P - Education	42.9	57.1	100.0
Q - Human health and social work activities'	39.0	61.0	100.0
R - Arts, entertainment and recreation	59.7	40.3	100.0
S..U - Other service activities	52.5	47.5	100.0
Total	56.1	43.9	100.0

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

Nature of economic activity	Age group			Total
	Below 18	18 - 54	55 +	
A - Agriculture, forestry and fishing	.2	92.2	7.6	100.0
B - Mining and quarrying	.0	99.3	.7	100.0
C - Manufacturing	1.7	94.2	4.1	100.0
D - Electricity, gas, steam and air conditioning supply	.0	98.0	2.0	100.0
E - Water supply, sewerage, waste management and remediation activities	7.1	92.1	.8	100.0
F - Construction	.1	91.9	8.0	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	1.8	91.1	7.1	100.0
H - Transportation and storage	7.7	85.7	6.6	100.0
I - Accommodation and food service activities	2.0	92.7	5.4	100.0
J - Information and communication	.0	97.1	2.9	100.0
K - Financial and insurance activities	.1	96.4	3.5	100.0
L - Real estate activities	.0	87.5	12.5	100.0
M - Professional, scientific and technical activities	1.3	92.4	6.3	100.0
N - Administrative and support service activities	.0	91.5	8.5	100.0
O - Public administration and defense, compulsory social security	.4	92.2	7.4	100.0
P - Education	2.0	87.4	10.6	100.0
Q - Human health and social work activities'	.5	89.3	10.2	100.0
R - Arts, entertainment and recreation	.0	90.7	9.3	100.0
S..U - Other service activities	.0	89.3	10.7	100.0
Total	1.3	92.7	6.0	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	.6	93.6	5.9	100.0
Gampaha	4.7	91.1	4.1	100.0
Kalutara	1.1	89.6	9.3	100.0
Kandy	.7	92.8	6.5	100.0
Matale	.0	89.7	10.3	100.0
Nuwara Eliya	.0	94.3	5.7	100.0
Galle	1.2	89.0	9.8	100.0
Matara	.6	90.2	9.3	100.0
Hambantota	1.1	97.7	1.2	100.0
Jaffna	.0	91.2	8.8	100.0
Mannar	.0	96.8	3.2	100.0
Vavuniya	9.7	88.8	1.6	100.0
Mullaitivu	.0	92.3	7.7	100.0
Kilinochchi	.0	97.7	2.3	100.0
Batticaloa	.0	93.6	6.4	100.0
Ampara	.0	97.0	3.0	100.0
Trincomalee	.0	76.0	24.0	100.0
Kurunegala	1.1	92.0	6.9	100.0
Puttalam	2.4	89.9	7.7	100.0
Anuradhapura	5.3	94.1	.6	100.0
Polonnaruwa	.2	96.0	3.8	100.0
Badulla	.0	93.5	6.5	100.0
Moneragala	.0	93.2	6.8	100.0
Ratnapura	.6	95.5	3.9	100.0
Kegalle	.1	89.9	10.0	100.0
Total	1.3	92.7	6.0	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	37.9	14.1	9.4	21.1	17.5	100.0
Professionals	11.5	8.7	9.5	18.2	52.2	100.0
Technicians and associate professionals	21.0	14.2	16.7	30.8	17.2	100.0
Clerks and clerical support workers	22.0	13.5	15.4	33.9	15.2	100.0
Service and Seles workers	11.4	9.7	10.9	25.7	42.3	100.0
Skilled agricultural, forestry and fishery workers	3.6	3.1	3.8	16.2	73.3	100.0
Craft and related trade workers	4.5	4.3	5.5	23.1	62.6	100.0
Plant and machine operators and assemblers	6.0	5.1	6.3	20.3	62.3	100.0
Elementary occupations	5.1	5.5	4.9	25.2	59.2	100.0
Total	10.8	7.6	8.1	24.0	49.5	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	1.2	85.3	13.6	100.0
	Female	.7	89.6	9.7	100.0
	Total	1.1	86.3	12.6	100.0
Professionals	Male	.7	94.6	4.7	100.0
	Female	.8	94.8	4.4	100.0
	Total	.8	94.7	4.6	100.0
Technicians and associate professionals	Male	.3	94.5	5.2	100.0
	Female	.1	90.1	9.8	100.0
	Total	.2	93.2	6.6	100.0
Clerks and clerical support workers	Male	2.4	90.9	6.7	100.0
	Female	.5	95.3	4.2	100.0
	Total	1.4	93.1	5.5	100.0
Service and Seles workers	Male	.9	90.2	8.9	100.0
	Female	1.6	89.4	9.0	100.0
	Total	1.1	90.0	8.9	100.0
Skilled agricultural, forestry and fishery workers	Male	.3	94.4	5.4	100.0
	Female	.0	94.6	5.4	100.0
	Total	.1	94.5	5.4	100.0
Craft and related trade workers	Male	.7	96.2	3.1	100.0
