



Annual Employment Survey

Sri Lanka

2014

Department of Labour
Ministry of Labour and Labour Relations
Sri Lanka

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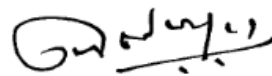
Preface

The annual employment survey was first initiated by the Department of Labour in the year 1971 under the UNDP/ILO project to develop the labour statistics in Sri Lanka. However, the survey methodology was amended with new sampling techniques to upgrade the quality of the survey information in the year 2013. Moreover, the significant changes were done in the format of the survey questionnaire which was used to collect information and this analytical report was also newly designed under this special programme. This is the 40th 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 2014. 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.



Herath Yapa

Commissioner General of Labour.

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December 2014

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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. S.J. Dissanayake, Commissioner of Labour (Retired). 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. R. L. S. A. Patirana, Mr. K. Thiruwaran (Statistical Officers), Mr. M. G. Lasantha (Statistical Assistant), 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. L.H.G. Premalal, Statistician.

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



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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 2012. 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	1218	Batticaloa	70
Colombo out of the city	938	Trincomalee	65
Kalutara	438	Mullaitivu	6
Kandy	423	Puttalam	292
Matale	134	Anuradhapura	149
NuweraEliya	138	Polonnaruwa	76
Galle	333	Badulla	270
Matara	291	Ratnapura	374
Gampaha	708	Kegalle	248
Jaffna	120	Hambantota	113
Mannar	10	Ampara	70
Vavuniya	41	Kurunegala	482

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 2013). The sample sizes were same for both 1- 4 employee group and 5 & over employee groups and those were 500 establishments. Further, sampling procedures were also same as the above second step. The sample sizes which were allocated to the EPF districts under this step were given in the following table.

Table 1.2: Sample allocation among EPF districts under third step

<u>EPF District</u>	<u>No. of Establishments</u>	<u>EPF District</u>	<u>No. of Establishments</u>
Colombo City	156	Batticaloa	8
Colombo out of the city	151	Trincomalee	14
Kalutara	56	Mullaitivu	4
Kandy	67	Puttalam	30
Matale	27	Anuradhapura	35
NuweraEliya	26	Polonnaruwa	7
Galle	47	Badulla	35
Matara	22	Ratnapura	31
Gampaha	106	Kegalle	33
Jaffna	30	Hambantota	22
Mannar	8	Ampara	11
Vavuniya	22	Kurunegala	52

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 2012 and 2013 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.

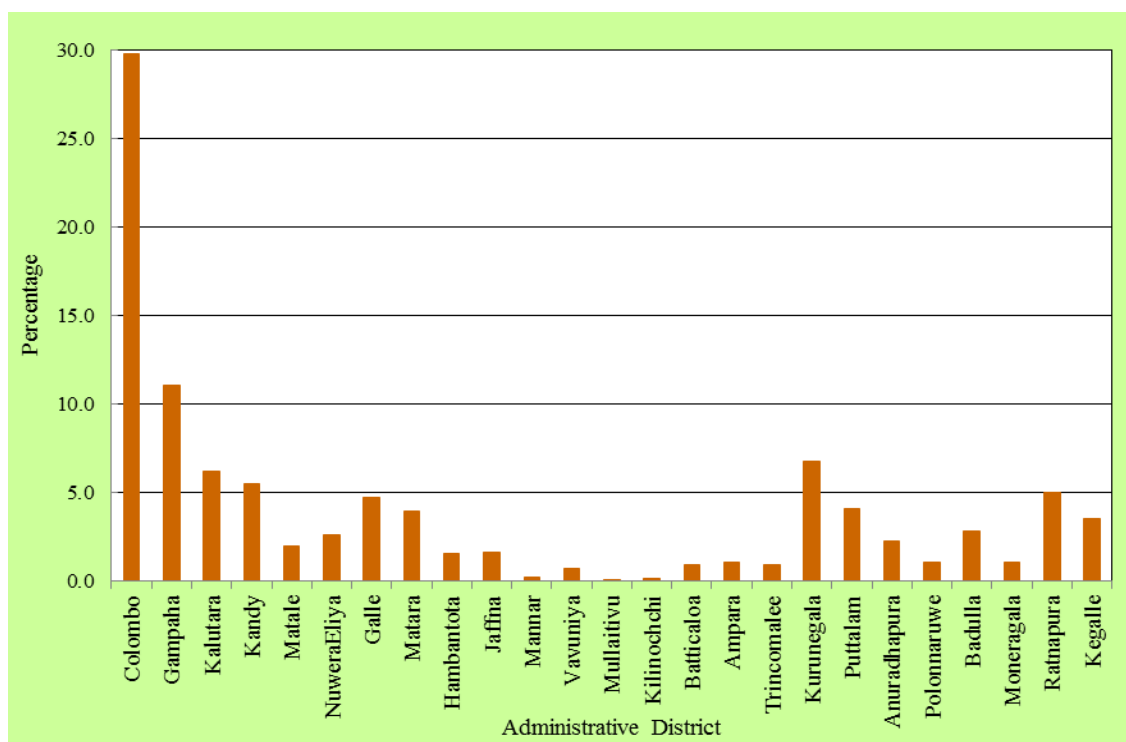


Figure 2.1 : Percentage distribution of establishments by administrative districts

The majority of the establishments were situated in Colombo district and it was 29.0 percent. The second and third places have taken Gampaha and Kurunegala districts with percentage figures 10.7 and 7.0 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 0.3 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 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	37.7	12.8
Partnership	13.7	6.2
Semi government	6.2	12.1
Pvt. Ltd. liability company	30.2	48.9
Public limited company	3.1	15.5
Cooperatives	5.8	3.2
Other	3.3	1.3
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 37.7 percent. The second and third places were taken “Private limited liability company” and “Partnership”. Their percentages were 30.32 and 13.7 respectively. Only 6.2 percent belonged to semi-government sector. However, 5.8 percent of them were cooperative societies. Other legal status including non-governmental organizations, guaranteed limited companies and overseas companies represent only 3.3 percent of the total establishments. Simultaneously, around half of the employees in organized private sector (48.9 percent) were working in private limited liability companies and remaining 15.5 percent were in public limited liability companies though the number of establishment were comparatively very few (3.1 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 41.8 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 2.5 percent of sole owners.

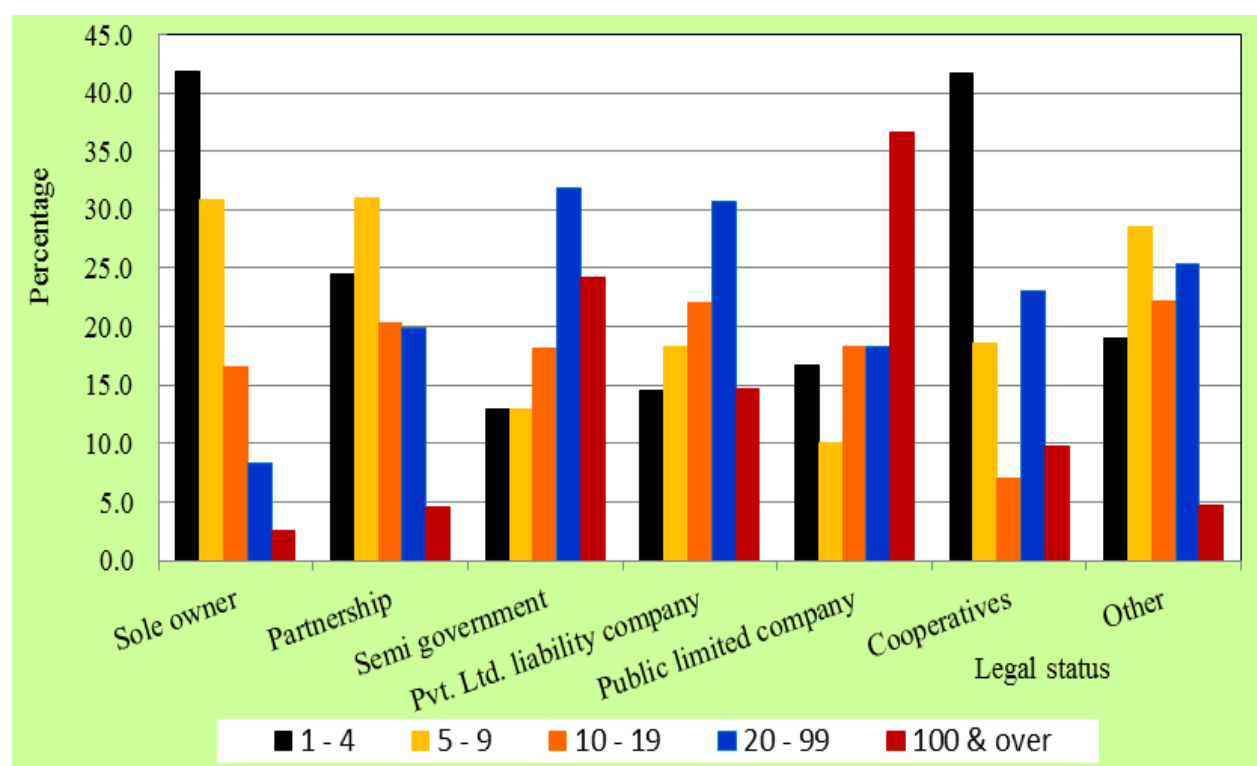


Figure 2.2 : Percentage distribution of establishments by legal status and size of the manpower

Public limited companies were very obvious for large manpower sizes and about half of them have hundred & over employees (44.6 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, 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	4.1	44.4
Partnership	9.8	29.2
Semi government	4.2	15.4
Pvt. Ltd. liability company	15.4	39.6
Public limited company	15.0	9.0
Other	0.9	1.0
Total	8.3	30.1

15.4 percent of the private limited liability 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 public limited liability companies were also same as above legal status. Although the registration of sole owners were comparatively low (only 4.1 percent), nearly half of employees 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 (29.6 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 22.0 percent of the total establishments. Agriculture, forestry and fishing (Section A) was the third place with 11.1 percent and the economic activities of all the other fields were less than 5 percent except financial and insurance activities (See figure 2.3).

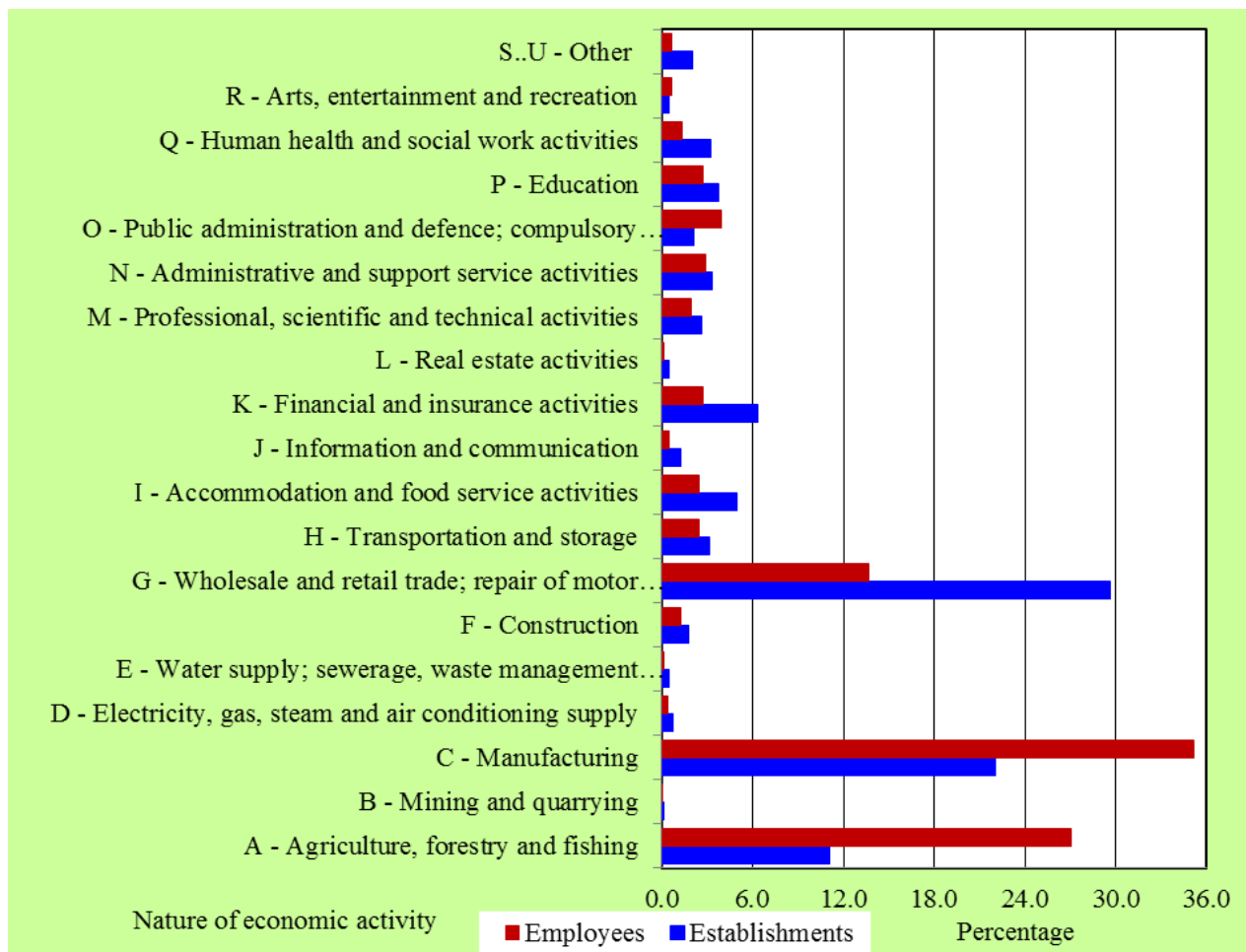


Figure 2.3 : Percentage distribution of establishments and work force by nature of economic activity

However, the distribution of employees in economic activities was somewhat different from establishments and the manufacturing sector was most famous for them with 35.2 percent. Working engagement of agriculture forestry and fishing industries were also higher for them and it was 27.1 percent of the total work force. Although the wholesale and retail trade, repair of motor vehicles and motorcycles was the majority of establishment in the country, the work force has taken the third place.

