



Annual Survey of Private and Semi-Government Sector Employment - 2021

**Working Hours
Earnings
Labour Cost**

**Department of Labour
Ministry of Labour and Foreign Employment
Sri Lanka**



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PREFACE

The Department of Labour is the main government agency responsible for protecting the rights of workers and maintaining industrial peace in the organizations of private and semi-government sectors, ensuring their social security, and committed to achieving the eighth Sustainable Development Goal of “Full and Productive Employment and Decent Work for all”.

We strongly believe that the decisions, policies, and development strategies taken by the legislators should be based on an accurate data system to achieve the sustainable development of the country and the well-being of the working people.

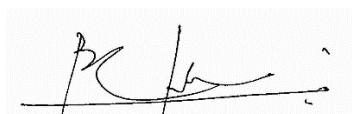
Therefore, in order to achieve these objectives, the survey on “Working Hours and Labour Cost” was launched in the year 2020 by the Statistics Division of the Department of Labour. This will be carried out annually in order to collect information on employees working in private and semi-government sector establishments that contribute to the Employee's Provident Fund. The second Report of 'Annual Survey of Private and Semi-Government Sector Employment - 2021' has been compiled based on 2021 survey results.

The survey report includes basic information about private-sector and semi-government sector organizations and employees, as well as information about employees' working hours, earnings, and the labour costs incurred by the organizations on behalf of their employees. In addition, the report provides several indicators of Decent Work introduced by the ILO.

I would like to thank all staff of the Statistics Division for completing this valuable report.

Further, I pay my gratitude to all the establishments who focused their attention and their valuable time on sending us the required data for this important task.

Finally, I hope that the valuable information provided in this report will facilitate making informed decisions for the welfare of private and semi-government sector employees in the future.



B. K. Prabath Chandrakeerthi
Commissioner General of Labour

ACKNOWLEDGEMENT

The Report of ‘Annual Survey of Private and Semi-Government Sector Employment - 2021’ is the second annual report based on the findings of the ‘Survey of Working Hours and Labour Cost-2021’ survey. All the employees of private and semi-government sectors that pay EPF and belong to all establishments and enterprises were covered in this survey.

Overall planning and execution of the survey were done by the staff of the Statistics Division, Department of Labour, under the guidance of Mr. B.K. Prabhath Chandrakeerthi, Commissioner General of Labour.

All duties in the field and office regarding the survey were supervised by Mrs. W.A.S. Malkanthi, and Mrs. K.A.P. Deepani, Statisticians, under the direction of Mrs. I.C. Premaratne, former Deputy Director of the Statistics Division.

The sample frame was updated with the cooperation of the Employees’ Provident Fund Division under the direction of Mr. D.P.K.R. Weerakoon, Commissioner of Labour. The survey questionnaires were printed by the Supplies branch, under the direction of Mr. D.R.W. Munasingha, Head of the Branch. Distribution of the survey questionnaires was done by the Postal branch of the Department of Labour under the direction of Mrs. H.T.P. Abayarathna, Commissioner of Labour (Administration) on this postal survey.

Editing, coding, data entering, and other support works were handled by Statistics Officer, Mrs. H.E. Wickramasuriya, Mr. R.M.S. Priyadarshana, Mr. A.A.P. Fernando, Mrs. L.A.A.W. Gunawardena, Miss. D.M.G.I. Dissanayake and Mrs. W.P.G.N.P. Guruge, Communication Technology Assistants Mr. H.A. Indika Prabath and Mr. D.N. Somesiri, Management Service Officers Mrs. S.P. Mangalika and Mr. L.D.C.J. Kumara and KKS, Mrs. U.M.W. Gayani Gamage and Mr. A.T. Wasantha.

The computer data processing and final tabulations were done by Mr. Saman Priyadarshana, Statistical Officer. The eye-catching graphical notes of the key findings were prepared by the Miss. D.M.G.I. Dissanayake, Statistical Officer, and all the maps were prepared by Mrs. W.P.G.N.P. Guruge, Statistical Officer. The attractive cover page for this report was designed by Mr. H.A. Indika Prabath and all Tamil translations were done by Tamil translator Ms. N. Soundaryavathy.

This publication was prepared by Mrs. W.A.S. Malkanthi, Statistician with the support of the staff of the statistics division.

Furthermore, I am very thankful to the Publication Committee of the Department of Labour headed by Additional Commissioner General Mr. H.K.K.A. Jayasundara for the immense support given to us.

Finally, I wish to express my appreciation to all the respondents of the survey for their valuable cooperation.

EXECUTIVE SUMMARY

“Annual Survey of Working Hours and Labour Cost” is the latest survey initiated by the Department of Labour in 2020. It’s an annual survey designed to collect data on employment, working hours and earnings of employees along with the total labour cost that was borne by the establishments annually. The survey covered all employees in the private and semi-government sectors, which contributed to EPF and belong to large, small, and medium establishment in Sri Lanka. Establishments of less than 5 employees were not covered in this survey. The survey was designed as a postal survey with a sample of 6,000 establishments and was conducted over a 12-month period to capture monthly variations.

In year 2021, the total workforce of the private and semi-government sector was estimated as 2,206,913 with 2,177,864 employees (almost 99 percent), 23,125 employers and 5,924 contributing family workers. Out of the total employees, 61.7 percent were male employees and 38.3 percent were female employees. Geographically, 43 percent of employees were congregated in Colombo district and 64 percent of them distributed within the Western province.

In this survey, the respective establishments reported that 94.5 percent of their employees were full-time workers and 4.2 percent were part time workers and out of them 89.6 percent were permanent employees. The employee distribution in three major economic sectors; Service, Industry and Agriculture were reported as 48 percent, 42 percent and 10 percent respectively.

‘Manufacturing of wearing apparel’ activity solely consists of 14.3 percent of employees of the total workforce. Occupation wise, ‘Elementary occupations’ and ‘Plant and machine operators and assemblers’ accounted for 21 percent, 18 percent of the total work force.

Also, few males dominated economic activities were observed as ‘Mining and Quarrying’, ‘Construction’, and ‘Electricity’ where more than 90 percent of work force consists of male employees.

Few female stereotype activities with approximately around 60 percent of female employees were observed in ‘Education’, ‘Health’, ‘Manufacture of wearing apparel and ‘Agriculture’ (mostly Tea and rubber plantations).

According to the survey results, the average weekly working hours of an employee in the private and semi-government sectors is reported as 50.8 hours with 51.3 hours for men and 50.0 hours for women respectively. Compared to major economic sectors, the industry sector reported the highest average weekly working hours of 51.6 hours. By occupation, ‘Plant and Machine Operators and Assemblers’ and ‘Elementary Occupations’ and ‘Managers’ and ‘Professionals’ reported the highest and lowest average weekly working hours of 54 hours, and 45 hours.

When considering the three selected working bands of (40-44) hours, (45-49) hours and (50 and over), highest number of employees, 44 percent males and 41.9 percent females belonged to (50 and over) hour band.

In Sri Lankan context, all private sector and semi-government sector employees exceeded the excessive weekly working time the ILO threshold value of 48 hours. Considering the average annual working hours per employee, both male and female employees in all economic activities and occupations surpass the ILO given threshold value of 2,080 hours and reported their average annual working hours as 2,668 and 2,598 hours respectively.

In earnings, the average nominal monthly earnings of private and semi-government sector employees reported as Rs. 50,022 while male employees received Rs. 58,227 and female employees received Rs. 36,787. The monthly real wages of male and female employees reported as Rs. 39,557 and Rs. 24,991 respectively. Regarding the key economic activities, all activities reported gender disparity of earnings in 2021.

Average nominal earnings by economic activity which recorded the range of nominal monthly earnings lies between Rs. 24,880 for agriculture sector employees to Rs.95,702 for Activities of ‘Extraterritorial organizations and bodies (Diplomatic Missions(Embassies, High Commissions etc.), UN Bodies, World Bank, ICRC, INGOs, etc.)’ employees. Occupation wise the high and low income lies between 128,719 for managers and Rs. 23,568 for skilled agriculture workers. The survey reveals that more than 50 percent of employees belonged to Rs. 20,000-49,999 wage group. The wage group of 100,000 or more mainly consist of Service sector employees by 82.8 percent.

It is estimated that out of the total employees, 11.3 percent males and 14.6 percent females were suffering from Low pay rate. On average 11.1 percent of employees belonged to low pay group in 2021. The average gender wage gap of these employees was reported as 36.8 percent.

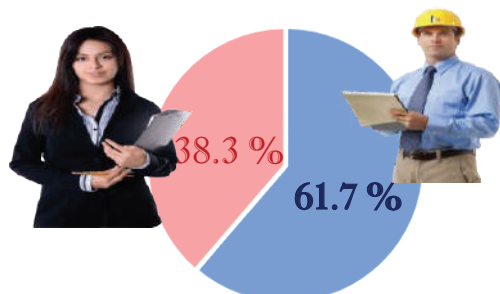
Out of the total labour cost borne by the establishments, about 80 percent was spent on wages of the employees.

KEY FINDINGS

1. EMPLOYMENT

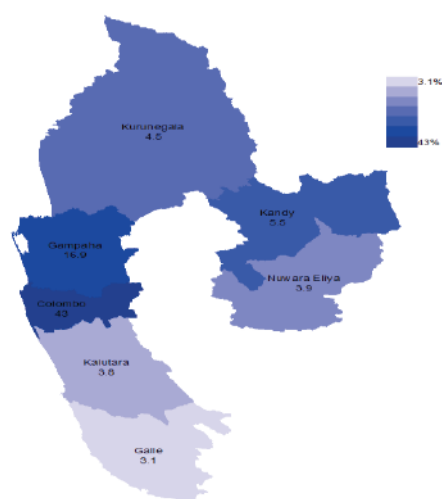


1.1: By Gender



- ✚ Out of the total employees in private and semi government sector Male employees are accounted for 61.7 percent.

1.2: By Geographical Distribution



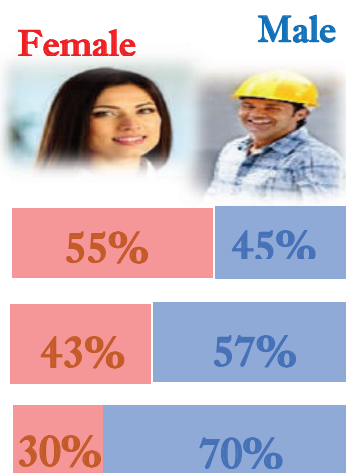
- ✚ Colombo and Gampaha districts deployed 43 percent and 16.9 percent of employees respectively.
- ✚ Around 80 percent out of the employees are gathered from just 7 districts, Colombo, Gampaha, Kandy, Kurunegala, Nuwara Eliya, Kalutara, and Galle.

1.3 : By Major Economic Activity

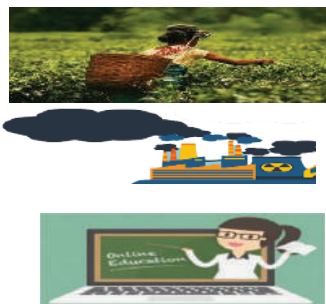


- ✚ Almost half of the total employees worked in the Service sector.
- ✚ 42 percent were employed in Industry sector

1.4 : By Sector and Gender

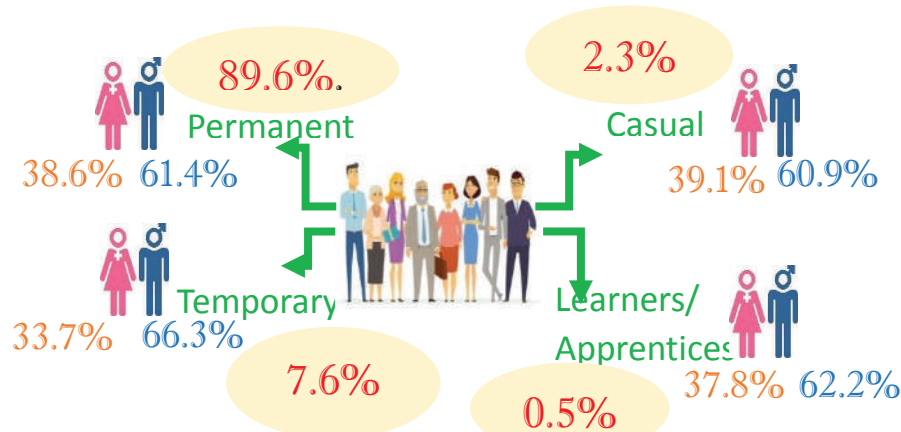


Economic Activity



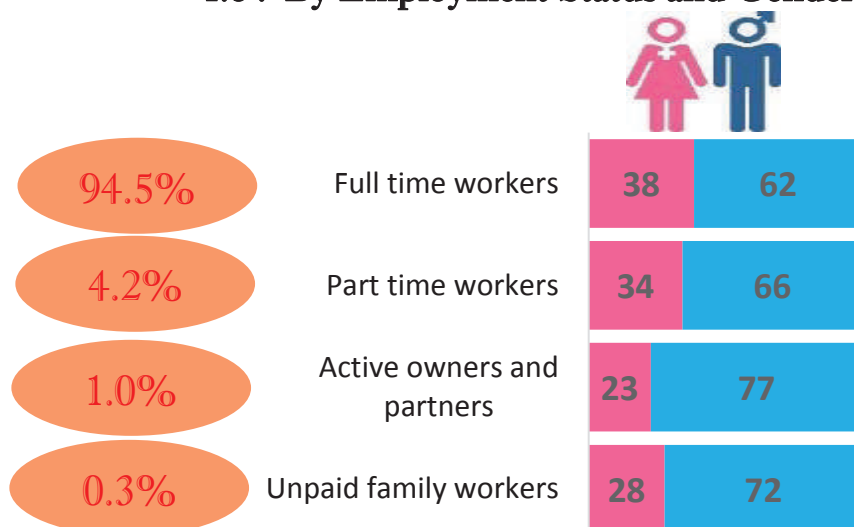
- Highest gender disparity is observed in Service sector.
- In Agriculture sector higher percentage is consist of females by 55 percent.

1.5: By Type of Employment and Gender



- Out of the total employees, 89.6 percent are Permanent and 7.6 percent are Temporary employees.

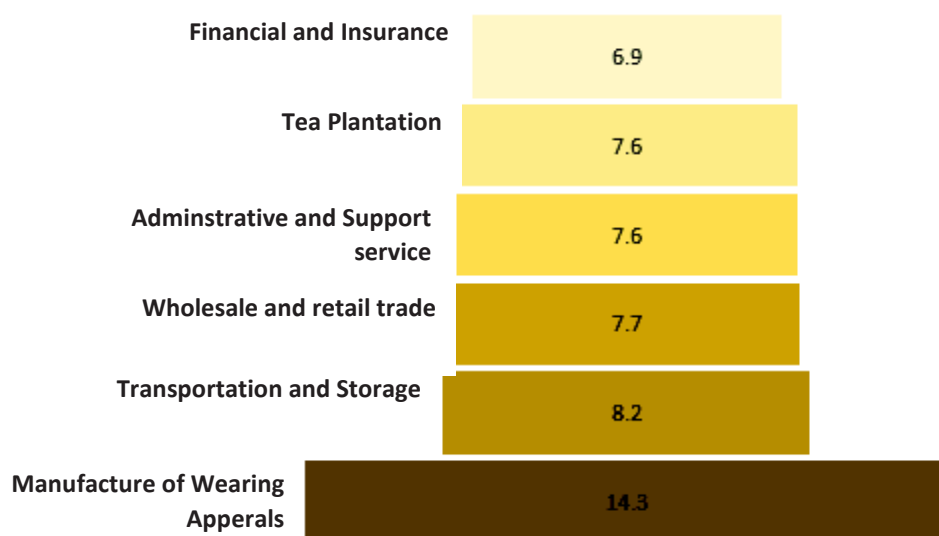
1.6 : By Employment Status and Gender



- 'Full time' workers accounted for 94.5 % of the employees while 'Active Owners and Partners' reported only for 1%.

- Out of that 1 percent, 77 percent are males.

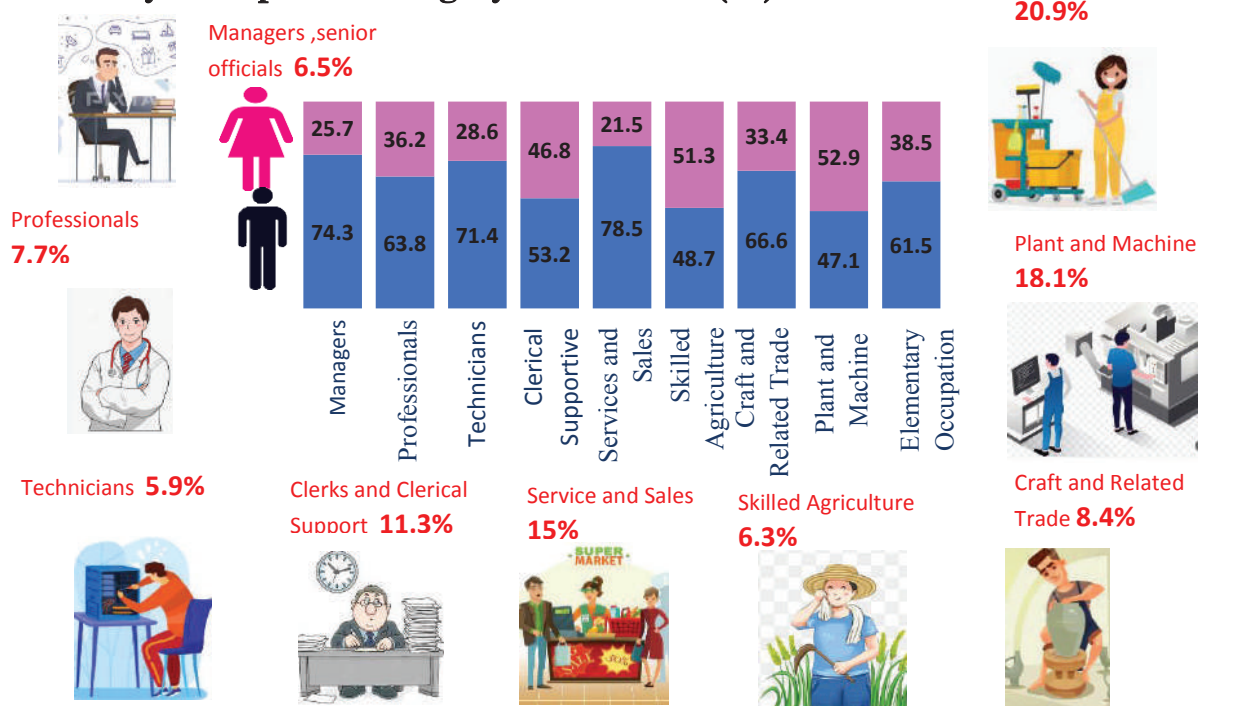
1.7: By Highest Employment Capacity



Almost 50 percent of employees gathered into 6 economic activities.

'Manufacture of Wearing Apperals' activity alone stands for 14.3 percent of the total employees.

1.8: By Occupation Category and Gender (%)



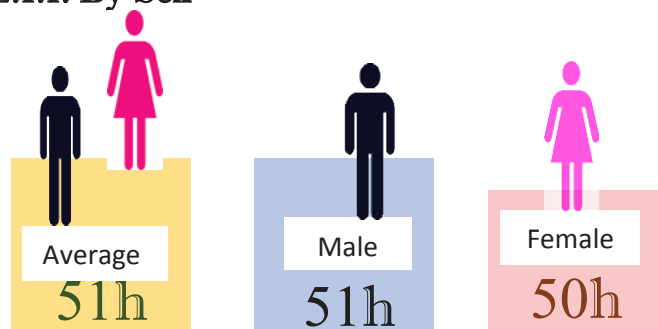
- Out of the total employment, more than one-fifth were elementary workers.
- The top jobs as managers/senior officials and Professionals consisted of only 15 percent of the workforce.

2. Working Hours



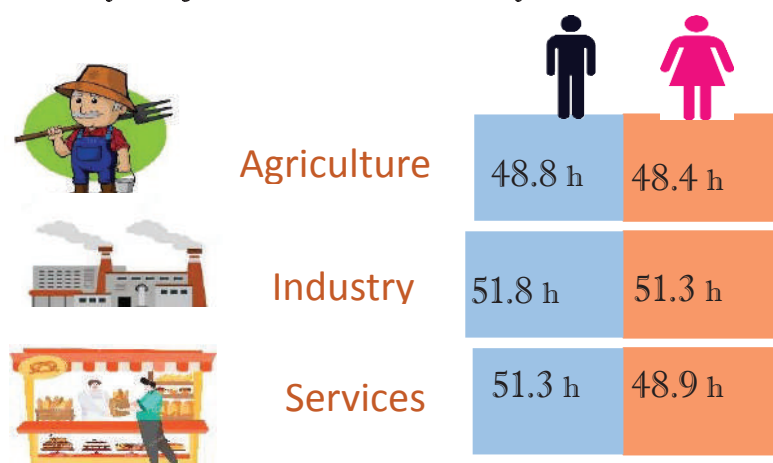
2.1. Average Weekly Working Hours of Employees

2.1.1: By Sex



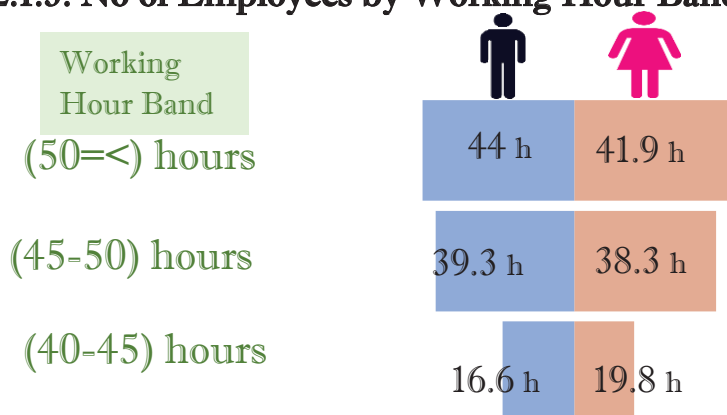
On average, an employee of private or semi government sector works for 51 hours including overtime.

2.1.2: By Major Economic Activity



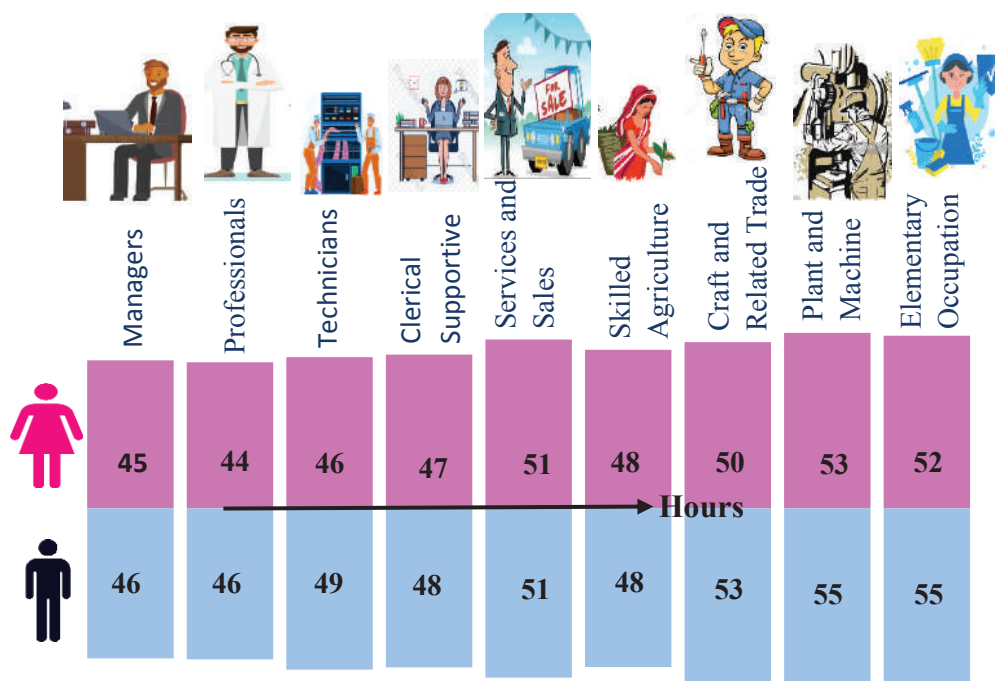
Highest 'Average weekly working hours' were reported for Industrial economic activities, Male employees -51.8 hours
Female employees 51.3 hours including overtime

2.1.3: No of Employees by Working Hour Band



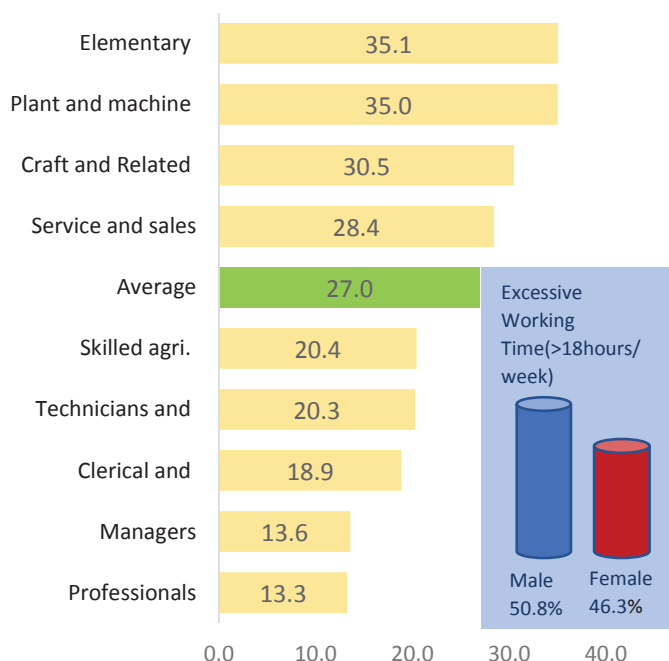
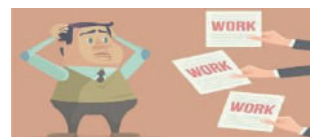
The majority of employees belonged to (50=<) hour working band.
From male employees 16.6 percent and from female employees 19.8 percent belonged to 40-45 hour working band.