	Female	3.0	94.4	2.6	100.0
	Total	1.9	95.3	2.8	100.0
Plant and machine operators and assemblers	Male	.6	94.3	5.1	100.0
	Female	1.1	97.3	1.6	100.0
	Total	.9	95.7	3.4	100.0
Elementary occupations	Male	1.6	86.0	12.3	100.0
	Female	2.4	97.6	.	100.0
	Total	2.0	91.9	6.0	100.0
Table Total		1.3	92.7	6.0	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	10.1	15.2	6.2	13.4	18.2	1.4	10.3	12.1	13.1	100.0
Gampaha	6.1	4.3	3.5	7.2	13.0	3.2	11.6	36.3	14.9	100.0
Kalutara	4.0	4.6	7.4	7.7	13.2	1.4	8.4	12.1	41.2	100.0
Kandy	2.9	2.3	4.3	10.1	13.0	5.8	36.1	4.5	20.9	100.0
Matale	9.4	2.4	4.4	9.4	29.8	4.5	18.9	4.5	16.8	100.0
Nuwara Eliya	1.1	1.0	1.2	1.5	20.2	31.1	0.9	1.0	42.0	100.0
Galle	6.0	29.1	2.4	14.5	13.3	1.1	8.1	7.5	17.9	100.0
Matara	4.1	2.3	2.5	5.0	9.6	34.7	19.3	1.1	21.4	100.0
Hambantota	4.3	3.5	2.5	11.3	7.7	22.6	43.9	1.1	3.3	100.0
Jaffna	4.1	6.0	3.1	33.2	27.5	0.0	6.4	2.9	16.8	100.0
Mannar	0.0	29.0	12.9	0.0	12.9	0.0	0.0	6.5	38.7	100.0
Vavuniya	2.8	0.3	0.2	6.4	5.7	0.0	0.5	0.2	83.9	100.0
Mullaitivu	9.2	0.0	7.7	36.9	46.2	0.0	0.0	0.0	0.0	100.0
Kilinochchi	4.6	6.8	8.7	10.5	16.9	0.0	0.0	1.8	50.7	100.0
Batticaloa	10.7	0.7	5.7	51.4	31.4	0.0	0.0	0.0	0.0	100.0
Ampara	5.6	5.3	12.0	16.9	21.3	0.0	0.7	4.7	33.6	100.0
Trincomalee	6.2	4.1	13.7	18.5	8.9	0.0	1.4	2.7	44.5	100.0
Kurunegala	6.9	4.8	2.2	13.2	21.5	0.9	13.6	15.6	21.3	100.0
Puttalam	6.7	3.7	1.8	11.5	9.1	5.2	6.3	13.1	42.5	100.0
Anuradhapura	6.6	0.7	0.6	4.8	4.1	0.7	64.1	4.5	13.8	100.0
Polonnaruwa	2.5	4.9	4.7	16.6	13.9	0.0	33.6	8.8	14.9	100.0
Badulla	1.4	1.8	1.2	2.6	4.1	18.0	1.2	0.6	69.2	100.0
Moneragala	3.6	13.1	13.6	17.6	14.9	0.0	0.5	0.5	36.2	100.0
Ratnapura	3.8	2.6	1.1	8.3	6.5	21.8	12.0	0.7	43.2	100.0
Kegalle	4.0	3.2	1.3	14.7	18.8	4.8	10.0	3.3	40.1	100.0
Total	6.3	8.2	4.0	9.9	14.9	8.4	13.1	10.6	24.7	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 Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
A	1.2	4.3	1.2	1.7	10.8	24.2	5.5	1.2	49.9	100.0
B	3.6	4.9	1.7	7.0	1.2	24.5	53.6	2.2	1.2	100.0
C	4.3	2.4	2.2	4.8	5.4	6.8	23.1	22.6	28.5	100.0
D	7.0	2.0	9.0	3.0	13.0	8.0	0.0	23.0	35.0	100.0
E	3.6	1.6	2.9	4.2	0.8	0.2	73.8	0.4	12.6	100.0
F	5.2	15.2	30.5	10.8	2.7	0.0	13.5	14.1	8.0	100.0
G	12.6	3.5	2.9	18.9	40.1	1.1	7.4	4.8	8.7	100.0
H	6.6	3.9	4.5	24.1	15.3	0.1	1.8	30.9	12.7	100.0
I	8.7	7.6	13.4	9.0	44.1	1.5	3.6	2.1	10.0	100.0
J	6.1	57.3	8.7	18.5	4.3	0.0	0.1	2.2	2.8	100.0
K	31.3	3.1	3.5	41.4	19.1	0.0	0.1	0.2	1.2	100.0
L	27.5	0.0	7.5	35.0	20.0	0.0	7.5	0.0	2.5	100.0
M	4.7	23.4	12.2	18.0	9.3	7.5	15.8	4.3	4.7	100.0
N	12.3	31.5	1.0	3.3	40.7	1.8	2.2	0.8	6.5	100.0
O	2.3	5.1	7.5	28.2	3.5	0.7	0.8	4.9	46.9	100.0
P	6.0	43.6	6.5	12.1	23.0	0.2	2.1	0.1	6.4	100.0
Q	7.5	13.0	13.7	32.6	9.1	2.8	9.0	1.1	11.1	100.0
R	10.3	2.8	23.4	22.8	18.3	0.0	9.0	1.4	12.1	100.0
S..U	9.2	14.9	17.9	23.7	11.1	2.3	8.2	4.6	8.0	100.0
Total	6.3	8.2	4.0	9.8	14.9	8.4	13.1	10.6	24.8	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	13.2	6.1	5.3	52.1	14.1	6.5	2.8	100.0
Professionals	8.3	2.9	10.6	69.1	3.3	1.6	4.1	100.0
Technicians and associate professionals	13.7	3.2	21.0	52.7	2.1	0.8	6.5	100.0
Clerks and clerical support workers	13.4	4.8	19.2	33.2	9.0	11.2	9.2	100.0
Service and Seles workers	14.9	11.6	5.5	53.0	9.5	4.5	0.9	100.0
Skilled agricultural, forestry and fishery workers	6.3	3.4	6.2	49.0	34.2	0.4	0.4	100.0
Craft and related trade workers	17.0	11.2	2.3	56.7	9.4	2.4	1.0	100.0
Plant and machine operators and assemblers	14.4	2.3	7.8	69.9	3.6	1.1	0.9	100.0
Elementary occupations	8.6	5.8	7.4	54.7	19.1	0.3	3.9	100.0
Total	12.0	6.4	8.2	54.7	12.7	2.9	3.1	100.0