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.

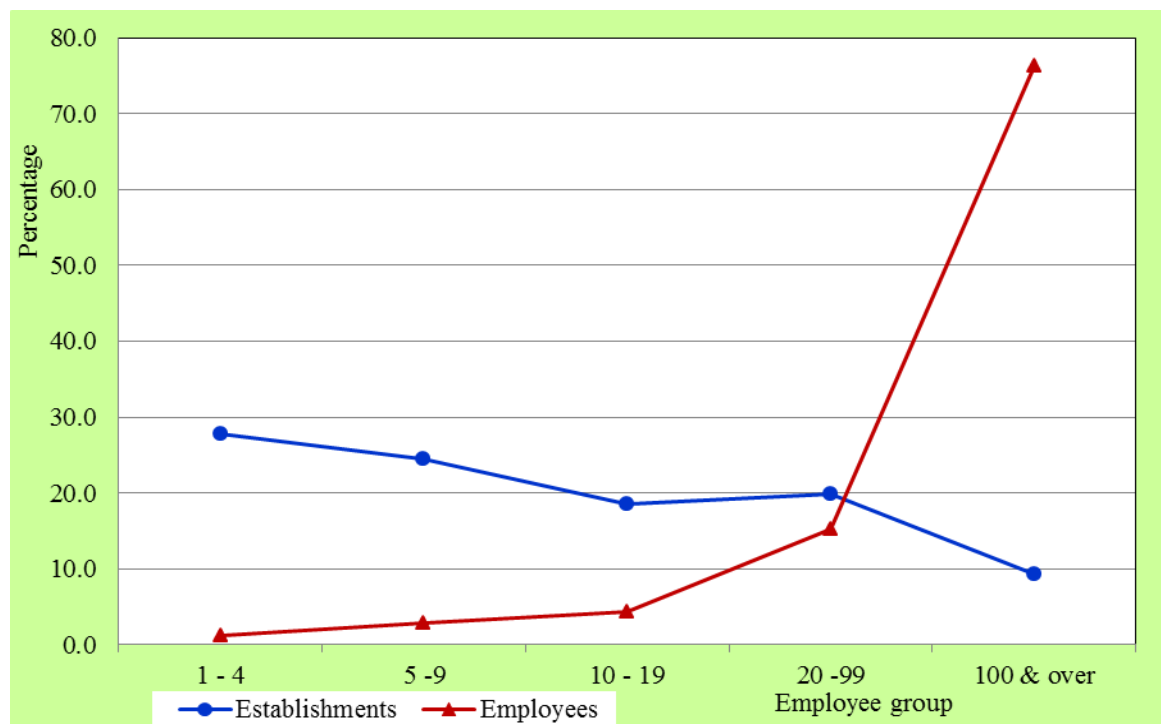


Figure 2.4 : Percentage distribution of establishments by manpower size and labour demand

The manpower capacity was less than five for the majority of establishments according to above chart and it was 27.8 percent of the total establishments. Although the number of establishments was decreased when the manpower size of the establishment is increased, a sudden uprising can be seen in establishments with 20-99 manpower size. However, the number of establishments with 100 and over employees was comparatively lower than the other groups and it was 9.4 percent.

Although the number of establishments with 100 and over was less than 10 percent, a vast majority of the EPF contributed work force (76.4 percent) were recruited to these organizations. Legal statuses of these organizations were 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 95.2 percent of the total work force. Remaining 4.8 percent of workers were doing part time jobs.

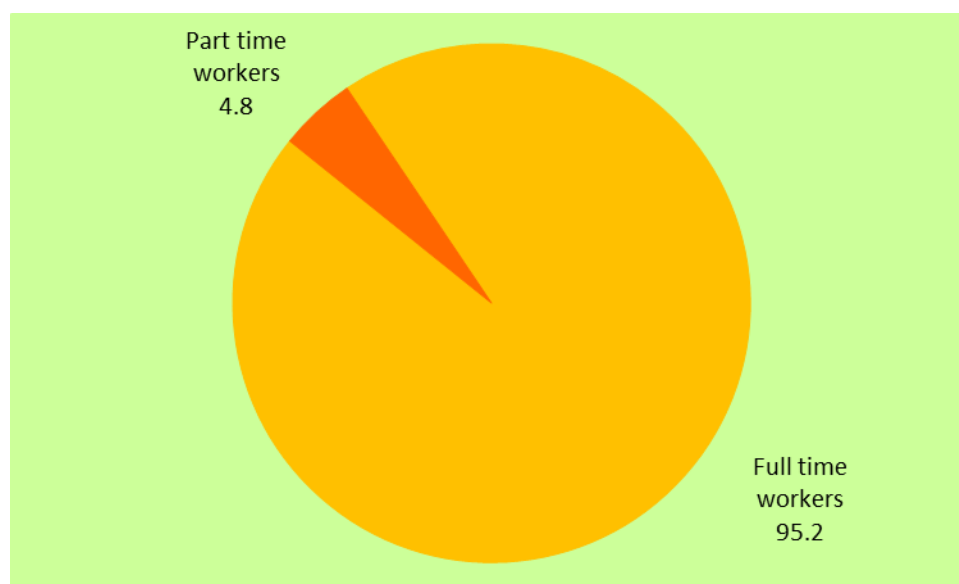


Figure 2.5 : Percentage distribution for working pattern of employees

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	84.5	9.1	5.4	1.1	100.0
Female	86.2	8.2	4.3	1.3	100.0
Total	85.2	8.7	4.9	1.2	100.0

85.2 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 8.7 percent and it was higher for males than females. The percentages were 9.1 for male and 8.2 for females. Only 4.9 percent of workers were doing casual employment and the gender pattern was same as temporary workers. Leaners and Apprentices were very rare and it was 1.2 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.

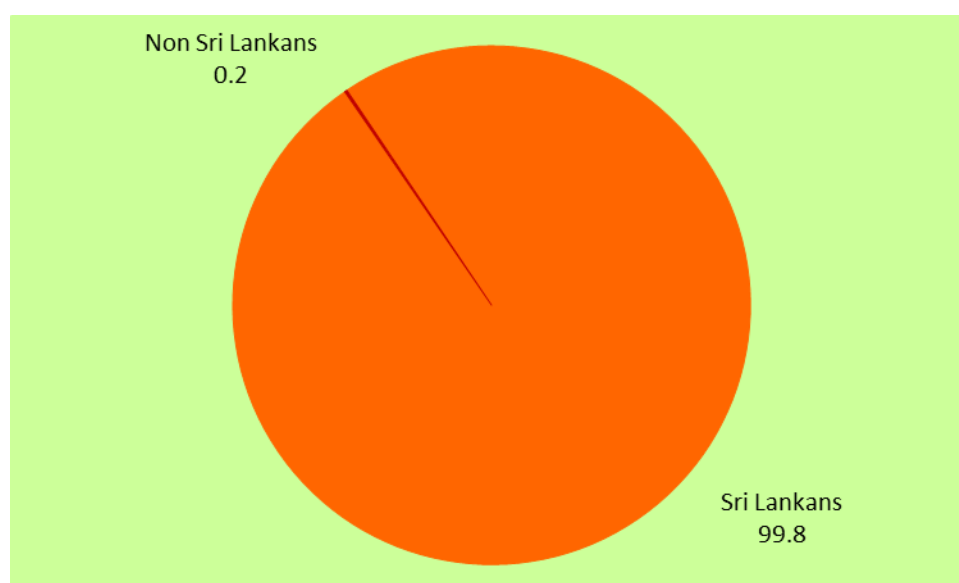


Figure 2.6 : Percentage distribution for nationality of employees

Almost all the workers were Sri Lankans and only 0.5 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	99.8	99.9	99.8
Non Sri Lankans	0.2	0.1	0.2
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.

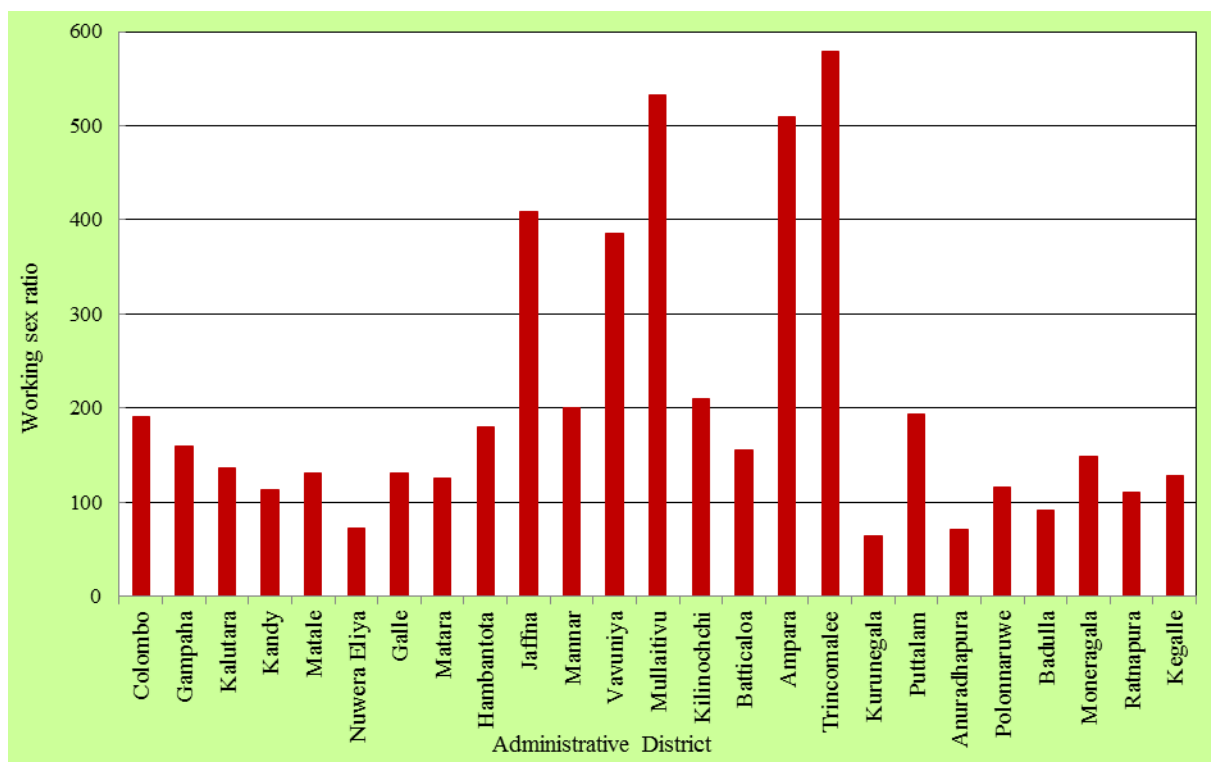


Figure 2.7 : Working sex ratio by districts

Working sex ratio (the ratio of men to women for working community) was 135 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 579. Second and third places have taken Mullaitivu and Ampara districts. The ratios were 533 and 510 in these districts

respectively. However, the number of establishments was comparatively very small in these districts. The lowest ratio has reported from Kurunegala district. Therefore it was 64 male workers per 100 female workers in Kurunegala district. The symmetric line is hundred and Nuwera Eliya, Anuradhapura and Badulla 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 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	329
Professionals	110
Technicians and associate professionals	267
Clerks and clerical support workers	91
Service and sales workers	182
Skilled agricultural, forestry and fishery workers	95
Craft and related trade workers	104
Plant and machine operators and assemblers	170
Elementary occupations	129
Total	135

The vast majority of Managers, senior officials and legislators were males and it was more than thrice as females (329 percent). Technicians and associate professionals have taken the second place with 267 working men per hundred working women. Service and sales workers as well as plant and machine operators and assemblers were also very famous among males than females. The ratios were 182 and 170 for both occupations respectively. Clerks and clerical support jobs were prominent for females and only 91 males per 100 females were doing these types of jobs. Skilled agricultural, forestry and fishery workers were also familiar among females than males. The ratio was 95 percent.

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.