2.1.4: By Occupation Group



The longest working hours were recorded for Male workers in 'Plant and machine operators' and 'Elementary Occupation' 55 hours per week and Female workers in 'Plant and Machine Operators' - 53 hours.

2.2: Excessive Working Hours (>2,080 hours annually)



On average a Sri Lankan private and semi-government sector employee works 27.0 percent more than the Standard Benchmark value of 2,080 hours annually.

Elementary Occupations group work 35.1 percent more than the 2,080 benchmark annually.

Professionals worked 13.3 percent more annually than the benchmark value of 2,080.

3. EARNINGS

RS



3.1. Mean Monthly Earnings by Gender

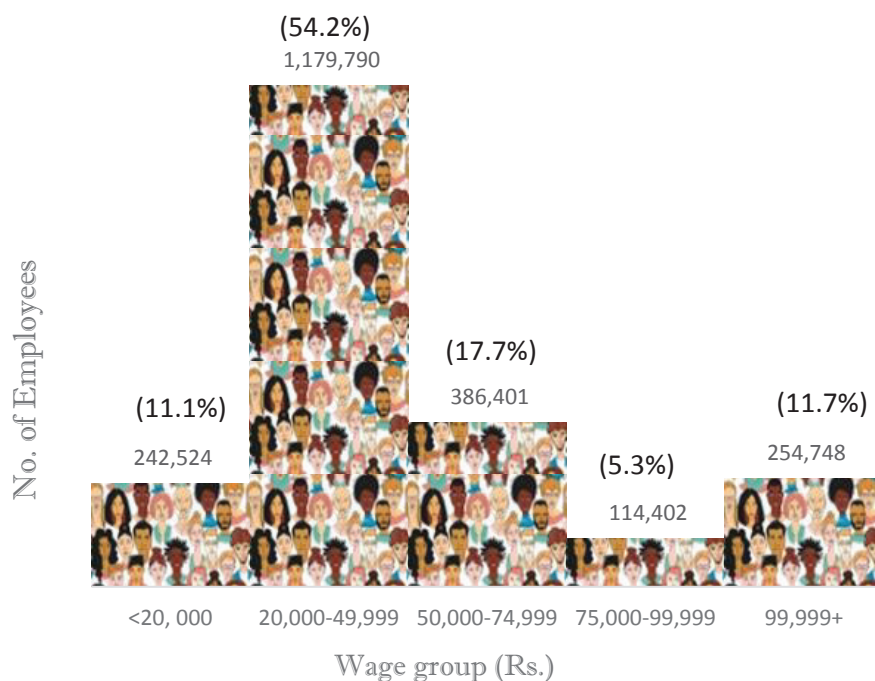


3.2. Mean Monthly Nominal and Real Earnings



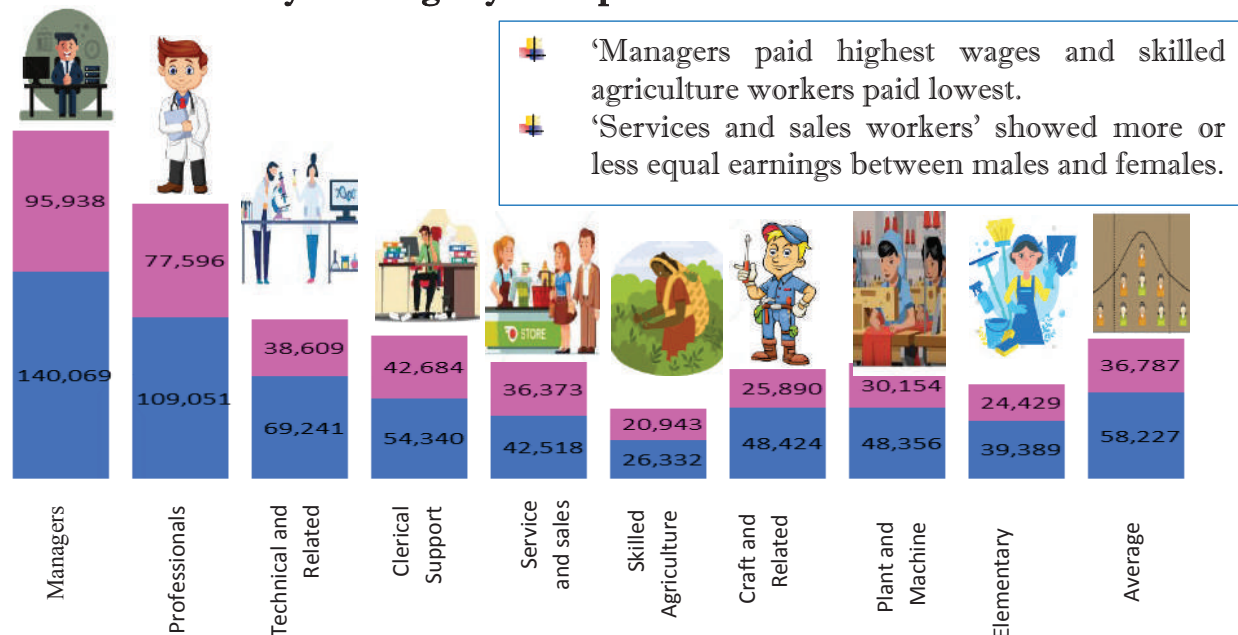
- On average male employees paid Rs. 58,227 and female employees Rs. 36,787 at nominal rate.
- Average monthly earnings of a person in private and semi government sectors reported as Rs. 50,022 with real value of Rs. 33,983.

3.2. Number of Employees by Wage group

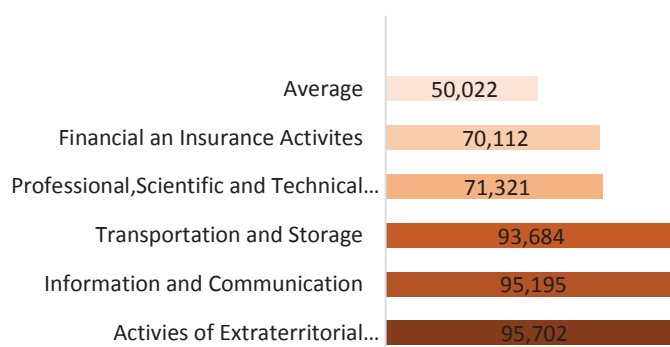


- More than half of the employees received wages in between Rs. (20,000 – 49,999).
- Only 11.7% received equal or more than Rs. 100,000

3.3 Mean Monthly Earnings by Occupation and Gender

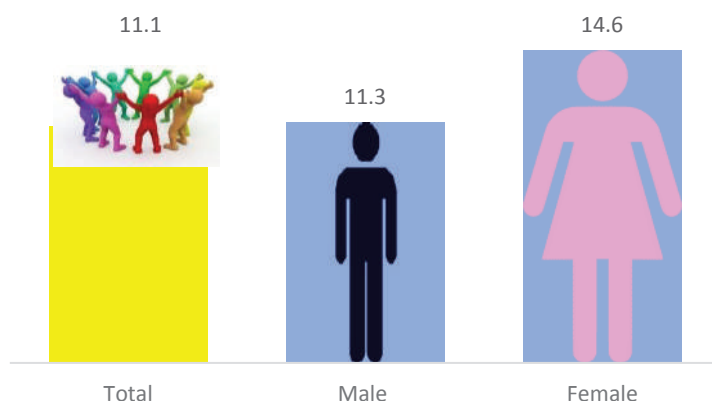


3.4 Highest Paid Economic Activities



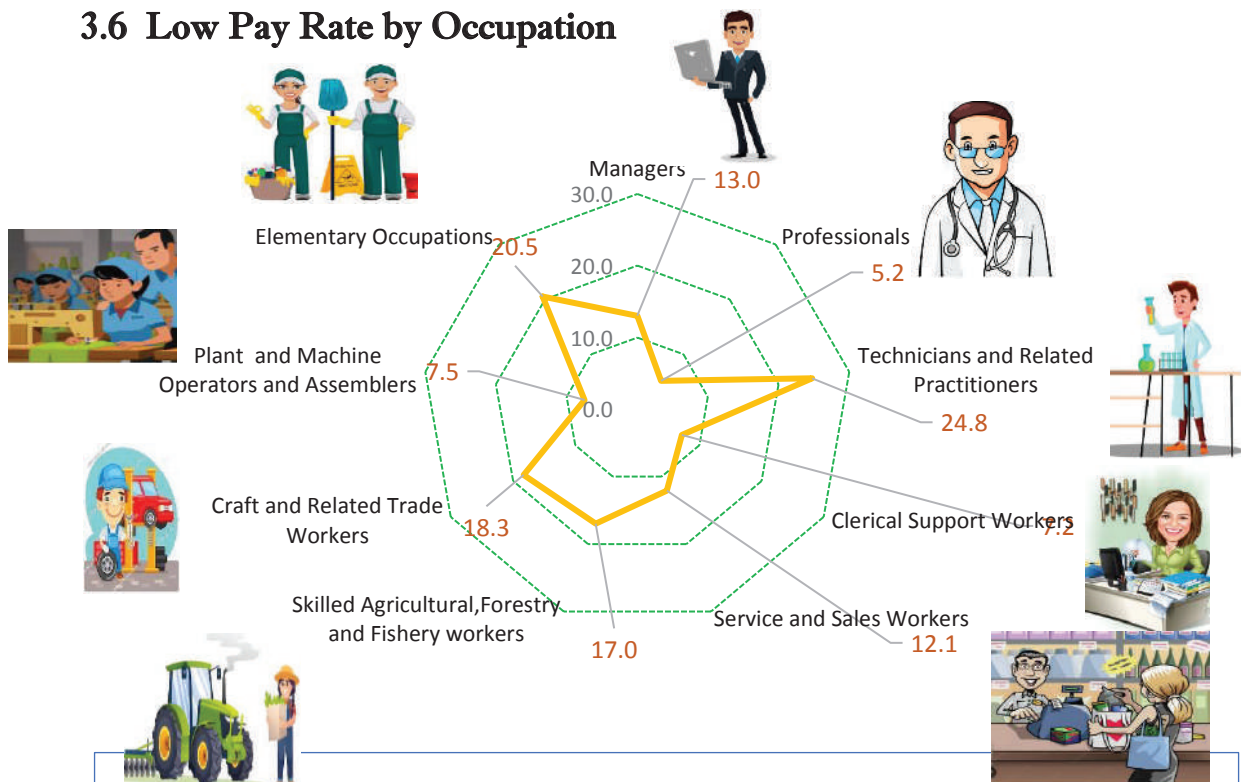
✚ Activities of Extraterritorial Organization, ICT and Transportation and Storage Activities reported as the remarkably highly paid economic activity.

3.5 Low Pay Rate by Gender



- ✚ Low pay = < 2/3 of the median hourly earnings of all employees.
- ✚ On average 11.1 % of employees suffer from low pay.
- ✚ Female employees experience 14.6 % of Low Pay Rate compared to their male counterpart.

3.6 Low Pay Rate by Occupation



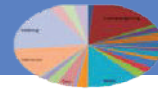
- ✚ The highest low pay rate of 24.8 % is experienced by 'Technicians and Related Professionals'.
- ✚ Only 5.2 % of 'Professionals' reported low pay rate, recorded as minimum.

3.7. Gender Wage Gap

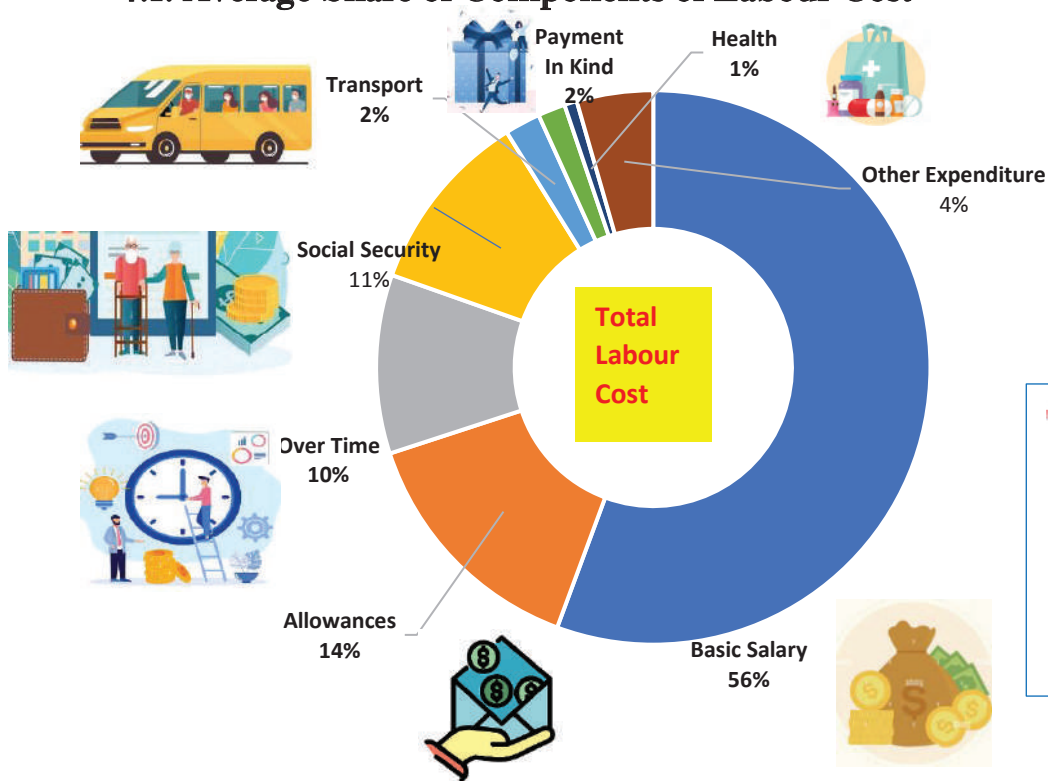


- ✚ On average Gender Wage Gap reported as 37 %.
- ✚ This indicates that female employee wages are 37% less than male employees.

4. LABOUR COST



4.1. Average Share of Components of Labour Cost



Establishments spend more than half of the labour cost to pay the basic salaries of their employees

4.2. Mean Nominal Hourly Labour Cost per Employee by Economic Activity



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CHAPTER 1

INTRODUCTION

Background

Main Objectives

Periodicity

Coverage

INTRODUCTION

1.1. Background

In 1971, the Department of Labour had introduced an annual survey on Employment of private-sector and semi-government sector employees who had contributed to the Employees' Provident Fund. Several important information on employment were collected from this survey that helped to prepare labour indicators related to labour market. This survey has been conducted until 2017 with few amendments in 2013.

In 1972, the Department of Labour had started another survey on 'Hours Actually Worked and Average Earnings'. This survey has mainly covered the employees who come under wages boards according to the Wages Boards Ordinance of Sri Lanka. The main purpose of the survey was to compare the average earnings and hours worked in different occupations covered in the 44 wages boards. This survey also had been carried out until 2017 while several improvements that have taken place from time to time.

In the 2018-2019 period, the Department of Labour decided to start a new survey instead of these two surveys to cater the new data requirements. Specially as the establishment classification according to the International Standard Industrial Classification was needed for international comparisons. Therefore, a new questionnaire was designed with

cooperation of several relevant stakeholders. The new questionnaire included the main sections from the previous surveys and new sections to fulfill the current data needs. In the last quarter of 2019, a pilot survey was conducted.

In the year 2020, this survey was started as a postal survey. The survey covers all the private sector establishments as well as the semi-government sector establishments with five and more employees contributing to the employees' provident fund (EPF).

1.2. Main Objectives

1. To provide information on Employment, Working Hours, Earnings, and Labour Cost of the private and semi-government sectors to the local and international data users in accordance with recommended international standards.
2. To support the evidence-based decision-making system for administrators and policymakers to make sound decisions for private and semi-government sector employees in the country.
3. To prepare the Decent Work Indicators for international comparisons for private and semi-government sector.

1.3. Periodicity

This survey was initiated in 2020 and it will be carried out annually by the Department of Labour.

1.4. Coverage

This survey coverage includes the following types; geographical coverage, size coverage, industry coverage, worker coverage, and institutional sector coverage. The entire island is covered geographically and all the institutions with employees 5 and above are considered and categorized into several groups according to the number of employees, as (5-9), (10-24), (25-49), (50-99) and (≥ 100).

The industry coverage indicates the economic activities that are covered by the survey and all the economic activities (A-U) according to the ISIC Revision 4 are covered in this survey. In worker categories, all persons engaged including paid employees, working proprietors, and unpaid family workers were covered in this survey. Regarding institutional sector coverage,

all the establishments in private and semi-government sectors that belong to the 'Employees Provident Fund' were covered in this survey. The list of companies that paid EPF in the previous year were considered as the framework of the active company list for the current year.

When considering the classifications used, both the International Standard Industrial Classification Rev 4 (ISIC-Rev. 4) and International Standard Classification of Occupation (ISCO-88) were used to classify the industries and occupations.

The sample size of the survey was determined to be 6000. The Unit of observation is the 'Establishment as whole' and the sampling unit is the establishments /enterprises. The total sample was divided by 12 and questionnaires were sent monthly to the selected establishments/enterprises covering all 12 months to capture the monthly changes that would happen during the year.



METHODOLOGY

Data Collection

Reference Period

Sample Design

Estimation Procedure

Limitations

METHODOLOGY

2.1. The Questionnaire

The questionnaire consists of 17 questions. Four major sections which were covered in the questionnaire are (1) identification information of establishments, (2) information of working hours and income of employees, (3) labour cost borne by the establishments, and (4) the labour demand.

Usual number of hours worked with and without OT per month was used to compile the working hours. The Income of employees were compiled using basic salary, cost of living allowances and other allowances, overtime allowances, transport allowances, and payments in kind. To compile the total labour cost borne by the companies, the social security payments, expenditure on health

Since a new survey on labour demand for the year 2022 was conducted by the Statistics Division of the Department of Labour, the information on labour demand for 2021 was not presented herewith.

services, on training programs and workshops and other expenditures incurred by the company were added to the total income payment.

2.2. Data Collection

The questionnaires along with instructions for filling and a covering letter were posted to each establishment separately. To non-responding institutions, reminders were sent twice in every

other month. More-over, follow-ups were carried out for nonresponsive companies through the telephone calls and field visits.

2.3. Reference Period

Reference period of the survey was one calendar year from 2021 (1st of January to 31st of December). The survey was carried out from February 2021 to January 2022 as a postal survey and the questionnaires were sent to the selected companies in every month.

2.4. Sample Design

Within the framework of private and semi-government sector establishments contributing to the Employees' Provident Fund, establishments with employees less than 5, (5-99) and 100 and above were reported as 3.9 percent, 22.0 percent, and 74.1 percent, respectively. Establishments with less than 5 employees were excluded from the survey considering the low share of output and other practical difficulties.

Size of the Company (no. of employees)	Employment (%)
0-4	3.9
5-99	22.0
100 and above	74.1

The sample consists of two segments; small and medium scaled companies with less than 100 employees and large companies with 100 or more employees. The total sample size was 6000. Out of this total sample, 2371 (39.5 percent) establishments have been drawn from small and medium establishments, using the sampling technique SRS and 3,629 (60.5 percent) large establishments with employees equal or more than 100 were covered through the full enumeration. Table 2.1 gives the sample distribution for number of employees for the year 2021.

Table 2.1: Sample Allocation by Number of Employees.

Size of the Establishment (no. of employees)	No of Establishments
5-10	983
11-25	791
26-50	362
51-99	235
100 and above	3629
Total	6000

2.5. Estimation Procedure

The establishments of employees (5-99) were further grouped according to employment, such as (5-10), (11-25), (26-50), (51-99) and the Sample technique of Simple Random Sampling (SRS) method was used to select the samples based on employment within the categories proportionate to the sample size. The estimated value of variable is given by

$$\hat{Y} = \sum_{i=1}^n N_i/n_i * Y_i$$

Where $i = 1, 2, 3, \dots, n$

n = Number of size classes of persons engaged.

n_i = Responded number in i^{th} size class of persons engaged

N_i = Total number in the i^{th} size class of persons engaged in the population

Y_i = sample value of considered variable in i^{th} size class of persons engaged

\hat{Y} = National estimate for the considered variable.

2.6. Determination of Weights

The final weight for k^{th} respondent in the stratum h , w_{hk} is a composite of the base weight; w_{1hk} and the non-response adjustment; w_{2hk} , such that, $w_{hk} = w_{1hk} * w_{2hk}$

Base weight (w_{1hk}) is the reciprocal of the probability of selection to the sample. Non-response weight (w_{2hk}) is the ratio of the sample size to the total respondents. The establishments that were considered as non-respondents are those who refused to participate in the survey.

2.7. Limitations

There are several limitations to mention in this survey. The survey did not cover micro-enterprises with less than 5 employees, and employees with their own accounts were not included in the survey. Also, the spread of the Covid 19 epidemic across the country adversely affected the conduct of the survey.

CONCEPTS AND DEFINITION

Employees

Employment Status

Type of Employment

Earnings

Labour Cost

Gender Wage Gap

CONCEPTS AND DEFINITION

The concepts and definitions used in the survey of ‘Annual Survey of Private and Semi – Government Sector Employment - 2021’ were based on the recommendations of International Labour Organization.

3.1. Establishment Survey

An establishment survey is a survey of a sample of establishments or enterprises which represent worksites for employees. Moreover, they often only cover a subset of all establishments in an industry, normally those above a certain size limit, and typically sample, only formal sector establishments. Regarding the agricultural sector, only the plantation establishments are covered in this survey.

3.2. Employed

Persons, who performed some work for wage or salary in cash and or in kind as paid employees, employers, own account workers, or contributing family workers during the reference period are said to be employed.

3.3. Employees

Employees are those workers who hold “paid employment jobs”. These are jobs where the incumbents hold explicit (written oral) or implicit employment contracts which give them a basic remuneration. Persons in ‘Paid employment jobs’ are typically remunerated by wages and salaries but may contain payments

for commission of sales, by piece rates, bonuses or in-kind payments such as food housing or trainings.