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

Nature of economic activity	%
A - Agriculture, forestry and fishing	.3
B - Mining and quarrying	.
C - Manufacturing	45.5
D - Electricity, gas, steam and air conditioning supply	.
E - Water supply, sewerage, waste management and remediation activities	.9
F - Construction	1.5
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	17.4
H - Transportation and storage	6.3
I - Accommodation and food service activities	2.6
J - Information and communication	3.8
K - Financial and insurance activities	2.6
L - Real estate activities	.6
M - Professional, scientific and technical activities	4.6
N - Administrative and support service activities	6.6
O - Public administration and defense, compulsory social security	1.8
P - Education	2.0
Q - Human health and social work activities'	1.1
R - Arts, entertainment and recreation	1.7
S..U - Other service activities	.5
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	5.1	3.1	10.4	65.6	12.8	.	3.0	100.0
Gampaha	14.5	1.9	.	83.5	.	.	.	100.0
Kalutara	1.6	3.2	.	87.3	.	.	7.9	100.0
Kandy	21.4	4.3	55.7	17.1	.	1.4	.	100.0
Matale	4.1	.	16.3	12.2	67.3	.	.	100.0
Nuwara Eliya	.	50.0	.	50.0	.	.	.	100.0
Galle	13.3	.	.	0.6	82.2	0.6	3.3	100.0
Matara	.	50.0	10.0	40.0	.	.	.	100.0
Hambantota	.	.	.	100.0	.	.	.	100.0
Jaffna	66.7	.	.	.	.	33.3	.	100.0
Mannar	.	.	.	.	.	.	.	.
Vavuniya	18.0	4.0	2.0	76.0	.	.	.	100.0
Mullaitivu	.	.	.	.	.	75.0	25.0	100.0
Kilinochchi	.	.	100.0	.	.	.	.	100.0
Batticaloa	.	.	.	.	.	.	.	.
Ampara	80.0	.	.	.	.	20.0	.	100.0
Trincomalee	.	.	.	.	.	.	.	.
Kurunegala	41.1	.	7.1	28.6	.	23.2	.	100.0
Puttalam	22.2	22.2	22.2	33.3	.	.	.	100.0
Anuradhapura	.	37.3	10.2	45.8	.	.	6.8	100.0
Polonnaruwa	54.8	.	.	35.5	.	9.7	.	100.0
Badulla	.	10.0	.	40.0	.	.	50.0	100.0
Moneragala	.	.	.	.	.	.	.	.
Ratnapura	17.9	2.6	.	69.2	.	.	10.3	100.0
Kegalle	.	37.5	37.5	12.5	.	.	12.5	100.0
Total	10.4	3.9	8.3	59.4	14.3	1.1	2.7	100.0

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

Legal status	No.	%
Sole owner	683	11.5
Partnership	405	6.8
Semi government	372	6.3
Pvt. Ltd. liability company	2998	50.7
Public limited company	995	16.8
Cooperatives	222	3.8
Other	239	4.0
Total	5914	100.0

Table 3.38 : Number of employment opportunities
by administrative district

Administrative district	No.	%
Colombo	1990	33.6
Gampaha	725	12.3
Kalutara	172	2.9
Kandy	405	6.8
Matale	146	2.5
Nuwara Eliya	30	.5
Galle	104	1.8
Matara	78	1.3
Hambantota	13	.2
Jaffna	72	1.2
Mannar	2	.0
Vavuniya	1033	17.5
Mullaitivu	10	.2
Kilinochchi	3	.1
Batticaloa	.	.
Ampara	40	.7
Trincomalee	19	.3
Kurunegala	195	3.3
Puttalam	143	2.4
Anuradhapura	154	2.6
Polonnaruwa	30	.5
Badulla	169	2.9
Moneragala	.	.
Ratnapura	291	4.9
Kegalle	90	1.5
Total	5914	100.0