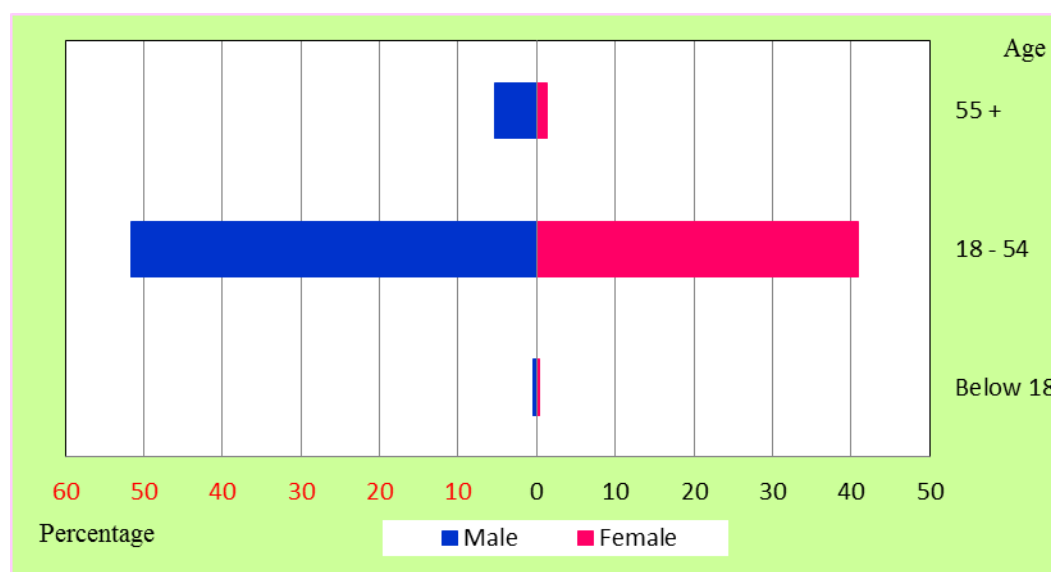


Figure 2.8 : Age pyramid for working community

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 (51.6 percent) of the total work force was males in 18-54 age group and 41.0 percent of remain were females in same ages. Male and female participation to the work force from the 55 and over age group were 5.3 percent and 1.4 percent respectively. Engagement in formal employments of persons below age 18 (14 -17 age group) was not significant for both sexes. It was 0.5 percent for males and 0.3 percent for female from total work force.

2.9 Occupational classifications

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

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

Table 2.6 : Percentage distribution of occupational classifications by sex

Occupation category	Male	Female	Total
Managers, senior officials and legislators	6.7	2.8	5.0
Professionals	9.5	11.6	10.4
Technicians and associate professionals	5.2	2.6	4.1
Clerks and clerical support workers	8.1	12.0	9.8
Service and sales workers	14.5	10.7	12.9
Skilled agricultural, forestry and fishery workers	5.5	7.8	6.5
Craft and related trade workers	9.1	11.8	10.3
Plant and machine operators and assemblers	9.6	7.6	8.8
Elementary occupations	31.7	33.0	32.3
Total	100	100	100

About 32.3 percent of the total work force was engaging in elementary occupations and it was 31.7 percent for males and 33.0 percent for female. Services and sales workers have taken the second place (12.9 percent) and professionals were in the third position (10.4 percent) but significant different cannot be seen with craft and related workers. 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 4.1 percent and the percentages were 5.2 and 2.6 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 92.6 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. 13.5 percent of them were over age 54. The contribution of young persons who were in 14-17 age group (Below 18) was not significant and it was only 0.7 percent. of workers were below age 18 and. The working pattern was approximately same for each occupation category except service and sales workers as well as craft and related trade workers.

Table 2.7 : Percentage distribution of occupational classifications by age groups

Occupation category	Age group			Total
	Below 18	18 - 54	55 +	
Managers, senior officials and legislators	0.3	86.2	13.5	100
Professionals	0.6	94.5	4.9	100
Technicians and associate professionals	0.5	94.9	4.6	100
Clerks and clerical support workers	0.5	93.1	6.3	100
Service and sales workers	1.5	93.1	5.4	100
Skilled agricultural, forestry and fishery workers	0.1	93.0	6.9	100
Craft and related trade workers	2.9	92.5	4.6	100
Plant and machine operators and assemblers	0.2	96.6	3.2	100
Elementary occupations	0.2	91.2	8.5	100
Total	0.7	92.6	6.6	100

2.10 Outsourcing manpower

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

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

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

Table 2.8 : Percentage distribution of hired employees by industry category

Industry category	%
A - Agriculture, forestry and fishing	0.5
B - Mining and quarrying	0.0
C - Manufacturing	45.3
D - Electricity, gas, steam and air conditioning supply	0.6
E - Water supply; sewerage, waste management and remediation activities	0.2
F - Construction	1.0
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	20.7
H - Transportation and storage	8.3
I - Accommodation and food service activities	2.7
J - Information and communication	0.5
K - Financial and insurance activities	1.5
L - Real estate activities	0.8
M - Professional, scientific and technical activities	1.5
N - Administrative and support service activities	2.2
O - Public administration and defense; compulsory social security	0.9
P - Education	10.7
Q - Human health and social work activities	1.6
R - Arts, entertainment and recreation	0.3
S..U - Other	0.8
Total	100

Nearly half of the outsourcing manpower (45.3 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 20.7 percent though the gap from the first position was comparatively higher (more than doubled). Likewise, hiring of the manpower for education activities was 10.7 percent and it was also a half of the second place. Another 8.3 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 was a problem that affects the public most directly and severely. Reduce the unemployment was 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	548	13.1
B - Mining and quarrying	2	0.0
C - Manufacturing	1568	37.6
D - Electricity, gas, steam and air conditioning supply	0	0.0
E - Water supply; sewerage, waste management and remediation activities	10	0.2
F - Construction	41	1.0
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	371	8.9
H - Transportation and storage	12	0.3
I - Accommodation and food service activities	76	1.8
J - Information and communication	10	0.2
K - Financial and insurance activities	56	1.3
L - Real estate activities	0	0.0
M - Professional, scientific and technical activities	137	3.3
N - Administrative and support service activities	100	2.4
O - Public administration and defense; compulsory social security	767	18.4
P - Education	389	9.3
Q - Human health and social work activities	45	1.1
R - Arts, entertainment and recreation	12	0.3
S..U - Other	25	0.6
Total	4169	100

There were 4169 vacancies in private and semi government sector enterprises those were responded to the survey. About 38 percent of labour demand can be seen from manufacturing industries. The nature of economic activity named as “Public administration and defence, compulsory social security” was also highlighted for labour demand but almost all the vacancies in semi government sector. The labour demands for agriculture, forestry and fishing industries were also significant and it was 13.1 percent of the total demands.

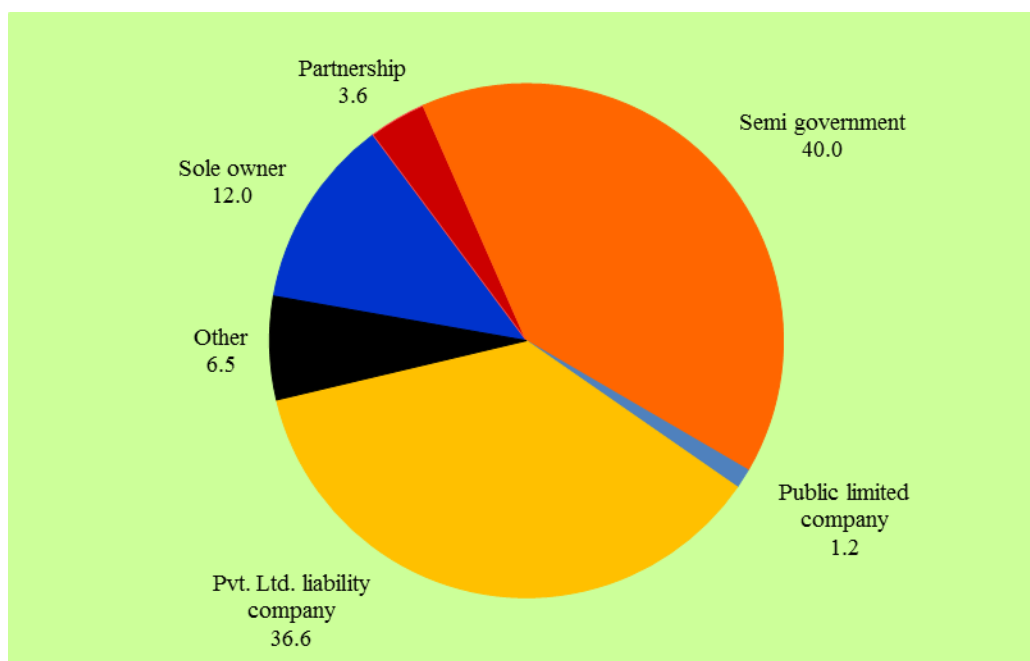


Figure 2.9 : Employment opportunities by legal status

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

Majority of employments were been available in semi government institutions and private limited liability companies. More than 76 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 very low. Another 12.0 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 24,37,995 employees in this sector and 75,384 functioning establishment have provided these employments in the year 2013. The information with details was 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
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
Colombo	22644	30015	41137	148175	718296	960267
Gampaha	9253	10915	14055	39335	355550	429108
Kalutara	5810	5699	6225	16401	68333	102469
Kandy	4844	5072	6243	20587	78472	115217
Matale	1973	1663	1213	3824	10411	19085
Nuwara Eliya	2469	1609	1491	6750	109000	121318
Galle	4693	4233	4787	15005	72450	101167
Matara	3564	3760	3693	13058	56616	80692
Hambantota	1467	1114	1216	3596	15467	22860
Jaffna	1653	1148	1245	2627	10530	17203
Mannar	191	118	240	338	200	1087
Vavuniya	747	451	550	1083	1707	4539
Mullaitivu	87	48	193	102	.	430
Kilinochchi	298	184	.	389	.	871
Batticaloa	854	409	604	2621	5213	9702
Ampara	1072	763	852	1472	2250	6409
Trincomalee	747	488	701	1967	5928	9831
Kurunegala	6347	4939	5303	12297	78262	107148
Puttalam	4368	3178	2695	7638	26850	44729
Anuradhapura	2375	1488	1533	3858	34134	43390
Polonnaruwa	1105	586	709	2182	3879	8460
Badulla	2748	2081	2081	5480	55186	67576
Moneragala	990	692	471	1870	6827	10850
Ratnapura	4542	4715	5129	11996	73535	99917
Kegalle	3487	3176	3112	8202	35695	53672
Total	88332	88544	105479	330850	1824790	2437995

Contributed to the EPF in year 2012 and 2013

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

Administrative District	Employee group					Total
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
Colombo	9969	4591	3065	3451	1402	22478
Gampaha	4177	1652	1040	954	543	8365
Kalutara	2715	892	478	403	188	4676
Kandy	2297	758	472	450	172	4148
Matale	1036	244	101	91	41	1514
Nuwara Eliya	1089	254	107	144	368	1963
Galle	2101	639	357	337	138	3572
Matara	1709	574	291	305	102	2981
Hambantota	824	167	87	71	40	1189
Jaffna	874	179	92	87	20	1252
Mannar	119	20	16	9	2	166
Vavuniya	397	76	39	30	13	555
Mullaitivu	63	6	17	2		88
Kilinochchi	101	28		17		146
Batticaloa	510	68	48	61	13	701
Ampara	572	120	67	41	10	809
Trincomalee	537	76	51	46	19	729
Kurunegala	3469	763	403	309	142	5086
Puttalam	2124	496	204	183	60	3067
Anuradhapura	1237	225	116	88	42	1709
Polonnaruwa	580	99	50	48	18	795
Badulla	1395	323	153	112	144	2127
Moneragala	592	108	36	43	18	796
Ratnapura	2279	742	385	261	137	3804
Kegalle	1642	493	229	179	124	2667
Total	42408	13593	7904	7722	3757	75384

Contributed to the EPF in year 2012 and 2013

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

Sex	Age group			Total
	Below 18	18 - 54	55 +	
Male	.8	90.0	9.2	100.0
Female	.7	96.2	3.2	100.0
Total	.7	92.6	6.6	100.0

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

	Sex		Total
	Male	Female	
1 - 4	64.9	35.1	100.0
5 - 9	64.4	35.6	100.0
10- 19	66.8	33.2	100.0
20 - 99	63.1	36.9	100.0
100 & over	51.8	48.2	100.0
Total	57.4	42.6	100.0

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

Administrative District	Male	Female	Total
Colombo	65.6	34.4	100.0
Gampaha	61.5	38.5	100.0
Kalutara	57.6	42.4	100.0
Kandy	53.2	46.8	100.0
Matale	56.7	43.3	100.0
Nuwara Eliya	42.1	57.9	100.0
Galle	56.8	43.2	100.0
Matara	55.6	44.4	100.0
Hambantota	64.3	35.7	100.0
Jaffna	80.4	19.6	100.0
Mannar	66.7	33.3	100.0
Vavuniya	79.4	20.6	100.0
Mullaitivu	84.2	15.8	100.0
Kilinochchi	67.8	32.2	100.0
Batticaloa	60.9	39.1	100.0
Ampara	83.6	16.4	100.0
Trincomalee	85.3	14.7	100.0
Kurunegala	39.1	60.9	100.0
Puttalam	66.0	34.0	100.0
Anuradhapura	41.7	58.3	100.0
Polonnaruwa	53.8	46.3	100.0
Badulla	47.9	52.1	100.0
Moneragala	59.9	40.1	100.0
Ratnapura	52.7	47.3	100.0
Kegalle	56.2	43.8	100.0
Total	57.4	42.6	100.0

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

Working pattern	Sex		Total
	Male	Female	
Full time workers	94.7	95.9	95.2
Part time workers	5.3	4.1	4.8
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	80.3	19.7	100.0
5 - 9	87.2	12.8	100.0
10- 19	88.5	11.5	100.0
20 - 99	92.4	7.6	100.0
100 & over	97.7	2.3	100.0
Total	95.2	4.8	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	.9	91.2	7.9	100.0
Temporary	2.5	85.8	11.8	100.0
Casual	.8	91.1	8.2	100.0
Learners and apprentices	5.7	91.8	2.6	100.0
Total	1.1	90.7	8.2	100.0