3.4. Employment Status

- (1) Paid Employees (those who work for wages/salaries)
 - ❖ Full-time employees - Work usual working hours of the week, decided by the employer and entitled to salary/wage payment.
 - ❖ Part-time employees – Work definite time period rather than usual hours per week for a payment decided by the employer
- (2) Employers - Entrepreneurs those who have at least one paid employee under them
- (3) Contributing family workers – Persons who make their contribution to the economic activities carried out by their own place without receiving wages /salaries)

3.5. Employee Type

- (1) Permanent: All workers belong to the permanent cadre of the institution
- (2) Temporary: Persons who work on fixed base salaries but not absorbed to the permanent Cadre
- (3) Casual: workers recruited for short-term periods mostly serve on daily wage basis

- (4) Fixed term (contract basis): work for a fixed term and salary
- (5) Learners/Apprentices: Job trainees and who get paid for work done

3.6. Working Time

Three concepts of working time are associated with this survey:

1. Hours paid for: linked to remuneration of hours that for paid employment jobs includes time paid but not worked such as paid annual leave, paid public holidays and certain absences such as paid sick leave. It excludes time worked but not paid by the employer.
2. Normal hours of work: The “normal hours of work” are the hours that workers are expected to spend on work activities during a short reference period such as one day or one week, as stipulated in laws or regulations, collective agreements or arbitral awards, or establishments’ rules or customs.
3. Overtime hours of work: hours performed beyond contracts or norms

3.7. Earnings

Earnings are comprised of four components:

1. Direct wages and salaries (in cash)
2. Remuneration for time not worked (in cash)
3. Bonuses and gratuities (in cash)
4. Payments in kind.

Earnings exclude: employers' contributions in respect of their employees paid to social security and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay.

3.8. Labour Cost

Labour cost is the cost incurred by the employer in the employment of labour in a specified reference period. The statistical concept of labour cost comprises of

1. Direct wages and salaries
2. Remuneration for time not worked
3. Bonuses and gratuities
4. Food, drink, fuel and other payments in kind
5. Cost of workers’ housing borne by employers
6. Employers’ social security expenditure
7. Cost of vocational training
8. Cost of welfare services
9. Miscellaneous items, such as transport of workers, work clothes and recruitment
10. Taxes regarded as labour cost (eg: taxes on employment or payrolls)

3.9. Gender Wage Gap

The gender wage gap is the difference between the gross average hourly earnings of male and female employees expressed as percentage of gross average hourly earnings of male employees. This indicator is not adjusted according to individual characteristics that may explain part of the earnings difference.

3.10. Low Pay Rate

The low pay rate aims to capture the percentage of employees that are working for low wages. It is defined as the percentage of employees whose hourly earnings in all jobs equal less than two-thirds of the median hourly earnings of all employees.

3.11 Excessive Working Hours

Employees whose working hours exceed 48 hours per week is called as excessive working hours..

3.12. Average Annual Working Hours

This indicator is defined as the total number of hours actually worked of all employed persons in a year given as a percent of the total average number of employed persons during the year.

3.13. Mean Nominal Hourly Labour Cost

Mean nominal hourly labour costs per employee covers both full-time and part-time employees in all occupations. The total labour cost comprises the total expenditure incurred by the employer, comprising remuneration for work performed, payments in respect of time paid for but not worked, bonuses and gratuities, employers' social security expenditures, the cost to the employer for vocational training, welfare services and other miscellaneous items.

3.14. Mean Nominal Earnings

Mean nominal earnings were calculated as total nominal earnings per month divided by total number of employees at each economic activity.



**OVERVIEW
OF
ESTABLISHMENTS**

Geographical Distribution

Economic Activity

Legal Status

Registration Institute

OVERVIEW OF ESTABLISHMENTS

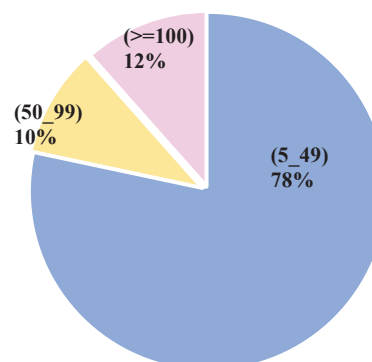
The survey of “Working Hours and Labour Cost–2021” is based on the data set of EPF-paying establishments spread throughout the island. The Employees’ Provident Fund (EPF) was established under the EPF Act No.15 of 1958 (Act) as a mandatory defined contribution retirement scheme to ensure a pension the country’s workforce in the private and semi-government sectors who do not enjoy pension benefits. The largest pension fund in Sri Lanka, the 'Employee Provident Fund' is administered by the Department of Labour and fund is managed by Central Bank of Sri Lanka. In the year 2021, around 70,000 establishments reported paying EPF and establishments with less than 5 employees, shared 58.2 percent and establishments with employees equal or greater than 5 shared 41.8 percent.

Employee representation in establishments with 5 or more employees is 96.1 percent. At the sample selection stage, by considering the significantly low share of output as well as the other practical difficulties the establishments with less than 5 employees were excluded from the survey.

4.1. Establishments by Size

Establishments were divided into three main groups by size of the employment as employees (5 – 49), (50–99), and (100 and over). Out of the total establishments with employment of 5 or more, the largest proportion of approximately three-fourths belonged to the (5-49) group in 2021. Similarly, employment with (50-99) and (100 and over) establishments represent 10 percent and 12 percent respectively (Figure 4.1).

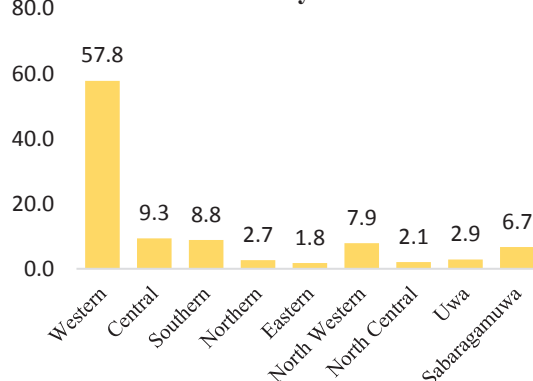
Figure 4.1: Percentage Distribution of Establishments by Size-2021



4.2 Establishments by Geographical Distribution

The geographical distribution of private sector and semi-government sector establishments with more than 4 employees paying Employees' Provident Fund clearly shows that more than half of them belong to the Western Province. Eastern and North -Central Provinces reported very less numbers establishments as 1.8 percent, and 2.1 percent respectively. (Figure 4.2).

Figure 4.2: Percentage Distribution of Establishments by Province - 2021



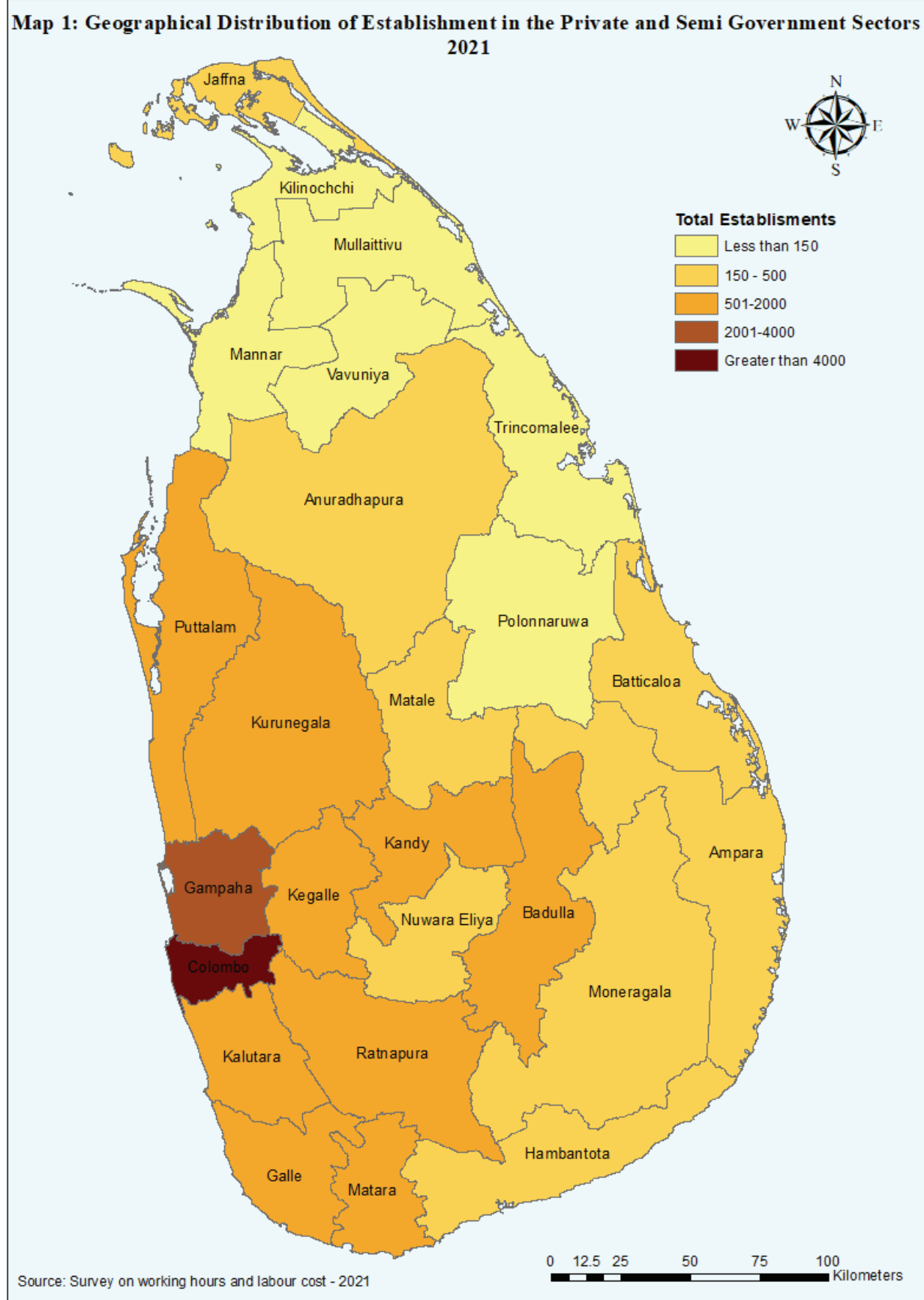


Table 4.1: Percentage Distribution of Establishments by District-2021

<i>District</i>	<i>(%)</i>
<i>Colombo</i>	39.8
<i>Gampaha</i>	12.5
<i>Kalutara</i>	5.5
<i>Kandy</i>	6.1
<i>Matale</i>	1.4
<i>Nuwara-eliya</i>	1.9
<i>Galle</i>	4.2
<i>Matara</i>	3.4
<i>Hambantota</i>	1.3
<i>Jaffna</i>	1.7
<i>Mannar</i>	0.2
<i>Vavuniya</i>	0.4
<i>Mullaitivu</i>	0.1
<i>Kilinochchi</i>	0.3
<i>Batticaloa</i>	0.7
<i>Ampara</i>	0.6
<i>Trincomalee</i>	0.5
<i>Kurunegala</i>	5.0
<i>Puttalam</i>	2.9
<i>Anuradhapura</i>	1.5
<i>Polonnaruwa</i>	0.6
<i>Badulla</i>	2.3
<i>Monaragala</i>	0.6
<i>Ratnapura</i>	4.0
<i>Kegalle</i>	2.7
<i>Total</i>	100.0

The highest number of establishments are reported for Colombo and Gampaha districts, which are reported as 39.8 percent and 12.5 percent respectively. Kilinochchi, Mannar, and Mullaitivu districts reported the lowest number of establishments and their representations were 0.3, 0.2, and 0.1 percent respectively. (Table 4.1).

Map 1. Clearly depicts the establishment density throughout the country. Colombo district has the highest density of establishments more than 4000 and Gampaha district belonged to 2001-4000 density group of establishments. Polonnaruwa, Monaragala, Ampara, Trincomalee, Vavuniya, Kilinochchi, Mannar, and Mullaitivu Districts show the lowest density of establishments.

4.3. Establishments by Economic Activity

Figure 4.3 shows the percentage distribution of establishments by major economic activities. The Service sector accounted for 59 percent of the total establishments while 33 percent was reported by the Industry sector.

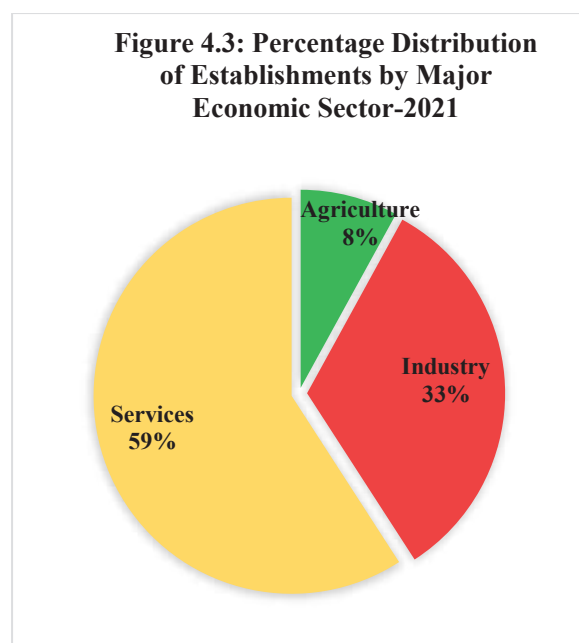


Figure 4.4 illustrates the percentage distribution of establishments by key economic activities.

The highest numbers of establishments, 28 percent and 27 percent were recorded for 'Wholesale and Retail Trade' and 'Manufacturing' activities respectively. Considering the total number of establishments, the 'Agriculture' sector establishments mainly consist of plantation establishments, accounting for 8 percent, followed by 'Administrative and Support Services' 6 percent, 'Accommodation and Food Services' at 5 percent, and 'Construction' and 'Mining and Quarrying' at 4 percent are reported. Both 'Education' and 'Health' services are reported 3 percent. The establishments that carried out all other economic activities are accounted for 16 percent.

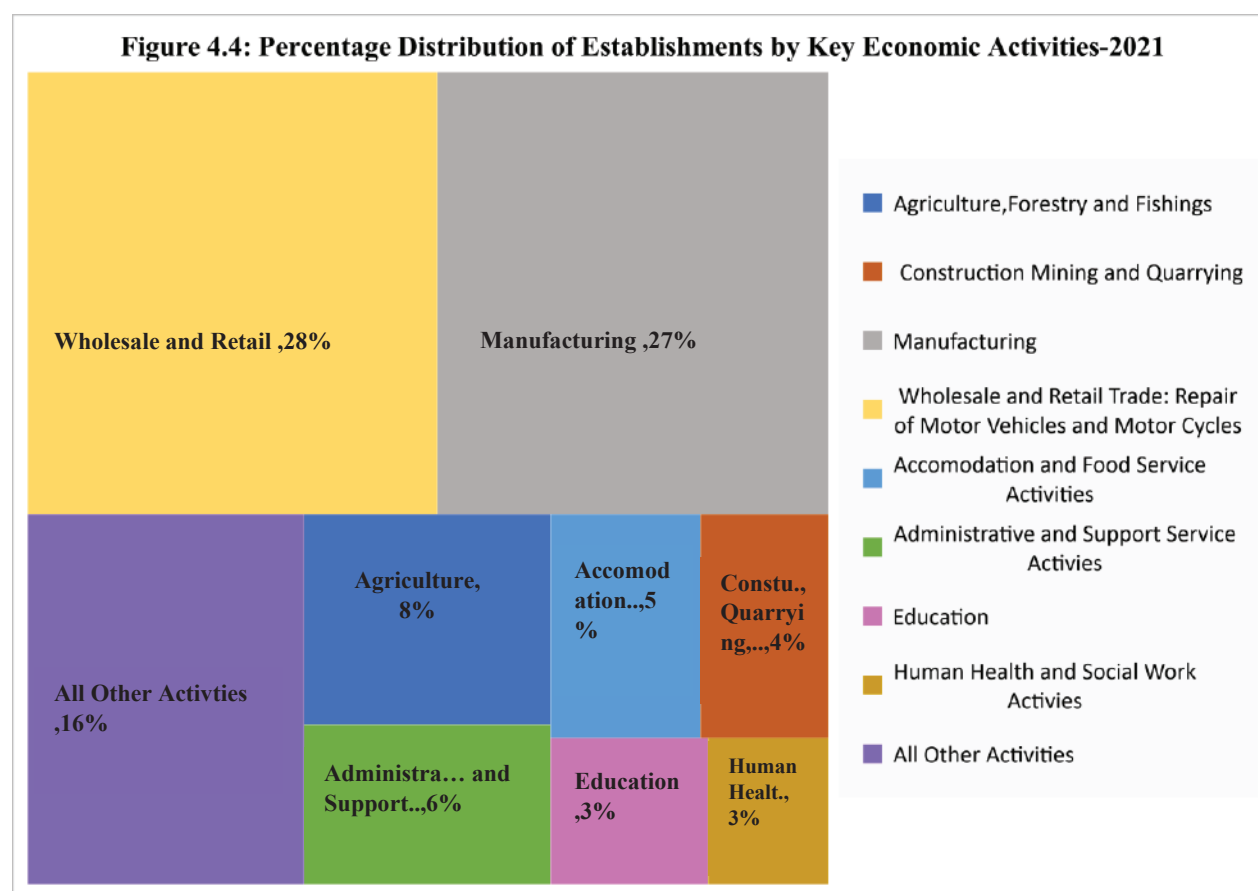


Table 4.2: Percentage Distribution of Establishments by Major Economic Activities and Size– 2021

	No of Establishments by Economic Activities				Total No.
	(5_49) (%)	(50_99) (%)	(100 =<) (%)	(%)	
<i>Agriculture</i>	65	12.6	22.3	100.0	2,023
<i>Industry</i>	74.8	11.7	13.5	100.0	8,324
<i>Service</i>	82.1	8.9	9	100.0	14,974
<i>Total</i>	78.3	10.1	11.6	100.0	25,322

As shown in Table 4.2, out of the total establishments, 78.3 percent belonged to the category of employee capacity (5-49) in the year 2021. Agriculture, Industry, and Service establishments 65, 74.8, and 82.1 respectively belonged to this category. Only 11.6 percent out of the total establishments, belonged to the

category of employees 100 and above. Only 10.1 percent belong to the 50-99 employees category. Figure 4.5 clearly depicts this situation. In that, all economic activities reported more than 60 percent in the category of employee capacity (5-49).

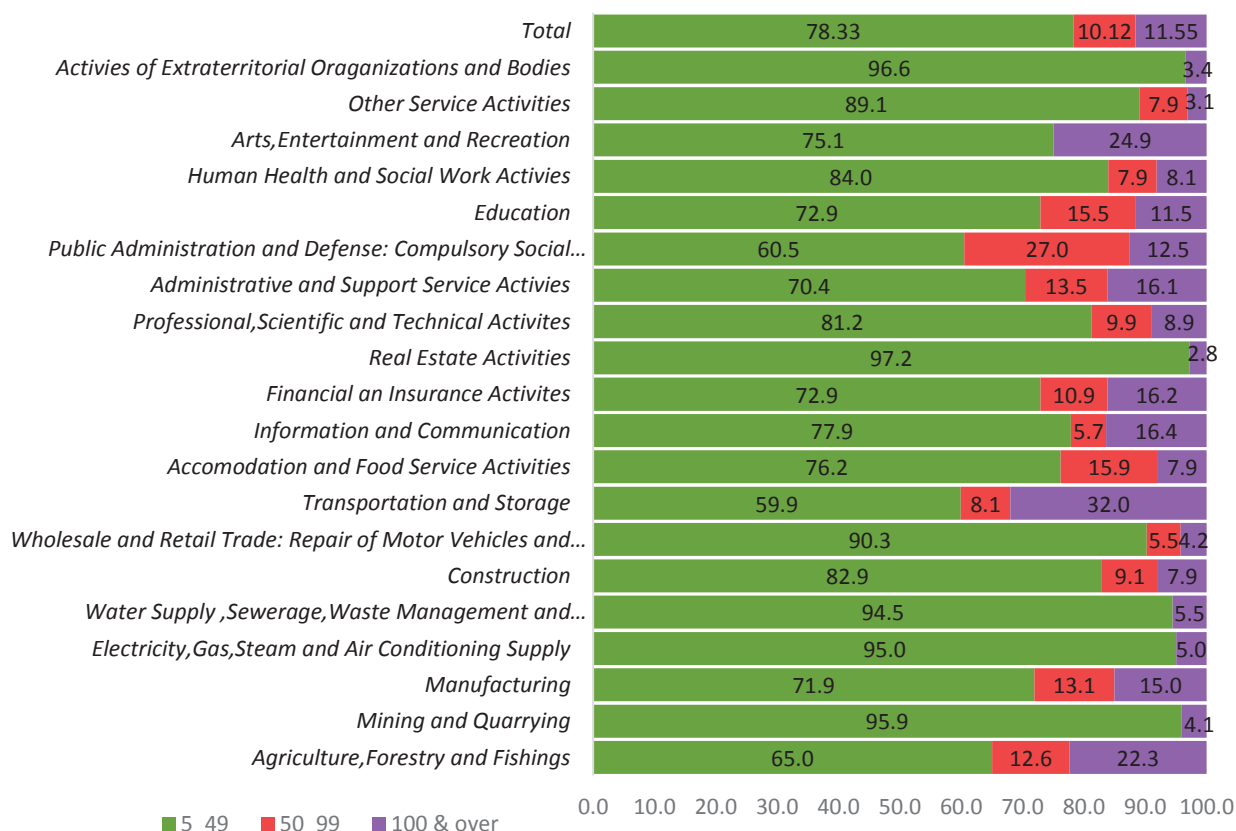
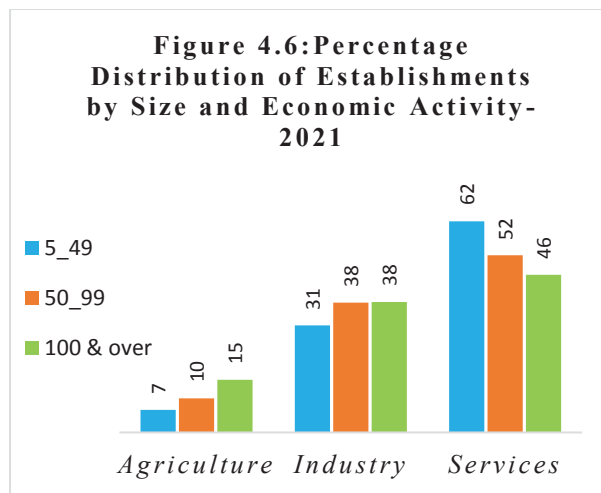
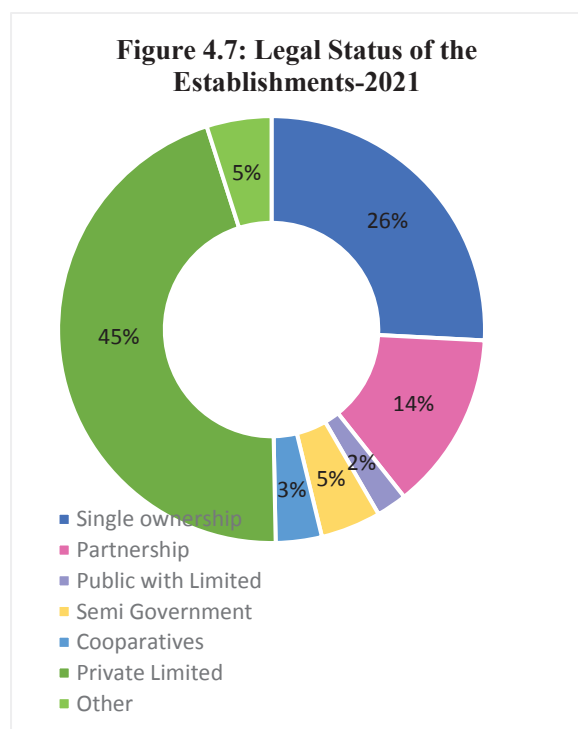
Figure 4.5: Percentage Distribution of Establishments by size and the Economic Activity-2021

Figure 4.6 shows the distribution of establishments in employees (5-49), (50-99), and 100 and over establishments within the main sectors of the economy. The service sector shows the highest proportions of all three types as 62 percent, 52 percent, and 46 percent in (5-49), (50-99), and 100 & above establishments respectively.



