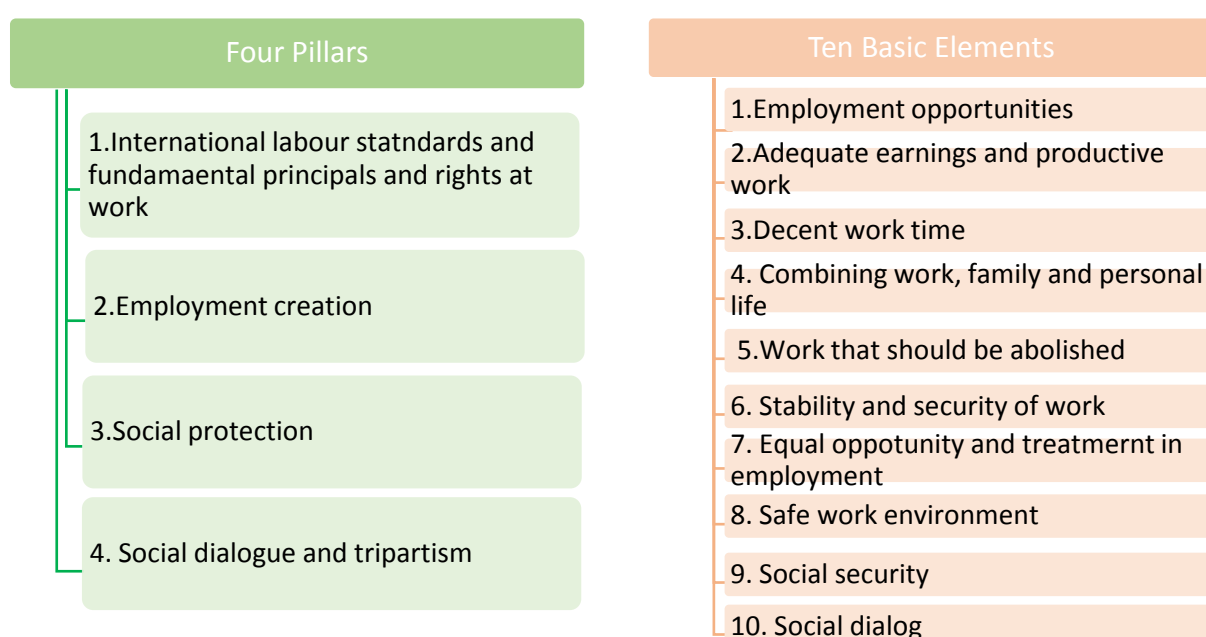
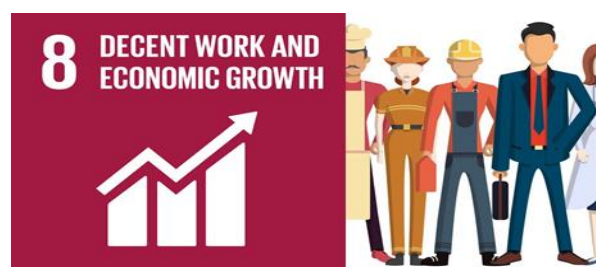


LABOUR STATISTICS ANNUAL BULLETIN -2021

DECENT WORK INDICATORS

DEPARTMENT OF LABOUR, MINISTRY OF LABOUR AND FOREIGN AFFAIRS

The measurements of Decent work cover primarily the ten basic elements that closely inter-related to the main four pillars of Decent Work Agenda that comes under eighth Sustainable Development Goal.



The timely measuring of decent work indicators by reliable sources will support monitoring the decent work status of the country's economy. It would help the authorities of the Labour Department of Sri Lanka to understand the present level of the decent work agenda, and furnish the legal activities if necessary for the well-being of workers of the country.

In accordance with ILO framework for Decent work indicators, which was presented at the 18th International Conference of Labour Statisticians in December 2008, the second edition of the ILO Manual has given 58 Decent Work statistical indicators under 10 substantive elements. Following the guidelines of this ILO Manual's second version with Currently available sources 26 Decent Work indicators were produced for Sri Lanka.