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

District	Legal status							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
Colombo	23.3	14.9	2.6	51.6	2.6	.6	4.4	100.0
Gampaha	40.5	17.6	2.9	31.4	2.4	3.8	1.4	100.0
Kalutara	39.6	13.4	6.0	31.3	3.7	5.2	.7	100.0
Kandy	27.4	21.5	8.9	31.9	3.0	2.2	5.2	100.0
Matale	34.9	16.3	14.0	23.3		11.6		100.0
Nuwara Eliya	37.8	20.0	2.2	17.8	13.3		8.9	100.0
Galle	44.8	9.5	6.0	26.7	2.6	6.9	3.4	100.0
Matara	35.2	10.2	9.1	20.5	1.1	21.6	2.3	100.0
Hambantota	43.2	8.1	8.1	24.3	8.1	5.4	2.7	100.0
Jaffna	58.6	6.9	13.8	6.9		3.4	10.3	100.0
Mannar						100.0		100.0
Vavuniya	70.0	6.7	10.0	6.7	3.3	3.3		100.0
Mullaitivu	50.0					50.0		100.0
Kilinochchi	25.0					75.0		100.0
Batticaloa	37.5	12.5	6.3	12.5		18.8	12.5	100.0
Ampara	33.3	6.7	6.7	20.0		13.3	20.0	100.0
Trincomalee		25.0	37.5	25.0		12.5		100.0
Kurunegala	48.8	12.2	7.3	13.0	3.3	14.6	.8	100.0
Puttalam	53.8	7.5	6.3	17.5		5.0	10.0	100.0
Anuradhapura	52.0	8.0	8.0	18.0		12.0	2.0	100.0
Polonnaruwa	62.5		12.5	12.5		12.5		100.0
Badulla	45.2	14.5	8.1	17.7	11.3	3.2		100.0
Moneragala	50.0	12.5	6.3	31.3				100.0
Ratnapura	55.7	10.3	13.4	7.2	6.2	5.2	2.1	100.0
Kegalle	34.3	15.7	5.7	31.4	2.9	10.0		100.0
Total	37.7	13.7	6.2	30.2	3.1	5.9	3.3	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	1.4	0.2	18.6	0.8		3.2	31.1	8.0	3.4	3.4	4.0	0.8	6.8	6.0	0.6	5.4	2.6	0.8	2.8	100
Gampaha	1.4	1.0	27.6	0.5	0.5	3.3	31.9	1.9	5.2	1.0	3.3	1.9	2.9	6.7	1.0	5.2	3.3		1.4	100
Kalutara	14.3		24.8	1.5	1.5	0.8	27.8	1.5	3.0	1.5	6.8		1.5	1.5	2.3	5.3	3.0		3.0	100
Kandy	10.4		25.9	1.5		1.5	34.1	1.5	8.9	3.0	0.7		0.7	1.5	1.5	4.4	2.2		2.2	100
Matale	7.0		32.6				23.3		7.0		11.6	2.3	2.3				4.7	4.7	4.7	100
Nuwara Eliya	28.9		20.0				33.3		2.2		2.2			2.2	2.2	2.2	6.7			100
Galle	18.1		21.6				20.7	2.6	9.5		9.5			6.0	1.7	4.3	2.6		3.4	100
Matara	30.7		13.6	1.1		1.1	15.9	2.3	4.5		25.0				1.1	3.4			1.1	100
Hambantota	5.4		21.6		8.1	5.4	24.3	2.7	10.8		8.1			2.7	8.1		2.7			100
Jaffna			10.3				37.9		6.9					6.9	6.9	6.9	10.3		13.8	100
Mannar							100.0													100
Vavuniya			10.0			6.7	50.0	3.3	6.7		3.3		3.3		3.3		13.3			100
Mullaitivu							25.0		75.0											100
Kilinochchi			25.0				25.0		25.0		25.0									100
Batticaloa				6.3			43.8		6.3		12.5		6.3				12.5		12.5	100
Ampara			13.3	6.7			40.0	6.7						6.7			26.7			100
Trincomalee			12.5	12.5			12.5		25.0		12.5				12.5				12.5	100
Kurunegala	15.4		28.5				26.8	0.8	0.8		14.6		2.4	1.6	3.3	1.6	4.1			100
Puttalam	17.7		34.2		3.8	3.8	20.3	1.3	1.3		3.8			1.3	5.1	1.3	5.1		1.3	100
Anuradhapura			22.0		2.0		60.0		2.0					2.0	8.0		2.0		2.0	100
Polonnaruwa	6.3		31.3				37.5		6.3		6.3				12.5					100
Badulla	22.6		14.5				43.5		8.1		3.2				1.6	1.6	1.6	3.2		100
Moneragala	6.3		37.5				25.0		12.5			6.3	6.3			6.3				100
Ratnapura	40.2		21.6	1.0		1.0	17.5	2.1	5.2		3.1				3.1	3.1	2.1			100
Kegalle	24.3		18.6	1.4			24.3	1.4	2.9		15.7		1.4	1.4	2.9	2.9	1.4	1.4		100
Total	11.1	0.2	22.0	0.8	0.5	1.8	29.6	3.2	5.0	1.3	6.3	0.5	2.6	3.4	2.1	3.7	3.3	0.5	2.1	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	41.8	30.8	16.6	8.4	2.5	100.0
Partnership	24.4	30.9	20.2	19.8	4.6	100.0
Semi government	12.9	12.9	18.1	31.9	24.1	100.0
Pvt. Ltd. liability company	14.5	18.2	22.0	30.6	14.6	100.0
Public limited company	16.7	10.0	18.3	18.3	36.7	100.0
Cooperatives	41.6	18.6	7.1	23.0	9.7	100.0
Other	19.0	28.6	22.2	25.4	4.8	100.0
Total	27.8	24.5	18.5	19.9	9.4	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	95.6	4.4	100.0
Gampaha	97.1	2.9	100.0
Kalutara	94.2	5.8	100.0
Kandy	97.4	2.6	100.0
Matale	89.3	10.7	100.0
Nuwara Eliya	99.0	1.0	100.0
Galle	90.4	9.6	100.0
Matara	85.5	14.5	100.0
Hambantota	89.3	10.7	100.0
Jaffna	98.6	1.4	100.0
Mannar	100.0	.0	100.0
Vavuniya	97.3	2.7	100.0
Mullaitivu	94.7	5.3	100.0
Kilinochchi	100.0	.0	100.0
Batticaloa	87.9	12.1	100.0
Ampara	98.4	1.6	100.0
Trincomalee	100.0	.0	100.0
Kurunegala	94.1	5.9	100.0
Puttalam	90.0	10.0	100.0
Anuradhapura	99.7	.3	100.0
Polonnaruwa	78.9	21.1	100.0
Badulla	93.6	6.4	100.0
Moneragala	99.9	.1	100.0
Ratnapura	86.4	13.6	100.0
Kegalle	97.0	3.0	100.0
Total	95.2	4.8	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	94.2	5.8	100.0
Partnership	90.7	9.3	100.0
Semi government	91.5	8.5	100.0
Pvt. Ltd. liability company	97.6	2.4	100.0
Public limited company	94.2	5.8	100.0
Cooperatives	92.0	8.0	100.0
Other	94.8	5.2	100.0
Total	95.2	4.8	100.0

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

	Employee group					Total
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
A - Agriculture, forestry and fishing	4.4	2.8	3.2	12.7	76.9	100.0
B - Mining and quarrying	100.0	.	.	.	.	100.0
C - Manufacturing	6.7	5.2	6.8	17.1	64.1	100.0
D - Electricity, gas, steam and air conditioning supply	29.7	19.6	16.2	34.6	.	100.0
E - Water supply, sewerage, waste management and remediation activities	37.9	29.3	8.6	24.1	.	100.0
F - Construction	19.9	12.9	21.5	35.2	10.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	18.6	11.6	8.8	26.4	34.5	100.0
H - Transportation and storage	13.6	9.6	8.5	31.8	36.5	100.0
I - Accommodation and food service activities	18.9	13.7	15.4	33.5	18.6	100.0
J - Information and communication	17.8	15.1	24.0	43.1	.	100.0
K - Financial and insurance activities	17.6	9.0	5.7	35.2	32.5	100.0
L - Real estate activities	54.4	14.0	31.6	.	.	100.0
M - Professional, scientific and technical activities	15.5	9.8	9.4	18.6	46.6	100.0
N - Administrative and support service activities	9.1	4.9	8.6	37.1	40.2	100.0
O - Public administration and defense, compulsory social security	6.6	6.6	10.3	37.2	39.3	100.0
P - Education	14.3	11.3	16.0	26.5	32.0	100.0
Q - Human health and social work activities'	32.6	13.9	19.1	27.3	7.1	100.0
R - Arts, entertainment and recreation	4.6	4.1	8.6	12.9	69.8	100.0
S..U - Other service activities	38.4	17.7	33.8	10.2	.	100.0
Total	9.9	6.6	7.5	20.6	55.5	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	11.1	27.1
B - Mining and quarrying	.2	.0
C - Manufacturing	22.0	35.2
D - Electricity, gas, steam and air conditioning supply	.8	.4
E - Water supply, sewerage, waste management and remediation activities	.5	.1
F - Construction	1.8	1.3
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	29.6	13.6
H - Transportation and storage	3.2	2.5
I - Accommodation and food service activities	5.0	2.5
J - Information and communication	1.3	.5
K - Financial and insurance activities	6.3	2.8
L - Real estate activities	.5	.1
M - Professional, scientific and technical activities	2.6	2.0
N - Administrative and support service activities	3.4	2.9
O - Public administration and defense, compulsory social security	2.1	3.9
P - Education	3.7	2.7
Q - Human health and social work activities'	3.3	1.3
R - Arts, entertainment and recreation	.5	.6
S..U - Other service activities	2.1	.6
Total	100.0	100.0

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

Nature of economic activity	Working pattern		Total
	Full time workers	Part time workers	
A - Agriculture, forestry and fishing	95.2	4.8	100.0
B - Mining and quarrying	68.8	31.3	100.0
C - Manufacturing	97.1	2.9	100.0
D - Electricity, gas, steam and air conditioning supply	97.3	2.7	100.0
E - Water supply, sewerage, waste management and remediation activities	97.4	2.6	100.0
F - Construction	75.6	24.4	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	96.3	3.7	100.0
H - Transportation and storage	90.7	9.3	100.0
I - Accommodation and food service activities	92.3	7.7	100.0
J - Information and communication	100.0	.0	100.0
K - Financial and insurance activities	96.8	3.2	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	96.0	4.0	100.0
N - Administrative and support service activities	89.3	10.7	100.0
O - Public administration and defense, compulsory social security	88.2	11.8	100.0
P - Education	95.0	5.0	100.0
Q - Human health and social work activities'	94.5	5.5	100.0
R - Arts, entertainment and recreation	99.3	.7	100.0
S..U - Other service activities	91.6	8.4	100.0
Total	95.2	4.8	100.0

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

		Age group			Total
		Below 18	18 - 54	55 & over	
Sri Lankans	Male	.8	90.3	8.9	100.0
	Female	1.5	91.3	7.3	100.0
	Total	1.1	90.7	8.2	100.0
Non Sri Lankans	Male	1.8	90.4	7.9	100.0
	Female	.0	90.3	9.7	100.0
	Total	1.4	90.3	8.3	100.0

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

		Permanent	Temporary	Casual	Learners and apprentices	Total
Sri Lankans	Male	84.5	9.0	5.4	1.1	100.0
	Female	86.2	8.2	4.3	1.3	100.0
	Total	85.2	8.7	4.9	1.2	100.0
Non Sri Lankans	Male	78.1	16.7	3.5	1.8	100.0
	Female	77.4	12.9	9.7	.0	100.0
	Total	77.9	15.9	4.8	1.4	100.0

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

	Nationality		Total
	Sri Lankans	Non Sri Lankans	
Colombo	99.8	.2	100.0
Gampaha	99.5	.5	100.0
Kalutara	99.9	.1	100.0
Kandy	99.9	.1	100.0
Matale	100.0	.0	100.0
Nuwara Eliya	100.0	.0	100.0
Galle	99.9	.1	100.0
Matara	99.7	.3	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	97.4	2.6	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	99.5	.5	100.0
Total	99.8	.2	100.0

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

	Nationality		Total
	Sri Lankans	Non Sri Lankans	
Sole owner	99.8	.2	100.0
Partnership	99.3	.7	100.0
Semi government	99.9	.1	100.0
Pvt. Ltd. liability company	99.9	.1	100.0
Public limited company	100.0	.0	100.0
Cooperatives	100.0	.0	100.0
Other	99.9	.1	100.0
Total	99.8	.2	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	49.5	12.6	7.9	17.8	10.3		1.9	100.0
B	100.0							100.0
C	43.4	12.3	5.0	36.3	1.7	1.2	.2	100.0
D		13.3	6.7	73.3	6.7			100.0
E	10.0		10.0	20.0	20.0		40.0	100.0
F	25.7	25.7		48.6				100.0
G	47.0	18.8	.4	27.0	1.4	4.7	.7	100.0
H	21.3	11.5	6.6	57.4	3.3			100.0
I	42.7	19.8		32.3	1.0	3.1	1.0	100.0
J	16.0	12.0		68.0	4.0			100.0
K	4.1	6.6	5.7	13.1	7.4	62.3	.8	100.0
L	10.0	10.0		60.0	10.0		10.0	100.0
M	17.6	23.5	7.8	45.1	3.9		2.0	100.0
N	46.2	7.7	1.5	43.1			1.5	100.0
O	2.4	2.4	90.2				4.9	100.0
P	30.6	8.3	18.1	27.8			15.3	100.0
Q	33.3	3.2	7.9	19.0	4.8	3.2	28.6	100.0
R	44.4	11.1	11.1	22.2			11.1	100.0
S..U	12.5	5.0	10.0	37.5	2.5		32.5	100.0
Total	37.7	13.7	6.1	30.2	3.1	5.9	3.3	100.0