4.4. Establishments by Legal Status

Out of the total establishments, 45 percent were 'Private limited establishments' while 26 percent were 'Single ownership establishments'. 2 percent belonged to 'Public with limited liabilities' and 5 percent belonged to 'Semi-government' sector establishments, (Figure 4.7).



According to Table 4.3, the legal status of ownership that belonged to 'Single ownership',

'Partnership' or 'Private limited' establishments, mainly consisted with workforce ranging from 5-49, which is categorized as small establishments. The legal status of 'Public limited' and 'Semi government' establishments, reported 52.7 percent and 34.3 percent respectively, which belonged to the largest employee category of 100+.

Table 4.3: Percentage Distribution of Establishments by Legal Status and Size -2021

Legal Status	Size (Employment number)			Total
	5-49	50-99	100=<	
Single Ownership	93.2	4.3	2.6	100
Partnership	87.3	8.7	4.1	100
Semi-Government	52.5	13.2	34.3	100
Public with Limited	21.9	25.4	52.7	100
Cooperative Societies	65.8	18.9	15.3	100
Private Limited	72.6	12.4	15.0	100
Other	88.1	7.6	4.3	100

4.5. Establishments by Registration Institute

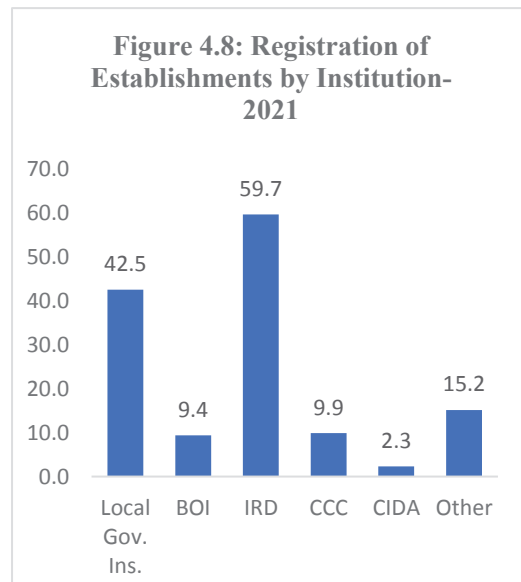
Registering an establishment is an essential step in establishing a successful business. It provides legal protection, credibility, brand protection, access to funding, and tax benefits. The establishments for this in Sri Lanka are the Divisional Secretariat and the Department of the Registrar of Companies.

Semi-government sector establishments are registered according to the Act that established those establishments.

Apart from that, private and semi-government sector establishments are registered with local government institutions (Municipal Councils/ Urban Councils/ Pradeshiya Sabhas), Board of Investment, Inland Revenue Department, Ceylon Chamber of Commerce, etc. as per their requirements and discretion.

Figure 4.8 shows the registration of establishments in other institutions in addition to the Divisional Secretariat and Department of the Registrar of Companies. Accordingly, out of the total private and

semi-government sector establishments, the highest number of establishments were registered in the 'Inland Revenue Department' (59.7 percent). 42.5 percent are registered in 'Local Government Institutions (Municipal Councils/ Urban Councils/ Pradeshiya Sabhas)' while 9.9 percent and 9.4 percent are registered with the 'Ceylon Chamber of Commerce' and the 'Board of Investment' respectively.



Note: BOI.: Board of Investments IRD: Inland Revenue Department CCC: Ceylon Chamber of Commerce CIDA: Construction Industry Development Authority

EMPLOYMENT

Geological Distribution

Employment Status

Employment Category

Employment by Occupation Category (ISCO - 88)

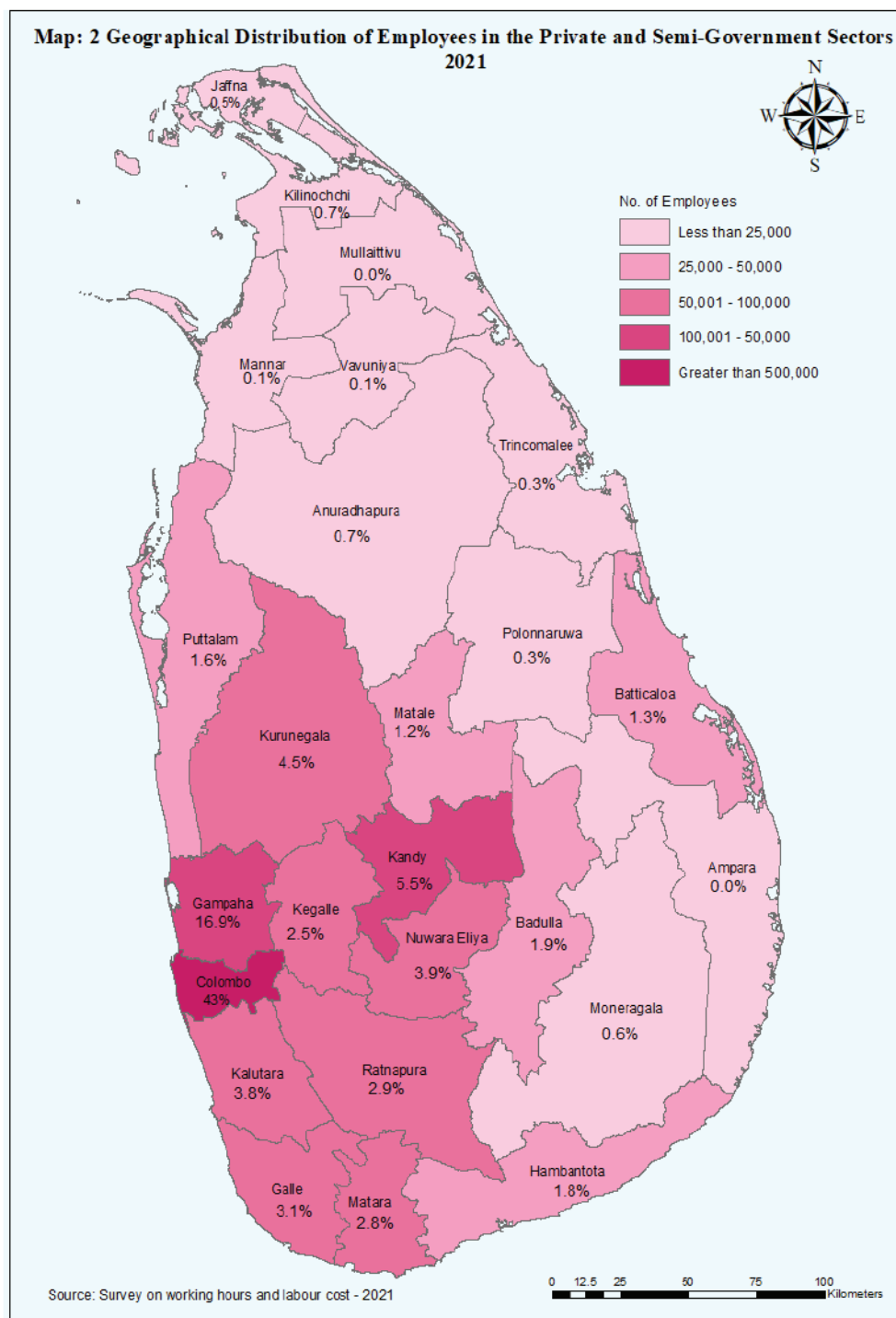
Employment by Economic Activity (ISIC - Rev 4)

EMPLOYMENT

5.1. Geographical Distribution

The survey reveals that 2.2 million persons are employed in the private and semi-government sectors in 2021, and out of that 1.36 million

(61.9 percent) are males and 0.84 million (38.1 percent) are females



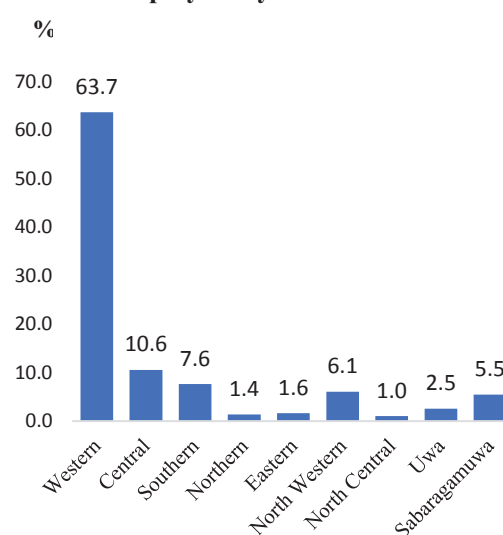
The geographical distribution of employees within the districts is clearly shown in Map 2. The highest number of employees (more than 0.5 million employees) worked in Colombo district. Gampaha and Kandy districts were reported as the districts with between 0.1-0.5 million employees. Districts belonging to the Northern Province and North Central Province, and Ampara and Trincomalee districts were reported less than 25,000 employees.

Table 5.1: Percentage Distribution of Employees by District - 2021

District	Total	
	No.	(%)
Colombo	936,468	43.0
Gampaha	367,964	16.9
Kalutara	82,869	3.8
Kandy	119,314	5.5
Matale	25,617	1.2
Nuwara eliya	85,311	3.9
Galle	66,641	3.1
Matara	60,739	2.8
Hambantota	39,086	1.8
Jaffna	11,591	0.5
Mannar	1,157	0.1
Vavuniya	2,008	0.1
Mullaitivu	200	0.0
Kilinochchi	14,969	0.7
Batticaloa	28,129	1.3
Ampara	596	0.0
Trincomalee	6,756	0.3
Kurunegala	97,979	4.5
Puttalam	34,493	1.6
Anuradhapura	14,741	0.7
Polonnaruwa	7,328	0.3
Badulla	41,587	1.9
Monaragala	13,591	0.6
Rathnapura	63,938	2.9
Kegalle	54,794	2.5
Total	2,177,864	100.0

The male-to-female ratio of 62:38 reported in this survey for private and semi-government sectors shows a slight deviation from the male:female ratio of 66:34 reported in the LFS for the total workforce in the year 2021. Even though the average gender proportion of employees remains at 62:38, considerable deviations were visible at the district level.

Figure 5.1: Percentage Distribution of Employees by Province -2021



The percentage distribution of employees by province is given in Figure 5.1. The highest percentage of employees is reported as 63 percent from the Western Province and the lowest percentage of employees is reported from the North Central Province. It is 1 percent.

5.2. Employment by Status of Employment

Out of the four employment statuses existing in the labour force, only three employment statuses were relevant to private and semi-government sector establishments. Full-time workers and part-time workers together consisted the employee category, while the

active owners and partners are included in the employer's category. Contributing family workers are the unpaid family members, who are willingly working in their own establishments. Own account workers are not accounted for in this survey.

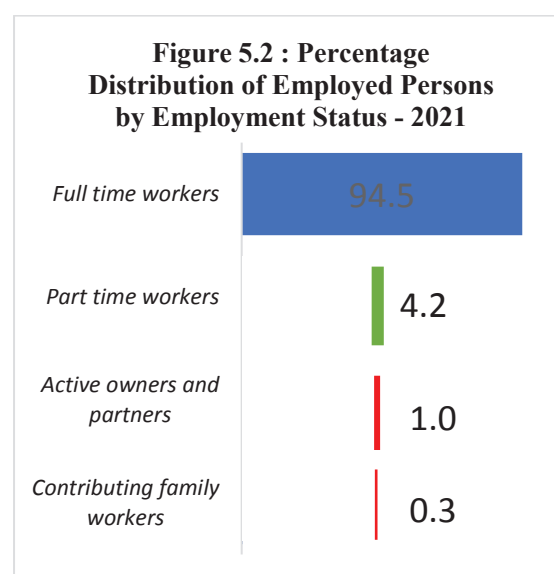
Table 5.2: Percentage Distribution of Total Employed Persons by Employment Status, Major Economic Activity and Gender - 2021

Employment Status	Total Employed Persons			Major Economic Activity					
	No.	Male	Female	Agriculture		Industries		Service	
		(%)	(%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Full-time workers	2,084,855	100.0	100.0	7.4	14.1	39.2	49.2	53.4	36.6
Part-time workers	93,009	100.0	100.0	7.9	25.4	23.0	28.8	69.0	45.8
Active owners and partners	23,125	100.0	100.0	4.5	3.4	36.7	34.1	58.8	62.5
Contributing family workers	5,924	100.0	100.0	14.9	28.4	22.5	31.9	62.7	39.6
Total	2,206,913	100.0	100.0	7.4	14.5	38.4	48.3	54.2	37.1

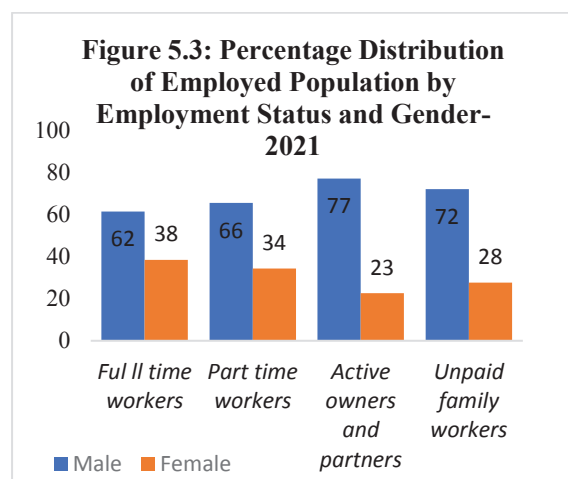
Employment statuses by gender and the distribution of employed persons among the major economic sectors are given in Table 5.2. According to the table, the highest percentage of male employees in all employment statuses have been reported in the service sector while female employees have been reported in the Industry sector.

Figure 5.2 depicts the distribution of employed persons by employment status. Out of the total employed persons, 94.5 percent are full-time workers and 4.2 percent of them are part-time workers. The share of employers to the total was reported as 1.0

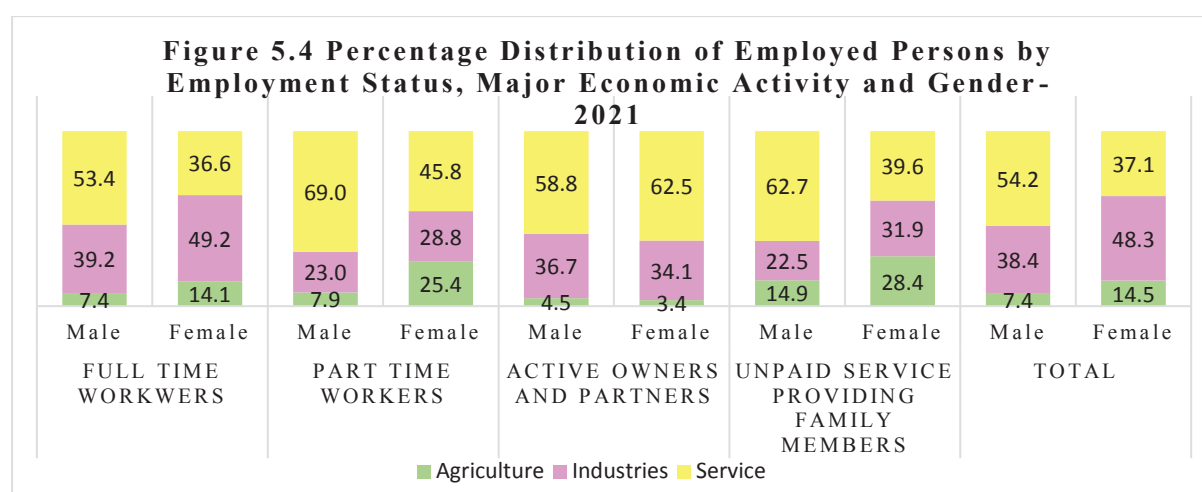
percent and contributing family workers was 0.3 percent.



In all these employment statuses male contribution is significantly higher than females (Figure 5.3).



Employment status by major economic sectors by gender is clearly illustrated in Figure 5.4. When the male and female full-time workers in the industry sector are compared, females (49.2 percent) reported higher than males. In the agriculture sector, comparatively, to other statuses, both Contributing Family Workers (28.4 percent) and Part-Time (25.4 percent) female workers are higher than male counterparts. It is reported that 58.8 percent of male employers (active owners and partners) and 62.5 percent of female employers belong to the service sector.



The distribution of employees by type of employment and gender is given in Table 5.3.

Gender wise all the employment types more or

less follows the general pattern of 61.7:38.3 Male: Female

Table 5.3: Percentage Distribution of Employees by Type of Employment and Gender – 2021

Employment Category	Male (%)	Female (%)	Total No.
Permanent	61.4	38.6	1,951,702
Temporary	66.3	33.7	166,412
Casual	60.9	39.1	49,556
Learners and Apprentices	62.2	37.8	10,195
Total	61.7	38.3	2,177,864

Figure 5.5 clearly shows that out of the total employees, the highest number of 89.6 percent belonged to the 'permanent' while 7.6 percent and 2.3 percent belonged to the employment types of 'temporary' and casual. The employees in 'learners and apprentices' were 0.5 percent in 2021.

The distribution of employees by type of employment in major economic activities is shown in Table 5.4. Generally, about half of the total employment belongs to service activities. Considering the Permanent' type of employment is divided among the main activities according to the main ratios. 64.1 percent of temporary workers and 72.7 percent

of learners and apprentices belong to the service sector.

Figure 5.5: Percentage Distribution of Employees by Type of Employment-2021

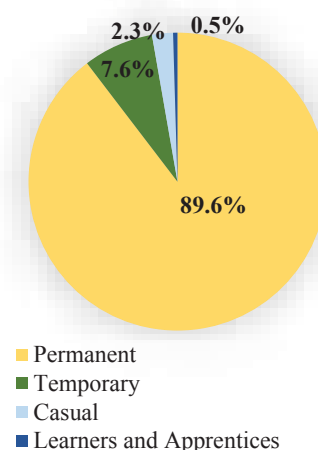
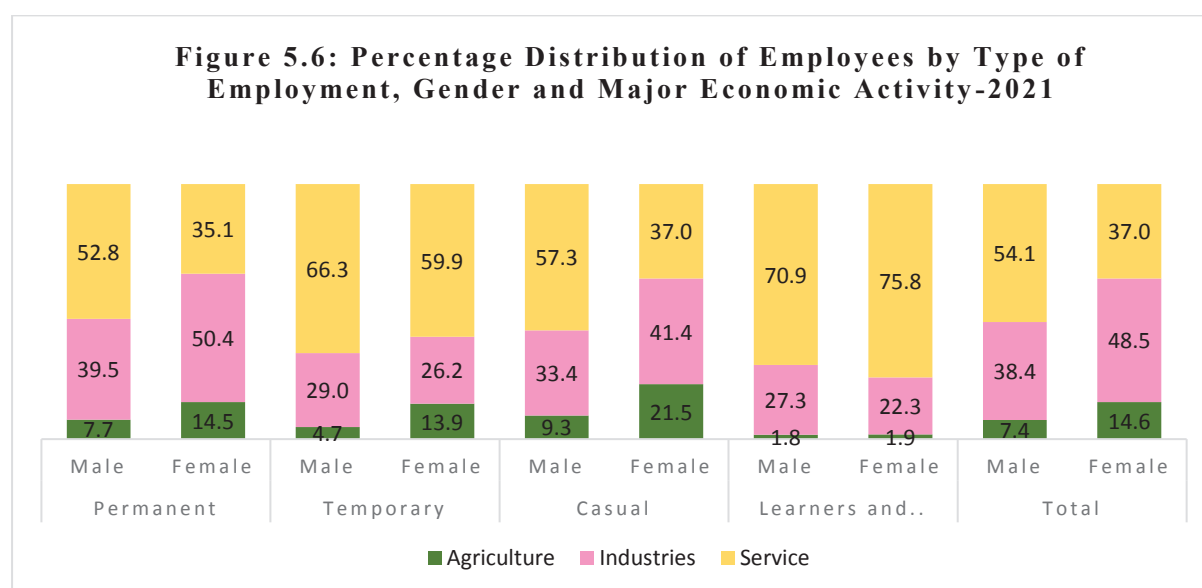


Table 5.4: Percentage Distribution of Employees by Type of Employment and Major Economic Activity – 2021

<i>Employment Category</i>	<i>Agriculture (%)</i>	<i>Industries (%)</i>	<i>Services (%)</i>	<i>Total (No)</i>
<i>Permanent</i>	10.3	43.7	46.0	100.0
<i>Temporary</i>	7.8	28.1	64.1	100.0
<i>Casual</i>	14.1	36.5	49.4	100.0
<i>Learners and Apprentices</i>	1.8	25.4	72.7	100.0
<i>Total</i>	10.2	42.3	47.6	100.0

Figure 5.6 portrays the distribution of male and female employees within the major economic activities by type of employment. Nearly (52-70) percent of male employees in all employment types belonged to Service activities. When considering the female employees belonging to 'permanent' and

'casual' types only around (35-37) percent belonged to the Service sector activities. Mainly 48.5 percent of female employees engaged in the Industry sector activities. In Agriculture activities, all-employment types reported more female employees than male counterparts.

Figure 5.6: Percentage Distribution of Employees by Type of Employment, Gender and Major Economic Activity-2021

5.3. Employment by Occupation (ISCO-88)

Table 5.5: Percentage Distribution of Employees by Occupation Category and Gender-2021

Occupation Category (ISCO)	Employees			
	Total		Male	Female
	No.	(%)		
Senior Officials and Managers	140,601	100	74.3	25.7
Professionals	167,708	100	63.8	36.2
Technicians and associate professionals	127,702	100	71.4	28.6
Clerical and Support workers	245,021	100	53.2	46.8
Service and sales workers	327,463	100	78.5	21.5
Skilled agricultural workers	137,754	100	48.7	51.3
Craft and related Trades workers	182,400	100	66.6	33.4
Plant and machine operators and assemblers	393,273	100	47.1	52.9
Elementary Occupations	455,942	100	61.5	38.5
Total	2,177,864	100	61.7	38.3

The occupations of the employees reported in the survey were collected according to the International Standards Classification of Occupation (ISCO- 88). Table 5.5 shows the employees by occupation categories.

The Percentage distribution of employees were clearly depicted in Figure 5.7. According to

that, the highest number of employees i.e. approximately one-fifth of them belonged to ‘Elementary occupations. It clearly shows that ‘Plant, machinery operators and assemblers’ and ‘Service and sales workers’ are accountable for 18.1 percent and 15 percent of total employees respectively.

Figure 5.7: Percentage Distribution of Employees by Occupation Category - 2021

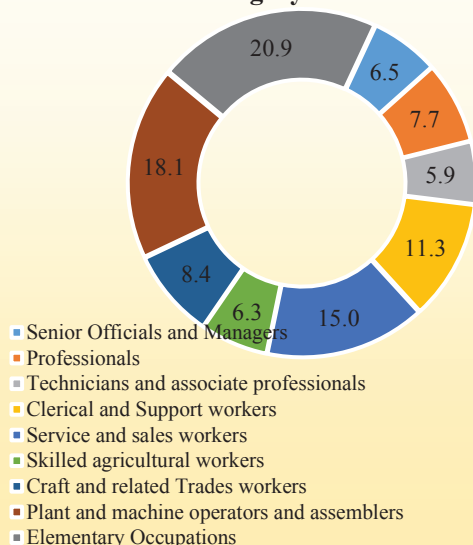
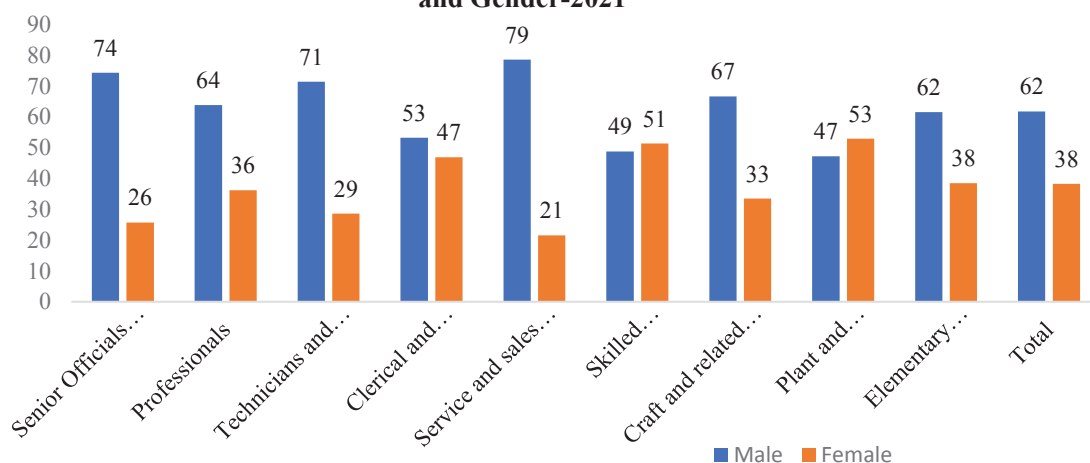


Figure 5.8 clearly depicts the gender disaggregation of occupations in private sector establishments. The highest gender disparity was reported for 'Service and sales workers', i.e., 79 males:21 females. The highest female contribution of 53 percent was recorded for Plant and Machine Operators and Assemblers. The occupation categories of 'Skilled Agricultural Workers' and 'Clerical and Support Workers' also reported nearly 50 percent female participation in 2021.