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

Administrative district	Male	Female	Total
Colombo	74.4	25.6	100.0
Gampaha	75.3	24.7	100.0
Kalutara	74.0	26.0	100.0
Kandy	74.0	26.0	100.0
Matale	74.2	25.8	100.0
Nuwara Eliya	67.7	32.3	100.0
Galle	71.6	28.4	100.0
Matara	69.7	30.3	100.0
Hambantota	78.8	21.2	100.0
Jaffna	86.3	13.7	100.0
Mannar	85.4	14.6	100.0
Vavuniya	65.2	34.8	100.0
Mullaitivu	87.3	12.7	100.0
Kilinochchi	95.3	4.7	100.0
Batticaloa	75.1	24.9	100.0
Ampara	86.4	13.6	100.0
Trincomalee	91.4	8.6	100.0
Kurunegala	71.2	28.8	100.0
Puttalam	66.9	33.1	100.0
Anuradhapura	75.9	24.1	100.0
Polonnaruwa	69.6	30.4	100.0
Badulla	88.0	12.0	100.0
Moneragala	75.9	24.1	100.0
Ratnapura	66.6	33.4	100.0
Kegalle	83.3	16.7	100.0
Total	74.8	25.2	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	.1	86.6	13.3	100.0
Temporary	2.1	90.0	7.8	100.0
Casual	.5	95.1	4.5	100.0
Learners and apprentices	4.9	92.8	2.3	100.0
Total	.3	87.5	12.2	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	.7	86.7	12.7	100.0
Female	.4	92.1	7.5	100.0
Total	.6	88.1	11.4	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	94.0	88.1	92.5
Part time workers	6.0	11.9	7.5
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	90.6	9.4	100.0
Kalutara	93.2	6.8	100.0
Kandy	95.2	4.8	100.0
Matale	94.9	5.1	100.0
Nuwara Eliya	91.9	8.1	100.0
Galle	92.3	7.7	100.0
Matara	86.6	13.4	100.0
Hambantota	85.7	14.3	100.0
Jaffna	98.3	1.7	100.0
Mannar	100.0	.0	100.0
Vavuniya	87.5	12.5	100.0
Mullaitivu	96.8	3.2	100.0
Kilinochchi	99.3	.7	100.0
Batticaloa	90.3	9.7	100.0
Ampara	97.8	2.2	100.0
Trincomalee	97.8	2.2	100.0
Kurunegala	77.6	22.4	100.0
Puttalam	92.4	7.6	100.0
Anuradhapura	89.8	10.2	100.0
Polonnaruwa	89.5	10.5	100.0
Badulla	96.5	3.5	100.0
Moneragala	47.4	52.6	100.0
Ratnapura	96.0	4.0	100.0
Kegalle	94.9	5.1	100.0
Total	92.5	7.5	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	86.1	13.7	100.0
	Female	.4	90.6	8.9	100.0
	Total	.3	87.5	12.3	100.0
Non Sri Lankans	Male	.0	97.2	2.8	100.0
	Female	.0	100.0	.0	100.0
	Total	.0	98.8	1.2	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	0.4		3.5	5.2	0.4	1.3	9.5	4.8	0.4	0.4	41.6	3.9	1.3	13.0	10.0	1.7	2.2	0.4	100.0
Gampaha	10.8		3.6	10.8		1.2	14.5	6.0		1.2	48.2	1.2	1.2	1.2					100.0
Kalutara	8.3					11.1	2.8	5.6			63.9	2.8			5.6				100.0
Kandy	7.1		4.7	8.2		8.2	8.2	9.4			36.5	8.2		3.5	3.5		1.2	1.2	100.0
Matale	16.7		5.6			11.1		11.1			44.4						11.1		100.0
Nuwara Eliya	27.8		5.6	13.9		8.3	2.8	5.6			27.8	2.8		2.8	2.8				100.0
Galle				5.6		1.9	20.4	7.4			50.0	5.6	1.9	1.9	1.9	1.9	1.9		100.0
Matara	8.9		2.2	4.4		4.4	11.1	6.7			53.3	4.4		2.2	2.2				100.0
Hambantota	2.3		2.3	6.8		9.1	9.1	4.5			59.1	2.3					4.5		100.0
Jaffna	4.5			9.1		13.6	9.1	4.5			50.0			9.1					100.0
Mannar						33.3					66.7								100.0
Vavuniya						22.2			11.1		66.7								100.0
Mullaitivu						33.3					66.7								100.0
Kilinochchi						33.3		33.3			33.3								100.0
Batticaloa			7.1	14.3		14.3	14.3				42.9				7.1				100.0
Ampara	9.1		6.1	9.1		6.1	6.1	15.2			36.4			12.1					100.0
Trincomalee			6.3	12.5		6.3		25.0			50.0								100.0
Kurunegala	20.7			2.4		6.1	9.8	6.1			43.9	4.9	2.4	1.2	1.2	1.2			100.0
Puttalam	18.4		5.3	2.6			2.6	2.6	2.6	2.6	47.4	10.5		5.3					100.0
Anuradhapura	7.3		1.8	3.6		9.1	12.7	3.6			43.6	5.5		3.6	5.5		3.6		100.0
Polonnaruwa	13.0			4.3	4.3	13.0	8.7				43.5			13.0					100.0
Badulla				7.3		7.3	22.0	7.3			46.3	4.9		2.4				2.4	100.0
Moneragala	4.0		8.0	4.0		8.0	12.0	4.0			48.0			12.0					100.0
Ratnapura	5.9		2.0	9.8	2.0	3.9	9.8	5.9			49.0	3.9		2.0	5.9				100.0
Kegalle	6.3		3.1	3.1		6.3	12.5	12.5			53.1	3.1							100.0
Total	7.2		2.9	6.1	0.3	5.7	10.0	6.4	0.3	0.3	45.7	3.8	0.6	5.2	3.6	0.6	1.2	0.3	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	87.6	6.1	5.7	.6	100.0
Gampaha	83.9	6.6	8.1	1.4	100.0