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

	Nationality		Total
	Sri Lankans	Non Sri Lankans	
A - Agriculture, forestry and fishing	99.9	.1	100.0
B - Mining and quarrying	100.0	.0	100.0
C - Manufacturing	99.9	.1	100.0
D - Electricity, gas, steam and air conditioning supply	100.0	.0	100.0
E - Water supply, sewerage, waste management and remediation activities	100.0	.0	100.0
F - Construction	100.0	.0	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	99.7	.3	100.0
H - Transportation and storage	99.9	.1	100.0
I - Accommodation and food service activities	99.5	.5	100.0
J - Information and communication	99.8	.2	100.0
K - Financial and insurance activities	100.0	.0	100.0
L - Real estate activities	100.0	.0	100.0
M - Professional, scientific and technical activities	99.9	.1	100.0
N - Administrative and support service activities	99.9	.1	100.0
O - Public administration and defense, compulsory social security	99.8	.2	100.0
P - Education	99.3	.7	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	99.6	.4	100.0
Total	99.8	.2	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	85.0	6.8	6.0	2.2	100.0
Gampaha	89.9	6.7	2.8	.6	100.0
Kalutara	77.5	15.5	6.7	.3	100.0
Kandy	88.7	9.6	1.0	.8	100.0
Matale	74.2	8.7	13.6	3.5	100.0
Nuwara Eliya	89.2	6.5	3.3	1.0	100.0
Galle	79.4	10.0	10.0	.6	100.0
Matara	78.8	14.4	6.2	.6	100.0
Hambantota	74.9	13.5	7.7	3.9	100.0
Jaffna	96.7	1.7	1.0	.7	100.0
Mannar	100.0	.0	.0	.0	100.0
Vavuniya	63.7	8.5	27.3	.5	100.0
Mullaitivu	73.7	23.7	2.6	.0	100.0
Kilinochchi	72.9	25.4	1.7	.0	100.0
Batticaloa	59.8	28.5	8.4	3.4	100.0
Ampara	89.5	3.2	7.3	.0	100.0
Trincomalee	56.3	29.1	14.6	.0	100.0
Kurunegala	87.9	8.0	3.7	.5	100.0
Puttalam	80.0	9.9	10.1	.0	100.0
Anuradhapura	94.4	2.5	1.5	1.6	100.0
Polonnaruwa	52.4	7.9	37.2	2.5	100.0
Badulla	90.6	7.0	2.2	.3	100.0
Moneragala	67.6	29.1	.9	2.4	100.0
Ratnapura	74.4	18.4	6.7	.5	100.0
Kegalle	80.6	6.2	12.1	1.2	100.0
Total	85.2	8.7	4.9	1.2	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	1.9	1.8	98.1	98.2	100.0	100.0
5 - 9	3.2	3.7	96.8	96.3	100.0	100.0
10- 19	7.6	7.3	92.4	92.7	100.0	100.0
20 - 99	15.8	17.9	84.2	82.1	100.0	100.0
100 & over	27.4	35.3	72.6	64.7	100.0	100.0
Total	8.4	30.1	91.6	69.9	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	84.3	10.3	5.0	0.3	100
B - Mining and quarrying	68.8	31.3	0.0	0.0	100
C - Manufacturing	86.7	6.8	4.5	2.0	100
D - Electricity, gas, steam and air conditioning supply	93.4	3.5	0.3	2.9	100
E - Water supply, sewerage, waste management and remediation activities	92.2	1.7	6.0	0.0	100
F - Construction	58.2	13.4	25.0	3.5	100
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	86.9	9.6	2.3	1.2	100
H - Transportation and storage	88.4	9.2	2.3	0.0	100
I - Accommodation and food service activities	71.9	22.4	1.6	4.1	100
J - Information and communication	93.4	5.7	0.0	0.9	100
K - Financial and insurance activities	85.2	13.0	1.3	0.5	100
L - Real estate activities	92.9	6.3	0.9	0.0	100
M - Professional, scientific and technical activities	93.8	3.4	0.5	2.3	100
N - Administrative and support service activities	79.4	5.4	15.2	0.1	100
O - Public administration and defense, compulsory social security	79.5	8.0	12.2	0.3	100
P - Education	91.8	4.2	3.3	0.7	100
Q - Human health and social work activities'	86.0	10.5	2.2	1.3	100
R - Arts, entertainment and recreation	99.4	0.3	0.3	0.0	100
S..U - Other service activities	82.3	11.2	5.8	0.7	100
Total	85.1	8.8	4.9	1.2	100

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	85.5	6.8	6.8	.9	100.0
Partnership	79.0	13.6	5.6	1.8	100.0
Semi government	84.5	8.4	6.7	.4	100.0
Pvt. Ltd. liability company	87.9	6.9	3.5	1.7	100.0
Public limited company	80.7	12.6	6.5	.2	100.0
Cooperatives	79.4	15.1	4.7	.8	100.0
Other	89.1	8.4	2.3	.2	100.0
Total	85.2	8.7	4.9	1.2	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	49.2	50.8	100.0
B - Mining and quarrying	84.6	15.4	100.0
C - Manufacturing	54.4	45.6	100.0
D - Electricity, gas, steam and air conditioning supply	91.2	8.8	100.0
E - Water supply, sewerage, waste management and remediation activities	80.2	19.8	100.0
F - Construction	85.8	14.2	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	59.5	40.5	100.0
H - Transportation and storage	86.4	13.6	100.0
I - Accommodation and food service activities	87.1	12.9	100.0
J - Information and communication	75.8	24.2	100.0
K - Financial and insurance activities	65.9	34.1	100.0
L - Real estate activities	89.5	10.5	100.0
M - Professional, scientific and technical activities	69.8	30.2	100.0
N - Administrative and support service activities	81.5	18.5	100.0
O - Public administration and defense, compulsory social security	58.5	41.5	100.0
P - Education	44.5	55.5	100.0
Q - Human health and social work activities'	35.6	64.4	100.0
R - Arts, entertainment and recreation	85.1	14.9	100.0
S..U - Other service activities	53.3	46.7	100.0
Total	57.2	42.8	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	.1	89.1	10.8	100.0
B - Mining and quarrying	46.2	53.8	.0	100.0
C - Manufacturing	1.0	96.0	3.0	100.0
D - Electricity, gas, steam and air conditioning supply	.0	93.4	6.6	100.0
E - Water supply, sewerage, waste management and remediation activities	.0	94.8	5.2	100.0
F - Construction	.0	93.3	6.7	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	1.8	92.3	5.8	100.0
H - Transportation and storage	.7	93.8	5.5	100.0
I - Accommodation and food service activities	2.2	92.9	4.9	100.0
J - Information and communication	6.2	90.1	3.6	100.0
K - Financial and insurance activities	.0	95.6	4.4	100.0
L - Real estate activities	.0	65.8	34.2	100.0
M - Professional, scientific and technical activities	.0	89.4	10.6	100.0
N - Administrative and support service activities	.0	90.0	10.0	100.0
O - Public administration and defense, compulsory social security	.4	95.7	3.9	100.0
P - Education	.4	86.2	13.5	100.0
Q - Human health and social work activities'	.3	88.9	10.7	100.0
R - Arts, entertainment and recreation	.0	99.6	.4	100.0
S..U - Other service activities	.3	83.2	16.5	100.0
Total	.8	92.6	6.6	100.0

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

Administrative district	Age group			Total
	Below 18	18 - 54	55 +	
Colombo	.3	92.0	7.7	100.0
Gampaha	2.1	93.1	4.9	100.0
Kalutara	1.0	90.4	8.7	100.0
Kandy	.2	94.0	5.8	100.0
Matale	.1	88.9	11.0	100.0
Nuwara Eliya	.0	93.1	6.8	100.0
Galle	6.8	84.2	9.0	100.0
Matara	.4	84.9	14.6	100.0
Hambantota	.0	96.9	3.1	100.0
Jaffna	.0	92.6	7.4	100.0
Mannar	.0	88.9	11.1	100.0
Vavuniya	.0	95.5	4.5	100.0
Mullaitivu	.0	76.3	23.7	100.0
Kilinochchi	.0	96.6	3.4	100.0
Batticaloa	2.2	91.8	6.0	100.0
Ampara	.0	96.8	3.2	100.0
Trincomalee	.0	77.9	22.1	100.0
Kurunegala	1.2	94.1	4.7	100.0
Puttalam	.4	92.8	6.8	100.0
Anuradhapura	.4	98.4	1.3	100.0
Polonnaruwa	.6	93.8	5.6	100.0
Badulla	.2	92.6	7.2	100.0
Moneragala	.2	98.7	1.1	100.0
Ratnapura	.0	91.0	9.0	100.0
Kegalle	.7	90.6	8.7	100.0
Total	.7	92.6	6.6	100.0

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

Occupation category	Employee group					Total
	1 - 4	5 - 9	10- 19	20 - 99	100 & over	
Administrators, managers, senior officials and legislators	42.8	14.8	11.9	19.6	11.0	100.0
Professionals	9.2	5.7	7.7	15.0	62.4	100.0
Technicians and associate professionals	16.5	11.9	14.7	33.1	23.9	100.0
Clerks and clerical support workers	22.3	12.3	10.7	30.8	23.9	100.0
Service and Seles workers	11.4	9.7	9.8	24.1	45.1	100.0
Skilled agricultural, forestry and fishery workers	3.9	3.9	5.5	14.1	72.6	100.0
Craft and related trade workers	5.1	5.7	8.6	24.5	56.0	100.0
Plant and machine operators and assemblers	6.4	6.0	7.6	19.4	60.7	100.0
Elementary occupations	3.3	3.0	3.9	17.1	72.6	100.0
Total	9.8	6.6	7.5	20.7	55.4	100.0

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

Occupation category	Sex	Age group			Total
		Below 18	18 - 54	55 +	
Administrators, managers, senior officials and legislators	Male	.4	85.6	14.0	100.0
	Female	.2	88.0	11.8	100.0
	Total	.3	86.2	13.5	100.0
Professionals	Male	.8	94.4	4.8	100.0
	Female	.5	94.6	5.0	100.0
	Total	.6	94.5	4.9	100.0
Technicians and associate professionals	Male	.3	95.7	4.0	100.0
	Female	1.1	92.7	6.2	100.0
	Total	.5	94.9	4.6	100.0
Clerks and clerical support workers	Male	.6	91.0	8.4	100.0
	Female	.5	95.1	4.4	100.0
	Total	.5	93.1	6.3	100.0
Service and Seles workers	Male	2.1	91.9	5.9	100.0
	Female	.3	95.3	4.4	100.0
	Total	1.5	93.1	5.4	100.0
Skilled agricultural, forestry and fishery workers	Male	.0	93.0	6.9	100.0
	Female	.2	92.9	6.9	100.0
	Total	.1	93.0	6.9	100.0
Craft and related trade workers	Male	2.8	92.1	5.1	100.0
	Female	3.1	92.9	4.0	100.0
	Total	2.9	92.5	4.6	100.0
Plant and machine operators and assemblers	Male	.3	95.5	4.2	100.0
	Female	.1	98.4	1.5	100.0
	Total	.2	96.6	3.2	100.0
Elementary occupations	Male	.2	84.7	15.2	100.0
	Female	.3	99.7	.	100.0
	Total	.2	91.2	8.5	100.0
Table Total		.7	92.6	6.6	100.0