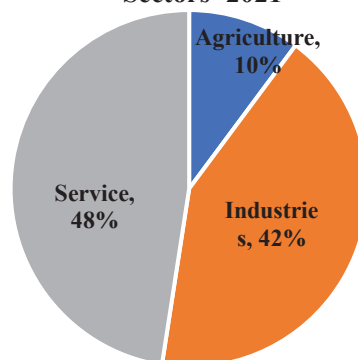
Figure 5.8: Percentage Distribution of Employees by Occupation Categories and Gender-2021



5.4. Employment by Economic Activity

The overall distribution of private sector employees within the three major economic sectors: Agriculture, Industry, and Services are depicted in Figure 5.9. The employment representation in these three sectors is reported as 'Agriculture' sector at 10 percent, 'Industries' sector at 42 percent, and the 'Service' sector at 48 percent accordingly.

Figure 5.9: Percentage Distribution of Employees by Major Economic Sectors- 2021



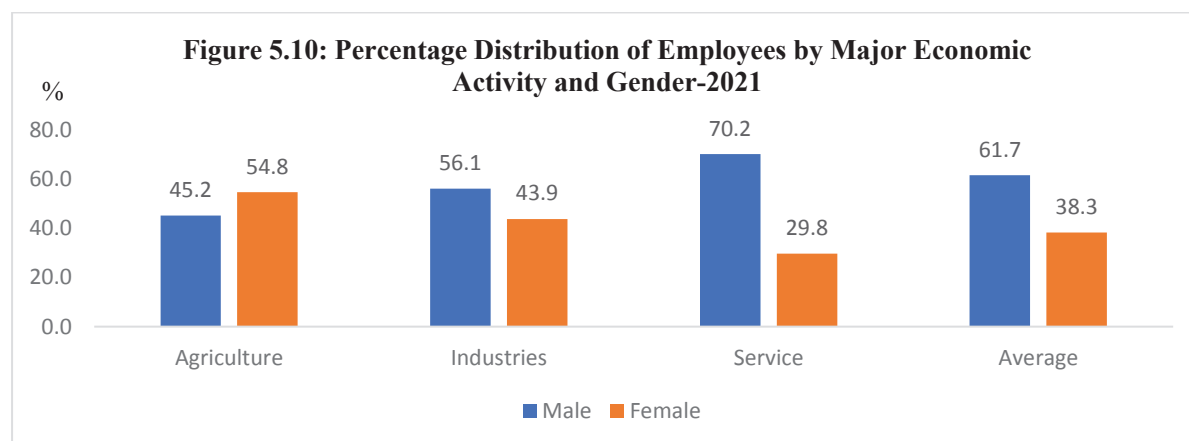
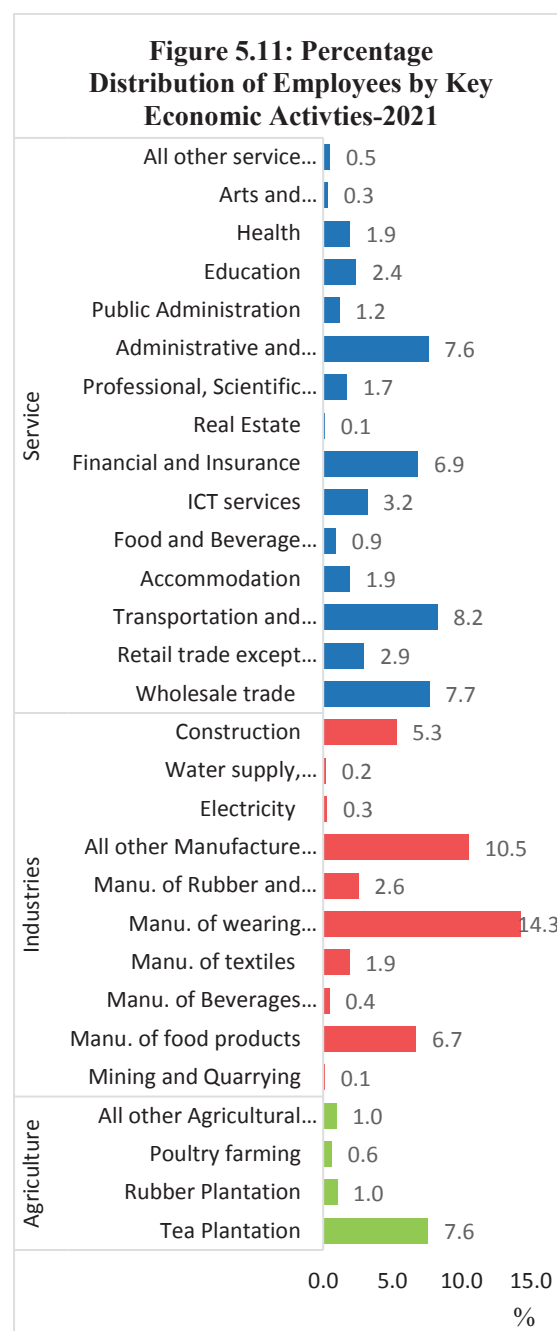


Figure 5.10 shows the percentage distribution of the number of employees by gender in these three sectors. The highest gender disparity of 70.2 percent male: 29.8 percent female, was reported for the 'Services' sector. In the 'Agricultural' sector, a slight increase of female workers (54.8 percent) was recorded over male workers (45.2 percent).

Employee distribution among important economic activities are shown in Figure 5.11. It clearly visualizes the employee density at each economic activity. The economic activity of 'Manufacturing of Wearing Apparels' alone has the highest employment density of 14.3 percent, followed by 'All other Manufacture Activities' of 10.5 percent. In the industrial sector, apart from the apparel industry, the 'Food manufacturing' and 'Construction' industries have recorded 6.7 percent and 5.3 percent of employee capacities respectively.

In the agriculture sector, 'Tea growing activity' which is mostly conducted by the tea plantations recorded 7.6 percent.



In the service sector, the highest workforce of 8.2 percent was accounted for ‘Transportation and Storage’, while ‘Administrative and Support Activities’ and ‘Financial and Insurance’ accounted for 7.6 percent and 6.9 percent respectively. ‘Wholesale’ and ‘Retail’ trade accounted for 7.7 percent and 2.9 percent of the total workforce, respectively.

The employee distribution by sex of the key economic activities is given in Table 5.6. The overall female: male ratio in the economy generally remains at 62:38 percent, but when

looking at key economic activities separately, it appears that certain jobs are gender-biased or stereotypical for women or men. Specially in activities of ‘Electricity’, ‘Mining and Quarrying’, and ‘Construction’, reported 90 or more than percent of high male contribution.

Comparatively higher proportions of female employees are reported in ‘Manufacturing of Wearing apparel’, ‘Health’ ‘Education’ and ‘Tea Plantation’, activities by 73.3 percent, 61.7 percent, 59.7 percent and, 56.5 percent, respectively.

Table 5.6: Percentage Distribution of Employees by Key Economic Activity and Gender-2021

<i>Economic Activity</i>	<i>Total (No)</i>	<i>Male (%)</i>	<i>Female (%)</i>
<i>Tea Plantation</i>	165,218	43.5	56.5
<i>Rubber Plantation</i>	22,156	46.6	53.4
<i>Poultry farming</i>	13,511	58.3	41.7
<i>All other Agricultural activities</i>	20,710	49.1	50.9
<i>Mining and Quarrying</i>	2,288	92.8	7.2
<i>Manufacturing of food products</i>	146,164	57.6	42.4
<i>Manufacturing of Beverages and Tobacco</i>	9,654	68.8	31.2
<i>Manufacturing of textiles</i>	41,279	60.2	39.8
<i>Manufacturing of wearing apparel</i>	310,783	26.7	73.3
<i>Manufacture of Rubber and plastic products</i>	55,657	73.0	27.0
<i>All other Manufacture activities</i>	229,277	71.3	28.7
<i>Electricity</i>	5,981	94.2	5.8
<i>Water supply, sewerage, and waste management</i>	4,333	49.6	50.4
<i>Construction</i>	115,183	90.3	9.7
<i>Wholesale trade</i>	167,435	68.8	31.2
<i>Retail trade except Motor Vehicles</i>	64,214	68.3	31.7
<i>Transportation and Storage</i>	179,633	85.2	14.8
<i>Accommodation</i>	41,637	85.9	14.1
<i>Food and Beverage services</i>	20,010	84.0	16.0
<i>ICT services</i>	69,359	66.1	33.9
<i>Financial and Insurance</i>	149,528	69.6	30.4
<i>Real Estate</i>	2,691	80.9	19.1
<i>Professional, Scientific, and Technical Activities</i>	37,501	63.6	36.4
<i>Administrative and Support Activities</i>	165,827	73.2	26.8
<i>Public Administration</i>	25,821	64.4	35.6
<i>Education</i>	51,750	40.3	59.7
<i>Health</i>	42,278	38.3	61.7
<i>Arts and Entertainment and Recreation</i>	7,194	79.7	20.3
<i>All other service activities</i>	10,791	56.9	43.1
<i>Total</i>	2,177,864	61.7	38.3

CHAPTER 6

WORKING - HOURS

Average Weekly Working Hours

Average Annual Working Hours

WORKING HOURS

Employment is a central part of our lives. Working time is the time a person spends in paid labour. The time that includes unpaid labour such as personal housework or caring for children or pets is not considered working time.

A person's working time often depends on the country, economic status, culture, chosen lifestyle as well as the profitability of the individual's livelihood. But overall, they work similar hours across different industries.

Usually, a person's productivity is a plateau. A person's productivity is considered to decrease when working time exceeds more than 50 hours a week. That denotes the overtime hours are not the same as normal hours. This will greatly reduce the overall quality of the work. Devoting all the time to work and leaving no time for rest and recreation can also lead to depression or other serious social and psychological problems.

In this survey, the average total hours worked including overtime was collected for employees in private-sector establishments. In Sri Lanka, these establishments usually work for 40 – 45 hours per week regarding 5-day week or 5 ½ days week basis.

The usual working hours per week may differ basically on economic activity, occupation, and sex but typically covers eight hours a day. International Labour Organization (ILO) has introduced five statistical indicators to measure decent work time in different aspects. Out of those five indicators, three statistical indicators can be prepared using the establishment surveys. Those are

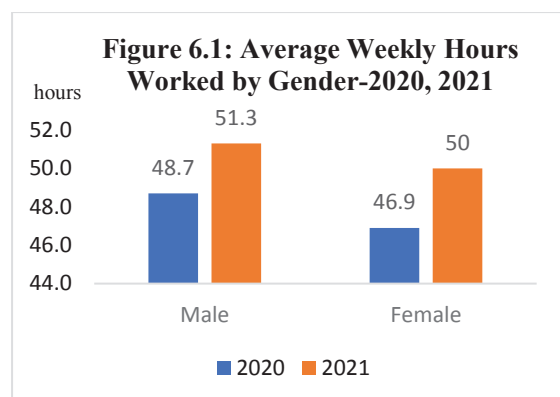
- (i) Time 1: Employment in excessive working time (more than 48 hours per week)
- (ii) Time 2: Employment by weekly hours worked
- (iii) Time 3: Average annual working time per employed person.

In this survey, the weekly working hours of employees were measured by gender, occupation status, and economic activity according to the SNA production boundaries using the latest industry classification of ISIC Rev.4.

In this chapter, the employees by weekly hours worked, average annual time worked per employee, and excessive working time per week were discussed by disaggregated levels of gender, economic activity, and occupation levels.

6.1 Average Weekly Working Hours

6.1.1 Average Weekly Working Hours by Economic Activity and Gender

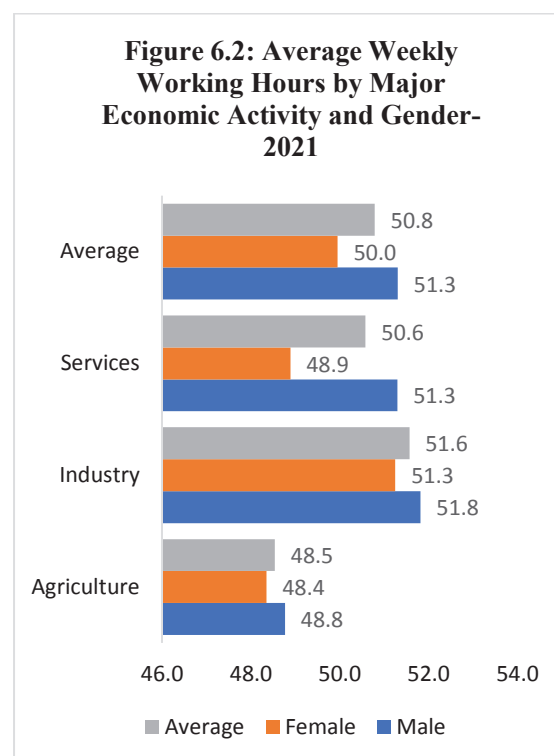


According to Figure 6.1, the average weekly working hours of the private and semi-government sectors in 2021, male and female employees reported as 51.3 hours and 50.0 hours respectively. In comparison to the year 2020, in the year 2021, both male and female employees have reported a slight increase in average weekly working hours.

Table 6.1: Average Weekly Hours Worked per Employee by Major Economic Activity and Gender -2021

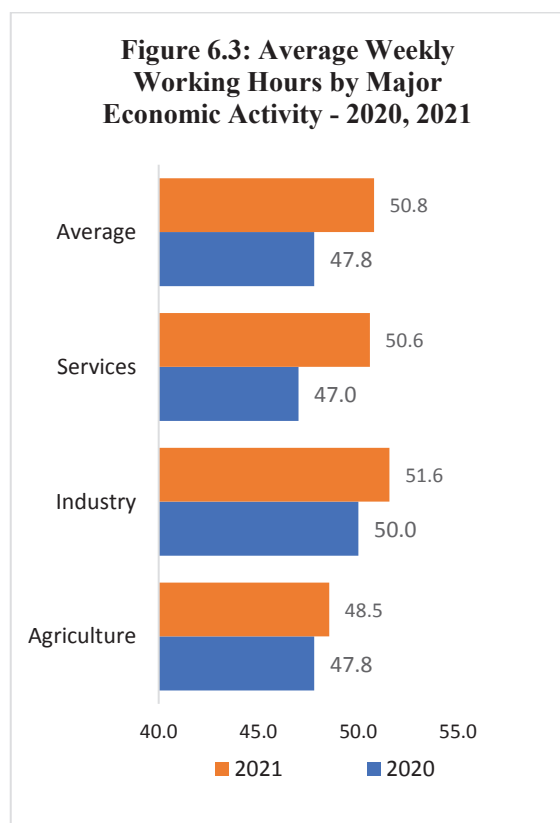
<i>Major Economic Activity</i>	<i>Male</i>	<i>Female</i>	<i>Average</i>
<i>Agriculture</i>	48.8	48.4	48.5
<i>Industry</i>	51.8	51.3	51.6
<i>Services</i>	51.3	48.9	50.6
<i>Average</i>	51.3	50.0	50.8

Table 6.1 shows the average working hours including OT hours in the three major economic activities by gender. The average working hours ranged from 48-52 hours depending on the number of days worked per week.



When looking at the major economic sectors, male employees in the industry activities have worked an average of 51.8 hours per week. The female workforce in industry activities also showed the highest number of working hours compared to the agriculture and service activities. Female employees in agriculture activities reported the lowest working hours of 48.4 (Figure 6.2).

Figure 6.3 shows the change in average weekly working hours in the years of 2020, 2021. An increase in average weekly working hours is shown in all economic sectors of agriculture, industry, and service. The highest variation was reported in the service sector. Accordingly, average weekly working hours in the service sector reported an increase from 47 to 50.6.



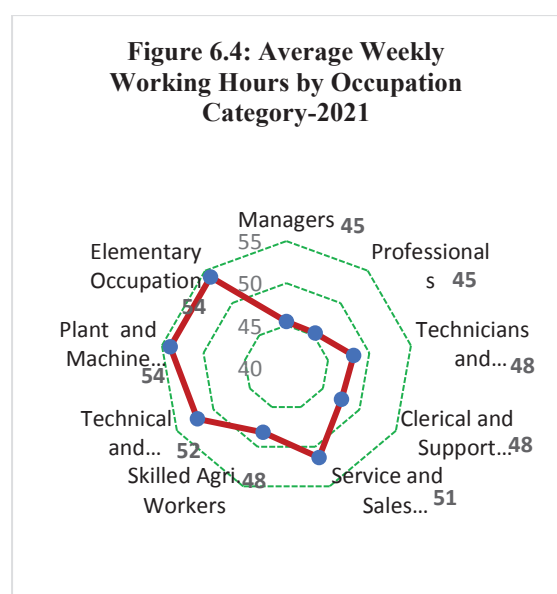
The average working hours for an employee according to economic activity is shown in Table 6.2. Male and female workers in the manufacturing industries, which has a high contribution to the country's economy, reported equal weekly working hours of 51 hours. It is reported that male and female employees working in the agricultural sector work 49 hours and 48 hours respectively. The maximum difference in working hours of male and female workers was 11.2 hours per week reported for 'Electricity'. The highest number of working hours (60 hours) is reported in the 'Administrative and Support Service'. In except 'Human health and social work' all other activities, men are reported more working hours than women.

Table 6.2: Average Weekly Hours Worked per Employee by Economic Activity and Gender - 2021

Economic Activity	Average hours worked weekly (hours per employee)		
	Male	Female	Average
Agriculture	49	48	49
Mining and quarrying	54	48	54
Manufacturing	51	51	51
Electricity	58	47	57
Water supply, sewerage	48	46	47
Construction	53	48	53
Wholesale and retail trade	51	50	51
Transportation and storage	53	48	52
Accommodation and food service	48	47	47
Information and communication	46	45	46
Financial and insurance	45	45	45
Real estate activities	50	46	49
Professional, scientific, and technical	48	46	48
Administrative and support service	60	59	60
Public administration	49	45	48
Education	45	42	43
Human health and social work	50	51	50
Arts, entertainment, and recreation	52	48	51
Other service activities	48	47	48
Activities of extraterritorial organizations	46	41	44
Average	51	50	51

6.1.2. Average Weekly Working Hours by Occupation Category

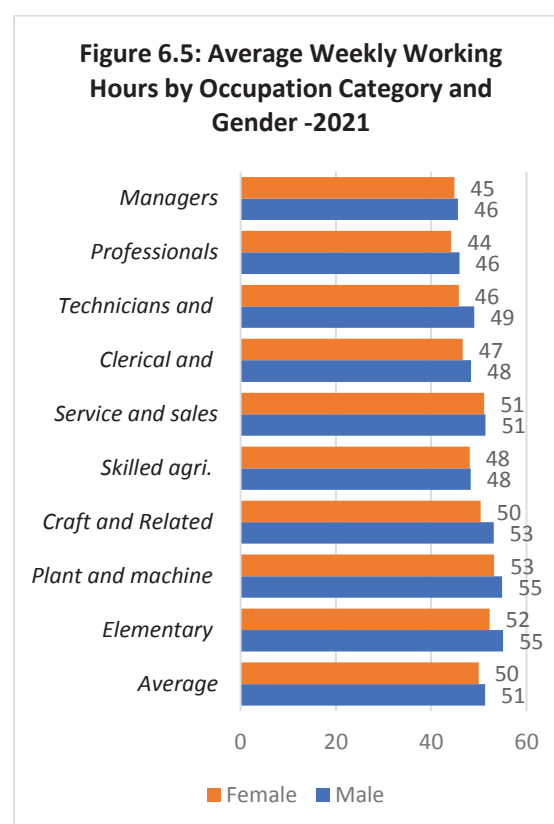
Average weekly working hours by occupation category are shown in Figure 6.4. The highest average working time of 54 hours per week is reported for 'Plant and Machine Operators and Assemblers' and 'Elementary Occupation'. 'Managers' and 'professionals' reported an average weekly work time of 45 hours.



Average weekly working hours by occupation category and gender are shown in Table 6.3 and Figure 6.5. The longest working hours per week for females were reported for 'Plant and Machine Operators and Assemblers' as 53 hours per week. The lowest number of hours was reported for 'Professionals' as 44 hours per week. The highest average working hours for males were reported for 'Plant and Machine Operators and Assemblers' and 'Elementary Occupations'.

Table 6.3: Average Hours Worked per Week by Occupational Category and Gender 2021

Occupation (ISCO-88)	Average weekly working hours with OT		
	Male	Female	Total
Managers	46	45	45
Professionals	46	44	45
Technicians and	49	46	48
Clerical and	48	47	48
Service and sales	51	51	51
Skilled agri.	48	48	48
Craft and Related	53	50	52
Plant and machine	55	53	54
Elementary	55	52	54
Average	51	50	51



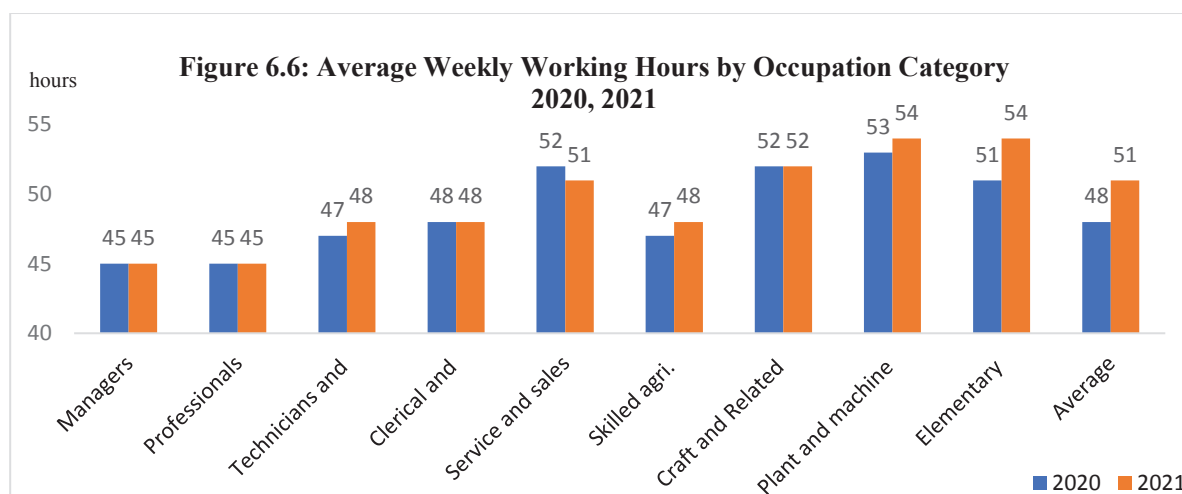


Figure 6.6 shows the average weekly working hours by occupation category in 2020 and 2021. Accordingly, the average weekly working hours which was 48 in 2020 has increased to 51

in 2021. But 45 hours remain unchanged for ‘Managers’ and ‘Professionals’. The highest difference is reported for ‘Elementary Occupations’.

6.1.3. Average Weekly Working Hours by Selected Working Band

In this survey, weekly total working hours were measured by gender and occupation. Therefore the work bands were selected as (40-44) hours,

(45-49) hours, and 50=< hours. The results were given in Table 6.4.