1. Employment Opportunities

| Indicator | 2020 | 2021 |
|---|------|------|
| 1.1. Employment-to-Population Ratio (%) | 47.8 | 47.4 |
| 1.2. Unemployment Rate (%) | 5.5 | 5.1 |
| 1.3. Youth Not in Education and not in Employment (NEET) (%) | 21.5 | 19.4 |
| 1.4. Informal Population Rate (%) | 67 | 67.5 |
| 1.5. Labour Force Participation Rate (%) | 50.6 | 49.9 |
| 1.6. Youth Unemployment Rate (%) | 26.5 | 26.5 |
| 1.7. Share of Wage Employment in Non-Agricultural Employment (%) | 67.5 | 67.4 |
| Source: Labour Force Survey, 2020,2021, Department of Census and Statistics | | |

2. Adequate Earnings and Productive Work

| Indicator | 2020 | 2021 |
|--|--------|------|
| 2.1 Employees with Low Pay Rate - Private and Semi-Government Sector (%) | 15.5 | |
| 2.2. Average hourly earnings by occupation groups (Rs.) | 255 | |
| Managers (Rs.) | 734 | |
| Professionals (Rs.) | 390 | |
| Technicians and Associate Professionals (Rs.) | 297 | |
| Clerical and Support Workers (Rs.) | 249 | |
| Service and Sales Workers (Rs.) | 186 | |
| Skilled Agricultural Workers (Rs.) | 105 | |
| Craft and Related Traders Workers (Rs.) | 217 | |
| Plant and Machine Operators, Assembles (Rs.) | 231 | |
| Elementary Occupations (Rs.) | 194 | |
| 2.3 Mean Real Earnings (Rs.) - Private and Semi-Government Sector | 32,086 | |
| 2.4 Minimum Wage as a percentage of the Median Wage (%) - Private and Semi Government Sector | 53.0 | |
| Source: Annual Survey of Private and Semi-Government Sector Employment, Department of Labour | | |

3. Decent Working Time

| Indicator | 2020 | 2021 |
|---|-------|------|
| 3.1 Employment in excessive working time(more than 48 hours per week)(%) | 39.8 | |
| 3.2 Employment by weekly hours worked (%) | | |
| No of employees 40-44 | 22.5 | |
| No of employees 45-49 | 36.5 | |
| No of employees 50 & over | 41.1 | |
| 3.3 Average annual working time per employed person (hours) | 2,494 | |
| Source: Annual Survey of Private and Semi-Government Sector Employment 2020, Department of Labour | | |

4. Equal Opportunity and Treatment in Employment

| Indicator | 2020 | 2021 |
|--|-------|------|
| 4.1 Occupational segregation by sex (%) | 32.8 | 33.3 |
| Managers senior officials and legislators | 27 | 19.5 |
| Professionals | 64 | 63.2 |
| Technicians and associate professionals | 34.9 | 35.4 |
| Clerks and clerical support workers | 54.2 | 52.7 |
| Services and sales workers | 28.5 | 32.6 |
| Skilled agriculture forestry and fishery workers | 28.3 | 25 |
| Craft and related trades workers | 27.7 | 26.2 |
| Plant and machine operators and assemblers | 15.3 | 21.1 |
| Elementary occupations | 37 | 38.6 |
| Armed forces occupations and unidentified occupations | 11.8 | 5 |
| 4.2 Gender wage gap (%) | | |
| 4.2.2 Gender wage gap(LFS) | 20.9 | 18.3 |
| 4.2.1 Gender wage gap(DOL) - Private and Semi-Government Sector (%) | 35.2 | |
| 4.3 Share of women in wage employment in the non-agricultural sector (%) | 36.43 | |
| Source: Labour Force Survey, 2020,2021, Department of Census and Statistics Annual Survey of Private and Semi-government Sector Employment, 2020 Department of Labour | | |

5. Safe Work Environment

| Indicator | 2020 | 2021 |
|--|-------|-------|
| 5.1 Occupation injury frequency rate, fatal (per 100,000 employed persons) - private and public sector | 1.39 | 1.33 |
| 5.2 Occupation injury frequency rate, non-fatal (per 100,000 employed persons) - private and public sector | 23.70 | 24.13 |
| 5.3 Labour inspection (inspectors per 10,000 employed persons) - private sector | 1.4 | 1.7 |
| Source: Labour Force Survey, 2020,2021, Department of Census and Statistics Department of Labour | | |

6. Social Dialogue, Workers' and Employers' Representation

| Indicator | 2020 | 2021 |
|---|------|-------|
| 6.1 Collective bargaining coverage rate (%) - private sector | 0.49 | 0.24 |
| 6.2 Days not worked due to strikes and lockouts per 1,000 workers (per 1,000) - private sector | 7.46 | 34.24 |
| Source: Labour Force Survey, 2020,2021, Department of Census and Statistics Department of Labour | | |