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

Administrative district	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
Colombo	6.9	14.6	7.9	10.6	13.4	1.5	7.8	4.9	32.4	100
Gampaha	5.9	4.2	3.6	7.5	13.3	10.1	15.0	18.3	22.0	100
Kalutara	5.7	7.5	3.3	10.9	14.6	6.5	15.2	7.4	28.9	100
Kandy	3.2	10.3	3.0	8.4	17.3	11.0	21.3	3.9	21.6	100
Matale	6.3	1.1	4.0	12.2	19.8	1.0	4.7	7.3	43.6	100
Nuwara Eliya	1.1	2.7	0.9	1.4	1.8	33.2	9.3	1.1	48.5	100
Galle	4.4	6.2	1.3	7.0	11.9	13.9	20.4	16.5	18.6	100
Matara	11.0	8.3	1.1	20.6	12.3	4.0	4.8	6.5	31.3	100
Hambantota	8.6	0.6	3.9	8.5	22.6	2.7	3.2	34.9	15.1	100
Jaffna	3.1	0.8	3.6	12.0	59.2	8.6	1.2	0.8	10.8	100
Mannar	5.6	0.0	0.0	22.2	55.6	0.0	0.0	11.1	5.6	100
Vavuniya	3.6	3.1	1.3	17.9	37.1	0.0	0.0	3.1	33.8	100
Mullaitivu	13.2	13.2	0.0	15.8	55.3	0.0	2.6	0.0	0.0	100
Kilinochchi	10.2	1.7	3.4	20.3	27.1	0.0	15.3	1.7	20.3	100
Batticaloa	10.3	3.8	9.2	14.1	42.9	0.0	0.0	6.0	13.6	100
Ampara	7.2	1.6	4.8	22.8	15.6	5.2	0.0	42.8	0.0	100
Trincomalee	5.3	2.6	6.8	13.2	27.4	0.0	1.1	14.7	28.9	100
Kurunegala	4.1	36.6	3.6	13.6	12.2	0.5	4.8	5.0	19.5	100
Puttalam	7.3	6.4	4.2	23.4	6.3	6.2	8.5	9.3	28.5	100
Anuradhapura	6.2	1.1	1.1	27.7	3.5	0.0	0.4	32.3	27.5	100
Polonnaruwa	4.1	2.8	2.5	20.6	28.1	3.8	4.1	6.9	27.2	100
Badulla	1.2	15.7	1.2	2.0	14.4	7.2	1.5	13.0	43.8	100
Moneragala	3.7	1.5	1.0	5.6	5.0	0.7	17.2	5.9	59.3	100
Ratnapura	2.8	10.5	1.6	8.4	5.8	5.4	10.8	2.7	51.9	100
Kegalle	3.1	0.9	6.4	5.1	6.8	7.9	27.2	3.1	39.5	100
Total	5.0	10.4	4.1	9.8	12.9	6.5	10.3	8.8	32.3	100

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	1.0	5.1	0.9	2.4	5.9	15.1	7.5	0.6	61.5	100
B	7.7	0.0	0.0	15.4	23.1	0.0	30.8	23.1	0.0	100
C	3.6	13.4	3.0	4.5	5.1	6.1	16.3	17.3	30.8	100
D	8.3	6.4	17.2	8.1	3.7	0.0	1.7	32.1	22.5	100
E	7.8	1.7	6.9	19.8	33.6	0.0	0.9	22.4	6.9	100
F	8.0	6.1	20.4	16.9	2.2	1.0	24.1	7.3	13.9	100
G	12.0	2.8	2.1	14.5	40.7	0.3	7.5	6.6	13.6	100
H	7.9	4.0	2.5	23.0	15.8	0.0	9.7	33.0	4.1	100
I	11.4	11.2	3.6	12.4	37.7	1.3	9.2	0.7	12.5	100
J	10.9	60.4	13.3	9.7	2.1	0.0	1.4	1.9	0.3	100
K	13.9	7.8	32.0	30.6	13.7	0.0	0.0	0.5	1.5	100
L	17.5	5.3	1.8	36.0	10.5	0.0	0.0	7.9	21.1	100
M	7.5	35.7	14.9	25.0	2.4	0.9	1.7	8.8	3.1	100
N	4.6	2.4	1.2	6.0	50.7	0.0	6.8	3.3	24.9	100
O	4.7	1.6	6.0	48.0	1.7	0.4	5.9	2.0	29.6	100
P	5.3	49.6	3.8	19.8	3.8	6.0	2.2	2.3	7.2	100
Q	9.4	18.1	21.2	14.0	27.1	1.1	0.5	1.6	6.9	100
R	3.6	73.5	8.7	1.7	3.3	0.0	0.0	8.0	1.1	100
S..U	9.2	9.1	17.2	24.0	15.5	1.1	2.9	11.1	9.9	100
Total	5.0	10.4	4.1	9.7	12.9	6.5	10.1	8.8	32.4	100

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	14.1	6.3	8.5	55.0	5.5	8.2	2.4	100
Professionals	36.3	4.4	11.1	35.3	7.7	0.5	4.7	100
Technicians and associate professionals	9.3	4.2	16.5	39.6	24.7	1.5	4.2	100
Clerks and clerical support workers	7.3	7.1	33.0	30.2	6.9	13.2	2.2	100
Service and Seles workers	11.0	10.8	11.8	52.0	3.9	9.0	1.5	100
Skilled agricultural, forestry and fishery workers	4.4	7.6	6.4	59.2	21.9	0.4	0.1	100
Craft and related trade workers	18.3	8.9	8.0	58.3	6.1	0.2	0.2	100
Plant and machine operators and assemblers	13.6	3.6	10.7	59.2	11.6	0.9	0.4	100
Elementary occupations	7.7	4.5	8.9	50.0	28.2	0.3	0.3	100
Total	12.8	6.2	12.1	48.9	15.5	3.2	1.3	100

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

Nature of economic activity	%
A - Agriculture, forestry and fishing	.5
B - Mining and quarrying	.
C - Manufacturing	45.3
D - Electricity, gas, steam and air conditioning supply	.6
E - Water supply, sewerage, waste management and remediation activities	.2
F - Construction	1.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	20.7
H - Transportation and storage	8.3
I - Accommodation and food service activities	2.7
J - Information and communication	.5
K - Financial and insurance activities	1.5
L - Real estate activities	.8
M - Professional, scientific and technical activities	1.5
N - Administrative and support service activities	2.2
O - Public administration and defense, compulsory social security	.9
P - Education	10.7
Q - Human health and social work activities'	1.6
R - Arts, entertainment and recreation	.3
S..U - Other service activities	.8
Total	100.0

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

Administrative district	Legal status of the establishment							Total
	Sole owner	Partnership	Semi government	Pvt. Ltd. liability company	Public limited company	Cooperatives	Other	
Colombo	1.5	3.0	3.5	89.5	1.2	0.1	1.1	100
Gampaha	28.6	2.1	0.3	56.8	10.7	0.8	0.8	100
Kalutara	19.4	.	4.8	69.4	6.5	.	.	100
Kandy	20.0	12.9	21.2	45.9	.	.	.	100
Matale	0.0	.	.	100.0	.	.	.	100
Nuwara Eliya	85.7	.	.	14.3	0.0	.	.	100
Galle	1.3	.	6.5	90.9	.	.	1.3	100
Matara	8.3	.	.	91.7	.	.	.	100
Hambantota	56.0	5.3	.	38.7	.	.	.	100
Jaffna	16.7	50.0	.	33.3	.	.	.	100
Mannar	.	.	.	.	.	.	.	.
Vavuniya	75.0	.	8.3	.	.	16.7	.	100
Mullaitivu	100.0	.	.	.	.	.	.	100
Kilinochchi	.	.	.	.	.	100.0	.	100
Batticaloa	.	.	.	.	.	.	.	.
Ampara	.	.	100.0	.	.	.	.	100
Trincomalee	.	.	.	100.0	.	.	.	100
Kurunegala	19.2	5.8	5.8	30.8	3.8	34.6	.	100
Puttalam	20.0	.	.	70.0	.	.	10.0	100
Anuradhapura	.	.	.	100.0	.	.	.	100
Polonnaruwa	33.3	.	.	66.7	.	.	.	100
Badulla	.	8.3	37.5	50.0	4.2	.	.	100
Moneragala	.	29.4	.	70.6	.	.	.	100
Ratnapura	3.0	.	93.3	0.7	.	2.6	0.4	100
Kegalle	10.5	.	10.5	73.7	.	5.3	.	100
Total	8.5	2.9	15.9	68.4	2.3	1.1	0.8	100

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

	No.	%
Sole owner	502	12.0
Partnership	151	3.6
Semi government	1671	40.0
Pvt. Ltd. liability company	1531	36.6
Public limited company	52	1.2
Cooperatives	251	6.0
Other	20	.5
Total	4178	100.0

Table 3.38 : Number of employment opportunities
by administrative district

Administrative district	No.	%
Colombo	772	18.5
Gampaha	352	8.4
Kalutara	110	2.6
Kandy	256	6.1
Matale	87	2.1
Nuwara Eliya	154	3.7
Galle	109	2.6
Matara	189	4.5
Hambantota	105	2.5
Jaffna	189	4.5
Mannar	24	.6
Vavuniya	10	.2
Mullaitivu	14	.3
Kilinochchi	5	.1
Batticaloa	7	.2
Ampara	7	.2
Trincomalee	16	.4
Kurunegala	120	2.9
Puttalam	78	1.9
Anuradhapura	476	11.4
Polonnaruwa	30	.7
Badulla	440	10.5
Moneragala	256	6.1
Ratnapura	253	6.1
Kegalle	119	2.8
Total	4178	100.0

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

	Male	Female	Total
Colombo	74.0	26.0	100.0
Gampaha	74.7	25.3	100.0
Kalutara	67.9	32.1	100.0
Kandy	74.0	26.0	100.0
Matale	62.8	37.2	100.0
Nuwara Eliya	81.5	18.5	100.0
Galle	65.0	35.0	100.0
Matara	72.3	27.7	100.0
Hambantota	74.6	25.4	100.0
Jaffna	67.5	32.5	100.0
Mannar	84.7	15.3	100.0
Vavuniya	63.8	36.2	100.0
Mullaitivu	89.6	10.4	100.0
Kilinochchi	91.9	8.1	100.0
Batticaloa	86.5	13.5	100.0
Ampara	76.9	23.1	100.0
Trincomalee	80.6	19.4	100.0
Kurunegala	70.3	29.7	100.0
Puttalam	79.4	20.6	100.0
Anuradhapura	73.3	26.7	100.0
Polonnaruwa	61.9	38.1	100.0
Badulla	64.6	35.4	100.0
Moneragala	78.0	22.0	100.0
Ratnapura	64.9	35.1	100.0
Kegalle	81.5	18.5	100.0
Total	73.2	26.8	100.0

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

	Age group			Total
	Below 18	18 - 54	55 & over	
Permanent	.4	87.7	11.9	100.0
Temporary	.4	94.6	5.0	100.0
Casual	.5	94.6	4.9	100.0
Learners and apprentices	.6	98.8	.7	100.0
Total	.4	88.9	10.7	100.0

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

	Age group			Total
	Below 18	18 - 54	55 +	
Male	.2	88.2	11.6	100.0
Female	.3	91.9	7.9	100.0
Total	.2	89.2	10.6	100.0

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

	Sex		Total
	Male	Female	
Full time workers	91.2	89.5	90.8
Part time workers	8.8	10.5	9.2
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

	Full time workers	Part time workers	Total
Colombo	89.9	10.1	100.0
Gampaha	88.2	11.8	100.0
Kalutara	78.9	21.1	100.0
Kandy	95.8	4.2	100.0
Matale	95.0	5.0	100.0
Nuwara Eliya	95.7	4.3	100.0
Galle	94.7	5.3	100.0
Matara	91.2	8.8	100.0
Hambantota	86.7	13.3	100.0
Jaffna	99.3	.7	100.0
Mannar	100.0	.0	100.0
Vavuniya	96.9	3.1	100.0
Mullaitivu	89.6	10.4	100.0
Kilinochchi	99.0	1.0	100.0
Batticaloa	98.8	1.2	100.0
Ampara	97.2	2.8	100.0
Trincomalee	98.8	1.2	100.0
Kurunegala	90.2	9.8	100.0
Puttalam	86.0	14.0	100.0
Anuradhapura	95.4	4.6	100.0
Polonnaruwa	86.5	13.5	100.0
Badulla	90.3	9.7	100.0
Moneragala	97.6	2.4	100.0
Ratnapura	89.9	10.1	100.0
Kegalle	86.5	13.5	100.0
Total	90.8	9.2	100.0

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

		Age group			Total
		Below 18	18 - 54	55 & over	
Sri Lankans	Male	.3	88.1	11.6	100.0
	Female	.6	91.1	8.3	100.0
	Total	.4	88.9	10.7	100.0
Non Sri Lankans	Male	.0	75.0	25.0	100.0
	Female	.0	81.8	18.2	100.0
	Total	.0	77.3	22.7	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	0.8		2.0	6.3	0.4	2.4	7.9	5.1	0.8	1.2	37.0	3.9		16.9	11.8	0.4	2.8	0.4	100
Gampaha	6.8		8.1	16.2			2.7	6.8		1.4	48.6	5.4		1.4	1.4	1.4			100
Kalutara	5.6		3.7		1.9	7.4	1.9	5.6			53.7	3.7		5.6	5.6	5.6			100
Kandy	3.8		7.6	11.4		6.3	7.6	8.9			38.0	6.3		5.1	3.8		1.3		100
Matale	7.1		10.7	7.1		10.7		3.6			46.4			7.1			7.1		100
Nuwara Eliya	11.1		2.2	17.8		6.7	2.2	8.9			44.4	4.4			2.2				100
Galle	1.6		3.3	4.9		1.6	4.9	3.3			59.0	4.9		4.9	3.3	1.6	3.3	3.3	100
Matara	8.3		3.3	3.3		5.0	6.7	3.3			55.0	5.0		5.0	5.0				100
Hambantota	2.2		2.2	6.7		11.1	4.4	2.2			60.0	2.2		6.7			2.2		100
Jaffna				11.5		11.5	7.7				42.3			15.4	7.7			3.8	100
Mannar						25.0					75.0								100
Vavuniya				9.1		18.2	9.1				36.4			18.2		9.1			100
Mullaitivu						50.0					50.0								100
Kilinochchi						50.0					50.0								100
Batticaloa			6.3	12.5		12.5		6.3			56.3	6.3							100
Ampara	10.3			10.3		6.9		13.8			51.7			6.9					100
Trincomalee			5.3	21.1					10.5		52.6			10.5					100
Kurunegala	11.5		1.1	3.4		5.7	3.4	8.0			46.0	6.9	1.1	9.2	2.3	1.1			100
Puttalam	8.1	2.7		5.4		2.7	2.7	5.4			40.5	18.9	2.7	10.8					100
Anuradhapura	1.8			3.5		10.5	3.5	7.0			49.1	7.0		10.5	3.5		3.5		100
Polonnaruwa	5.3				5.3	15.8	5.3				47.4	5.3		15.8					100
Badulla	4.3		4.3	12.8		4.3	4.3	4.3	2.1		51.1	6.4		2.1	2.1		2.1		100
Moneragala	7.7		3.8	3.8		7.7	3.8	7.7			61.5			3.8					100
Ratnapura	13.3		3.3	10.0	1.7	5.0	6.7	6.7			36.7	3.3		10.0	3.3				100
Kegalle	4.5					4.5	6.8	9.1			63.6	4.5		4.5		2.3			100
Total	5.0	0.1	3.0	7.4	0.3	5.6	5.0	5.9	0.3	0.3	46.7	4.7	0.2	8.7	4.4	0.8	1.3	0.3	100