Table 6.4: Percentage Distribution of Male and Female Employees Worked at Selected Hour-bands by Occupation Category - 2021

Occupation	Male (%)			Female (%)		
	(40 - 44) hours	(45-49) hours	(50=<) hours	(40 - 44) hours	(45-49) hours	(50=<) hours
Managers	28.5	58.8	12.8	29.7	62.7	7.7
Professionals	39.3	43.7	17.1	48.7	38.4	12.9
Technicians and Associate	25.6	35.5	38.8	37.1	46.9	15.9
Clerical and related	27.2	45.0	27.8	32.7	43.9	23.4
Service and Sales Workers	16.7	35.3	48.1	18.0	29.3	52.7
Skilled Agriculture Workers	15.5	55.5	29.0	26.3	53.6	20.1
Craft and Trade Workers	7.8	39.9	52.4	9.2	49.8	41.0
Plant and Machine Operators, Elementary Occupation	3.7	31.1	65.2	9.1	19.7	71.3
Average	16.6	39.3	44.0	19.8	38.3	41.9

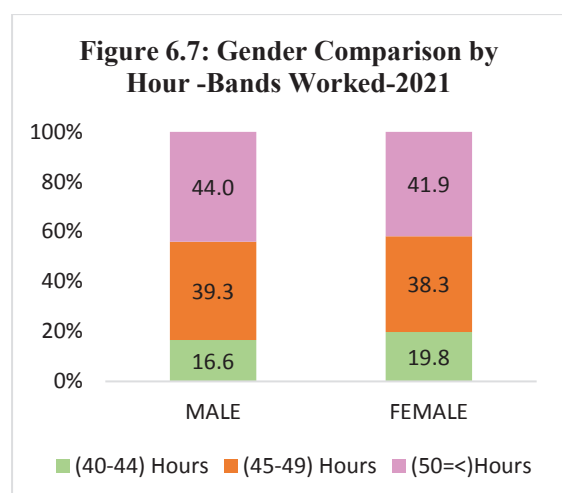
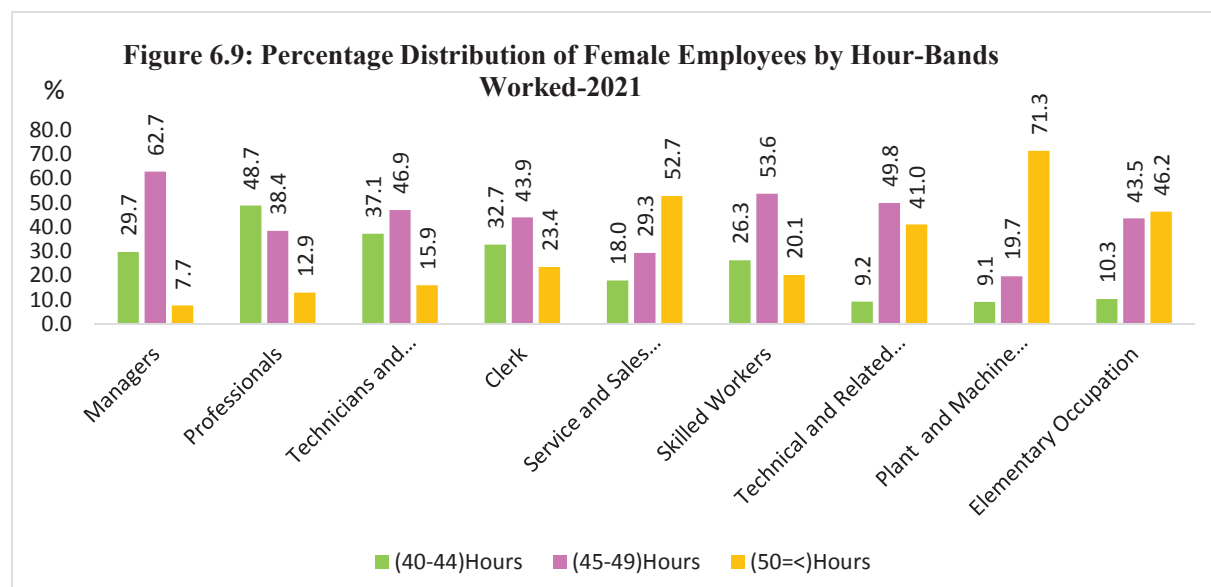
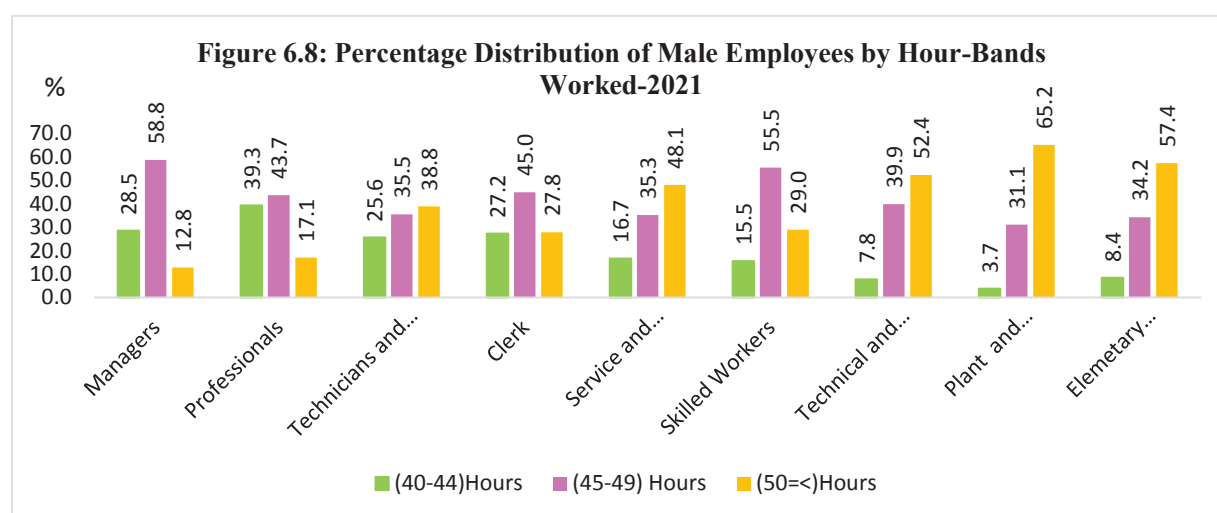


Figure 6.7 clearly shows the comparison of males and females working in these selected hour bands. Nearly 20 percent of females work

in the 40-44 hour band. 44 percent of males have tended to work more hours for week and they belong to the hour band of 50 hours or more.

Employees working in selected working hour bands by gender and occupation are given in Figures 6.8 and 6.9. These figures clearly illustrate that male and female employees belonging to ‘Plant and Machine Operators and Assemblers’, and ‘Elementary Occupations’ Jobs were in the 50 hours or more hour band. Male employees in categories like Managers, Professionals belonged to the 45-49 hour band. Male employees in categories like Managers, Professionals belonged to the 45-49 hour band.



6.1.4. By Excessive Working Time

Employment in excessive working time shows the employees whose working hours exceed 48 hours per week. ILO recommended threshold value of 48 hours is used in the survey as the national threshold value which would help for international comparison purposes. It indicates the exposure to overwork which would cause negative impacts on workers both on health conditions and work-life balance.

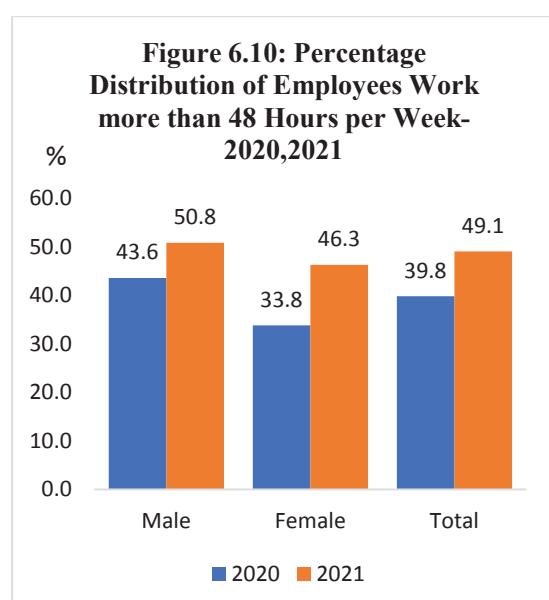


Figure 6.10 shows the percentage distribution of employees working more than 48 hours per week for the years 2020 and 2021. In 2021, employees who worked more than 48 hours in the private and semi-government sector establishments are reported as 49.1 percent. Gender-wise, it is reported that 46.3 percent of females and 50.8 percent of males have worked in excess of 48 hours. Considering the

year 2020, the number of employees working more than 48 hours has increased by 28 percent.

6.2. Average Annual Working Hours

6.2.1. Average Annual Working Hours By Economic Activity

Average annual working time per employee is a measure of the aggregate level of labour utilization in an economy in terms of the working time of employed persons (Decent Work Indicators, ILO Manual). It is the Time 3 statistical indicator, under decent time indicators. This indicator is defined as the total number of hours actually worked of all employed persons in a year given as a percent of the total average number of employed persons during the year. The ILO defined this indicator using the employed persons, but in this survey, the working time of employers were not collected and therefore it has become a limitation and only the number of employees worked in a year was used for calculation.

The average annual working hours per employee in 2021 was 2,641 hours. For males and females, it was 2,668 hours and 2,598 hours respectively (Table 6.5). The ILO recommended value of 2,080 hours per year as the benchmark value of average annual working time as it would help for international comparisons.

Table 6.5: Average Annual Hours Worked per Employee by Economic Activity and Gender – 2021

Economic Activity	Average annual hours worked per employee		
	Male	Female	Average
<i>Agriculture</i>	2536	2514	2524
<i>Mining and quarrying</i>	2819	2507	2796
<i>Manufacturing</i>	2673	2672	2673
<i>Electricity</i>	3002	2418	2969
<i>Water supply, sewerage</i>	2502	2381	2441
<i>Construction</i>	2763	2480	2736
<i>Wholesale and retail trade</i>	2665	2598	2644
<i>Transportation and storage</i>	2768	2495	2728
<i>Accommodation and food service</i>	2470	2464	2469
<i>Information and communication</i>	2393	2333	2373
<i>Financial and insurance</i>	2348	2343	2346
<i>Real estate activities</i>	2602	2378	2559
<i>Professional, scientific and technical</i>	2508	2404	2470
<i>Administrative and support service</i>	3132	3091	3121
<i>Public administration</i>	2547	2363	2481
<i>Education</i>	2315	2209	2252
<i>Human health and social work</i>	2609	2628	2621
<i>Arts, entertainment and recreation</i>	2710	2513	2670
<i>Other service activities</i>	2492	2440	2470
<i>Activities of extraterritorial organizations</i>	2368	2147	2272
<i>Average</i>	2668	2598	2641

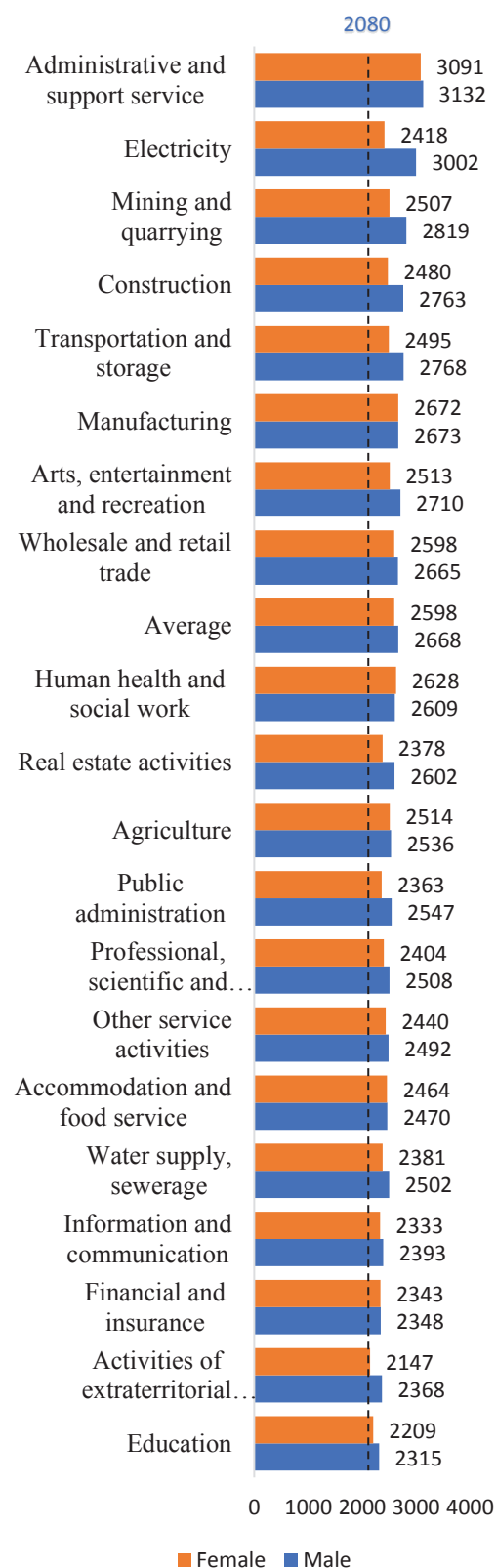
Figure 6.11: Average Annual Working Hours per Employee by Economic Activity and Gender- 2021

Figure 6.11 clearly depicts the average annual working hours per employee by economic activity. The employees in all the economic activities have reported working more than the benchmark value of 2,080 hours. Except

“Human Health and Social Work”, in all other activities, the average annual working hours of females are lesser than the male counterpart, showing that female employees are working less than males annually.

6.2.2. Average Annual Working Hours by Occupation

Table 6.6: Average Annual Hours Worked per Person by Occupation Category and Gender and Percentage Change to the Benchmark Value – 2021

Occupation (ISCO-88)	Average Annual Hours Worked per Employee			(%) Change to the Benchmark Value
	Male	Female	Average	
<i>Managers</i>	2373	2333	2363	13.6
<i>Professionals</i>	2388	2300	2356	13.3
<i>Technicians and</i>	2549	2381	2501	20.3
<i>Clerical and</i>	2515	2424	2472	18.9
<i>Service and sales</i>	2674	2660	2671	28.4
<i>Skilled agri.</i>	2511	2500	2505	20.4
<i>Craft and Related</i>	2761	2621	2714	30.5
<i>Plant and machine</i>	2854	2767	2808	35.0
<i>Elementary</i>	2866	2719	2809	35.1
<i>Average</i>	2668	2598	2641	27.0

Annual working hours by occupation categories and gender in private sector establishments with the percentage change to the benchmark value (2080) are given in Table 6.6.

The percentage changes in average annual working hours to the benchmark value of 2080

hours. Comparatively ‘Managers and Professionals work only 13.6 percent and 13.3 percent more than the benchmark value while ‘Plant and machinery operators and assemblers’ and ‘Elementary Occupations’ work 35.0 percent and 35.1 percent more than the benchmark value respectively.

CHAPTER 7

EARNINGS

Mean Monthly Nominal Earnings

Mean Monthly Real Wages

Mean Hourly Nominal Earnings

Low Pay Rate

Gender Wage Gap

EARNINGS

Earning is the main focus of any employment. Every working person needs to have substantial earnings through his or her employment to live satisfactorily. The central concept of decent work is that the work should be productive while providing adequate income to the individual. It is well articulated in the objectives of the ‘ILO Declaration of Philadelphia’, which is to protect the employed by ensuring a minimum living wage. At the same time, adequate earnings and productive work are promoted as central elements in the decent work agenda (Decent Work Indicators, ILO Manual).

Generally, the earning is the total compensation earned by an employee and paid by the employer in exchange for the service provided by an employee which is calculated on payroll during the accounting period. The concept of earnings, as applied in wage statistics relates to gross remuneration in cash or/and in kind paid to employees as a rule at regular intervals for time worked or work done together.

Earnings should include direct wages and salaries, remuneration for time not worked, bonuses and gratuities and housing and family allowances paid by the employer directly to the

employee. Earnings exclude employer’s contributions paid in respect of their employees paid to social security and pension schemes and also the benefits received by employees under these schemes and severance and termination payments. Earnings may differ basically with employment, occupation, sex and experience. Meanwhile, the geographical zone may be another factor affecting on earnings.

Out of the seven indicators introduced by ILO to monitor adequate earnings, three indicators could be calculated by the establishment surveys. Those are (i) Employees with low pay rate (ii) Mean hourly earnings in selected occupations (iii) Mean real earnings. By the survey of ‘Working Hours and Labour Cost’ these three indicators are prepared along with other income statistics for private sector employees and these will be discussed to disaggregate levels of (i) gender, (ii) economic activity and (iii) occupation category in this chapter.

The annual national consumer price index (NCPI) for 2020 which was prepared by the Department of Census and Statistics was used to deflate the nominal earnings to prepare real earnings.



7.1. Mean Monthly Nominal Earnings

7.1.1. Monthly Nominal Earnings by Economic Activity

Mean monthly nominal earnings by economic activities are given in Table 7.1. Mean nominal earnings were calculated as total nominal earnings per month divided by the total number of employees at each economic activity. These values were further disaggregated by gender.

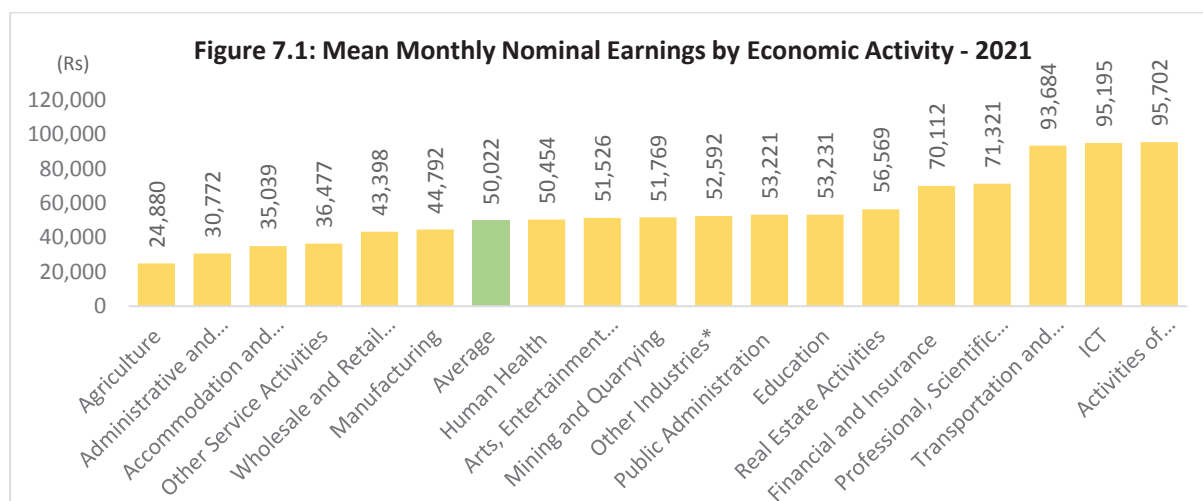
The mean nominal monthly earnings of male and female were recorded as Rs. 58,227 and Rs.

36,787 respectively. The average monthly nominal earning was reported as Rs. 50,022. (Table 7.1) These results confirm that there is an unambiguous discrepancy in the salaries of male and female employees. The average monthly nominal earnings of female employees are 36,787 and 36.8 percent lesser than the male counterpart.

Table 7.1: Mean Monthly Nominal Earnings by Economic Activity and Gender – 2021

<i>Economic Activity</i>	<i>Nominal earnings (Rs.)</i>		
	Average	Male	Female
<i>Agriculture</i>	24,880	30,138	20,544
<i>Mining and Quarrying</i>	51,769	52,541	41,863
<i>Manufacturing</i>	44,792	56,763	32,425
<i>Other Industries*</i>	52,592	53,247	47,236
<i>Wholesale and Retail Trade</i>	43,398	49,044	31,049
<i>Transportation and Storage</i>	93,684	94,911	86,621
<i>Accommodation and Food Service</i>	35,039	35,422	32,827
<i>ICT</i>	95,195	106,158	73,777
<i>Financial and Insurance</i>	70,112	75,365	58,110
<i>Real Estate Activities</i>	56,569	58,398	48,799
<i>Professional, Scientific and Technical</i>	71,321	74,579	65,629
<i>Administrative and Support Service</i>	30,772	32,044	27,294
<i>Public Administration</i>	53,221	52,936	53,737
<i>Education</i>	53,231	56,977	50,698
<i>Human Health</i>	50,454	59,059	45,105
<i>Arts, Entertainment and Recreation</i>	51,526	54,339	40,479
<i>Other Service Activities</i>	36,477	39,446	32,547
<i>Activities of Extraterritorial Org.</i>	95,702	95,703	95,702
<i>Average</i>	50,022	58,227	36,787

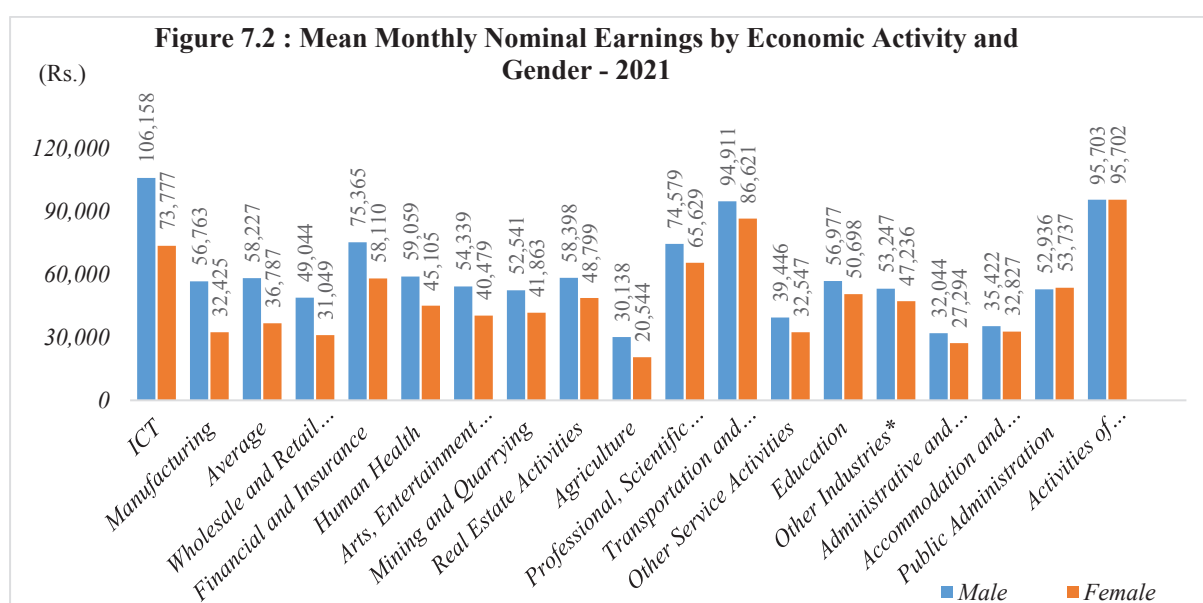
*Other industries: Electricity, gas, steam and air conditioning supply, Water Supply sewerage, waste management and remediation activities, and Construction



According to the mean monthly nominal earnings, the highest paid economic activity was identified as ‘Activities of extraterritorial organizations and bodies (Diplomatic Missions (Embassies, High Commissions etc.), UN Bodies, World Bank, ICRC, INGOs, etc.)’ with mean monthly nominal earnings of Rs. 95,702. while the least paid activity recorded as ‘Agriculture’ with mean monthly nominal earnings of Rs. 24,880. Out of the key economic activities, the employees of economic activities including ‘Manufacturing’, ‘Accommodation and food service activities’,

and ‘Whole-sale and retail trade; and which gives high contribution to the country’s GDP while being paid low monthly wages less than Rs.50,000 (Figure7.1).

Figure 7.2 clearly depicts the monthly wage disparities of economic activity based on gender. According to the survey results, vast disparities in the earnings between male and female employees within the economic activities were observable. The ‘Information and Communication(ICT)’ sector reports the highest inequality in wages by gender.