Kalutara	83.8	9.0	5.9	1.3	100.0
Kandy	92.4	3.4	3.2	.9	100.0
Matale	90.4	5.3	1.0	3.3	100.0
Nuwara Eliya	88.8	1.9	8.5	.8	100.0
Galle	91.5	1.8	4.0	2.6	100.0
Matara	95.4	2.9	1.1	.5	100.0
Hambantota	69.0	21.6	7.4	2.0	100.0
Jaffna	91.5	5.1	1.7	1.8	100.0
Mannar	100.0	.0	.0	.0	100.0
Vavuniya	87.5	12.5	.0	.0	100.0
Mullaitivu	96.8	.0	.0	3.2	100.0
Kilinochchi	96.6	.0	.7	2.7	100.0
Batticaloa	88.9	6.4	1.3	3.4	100.0
Ampara	94.2	1.8	3.4	.5	100.0
Trincomalee	94.7	2.9	2.2	.2	100.0
Kurunegala	72.2	4.5	22.0	1.3	100.0
Puttalam	77.5	7.9	13.2	1.3	100.0
Anuradhapura	87.6	6.0	4.0	2.4	100.0
Polonnaruwa	75.0	13.1	11.4	.5	100.0
Badulla	93.2	3.0	2.5	1.4	100.0
Moneragala	48.1	16.0	34.4	1.4	100.0
Ratnapura	89.4	6.2	2.9	1.5	100.0
Kegalle	94.0	2.8	2.7	.5	100.0
Total	86.3	5.8	6.9	1.0	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	88.6	5.7	5.1	.5	100.0
	Female	80.7	6.1	11.2	2.1	100.0
	Total	86.2	5.8	6.9	1.0	100.0
Non Sri Lankans	Male	95.8	2.8	.0	1.4	100.0
	Female	98.9	1.1	.0	.0	100.0
	Total	97.5	1.9	.0	.6	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	77.5	6.5	15.7	.3	100.0
C	60.8	15.1	23.0	1.1	100.0
D	70.4	6.7	21.9	1.1	100.0
E	100.0	.0	.0	.0	100.0
F	97.7	1.0	1.1	.2	100.0
G	94.0	4.2	1.6	.2	100.0
H	96.1	3.1	.5	.3	100.0
I	78.7	.0	19.7	1.6	100.0
J	89.9	9.5	.6	.0	100.0
K	87.0	4.4	5.3	3.3	100.0
M	75.4	12.4	12.0	.2	100.0
N	89.0	3.4	6.5	1.2	100.0
O	92.7	3.0	3.5	.8	100.0
P	85.2	12.3	1.2	1.3	100.0
Q	82.6	11.7	5.7	.1	100.0
R	93.7	3.2	.1	3.0	100.0
S..U	100.0	.0	.0	.0	100.0
Total	86.3	5.9	6.9	1.0	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	55.0	45.0	100.0
C - Manufacturing	73.7	26.3	100.0
D - Electricity, gas, steam and air conditioning supply	84.8	15.2	100.0
E - Water supply, sewerage, waste management and remediation activities	89.1	10.9	100.0
F - Construction	85.4	14.6	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	81.7	18.3	100.0
H - Transportation and storage	92.0	8.0	100.0
I - Accommodation and food service activities	79.4	20.6	100.0
J - Information and communication	78.3	21.7	100.0
K - Financial and insurance activities	47.9	52.1	100.0
M - Professional, scientific and technical activities	68.7	31.3	100.0
N - Administrative and support service activities	49.5	50.5	100.0
O - Public administration and defense, compulsory social security	75.6	24.4	100.0
P - Education	60.1	39.9	100.0
Q - Human health and social work activities'	43.8	56.2	100.0
R - Arts, entertainment and recreation	71.9	28.1	100.0
S..U - Other service activities	67.8	32.2	100.0
Total	74.8	25.2	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	1.3	87.2	11.5	100.0
C - Manufacturing	.0	95.2	4.8	100.0
D - Electricity, gas, steam and air conditioning supply	.2	86.1	13.7	100.0
E - Water supply, sewerage, waste management and remediation activity	.0	75.2	24.8	100.0
F - Construction	.6	85.0	14.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	.1	87.0	12.9	100.0
H - Transportation and storage	1.0	90.8	8.1	100.0
I - Accommodation and food service activities	.0	93.7	6.3	100.0
J - Information and communication	.0	79.4	20.6	100.0
K - Financial and insurance activities	.8	86.5	12.7	100.0
M - Professional, scientific and technical activities	.0	89.6	10.4	100.0
N - Administrative and support service activities	.0	91.7	8.3	100.0
O - Public administration and defense, compulsory social security	1.3	85.8	13.0	100.0
P - Education	.0	91.0	9.0	100.0
Q - Human health and social work activities'	.0	94.6	5.4	100.0
R - Arts, entertainment and recreation	.0	88.3	11.7	100.0
S..U - Other service activities	.0	86.7	13.3	100.0
Total	.6	88.1	11.3	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	.5	87.2	12.4	100.0
Gampaha	.0	88.0	12.0	100.0
Kalutara	.0	89.1	10.9	100.0
Kandy	.2	80.5	19.3	100.0
Matale	.0	86.5	13.5	100.0
Nuwara Eliya	.0	93.6	6.4	100.0