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

	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
Colombo	85.5	8.9	2.9	2.7	100.0
Gampaha	81.6	10.0	6.9	1.5	100.0
Kalutara	72.7	3.6	6.1	17.7	100.0
Kandy	80.4	3.7	14.7	1.2	100.0
Matale	90.2	1.1	5.8	3.0	100.0
Nuwara Eliya	82.9	8.2	6.8	2.1	100.0
Galle	87.4	2.6	7.8	2.2	100.0
Matara	84.3	10.8	4.4	.6	100.0
Hambantota	75.8	12.3	10.4	1.5	100.0
Jaffna	81.3	13.5	4.0	1.2	100.0
Mannar	69.7	22.7	5.3	2.3	100.0
Vavuniya	84.4	1.3	9.4	4.9	100.0
Mullaitivu	42.9	10.4	37.7	9.1	100.0
Kilinochchi	72.5	1.0	26.5	.0	100.0
Batticaloa	81.4	6.0	2.7	9.9	100.0
Ampara	94.8	1.2	3.3	.7	100.0
Trincomalee	93.0	3.6	2.0	1.3	100.0
Kurunegala	82.0	4.8	11.7	1.6	100.0
Puttalam	67.0	22.2	10.4	.4	100.0
Anuradhapura	90.8	3.1	4.3	1.8	100.0
Polonnaruwa	63.3	16.1	20.0	.6	100.0
Badulla	81.7	5.6	9.0	3.7	100.0
Moneragala	80.8	11.7	3.8	3.7	100.0
Ratnapura	88.3	6.6	2.4	2.7	100.0
Kegalle	93.9	2.6	2.7	.7	100.0
Total	84.6	7.9	4.7	2.7	100.0

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

		Permanent	Temporary	Casual	Learners and apprentices	Total
Sri Lankans	Male	86.0	7.3	4.4	2.3	100.0
	Female	81.0	9.4	5.8	3.8	100.0
	Total	84.7	7.9	4.7	2.7	100.0
Non Sri Lankans	Male	50.0	38.6	11.4	.0	100.0
	Female	59.1	13.6	27.3	.0	100.0
	Total	53.0	30.3	16.7	.0	100.0

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

Nature of economic activity	Employment status				Total
	Permanent	Temporary	Casual	Learners and apprentices	
A	80.5	7.4	12.1	.1	100.0
B	45.2	53.0	1.5	.3	100.0
C	79.8	12.0	3.6	4.6	100.0
D	94.3	2.8	1.6	1.3	100.0
E	95.5	4.5	.0	.0	100.0
F	72.5	20.6	5.1	1.9	100.0
G	82.5	15.3	1.8	.4	100.0
H	95.3	3.3	1.2	.2	100.0
I	76.9	5.1	12.0	6.0	100.0
J	85.6	10.9	2.9	.6	100.0
K	86.6	5.3	4.5	3.7	100.0
M	74.6	12.4	11.7	1.3	100.0
N	88.5	5.7	4.1	1.6	100.0
O	85.9	5.6	7.1	1.4	100.0
P	71.7	11.9	5.7	10.7	100.0
Q	48.4	1.5	.3	49.8	100.0
R	91.0	2.3	2.7	4.1	100.0
S..U	44.6	23.2	32.1	.0	100.0
Total	84.6	7.9	4.8	2.7	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	60.4	39.6	100.0
B - Mining and quarrying	77.9	22.1	100.0
C - Manufacturing	70.5	29.5	100.0
D - Electricity, gas, steam and air conditioning supply	88.2	11.8	100.0
E - Water supply, sewerage, waste management and remediation activities	88.3	11.7	100.0
F - Construction	79.9	20.1	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	81.6	18.4	100.0
H - Transportation and storage	89.9	10.1	100.0
I - Accommodation and food service activities	83.4	16.6	100.0
J - Information and communication	75.7	24.3	100.0
K - Financial and insurance activities	49.6	50.4	100.0
M - Professional, scientific and technical activities	69.2	30.8	100.0
N - Administrative and support service activities	85.0	15.0	100.0
O - Public administration and defense, compulsory social security	64.8	35.2	100.0
P - Education	60.9	39.1	100.0
Q - Human health and social work activities	39.7	60.3	100.0
R - Arts, entertainment and recreation	67.3	32.7	100.0
S..U - Other service activities	73.7	26.3	100.0
Total	73.1	26.9	100.0

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

	Age group			Total
	Below 18	18 - 54	55 +	
A - Agriculture, forestry and fishing	.8	89.0	10.3	100.0
B - Mining and quarrying	.0	98.5	1.5	100.0
C - Manufacturing	.1	82.4	17.4	100.0
D - Electricity, gas, steam and air conditioning supply	.0	87.9	12.1	100.0
E - Water supply, sewerage, waste management and remediation activities	.0	82.9	17.1	100.0
F - Construction	.7	91.5	7.8	100.0
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	.2	86.7	13.1	100.0
H - Transportation and storage	.0	93.3	6.7	100.0
I - Accommodation and food service activities	.0	91.7	8.3	100.0
J - Information and communication	.0	87.6	12.4	100.0
K - Financial and insurance activities	.4	83.7	15.9	100.0
M - Professional, scientific and technical activities	.0	89.0	11.0	100.0
N - Administrative and support service activities	.0	85.8	14.2	100.0
O - Public administration and defense, compulsory social security	.1	89.8	10.1	100.0
P - Education	.2	88.3	11.5	100.0
Q - Human health and social work activities'	.0	89.5	10.5	100.0
R - Arts, entertainment and recreation	.0	95.8	4.2	100.0
S..U - Other service activities	.0	68.4	31.6	100.0
Total	.2	89.2	10.6	100.0

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

	Age group			Total
	Below 18	18 - 54	55 +	
Colombo	.1	88.0	12.0	100.0
Gampaha	.0	90.5	9.5	100.0
Kalutara	.7	89.2	10.1	100.0
Kandy	2.5	85.9	11.6	100.0
Matale	.0	93.2	6.8	100.0
Nuwara Eliya	.0	89.6	10.4	100.0
Galle	.0	89.2	10.8	100.0
Matara	.3	89.9	9.9	100.0
Hambantota	.6	93.3	6.2	100.0
Jaffna	.0	87.3	12.7	100.0
Mannar	.0	93.9	6.1	100.0
Vavuniya	.0	85.6	14.4	100.0
Mullaitivu	.0	100.0	.0	100.0
Kilinochchi	.0	99.0	1.0	100.0
Batticaloa	.0	88.9	11.1	100.0
Ampara	.0	94.3	5.7	100.0
Trincomalee	.0	91.9	8.1	100.0
Kurunegala	.1	89.1	10.8	100.0
Puttalam	.0	95.1	4.9	100.0
Anuradhapura	.3	91.1	8.6	100.0
Polonnaruwa	.0	94.2	5.8	100.0
Badulla	.0	91.8	8.2	100.0
Moneragala	.0	92.9	7.1	100.0
Ratnapura	.0	93.1	6.9	100.0
Kegalle	.0	93.3	6.7	100.0
Total	.2	89.2	10.6	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	7.9	10.9	14.5	24.6	6.3	1.4	9.1	8.6	16.7	100
Gampaha	5.8	9.1	7.7	24.2	11.5	6.4	16.3	4.9	14.0	100
Kalutara	6.8	7.4	10.4	19.7	24.0	0.5	10.0	6.1	15.1	100
Kandy	5.4	4.3	11.1	24.1	8.8	0.7	7.9	9.5	28.2	100
Matale	8.3	0.6	2.1	45.4	3.7	3.2	10.0	2.3	24.4	100
Nuwara Eliya	5.1	2.2	5.0	16.1	22.8	6.5	9.7	17.2	15.4	100
Galle	10.8	5.6	5.5	29.0	15.4	1.1	5.9	4.8	21.9	100
Matara	6.8	17.8	8.8	23.0	16.2	0.3	6.5	4.2	16.5	100
Hambantota	6.0	2.0	6.5	22.1	2.5	4.0	9.2	6.1	41.6	100
Jaffna	4.9	27.8	5.4	22.2	9.4	8.4	3.5	1.5	16.9	100
Mannar	5.3	0.8	8.4	29.0	13.7	0.0	5.3	6.9	30.5	100
Vavuniya	5.3	4.1	2.9	32.9	15.2	18.9	3.7	2.5	14.4	100
Mullaitivu	1.3	7.8	9.1	18.2	48.1	0.0	0.0	5.2	10.4	100
Kilinochchi	4.0	5.1	16.2	28.3	42.4	0.0	0.0	4.0	0.0	100
Batticaloa	4.4	2.8	7.3	22.5	28.0	0.0	4.4	7.9	22.9	100
Ampara	2.6	1.1	35.8	15.3	7.5	4.1	6.2	13.0	14.5	100
Trincomalee	4.1	8.2	2.7	21.8	43.0	0.5	3.1	7.9	8.7	100
Kurunegala	4.7	6.8	6.5	24.8	5.1	12.2	2.9	11.1	25.9	100
Puttalam	4.7	3.0	1.4	13.6	8.1	5.5	12.8	10.3	40.5	100
Anuradhapura	5.2	9.8	5.8	34.9	4.5	5.6	5.2	4.6	24.4	100
Polonnaruwa	7.3	2.4	7.3	26.6	11.8	22.9	0.9	5.4	15.2	100
Badulla	5.7	9.8	10.0	15.9	28.9	0.3	7.5	1.0	20.9	100
Moneragala	5.3	4.2	3.4	22.5	16.8	1.8	14.2	13.2	18.5	100
Ratnapura	4.4	22.8	5.2	17.9	13.2	2.3	4.7	4.6	25.0	100
Kegalle	5.3	7.6	3.6	19.6	27.7	7.2	6.1	0.6	22.5	100
Total	6.9	10.0	11.6	24.0	9.6	2.8	8.3	7.7	19.1	100

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

Nature of economic activity	Occupation category									Total
	Administrators, managers, senior officials and legislators	Professionals	Technicians and associate professionals	Clerks and clerical support workers	Service and Seles workers	Skilled agricultural, forestry and fishery workers	Craft and related trade workers	Plant and machine operators and assemblers	Elementary occupations	
A	2.9	2.1	1.3	9.2	23.5	10.7	3.3	7.1	40.0	100.0
B	3.0	0.0	0.0	8.8	1.8	0.0	0.0	3.6	82.7	100.0
C	5.8	2.9	8.8	17.7	5.5	2.0	20.0	10.0	27.3	100.0
D	1.1	5.7	12.3	19.6	3.4	3.8	20.6	6.7	26.8	100.0
E	1.8	0.9	17.1	14.4	1.8	0.0	5.4	8.1	50.5	100.0
F	3.8	6.7	13.9	19.9	12.2	1.5	6.4	12.2	23.4	100.0
G	3.6	3.7	3.8	28.6	11.4	0.4	8.2	11.0	29.4	100.0
H	3.2	7.7	3.7	18.3	28.4	1.4	8.8	17.4	11.2	100.0
I	12.4	7.8	47.5	22.6	3.2	0.0	0.0	0.0	6.5	100.0
J	10.5	4.1	44.2	14.6	2.6	0.4	11.7	6.2	5.7	100.0
K	30.4	6.2	1.6	49.5	5.9	0.1	2.1	0.7	3.5	100.0
M	5.1	17.8	13.0	20.8	2.8	7.2	4.5	6.4	22.5	100.0
N	3.1	2.4	13.4	11.0	0.0	0.0	29.9	31.5	8.7	100.0
O	8.4	10.3	22.0	28.6	3.6	3.0	4.1	4.9	15.1	100.0
P	5.0	36.0	11.3	21.4	1.7	2.3	3.6	3.3	15.4	100.0
Q	7.0	17.5	28.6	17.3	6.9	0.0	0.3	4.2	18.1	100.0
R	3.8	4.4	7.2	23.8	10.0	1.5	13.4	4.1	31.7	100.0
S.U	8.8	0.0	7.0	35.1	10.5	0.0	0.0	7.0	31.6	100.0
Total	6.9	10.0	11.6	24.0	9.6	2.8	8.2	7.8	19.1	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	.1
B - Mining and quarrying	.
C - Manufacturing	2.7
D - Electricity, gas, steam and air conditioning supply	27.5
E - Water supply, sewerage, waste management and remediation activities	.3
F - Construction	.7
G - Wholesale and retail trade, repair of motor vehicles and motorcycles	.4
H - Transportation and storage	3.1
I - Accommodation and food service activities	.2
J - Information and communication	.2
K - Financial and insurance activities	32.5
M - Professional, scientific and technical activities	1.8
N - Administrative and support service activities	.1
O - Public administration and defense, compulsory social security	8.3
P - Education	18.5
Q - Human health and social work activities'	.4
R - Arts, entertainment and recreation	3.2
S..U - Other service activities	.
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 පිණිස හෝ සේවක අර්ථ සාධක අරමුදල් පනතේ නියමයන් සඳහා හෝ යොදා ගනු නොලැබේ. /தங்களால் தரப்படும் தகவல்கள் அனைத்தும் "இரகசியமாக" பேணப்படும் என்பதுடன் வரி அறவிடல் நோக்கத்திற்கோ அல்லது ஊ.சே.நி. சட்டத்திற்கோ பயன்படுத்தப்படமாட்டாது. / The Information furnished by you will be kept "CONFIDENTIAL" and will not be used for the purposes of taxation or the Employees Provident Fund Act.