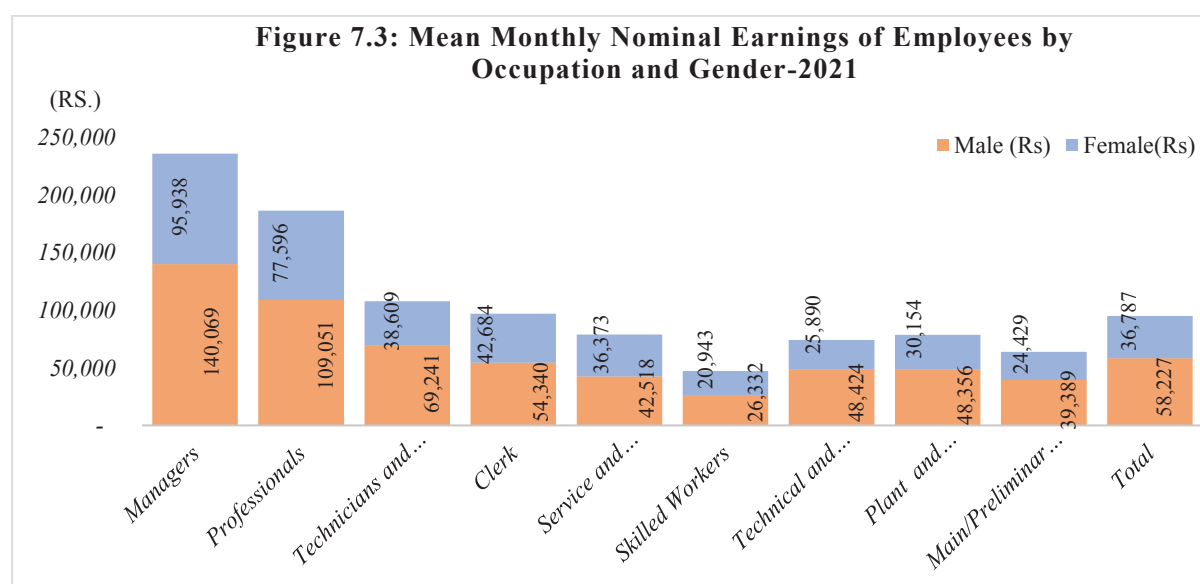
7.1.2. Mean Monthly Nominal Earnings by Occupation

Table 7.2 shows the mean monthly nominal earnings by gender and occupation. ‘Skilled Agricultural Workers’ reported the lowest monthly earnings compared to the other occupation categories; which is almost 53 percent lower than the average nominal monthly earnings of Rs.50,022 the highest

deviation when compared with other occupations. In all categories, female employees get lower wages than males and on average female monthly earnings are 37 percent lesser than males. It is clearly depicted in Figure 7.3.

Table 7.2: Mean Monthly Nominal Earnings by Occupation and Gender – 2021

Occupation	Mean Monthly Nominal Earnings		
	Male	Female	Average
Managers	140,069	95,938	128,719
Professionals	109,051	77,596	97,667
Technicians and associate professionals	69,241	38,609	60,480
Clerical related workers	54,340	42,684	48,881
Service and sales workers	42,518	36,373	41,197
Skilled Agricultural workers	26,332	20,943	23,568
Craft and related trades workers	48,424	25,890	40,891
Plant and Machine operators, assemblers	48,356	30,154	38,734
Elementary occupations	39,389	24,429	33,635
Average	58,227	36,787	50,022



7. 2. Mean Monthly Real Earnings

7.2.1. Mean Monthly Real Earnings by Economic Activities

The real wage of an employee provides an important indicator of the living standards and also of the productivity of workers. Real wages have been defined in the Resolution concerning the international comparison of real wages adopted by the Eighth ICLS (1954) as the goods and services which can be purchased with wages or are provided as wages. (Decent Work Indicators, ILO Manual 2013). The mean monthly real wage is calculated by deflating the

average nominal monthly wage by consumer price index in order to control the changes in consumer prices over time. In this study, the mean real wages are calculated by deflating average nominal wages by NCPI 2021 and discussed at disaggregated levels of sex, economic activity, and occupation category. The annual NCPI value for 2021 was reported as 147.2 (Base year =2013)

Table 7.3: Mean Monthly Real Earnings by Economic Activity and Gender – 2021

<i>Economic Activity</i>	<i>Mean Monthly Real Earnings (Rs.)</i>		
	<i>Average</i>	<i>Male</i>	<i>Female</i>
<i>Agriculture</i>	16,902	20,474	13,956
<i>Mining and Quarrying</i>	35,169	35,694	28,439
<i>Manufacturing</i>	30,429	38,562	22,028
<i>Other Manufacturing*</i>	35,728	36,173	32,090
<i>Wholesale and Retail Trade</i>	29,482	33,318	21,093
<i>Transportation and Storage</i>	63,644	64,477	58,846
<i>Accommodation and Food Service</i>	23,804	24,064	22,301
<i>ICT</i>	64,671	72,118	50,120
<i>Financial and Insurance</i>	47,631	51,199	39,477
<i>Real Estate Activities</i>	38,430	39,673	33,151
<i>Professional, Scientific and Technical</i>	48,452	50,665	44,585
<i>Administrative and Support Service</i>	20,905	21,769	18,542
<i>Public Administration</i>	36,156	35,962	36,506
<i>Education</i>	36,162	38,707	34,442
<i>Human Health</i>	34,276	40,121	30,642
<i>Arts, Entertainment and Recreation</i>	35,004	36,915	27,499
<i>Other Service Activities</i>	24,780	26,798	22,110
<i>Activities of Extraterritorial Org.</i>	65,015	65,015	65,015
<i>Average</i>	33,983	39,557	24,991

*Other industries: Electricity, gas, steam and air conditioning supply, Water Supply sewerage, waste management and remediation activities, and Construction

Mean monthly real wages by economic activity and gender are given in Table 7.3. It clearly shows the purchasing power of male and female employees in economic activities differ considerably in 2021. Gender wise male employees and female employees received Rs 39,557 and Rs 24,991 as average monthly wages respectively. Economic activity wise mean monthly real wages range from Rs (20,474-72,118) for males and Rs (13,956-65,015) for females.

7.2.2. Mean Monthly Real Earnings by Occupations

The average real wages by occupation groups are shown in Figure 7.4. The real wages ranged from Rs. 87,445 to Rs. 16,011 from ‘Managers’ to ‘Skilled agricultural workers’. The average real wages of ‘Skilled agricultural workers’ is reported lower than the Elementary occupations.

The real wages by sex in the occupation categories is depicted in Figure 7.5. It clearly

shows the high disparities exists in private and semi-government sector establishments regarding wages by gender. The highest disparity is observed in ‘Managers’ category. The occupation groups of ‘Services and Sales Workers’ and ‘Skilled agricultural workers’ did not show much gender disparity among monthly real wages.

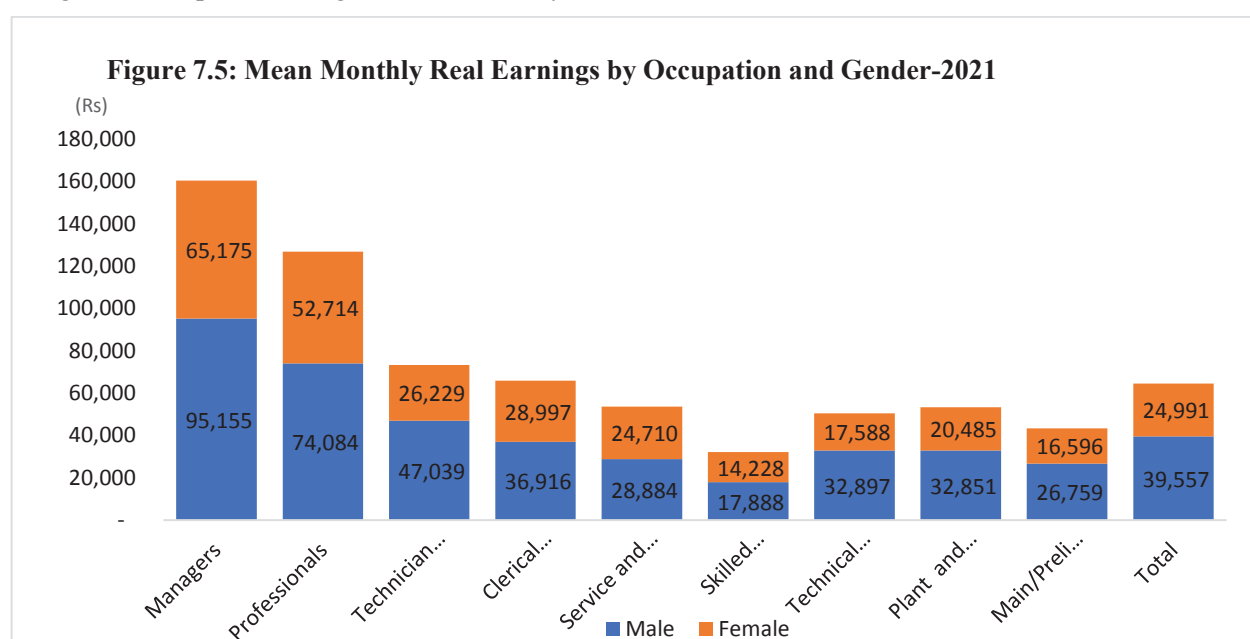
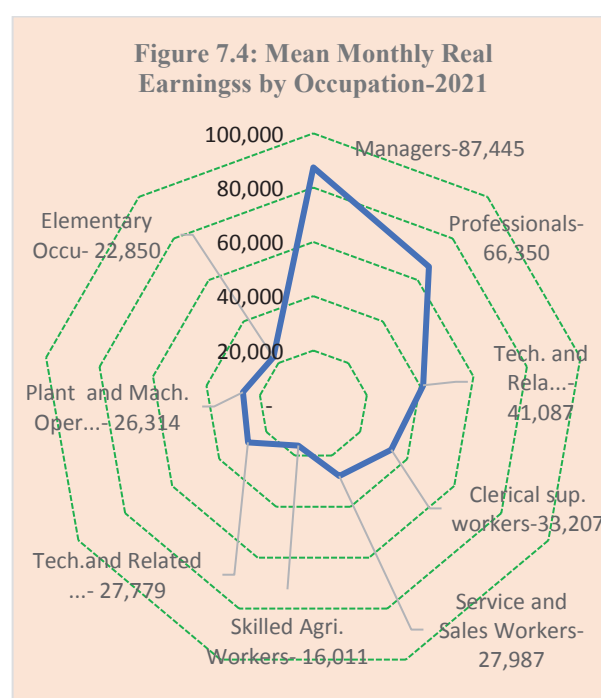
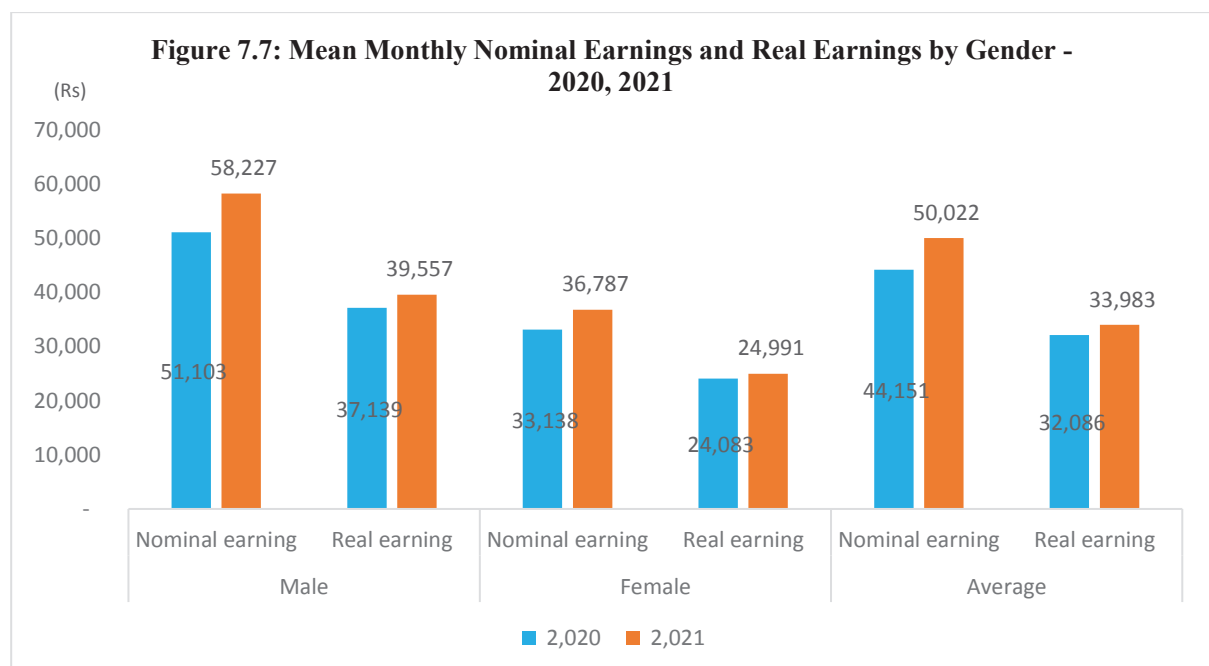
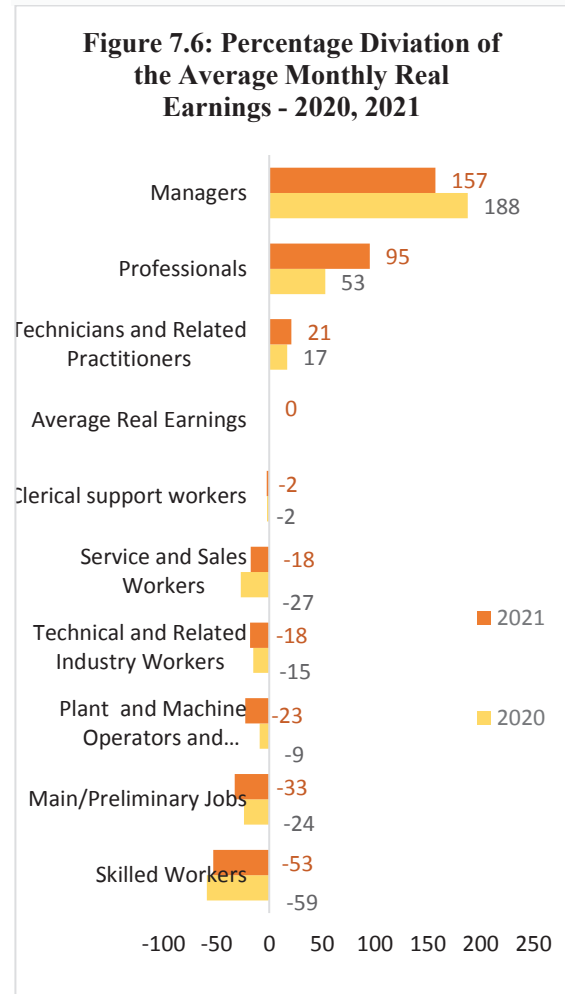


Figure 7.6 shows the percentage deviation of monthly real wages in each occupation from the average monthly real wage in 2020 and 2021. In both 2020 and 2021, only the occupations of 'Managers', 'Professional', and 'Technicians and associate professionals' showed salaries above the average and all other occupations reported salaries below the average.

In 2021, the average real wages of 'Managers' recorded as 157 percent higher than the average, while 'Skilled agricultural workers' reported their real wages is 53 percent lesser than the average real wage. Accordingly, compared to 2020, the deviation in average monthly real wages in 2021 has reported a decrease.

Mean monthly nominal earnings and mean monthly real earnings by gender in 2020 and 2021 are shown in Figure 7.7. Compared to 2020, in 2021, average nominal monthly earnings increased by 13 percent from 44,151

to 50,022, but real monthly nominal earnings increased slightly from 32,086 to 33,000



7.3. Mean Hourly Nominal Earnings

Mean hourly nominal earnings discuss the arithmetic mean of hourly earnings of employees in the private sector. This information is very useful for policymakers to set the wage rates through collective bargaining and for minimum wage fixing. In this section, it is discussed at three disaggregated levels, gender, economic activities, and occupation.

7.3.1. Mean Hourly Nominal Earnings by Economic Activity

Figure 7.8 shows hourly nominal earnings by gender in 2020 and 2021. It clearly shows the disparity of wages by gender in private and semi-government sectors. In 2021, on average male employees earn Rs.336 while female employees earn Rs.212 hourly nominal earnings. Considering the year 2020, the salary of males as well as females reported a slight increase.

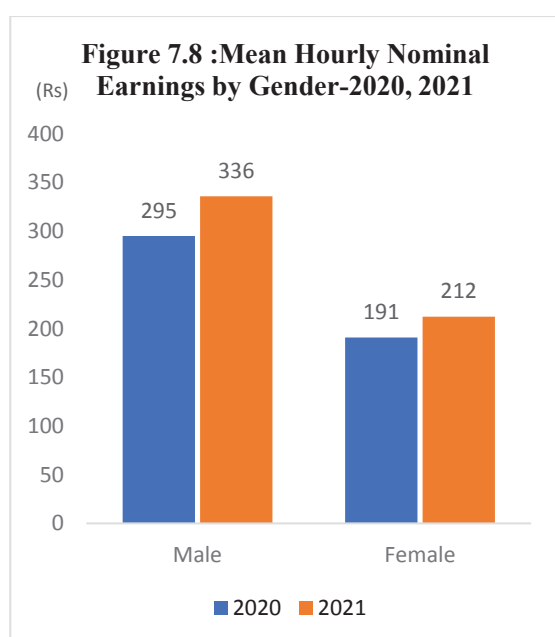


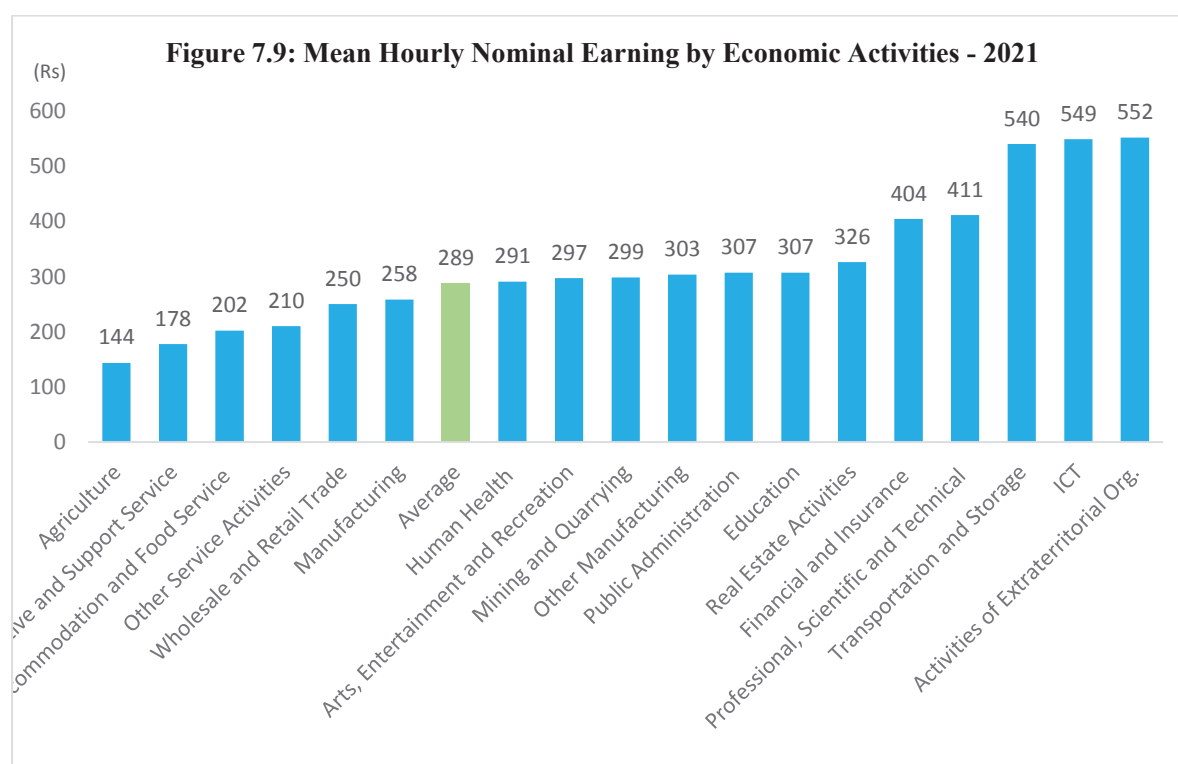
Table 7.4: Mean Hourly Nominal Earnings by Economic Activity and Gender -2021

<i>Economic Activity</i>	<i>Mean Hourly Nominal Earnings</i>		
	Male	Female	Average
<i>Agriculture</i>	174	119	144
<i>Mining and Quarrying</i>	303	242	299
<i>Manufacturing</i>	327	187	258
<i>Other Manufacturing</i>	307	273	303
<i>Wholesale and Retail Trade</i>	283	179	250
<i>Transportation and Storage</i>	548	500	540
<i>Accommodation and Food Service</i>	204	189	202
<i>ICT</i>	612	426	549
<i>Financial and Insurance</i>	435	335	404
<i>Real Estate Activities</i>	337	282	326
<i>Professional, Scientific and Technical</i>	430	379	411
<i>Administrative and Support Service</i>	185	157	178
<i>Public Administration</i>	305	310	307
<i>Education</i>	329	292	307
<i>Human Health</i>	341	260	291
<i>Arts, Entertainment and Recreation</i>	313	234	297
<i>Other Service Activities</i>	228	188	210
<i>Activities of Extraterritorial Org.</i>	552	552	552
<i>Average</i>	336	212	289

Table 7.4 shows the mean hourly nominal earnings of men and women by economic activities. It is visible that there are high disparities among them regarding mean nominal earnings.

Figure 7.9 clearly shows that the mean hourly earnings of workers engaged in economic activities that contribute highly to the country's GDP such as 'Agriculture', 'Administrative and Support Service activities', 'Accommodation and Food Service Activities', 'Other Service Activities', 'Wholesale and Retail Trade', 'Manufacturing', are lower than the overall average of Rs.289.

According to the survey results, the highest-paid job was reported in 'Activities of Extraterritorial Organizations and Bodies (Diplomatic Missions (Embassies, High Commissions etc.), UN Bodies, World Bank, ICRC, INGOs, etc.)' as well as 'Information and Communication' and 'Transportation and Storage' activities get 2 times higher wages than the average hourly earning.



7.3.1. Mean Hourly Nominal Earnings by Occupations

Table 7.5 shows the mean hourly nominal earnings by gender and occupation. It clearly shows that, on average, female workers earn about 1.5 percent less than male workers. Looking at the nominal hourly earnings of male and female workers, in the private and semi-government sectors, across all

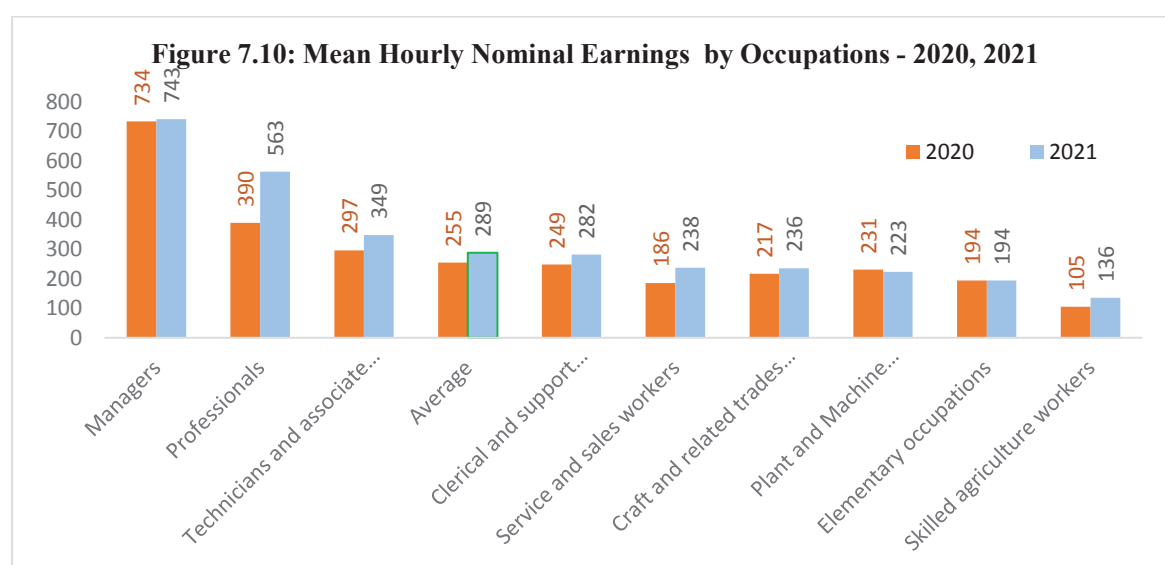
occupational categories, women report lower wages than their male counterparts in average hourly nominal earnings. The average hourly nominal earnings of private and semi-government sector employees were reported as Rs. 336, Rs. 212, and Rs. 289 for males, females, and as average respectively.