Galle	8.4	81.6	10.0	100.0
Matara	.4	88.0	11.6	100.0
Hambantota	.4	94.3	5.4	100.0
Jaffna	.0	92.9	7.1	100.0
Mannar	.0	95.8	4.2	100.0
Vavuniya	.0	96.4	3.6	100.0
Mullaitivu	.0	100.0	.0	100.0
Kilinochchi	.0	98.7	1.3	100.0
Batticaloa	.0	89.1	10.9	100.0
Ampara	.3	91.0	8.7	100.0
Trincomalee	.4	87.8	11.7	100.0
Kurunegala	.6	88.2	11.2	100.0
Puttalam	.0	92.7	7.3	100.0
Anuradhapura	.7	87.3	12.0	100.0
Polonnaruwa	12.1	79.5	8.4	100.0
Badulla	.0	87.9	12.1	100.0
Moneragala	.2	97.6	2.2	100.0
Ratnapura	.3	89.3	10.4	100.0
Kegalle	.2	92.9	6.9	100.0
Total	.6	88.1	11.4	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	6.6	10.3	14.2	27.1	4.6	0.6	8.5	8.4	19.6	100.0
Gampaha	6.6	5.2	5.6	23.8	11.8	7.7	20.9	11.0	7.3	100.0
Kalutara	9.3	2.4	3.4	22.7	28.0	1.2	5.5	13.8	13.8	100.0
Kandy	5.2	3.1	4.9	22.3	10.2	10.1	7.3	10.4	26.5	100.0
Matale	4.4	0.8	3.6	13.2	1.5	0.0	17.8	1.3	57.5	100.0
Nuwara Eliya	2.5	2.9	2.8	9.0	16.3	3.5	3.7	8.3	50.9	100.0
Galle	6.5	1.9	3.5	25.8	19.2	1.8	19.0	5.0	17.3	100.0
Matara	6.5	30.1	10.3	19.3	11.2	0.1	9.4	8.9	4.2	100.0
Hambantota	5.3	11.3	7.1	23.0	29.3	4.0	1.4	2.2	16.3	100.0
Jaffna	3.5	1.9	2.5	47.8	6.5	0.0	0.1	26.3	11.4	100.0
Mannar	3.1	2.1	15.6	29.2	0.0	0.0	0.0	4.2	45.8	100.0
Vavuniya	8.9	16.1	1.8	50.9	17.9	0.0	0.0	4.5	0.0	100.0
Mullaitivu	4.8	9.5	11.1	23.8	47.6	0.0	0.0	3.2	0.0	100.0
Kilinochchi	5.4	4.7	4.7	12.8	0.0	0.0	0.0	0.0	72.5	100.0
Batticaloa	3.3	16.1	5.3	18.8	18.0	0.0	3.0	5.1	30.5	100.0
Ampara	3.6	2.2	7.5	24.0	13.2	4.4	7.5	13.4	24.3	100.0
Trincomalee	4.5	3.9	5.2	20.0	20.3	0.1	6.6	10.3	29.1	100.0
Kurunegala	4.0	7.5	5.5	20.0	11.6	12.5	5.2	12.2	21.6	100.0
Puttalam	5.9	1.6	2.0	22.6	10.4	1.5	10.5	4.4	41.0	100.0
Anuradhapura	3.6	11.5	6.0	25.9	8.8	4.5	12.0	3.3	24.4	100.0
Polonnaruwa	7.0	2.1	13.8	26.8	21.0	16.4	1.3	5.7	5.9	100.0
Badulla	6.8	2.0	3.2	18.6	10.8	0.2	9.0	8.1	41.4	100.0
Moneragala	3.0	1.9	2.4	9.3	5.0	0.6	2.2	7.6	67.8	100.0
Ratnapura	4.4	9.7	9.2	33.2	12.0	1.6	5.8	5.6	18.6	100.0
Kegalle	3.4	4.0	4.1	12.4	38.1	0.0	3.8	1.0	33.3	100.0
Total	5.8	8.6	10.1	24.5	8.7	2.3	8.3	8.5	23.4	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	3.4	2.0	5.4	10.4	4.4	19.7	4.1	2.7	47.9	100.0
B										
C	3.8	9.6	4.7	13.1	6.1	1.1	5.6	6.2	49.9	100.0
D	0.6	5.5	10.0	19.4	4.0	2.5	22.4	6.1	29.5	100.0
E	1.0	0.0	14.9	15.8	0.0	0.0	5.0	12.9	50.5	100.0
F	1.1	2.6	7.6	11.0	4.6	5.2	7.7	4.2	55.9	100.0
G	4.0	2.8	2.7	28.2	18.2	1.3	7.5	11.3	24.0	100.0
H	2.5	4.7	2.8	19.7	27.2	0.3	7.3	23.5	12.1	100.0
I	7.9	3.2	6.3	19.0	38.1	0.0	15.9	3.2	6.3	100.0
J	6.1	0.0	10.0	40.0	1.7	0.0	7.8	3.9	30.6	100.0
K	26.9	8.8	3.3	47.2	6.7	0.1	1.3	1.1	4.5	100.0
L										
M	4.0	18.5	14.8	18.5	10.0	6.3	2.9	6.2	18.9	100.0
N	4.0	1.2	2.3	24.8	10.5	0.0	10.6	9.1	37.5	100.0
O	6.1	5.1	26.4	33.1	1.1	0.5	2.0	9.0	16.7	100.0
P	5.3	35.5	12.8	23.0	1.7	0.1	6.6	1.7	13.3	100.0
Q	9.4	4.7	8.3	45.9	4.9	0.0	17.1	1.0	8.8	100.0
R	3.4	7.9	5.4	18.0	5.0	1.8	4.7	3.2	50.5	100.0
S..U	9.4	7.0	18.1	26.9	0.6	0.4	8.2	6.8	22.6	100.0
Total	5.8	8.6	10.1	24.5	8.7	2.3	8.2	8.5	23.2	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	.7
C - Manufacturing	1.7
D - Electricity, gas, steam and air conditioning supply	25.0
E - Water supply, sewerage, waste management and remediation activities	.4
F - Construction	.8
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	1.9
H - Transportation and storage	2.3
I - Accommodation and food service activities	.0
J - Information and communication	.1
K - Financial and insurance activities	28.3
M - Professional, scientific and technical activities	2.2
N - Administrative and support service activities	.4
O - Public administration and defense, compulsory social security	12.9
P - Education	19.6
Q - Human health and social work activities'	.1
R - Arts, entertainment and recreation	2.7
S..U - Other service activities	.7
Total	100.0