7. Economic and Social Context for Decent Work

| Indicator | 2020 | 2021 |
|---|------|------|
| 7.1 Labour productivity (GDP per employed person) (Rs. Million) | 1.59 | 1.62 |
| 7.2 Labour productivity growth rate (%) | 3.68 | 1.87 |
| 7.3 Inflation rate (Consumer Price Index, CPI) | 4.6 | 6.0 |
| 7.4 Employment by the branch of economic activity (%) | | |
| Agriculture, forestry, and fishing (A) | 27.1 | 27.3 |
| Mining & quarrying (B) | 0.7 | 0.7 |
| Manufacturing (C) | 17.5 | 16.8 |
| Construction, Electricity, gas, steam and air conditioning supply, Water supply, sewerage, waste management, and remediation activities (D, E, F) | 8.7 | 8.5 |
| Wholesale and retail trade, repair of motor vehicles and motorcycles(G) | 13.7 | 14.2 |
| Transportation and storage (H) | 6.5 | 5.9 |
| Accommodation and food services activities (I) | 2.7 | 2.6 |
| Information and communication (J) | 0.7 | 0.9 |
| Financial and insurance activities (K) | 2.3 | 2.2 |
| Professional, scientific, and technical activities (M) | 1.1 | 1.0 |
| Administrative and support service activities (N) | 2.1 | 1.7 |
| Public administration and defense compulsory social security (O) | 5.6 | 6.0 |
| Education (P) | 5.0 | 5.2 |
| Human health and social work activities (Q) | 2.0 | 2.2 |
| Other service activities (S) | 1.5 | 1.6 |
| Activities of households as employers; undifferentiated goods and services - producing activities of households for own use (T) | 2.1 | 2.5 |
| Other | 0.6 | 0.6 |
| 7.5 Female share of employment by economic activity (%) | 32.8 | 33.3 |
| Agriculture, forestry, and fishing (A) | 35.3 | 35.7 |
| Mining & quarrying (B) | 3.9 | 2.0 |
| Manufacturing (C) | 44.9 | 43.0 |
| Construction, Electricity, gas, steam and air conditioning supply, Water supply, sewerage, waste management, and remediation activities (D, E, F) | 3.9 | 4.1 |
| Wholesale and retail trade, repair of motor vehicles and motorcycles(G) | 26.9 | 27.7 |
| Transportation and storage (H) | 3.6 | 3.3 |
| Accommodation and food services activities (I) | 33.8 | 36.4 |
| Information and communication (J) | 24.7 | 29.2 |
| Financial and insurance activities (K) | 40.7 | 40.3 |
| Professional, scientific, and technical activities (M) | 36.0 | 38.4 |
| Administrative and support service activities (N) | 27.8 | 29.2 |
| Public administration and defense compulsory social security (O) | 36.3 | 40.7 |
| Education (P) | 70.0 | 69.8 |
| Human health and social work activities (Q) | 62.8 | 63.6 |
| Other service activities (S) | 23.6 | 24.7 |
| Activities of households as employers; undifferentiated goods and services - producing activities of households for own use (T) | 39.6 | 33.3 |
| Other* | 24.7 | 21 |
| Source: Labour Force Survey, 2020,2021, Department of Census and Statistics Prices and wages division, Department of Census and Statistics | | |

Other: Real estate activities (L), Arts, entertainment and recreation (R), Activities of extraterritorial organizations & bodies (U)

METHOD OF COMPUTATION

1. Employment Opportunities

$$1. \text{ Employment to Population Ratio}(\%) = \frac{\text{Number of employed persons in the working age population}}{\text{Total number of persons in the working age population}} \times 100$$

$$2. \text{ Unemployment Rate}(\%) = \frac{\text{Number of unemployed persons in the working age population}}{\text{Total number of persons in the labour force}} \times 100$$

$$3. \text{ NEET}(\%) = \frac{\text{Number of youth} - (\text{Number of youth in employment} + \text{Number of youth not in employment who are in education or training})}{\text{Total number of youth}} \times 100$$

$$4. \text{ Informal Employment Rate}(\%) = \frac{\text{Number of employed persons in informal employment}}{\text{Total number of employed persons}} \times 100$$

$$5. \text{ Labour Force Participation Rate}(\%) = \frac{\text{Number of persons employed} + \text{Number of persons unemployed}}{\text{Total number of persons in the working age population}} \times 100$$

$$6. \text{ Youth Unemployment Rate}(\%) = \frac{\text{Number of unemployed youths}}{\text{Total number of persons in the youth labour force}} \times 100$$

$$7. \text{ Share of Wage Employment in Non Agricultural Employment}(\%) = \frac{\text{Number of employees in the non agricultural sector}}{\text{Total employment in the non agricultural sector}} \times 100$$