1 ආයතනයේ නම :
 தாபனத்தின் பெயர் / Name of Establishment:

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 :
 கிராம உத்தியோகத்தார் பிரிவின் பெயர் / Name of the GN Division:

අංකය :
 இலக்கம் / Number

8 ආයතනය ආරම්භ කළ වර්ෂය / තාපනம் ஆரம்பிக்கப்பட்ட வருடம்:
 Established year:

9 මෙම ආයතනය යටතේ පාලනය වන ශාඛා ආයතන වෙනත් තැනක තිබේද ?
 இந்த தாபனத்தின் கீழ் வேறு கிளை எங்காவது உள்ளதா ?
 Is there any other branch else where under this Establishment?

වි. 1 නැත. 2
 ஆம்/Yes இல்லை/No

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?

වි. 1 නැත. 2
 ஆம்/Yes இல்லை/No

ස්ත්‍රී පුරුෂ භාවය பால் SEX	ජනි මස අනතිම වැඩකළ සම්පූර්ණ දිනයේ පඩි ලැයිස්තුවෙහි ඇතුළත්ව සිටි සේවක සංඛ්‍යාව / பூன் மாதத்தின் கடைசி முழு வேலை நாள்ன்று கொடுப்பனவு இடப்பிவුள்ள 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
පිරිම / ஆண் / Male			
ගැහැණු / பெண் / Female			

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ජාතිකයින්ගේ ජාතිකත්වය ஊழியர்களின் இனம் Nationality of employees		ප්‍රති මස අනතිමට වැඩකළ සම්පූර්ණ දිනපොත් පති ලැයිස්තුවෙහි ඇතුළත් සිටි සේවක සංඛ්‍යාව වයස් කාණ්ඩ අනුව / வயது வகுப்புகளிற்கேற்ப பூர்த்தி மாதத்தின் கடைசி முழு வேலை நாள் அன்று கொடுப்பனவு இடப்பயிலுள்ள ஊழியர்களின் எண்ணிக்கை / Number of employees on pay roll on the last full working day of June according to age groups											
		ස්ථිර නිරන්තර භූමියාය Permanent			තාවකාලික තර්කාලික භූමියාය Temporary			අනියම් අභ්‍යන්තර භූමියාය Casual			අනෙකුත් අය කර්මාන්තර මාර්ගයෙන් Learners and Apprentices		
		වයස 18 ට අඩු வயது 18 க்கு கீழ் Age below 18	වයස 18-54 வயது 18-54 Age 18-54	වයස 55 හා ඊට වැඩි வயது 55 & மேல் Age 55 & over	වයස 18 ට අඩු வயது 18 க்கு கீழ் Age below 18	වයස 18-54 வயது 18-54 Age 18-54	වයස 55 හා ඊට වැඩි வயது 55 & மேல் Age 55 & over	වයස 18 ට අඩු வயது 18 க்கு கீழ் Age below 18	වයස 18-54 வயது 18-54 Age 18-54	වයස 55 හා ඊට වැඩි வயது 55 & மேல் Age 55 & over	වයස 18 ට අඩු வயது 18 க்கு கீழ் Age below 18	වයස 18-54 வயது 18-54 Age 18-54	වයස 55 හා ඊට වැඩි வயது 55 & மேல் Age 55 & over
ශ්‍රී ලාංකික (පරම්පරාවෙන් හෝ ලියාපදිංචි වීමෙන්) / இலங்கையர் (பாரம்பர வறியில் அல்லது வறியில்) / Sri Lankan (by descent or by Registration)	පිරිමි / ஆண் / Male												
வறியில் அல்லது வறியில்) / Sri Lankan (by descent or by Registration)	ගැහැණු / பெண் / Female												
ශ්‍රී ලාංකික නොවන / இலங்கையல்லாதோர் / Non Sri Lankan	පිරිමි / ஆண் / Male												
	ගැහැණු / பெண் / Female												

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සමූහ රැකියා වර්ගීකරණය (සමස්ත ප්‍රශ්නාවලිය පිරවීම සඳහා උපදෙස් බලන්න) / செய்பதொழில் நியம வகுப்பாக்கம் (தபவு செய்து அளவீட்டு அட்டவணைபய நிற்படிவத்தரு வழங்கப்பட்டுள்ள அறிவுரைகளை பின்பற்றவும்) / Standard classification of occupation (Please follow the instructions to fill Survey Schedule)		ආයතනයේ සිටින මුළු ක්‍රියාකාරී සේවක සංඛ්‍යාව වයස් කාණ්ඩ අනුව/வயது வகுப்புகளுக்கு ஏற்ப தொழிற்பாட்டு நிலையிலுள்ள ஊழியர்களின் மொத்தத்தொகை/Total number of active employees according to age groups		
		වයස 18 ට අඩු/வயது 18 வயதிற்குக் கீழ்/Age below 18	වයස/வயது/Age 18-54	වයස 55 හා ඊට වැඩි/வயது 55 & மேற்பட்டோரும்/Age 55 & over
1. කළමනාකරුවන්, ජ්‍යෙෂ්ඨ නිලධාරීන් සහ නීති සම්පාදකයින් / முகாளையாளர்கள், சிரேஷ்ட உத்தமோகத்தார்கள், சட்டவாக்குனர்கள் /Managers, senior officials and legislators	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
2.වෘත්තිකයින්/உயர் தொழிலர்கள் / Professionals	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
3.තාක්ෂණිකයින් සහ ආශ්‍රිත වෘත්තිකයින් / தொழில் நுட்பவியலாளர்களும் இணை உயர்தொழிலர்களும்/ Technicians and associate professionals	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
4.ලිපිකරු සහ ලිපිකරු සහාය සේවකයින් / எழுதுநர்கள் மற்றும் எழுதுநர்பணிகளுக்கு துணையுறியும் வேலையாட்கள் / Clerks and clerical support workers	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
5.සේවා සහ විකුණුම් සේවකයින් / சேவை மற்றும் விற்பனை வேலையாட்கள் / Service and sales workers	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
6.පුහුණු කෘෂිකර්මික, වන සහ ධීවර සේවකයින් / விவசாயம், வனவியல் மற்றும் கடந்தொழிலில் ஈடுபடும் தேர்ச்சியுடைய வேலையாட்கள் / Skilled agricultural, forestry and fishery workers	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
7.ලිපිය සහ ආශ්‍රිත කර්මාන්ත සේවකයින් / கைத்திறன் மற்றும் அதனுடன் தொடர்புடைய வியாபார வேலையாட்கள் / Craft and related trade workers	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
8.යන්ත්‍රාගාර සහ යන්ත්‍ර ක්‍රියාකරුවන් සහ එකලස්කරුවන් /பொறித்தொகுதி மற்றும் இயந்திரங்ளை இயக்குவோர் மற்றும் இணைப்போர்களும் / Plant and machine operators and assemblers	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			
9. මූලික රැකියාවන් / அடிப்படாத தொழில்கள் / Elementary occupations	808 / ஆண் / Male			
	௭௭௮௪ / பெண்/ Female			

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4.புதுவையிலே தனியாக வணிகம் (தனியாக வணிகம் செய்வதற்கு) / தனியாகவாக சட்ட நிலைமை (தனியாக வணிகத்திற்கு சட்ட நிலைமை). Legal status of the Establishment (Please underline relevant status):

1. தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர்	2. கூட்டுறவு / கூட்டுறவு / கூட்டுறவு / கூட்டுறவு	3. அரசு / அரசு / அரசு / அரசு	4. தனியாக வணிகம் செய்வதற்கு / தனியாக வணிகம் செய்வதற்கு
தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர்	கூட்டுறவு / கூட்டுறவு / கூட்டுறவு / கூட்டுறவு	அரசு / அரசு / அரசு / அரசு	தனியாக வணிகம் செய்வதற்கு / தனியாக வணிகம் செய்வதற்கு
தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர்	கூட்டுறவு / கூட்டுறவு / கூட்டுறவு / கூட்டுறவு	அரசு / அரசு / அரசு / அரசு	தனியாக வணிகம் செய்வதற்கு / தனியாக வணிகம் செய்வதற்கு
தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர் / தனி உரிமையாளர்	கூட்டுறவு / கூட்டுறவு / கூட்டுறவு / கூட்டுறவு	அரசு / அரசு / அரசு / அரசு	தனியாக வணிகம் செய்வதற்கு / தனியாக வணிகம் செய்வதற்கு

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[illegible]

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[illegible]

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

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

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

தனித்த / 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.

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මහත්මයාණනි,

ශ්‍රී ලංකා වාර්ෂික රුකිරිකා සම්පත්

සඳි පාලක සභා අනෙකු පනතෙන් 54 වගන්තිය යටතේ තොරතුරු එක්රැස් කරනු ලබන මෙම සමීක්ෂණයේ අරමුණ වනුයේ දිවයිනේ පරිපාලනමය සහ ක්‍රම සම්පාදන අවබෝධය සඳහා ඉවහල් වන සංඛ්‍යාත දත්තයන් එක් රැස් කිරීමයි. ආකෘති පත්‍රය පිරවීමට ප්‍රථම ලපදයේ මැනවින් කියවන ලද්දකු මැනවි. ඔබගේ පාලනය යටතේ ආයතන කිහිපයක් ඇතොත් ඒ එක් එක් ආයතනය වෙනුවෙන් වෙන වෙනම වාර්තා ඉදිරිපත් කළයුතු වැඩි විශේෂයෙන් සැලකිය යුතුය. මෙම වර්ෂයේ ප්‍රති මාසයේ අතකිම පූර්ණ වැඩ සිටියේදී ඔබගේ ආයතනයේ / වත්තේ සේවයේ නියුක්ත වූ සේවකයින් පිරිසිදුව තොරතුරු ඇතුළත් කර ජුලි මස 25 දින හෝ ඊට පෙර මෙම වාර්තාව ආපසු මා වෙත ඉදිරිපත් කරන මෙන් කාරුණීකව ඉල්ලා සිටිමි.

මෙයට නිකවත්,
කමිකරු කොමසාරිස් ජනරාල්.

ஜயா/அம்மணி,

இலங்கையில் தொழிலில் ஈடுபட்டுள்ளோர்களின் வருடாந்த அளவீடு.

சமீபமாகச் சபைகள் கட்டளைச்சட்டத்தின் 54 ஆம் பிரிவின கீழ் இத்தகையவர்கள் சேரிக்கப்படுகின்றன என்பதுடன் இவ் அளவீட்டின் நோக்கம் புள்ளிவிபரவியல் தரவுகளைத் திரட்டுவதேயாகும். இத்தரவுகள் நாட்டின் திட்டமிடல், நிர்வாகத் தேவைகளுக்காக பயன்படுத்தப்படும். தயவு செய்து படிவத்தை பூரணப்படுத்த முன்னர் அறிவுறுத்தல்களைக் கவனமாக வாசிக்கவும். உட்களது கட்டுப்பாட்டில் உள்ளிருக்க வேண்டிய பல் நிறுவனங்கள் இருப்பின் ஒவ்வொரு நிறுவனத்திற்கும் தனித்தனியாக அளவீட்டு அட்டவணை தங்கனால் சமர்ப்பிக்கப்பட வேண்டும் என்பதை கவனத்தில் கொள்ளவும். இவ்வகடும் பூசு மாத்தின் கடைசி வேலை நாளன்று உள்ளவாறு தங்கனது நிறுவனத்தின்தோட்டத்தில் தொழில் புரிபவர்களின் தொகையைக் குறிக்கும் பூரணப்படுத்தப்பட்ட விபரத்திரட்டின பூலை மாதம் 25 ஆம் திகதிக்கு முன்னர் அல்லது 25 ஆம் திகதி எமக்கு கிடைக்குமாறு தயவு செய்து அனுப்பி வைக்குமாறு கேட்டுக் கொள்கின்றோம்.

தங்கள் விசுவாசமுள்ள,
தொழில் ஆணையாளர் நாயகம்.

Dear Sir,

ANNUAL EMPLOYMENT SURVEY SRI LANKA

These Information are collected under the section 54 of the wages board ordinance and the purpose of this survey is to gather statistical data which will serve administrative and planning needs of the country. Kindly read carefully the instructions before filling the form. In particular please note that if you have several establishments under your control, separate survey schedules should be furnished for each. I request you to be good enough to send me the completed schedule on or before 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.

రూపక జేవయ కితాబు

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කොළඹ 5.

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