Appendix

Survey Questionnaire



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

මෙම විසින් සපයනු ලබන තොරතුරු "රහස්‍ය ලෙස" තබා ගන්නා අතර ඒවා අයබදු අය කිරීම් පිළිබඳ හෝ සේවක අර්ථ සාධක අරමුදල් පනතේ නියමයන් සඳහා හෝ යොදා ගනු නොලැබේ. / தங்களுக்குத் 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:

සේ.අ.අ.සේවිතය අංකය :
 ஊ.சே.நி.பதிவு இல / E.P.F.Registration No:

2 ලිපිනය :
 முகவரி / Address:

3 දුරකථන අංකය :
 தொலைபேசி இலக்கம் / Telephone No:

ෆැක්ස් අංකය :
 தொலைநகல் இலக்கம் / Fax No:

ඊ මේල් ලිපිනය :
 மின்னஞ்சல் முகவரி / E-mail address:

4 සහකාර කමිකරු කොමසාරිස් දිස්ත්‍රික්කය :
 உதவித் தொழில் ஆணையாளரின் மாவட்டம் / District of the Assistant Commissioner of Labour:

5 පරිපාලන දිස්ත්‍රික්කය :
 நிர்வாக மாவட்டம் / Administrative District:

6 ප්‍රාදේශීය ලේකම් කොට්ඨාශය :
 பிரதேச செயலகப் பிரிவு / Divisional Secretariat Division:

7 ග්‍රාම නිලධාරී වසමේ නම : අංකය :
 கிராம உத்தியோகத்தார் பிரிவின் பெயர் / Name of the GN Division: இலக்கம் / Number

8 ආයතනය ආරම්භ කල වර්ෂය / தாபனம் ஆரம்பிக்கப்பட்ட வருடம்:
 Established year:

9 මෙම ආයතනය යටතේ පාලනය වන ශාඛා ආයතන වෙනත් තැනක තිබේද ? ඔව්. 1 නැත. 2
 இந்த தாபனத்தின் கீழ் வேறு கிளை எங்காவது உள்ளதா ? ஆம்/Yes இல்லை/No

Is there any other branch else where under this Establishment?

ශාඛා ආයතන තිබේ නම් ශාඛා සංඛ්‍යාව / கிளைகள் இருந்தால் எண்ணிக்கை/
 If branches are available, the amount

10 ආයතනයේ පවත්වාගෙන යන ව්‍යාපාරයේ ස්වභාවය /
 தாபனத்தினால் நடாத்தப்படும் பொருளாதாரத் தொழிற்பாட்டின் தன்மை / Nature of Economic Activity carried out in the Establishment

(එනම් වැඩිම සේවක සංඛ්‍යාවක් යොදවා ඇති ප්‍රධාන නිෂ්පාදනය, ක්‍රියාකාරිත්වය 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 ලියාපදිංචි කර තිබේද?/இந்த தாபனம் இலங்கை முதலீட்டுச் சபையின் கீழ் பதிவு செய்யப்பட்டுள்ளதா? / Is this establishment registered under the Board Of Investment in Sri Lanka? ඔව්. 1 නැත. 2
 ஆம்/Yes இல்லை/No

සිතී පුරුෂ භාවය பால் SEX	ජනි මස අනතිමට වැඩකළ සම්පූර්ණ දිනයේ පඩි ලැයිස්තුවෙහි ඇතුළත්ව සිටි සේවක සංඛ්‍යාව / பூன் மாதத்தின் கடைசி முழு வேலை நாள்ன்று கொடுப்பனவு இடப்பிவள்ள 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			

13

[illegible]

14

<p>සම්මත රැකියා වර්ගීකරණය (සමීක්ෂණ ප්‍රකාශවලින් පිරවීම සඳහා උපදෙස් බලන්න) / / සමාජවාදී නියමය වලට අනුව (නියමය සහතිකයක් ලෙස ලබාදීමට අවශ්‍ය වන විට) / (Standard classification of occupation (Please follow the instructions to fill Survey Schedule))</p>		<p>ආයතනයේ සිටින මුළු ක්‍රියාකාරී සේවක සංඛ්‍යාව වයස් කාණ්ඩ අනුව/වයස අවුරුදු අනුව සමස්ත සේවක සංඛ්‍යාව / Total number of active employees according to age groups</p>		
		වයස 18 ට අඩු/වයස 18 වයස 18 ට අඩු/වයස 18	වයස 18 සිට 54 දක්වා/වයස 18-54	වයස 55 හා ඊට වැඩි/වයස 55 & above
<p>1. කළමනාකරුවන්, ජ්‍යෙෂ්ඨ නිලධාරීන් සහ නීති සම්පාදකයින් / / ප්‍රධාන නිලධාරීන්, ජ්‍යෙෂ්ඨ නිලධාරීන්, නීති සම්පාදකයින් / /Managers, senior officials and legislators</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>2. වෘත්තීයයන් / වෘත්තීයයන් / Professionals</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>3. තාක්ෂණිකයින් සහ ආයුර්ථ වෘත්තීයයන් / තාක්ෂණික / තාක්ෂණිකයින් සහ ආයුර්ථ වෘත්තීයයන් / /Technicians and associate professionals</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>4. ලේකම් සහ ලේකම් සහාය සේවකයින් / සේවකයින් සහ සේවකයින් / / සේවකයින් සහ සේවකයින් / / Clerks and clerical support workers</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>5. සේවා සහ වෙළඳ සේවකයින් / සේවකයින් සහ සේවකයින් / / සේවකයින් සහ සේවකයින් / / Service and sales workers</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>6. ප්‍රවෘත්තිකර්ම, වන සහ ධීවර සේවකයින් / වන සහ ධීවර සේවකයින් / / වන සහ ධීවර සේවකයින් / / Skilled agricultural, forestry and fishery workers</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>7. ශිල්පීන් සහ ආයුර්ථ කර්මාන්ත සේවකයින් / ශිල්පීන් සහ ආයුර්ථ කර්මාන්ත සේවකයින් / / ශිල්පීන් සහ ආයුර්ථ කර්මාන්ත සේවකයින් / / Craft and related trade workers</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>8. යන්ත්‍රකාරී සහ යන්ත්‍ර ක්‍රියාකරුවන් සහ එකලස්කරුවන් / / යන්ත්‍රකාරී සහ යන්ත්‍ර ක්‍රියාකරුවන් සහ එකලස්කරුවන් / / Plant and machine operators and assemblers</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			
<p>9. මූලික රැකියාවන් / මූලික රැකියාවන් / / මූලික රැකියාවන් / / Elementary occupations</p>	මෙම / මෙම / Male			
	මෙම / මෙම / Female			