2. Adequate Earnings and Productive Work

$$1. \text{ Employees with Low Pay Rate}(\%) = \frac{\text{Number of employees paid less than 2/3 of median earnings}}{\text{Total number of employees}} \times 100$$

$$2. \text{ Average Hourly Earnings by Occupation}(\text{Rs/h.}) = \frac{\text{Total earnings for paid employees in occupation } i}{\text{Total hours worked by paid employees in occupation } i}$$

$$3. \text{ Mean Real Wages} = \frac{\text{Average nominal earnings}}{\text{CPI}} \times 100$$

$$4. \text{ Minimum Wage as a Percentage of the Median Wage}(\%) = \frac{\text{Monthly minimum wage}}{\text{Median monthly earnings}} \times 100$$

3. Decent Working Time

$$1. \text{ Employment in Excessive Working Time}(\%) = \frac{\text{Number of employed persons whose number of hours actually worked is more than 48 hours per week}}{\text{Total number of employed persons}} \times 100$$

$$2. \text{ Employment by Weekly Hours Worked (hour band i)}(\%) = \frac{\text{Number of employed persons whose weekly hours actually worked fell within hour band i}}{\text{Total number of employed persons}} \times 100$$

$$3. \text{ Average Annual Working Time per Employed Persons} = \frac{\text{Total annual hours actually worked of all employed persons}}{\text{Total average number of employed persons over the year}}$$

4. Equal Opportunity and Treatment in Employment

$$1. \text{ Occupational Segregation by Sex} = \frac{\text{Number of female employed persons in occupation i}}{\text{Total employed persons in occupation i}} \times 100$$

$$2. \text{ Gender Wage Gap} = \frac{\text{Gross average hourly earnings of male} - \text{Gross average hourly earnings of female}}{\text{Gross average hourly earnings of male}} \times 100$$

$$3. \text{ Share of Women in Wage Employment in the Non Agricultural Sector} = \frac{\text{No of women in paid employment in the non agricultural sector}}{\text{No of persons in paid employment in the non agricultural sector}} \times 100$$

5. Safe Work Environment

$$1. \text{ Fatal Occupation Injury Frequency Rate} = \frac{\text{Number of new cases of Occupational fatalities during the reference period}}{\text{Total number of workers in the reference group during the reference period}} \times 100,000$$

$$2. \text{ Non Fatal Occupational Injury Frequency Rate} = \frac{\text{Number of new cases of non-fatal Occupation injury during the reference period}}{\text{Total number of workers in the reference group during the reference period}} \times 100,000$$

$$3. \text{ Labour Inspection Rate Per 10,000 Employees} = \frac{\text{Number of labour inspectors}}{\text{Number of employed persons}} \times 10,000$$

6. Social Dialogue, Workers' and Employers' Representation

$$1. \text{ Collective Bargaining Coverage Rate} = \frac{\text{No of employees whose pay and conditions are determined by collective agreement}}{\text{Total number of employees}} \times 100$$

$$2. \text{ Days Not Worked Due to Strikes and Lockouts per 1000 Workers} = \frac{\text{Time not worked by workers involved}}{\text{Total number of workers}} \times 1,000$$

7. Economic and Social Context for Decent Work

$$1. \text{ Labour Productivity (Employed)} = \frac{\text{GDP at constant prices}}{\text{Number of employed persons}}$$

$$2. \text{ Labour Productivity Growth Rate} = \frac{\text{Labour productivity (year n)} - \text{Labour productivity (year n-1)}}{\text{Labour productivity (year n-1)}} \times 100$$

$$3. \text{ Employment by Branch of Economic Activity} = \frac{\text{Number of employed in economic activity } i}{\text{Total number of employed}} \times 100$$

$$4. \text{ Female Share of Employment by Economic Activity} = \frac{\text{Number of women employed in economic activity } i}{\text{Total number of employed in economic activity } i} \times 100$$

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