15

15. ஏகாதனமே தோன்றிக் கவ்விய (ஏதலு கவ்விய டலித் ஒர்த் தேதித்) / தாபனத்தின் சட்ட நிலைமை (உரிமை நிலைமைத்தின் கீழ் கோடுக.) Legal status of the Establishment (Please underline relevant status):

1. கனி பூர்வ தனி ஒருவரின் சொத்து / Sole Owner	2. கவித் வணக்கம் பங்குடமை / Partnership	3. ரீட்டு ராகசம் பகுதி அரசு / Semi Government	4. சிலை வணிகி டனிக பூர்வலெ பொறுப்பு வணாயுக்கப்பட்ட கம்பனி / Pvt. Ltd liability Company
5. சிலை வணிகி டனிக போது வணாயுக்கப்பட்ட பொது கம்பனி / Public limited company	6. உய்யக்கார டலிகி கூட்டுறவுகள் / Cooperatives	7. வேனை (வேனை காரனை) வேறு (குறிப்பிடவும்) / Other (Specify)	

16

[illegible]

17

[illegible]

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

நான் இவ் அளவிட்டு 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

தேதய / திகதி / Date

නම / பெயர் / Name

சட்டிய / பதவி / Designation

Instructions to fill the Survey Schedule with some Important Definitions

This survey schedule must be furnished by employers before 25th July to the Commissioner General of Labour, Labour Secretariat, Narahenpita, Colombo 5 (**The return address 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.

රාජ්‍ය සේවය පිණිසයි

නියෝජ්‍ය අධ්‍යක්ෂ,
සංඛ්‍යාලේඛන අංශය,
කම්කරු දෙපාර්තමේන්තුව,
කම්කරු මහ ලේකම් කාර්යාලය,
කොළඹ 5.

මහත්මයාණනි,

ශ්‍රී ලංකා වාර්ෂික රැකියා සමීක්ෂණය

පඩි පාලක සභා අභ්‍යන්තර 54 වගන්තිය යටතේ තොරතුරු එක්රැස් කරනු ලබන මෙම සමීක්ෂණයේ අරමුණ වනුයේ දිවයිනේ පරිපාලනමය සහ ක්‍රම සම්පාදන අවශ්‍යතා සඳහා ඉඩහල් 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 බැව් විශේෂයෙන් සැලකිය යුතුය. මෙම වර්ෂයේ ජුනි මාසයේ අනතිම පූර්ණ වැඩ දිනයේදී ඔබගේ ආයතනයේ / වත්තේ සේවයේ නියුක්ත වූ සේවකයින් පිළිබඳව තොරතුරු ඇතුළත් කර ජූලි මස 25 දින හෝ ඊට පෙර මෙම වාර්තාව ආපසු මා වෙත ඉදිරිපත් කරන මෙන් කාරුණිකව ඉල්ලා සිටිමි.
මෙයට නිකවත්,
කම්කරු කොමසාරිස් ජනරාල්.

ඉෂා/අම්මණි,

இலங்கையில் தொழிலில் ஈடுபட்டுள்ளோர்களின் வருடாந்த அளவீடு.

சம்பளச் சபைகள் கட்டளைச்சட்டத்தின் 54 ஆம் பிரிவின் கீழ் இந்தக் கவல்கள் சேகரிக்கப்படுகின்றன என்பதுடன் இவ் அளவீட்டின் நோக்கம் புள்ளிவிபரவியல் தரவுகளைத் திரட்டுவதேயாகும். இத்தரவுகள் நாட்டின் திட்டமிடல், நிர்வாகத் தேவைகளுக்காக பயன்படுத்தப்படும். தயவு செய்து படிவத்தை பூரணப்படுத்த முன்னர் அறிவுறுத்தல்களைக் கவனமாக வாசிக்கவும். உங்களது கட்டுப்பாட்டில் ஒன்றுக்கு மேற்பட்ட பல நிறுவனங்கள் இருப்பின் ஒவ்வோர் நிறுவனத்திற்கும் தனித்தனியாக அளவீட்டு அட்டவணை தங்களால் சமர்ப்பிக்கப்பட வேண்டும் என்பதை கவனத்தில் கொள்ளவும். இவ்வருடம் பூன் மாதத்தின் கடைசி வேலை நாளன்று உள்ளவாறு தங்களது நிறுவனத்தின்/தோட்டத்தில் தொழில் புரிபவர்களின் தொகையைக் குறிக்கும் பூரணப்படுத்தப்பட்ட விபரத்திரட்டினை பூனை மாதம் 25 ஆம் திகதிக்கு முன்னர் அல்லது 25 ஆம் திகதி எமக்கு கிடைக்குமாறு தயவு செய்து அனுப்பி வைக்குமாறு கேட்டுக் கொள்கின்றேன்.
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 25th 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.

රාජ්‍ය සේවය පිණිසයි

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

දුරකථන අංකය: 011-2587632, 2369207
ෆැක්ස් : 011-2369207