Table 7.5: Mean Hourly Nominal Earnings by Occupations and Gender – 2021

<i>Occupation</i>	<i>Mean Nominal hourly Earnings</i>		
	Male	Female	Average
<i>Managers</i>	808	553	743
<i>Professionals</i>	629	448	563
<i>Technicians and associate professionals</i>	399	223	349
<i>Clerical and support workers</i>	314	246	282
<i>Service and sales workers</i>	245	210	238
<i>Skilled agriculture workers</i>	152	121	136
<i>Craft and related trades workers</i>	279	149	236
<i>Plant and Machine operators, assemblers</i>	279	174	223
<i>Elementary occupations</i>	227	141	194
<i>Average</i>	336	212	289

According to the results, ‘Skilled agricultural workers’ who mainly work in tea and rubber plantations in the country reported the lowest hourly earnings compared to the other occupation categories which were more than 50 percent lower than the average nominal hourly earnings. Further, survey results show that the

average hourly nominal earnings of ‘Clerical and Support Workers’, ‘Service and Sales Workers’, ‘Skilled Agriculture Workers’, ‘Craft and Related Trades Workers’, ‘Plant and Machine Operators, Assemblers’ and ‘Elementary Occupations’ are lower than the average of 289 (Figure 7.10).



7.4. Employees by Wage Group

7.4.1 Employees by Wage Group and Major Economic Sector

Figure 7.11 shows the percentage distribution of employees by wage group. In the year 2021, the majority of 54 percent belonged to the salary groups of Rs. (20,000-49,999). The salary group of Rs. (50,000-75,000) consisted of 18 percent of the total employees. All-together 17 percent of employees belonged to 75,000 or more wage groups.

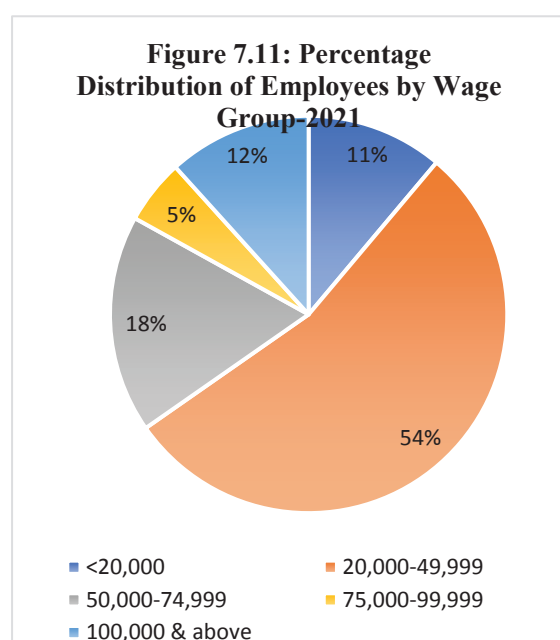
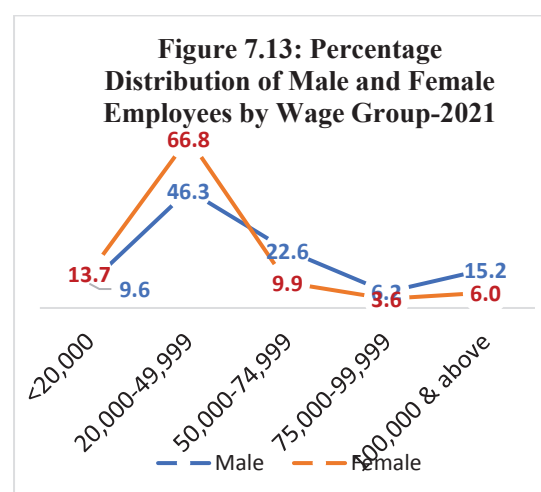
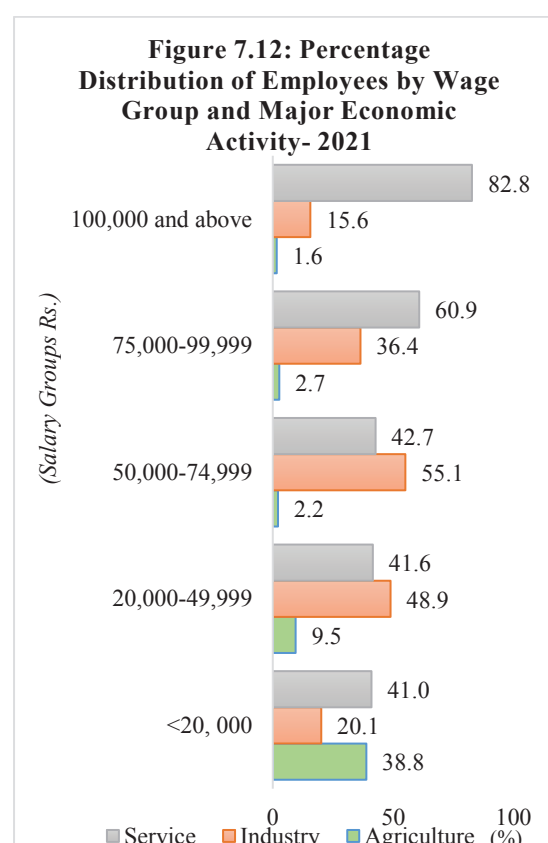


Figure 7.12 illustrates the employees by salary group by major economic activity. 38.4 percent of employees in the Rs. (0-19,999) wage group belonged to Agriculture activities. Service sector employees accounted for more or less than 50 percent in the next three salary groups and achieved 80 percent in the highest salary level of greater than 100,000.

The percentage distribution of employees by gender and wage group is depicted in Figure

7.13. It clearly shows that about 50 percent of both men and women belong to the salary group of Rs. (20,000-49,999). It is observed in lower salary scale consisted with more females and vice versa

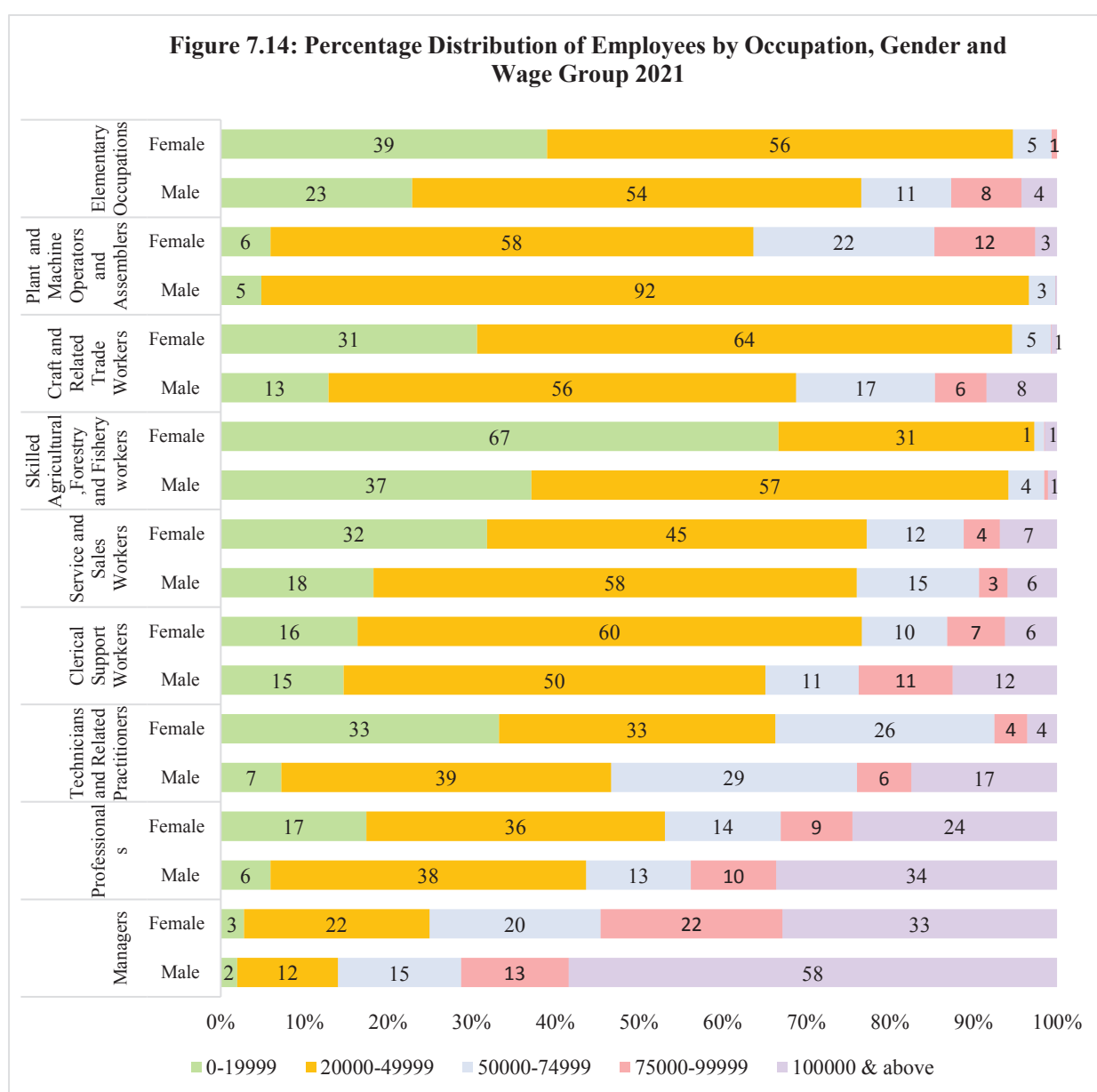


7.4.2. Employees by Wage Group and Occupation

Figure 7.14 clearly shows the percentage of employees' distribution among the occupation categories by gender. 67 percent of 'Skilled Agricultural' female workers and 37 percent of 'Skilled Agricultural' male workers belonged to the lowest wage level of (<20,000). In 'Plant and Machine Operators and Assemblers', 92 percent of male employees and 58 percent of

female employees belonged to wage level of Rs. (20,000 – 49,999). More than 50 percent of employees in 'Elementary Occupation', 'Craft and Related Trade Workers' also belonged to the second-level wage category. At the Managers level, 33 percent of females and 58 percent of male employees belonged to the highest wage category of Rs. (>=100,000).

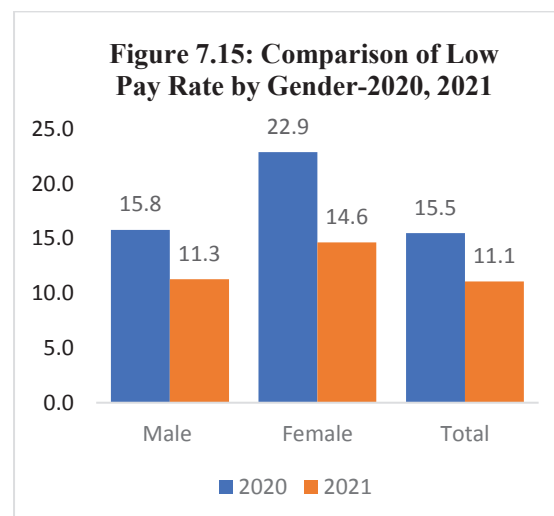
Figure 7.14: Percentage Distribution of Employees by Occupation, Gender and Wage Group 2021



7.5. Low Pay Rate

The 'Low pay rate' measures the percentage of employees that are working for low wages. It is defined as the percentage of employees whose hourly earnings are less than two-thirds of the median hourly earnings of all employees. It is basically based on the earnings of employees. If the wage gap in a particular occupation is narrow, then the 'Low pay rate' may be reported low and vice versa. Nevertheless at the same occupation level, if the male and female employee proportions differ largely it may affect the value of the low pay rate to be high or low.

Figure 7.15 shows the low pay rate in 2020 and 2021 by gender. Survey reports show that 11.1 percent of all employees received low pay in 2021. According to gender, it is 11.3 and 14.6 for male and female employees respectively. Considering the year 2020, it is clear that the low pay rate has decreased from 15.5 percent to 11.1 percent. And survey reports make it clear that female workers suffer from low pay than male workers



In Occupation wise low pay rates differ from 5.2 percent to 24.8 percent. The lowest was recorded for 'Professionals' (5.2 percent) and the highest was recorded for 'Technicians and Associate Professionals' (24.8 percent). In all occupations except 'Professionals', 'Clerical Support Workers', and 'Plant and Machine Operators and Assemblers' the low pay rate is higher than the average low pay rate of 11.1 percent. (Figure 7.16)

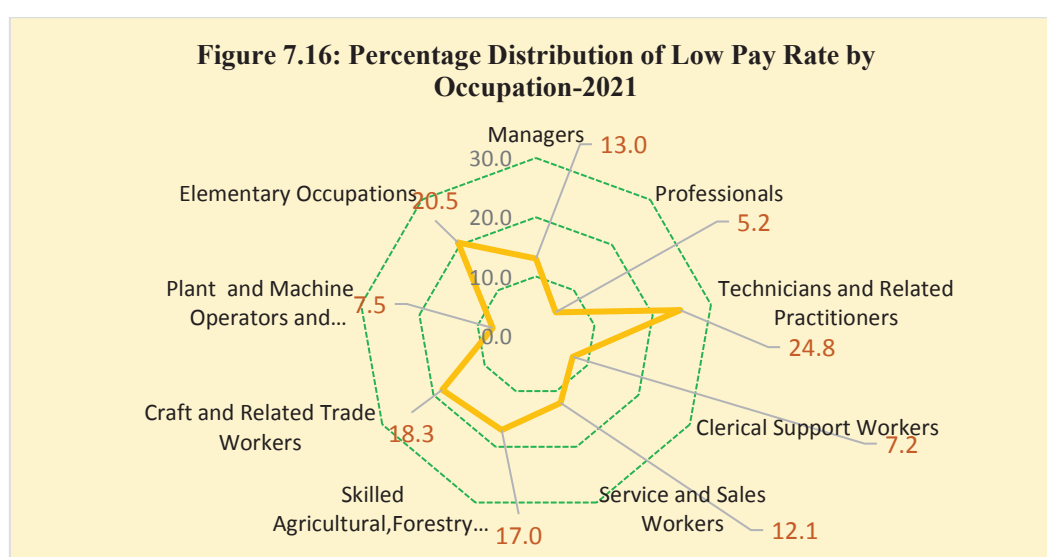


Table 7.6: Employees with Low Pay Rate by Occupation and Gender- 2021

Occupation (ISCO- 88)	Employees with Low Pay Rate		
	Male	Female	Total
Managers	11.7	20.2	13.0
Professionals	16.8	33.4	5.2
Technicians and associate professionals	8.8	10.6	24.8
Clerical Support Workers	17.6	8.3	7.2
Service and Sales Workers	12.6	10.8	12.1
Skilled Agricultural Workers	12.6	11.9	17.0
Craft and Related Trade Workers	16.6	18.0	18.3
Plant and Machine Operators and Assemblers	6.7	2.6	7.5
Elementary Occupations	18.9	16.9	20.5
Average	11.3	14.6	11.1

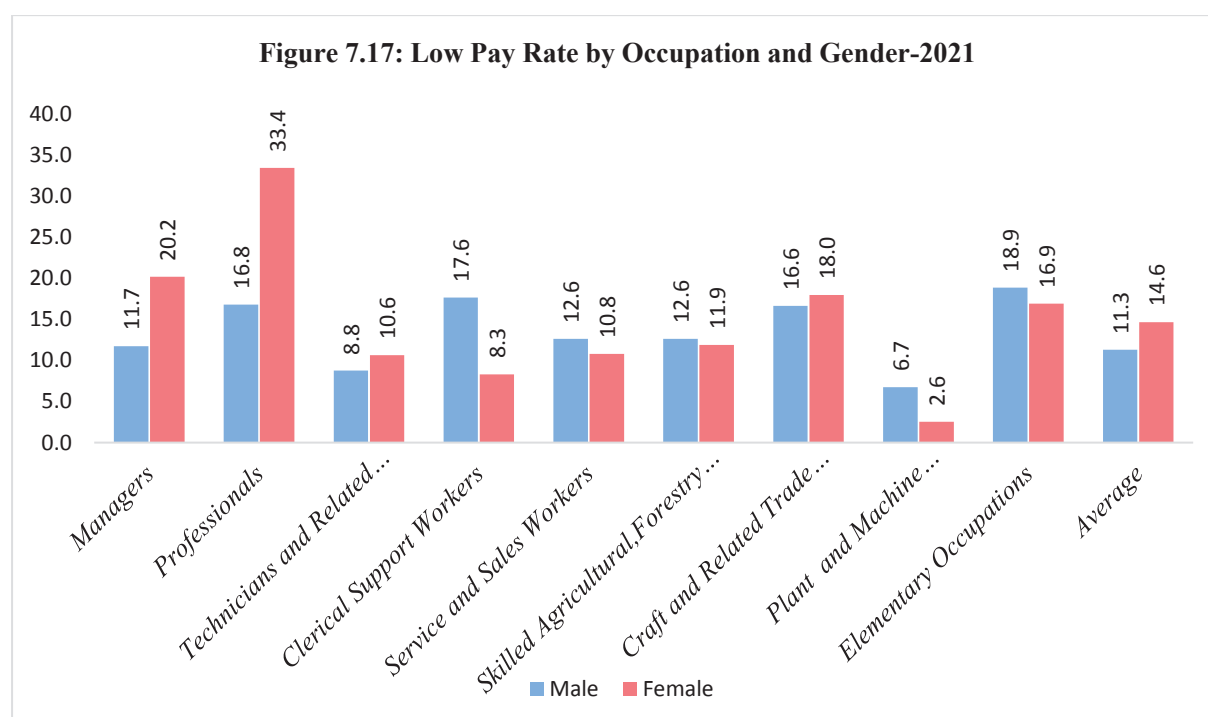


Table 7.6 shows employees with low pay rates by occupation and gender. All the employees in every occupational category suffered from low pay rates more or less, indicating that they are working for low wages. This information more precisely depicted in Figure 7.17. The female

employees in the ‘Managers’, ‘Professionals’, ‘Technicians and Associate Professionals’ and ‘Craft and Related Trade Workers’ recorded prominently high ‘low pay rates’ than their male counterpart

7.6. Gender Wage Gap

The gender wage gap is one of the indicators mentioned under the decent work indicators for equal opportunity and treatment in employment. It measures the relative difference between the average hourly pay for men and women to the average hourly pay of men. When the gender gap equals '0' it denotes the equality of earnings in men and women, Positive or

negative values signifies the inequality of earnings. If the women's earnings fall short of those received by men, then the value will be positive and vice versa it will be negative. In 2021 average gender wage gap recorded as 36.8 percent which means on average female's wage is 36.8 percent less than the male wage.

7.6.1. Gender Wage Gap by Economic Activity

Table 7.7: Gender Wage Gap by Economic Activity – 2021

<i>Economic Activity</i>	<i>Gender Wage Gap (%)</i>
<i>Agriculture,</i>	31.8
<i>Mining and Quarrying</i>	20.3
<i>Manufacturing</i>	42.9
<i>Other Manufacturing*</i>	11.3
<i>Wholesale and Retail Trade</i>	36.7
<i>Transportation and Storage</i>	8.7
<i>Accommodation and Food</i>	7.3
<i>ICT</i>	30.5
<i>Financial an insurance</i>	22.9
<i>Real Estate</i>	16.4
<i>Professional, Scientific</i>	12.0
<i>Admin. and Support</i>	14.8
<i>Public Administration</i>	-1.5
<i>Education</i>	11.0
<i>Health</i>	23.6
<i>Arts, Entertainment</i>	25.5
<i>Other Service Activities</i>	17.5
<i>Extraterri.Org.</i>	0.0
<i>Average</i>	36.8

*Other industries: Electricity, gas, steam and air conditioning supply, Water Supply sewerage, waste management and remediation activities, and Construction

Figure 7.18: Gender Wage Gap by Economic activity - 2021

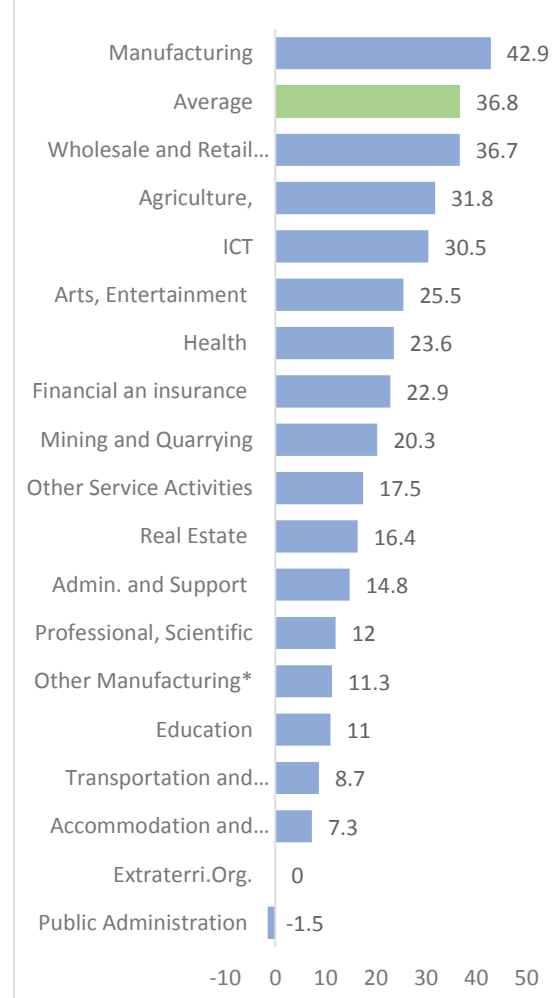


Table 7.7 shows the gender wage gap by economic activities. It was ranged between 42.9 to -1.5. The ‘Manufacturing’ economic activity reported the highest wage gap compared to other economic activities. Accordingly, female employees were receiving wages 42.9 percent less than their counterparts. Furthermore, the female employees in the activity of ‘Wholesale and retail trade workers

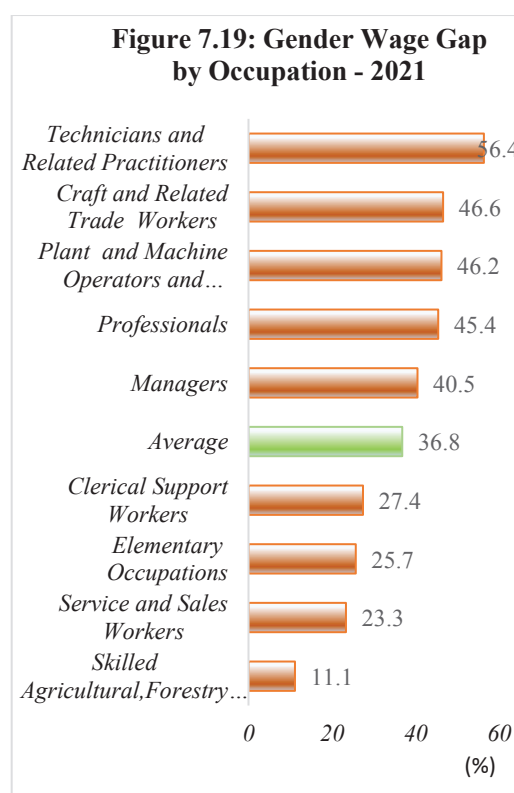
reported salaries 36.7 percent higher than male colleagues (Figure 7.18). ‘Activities of Extraterritorial Organizations and Bodies (Diplomatic Missions (Embassies, High Commissions etc.), UN Bodies, World Bank, ICRC, INGOs, etc.)’ is not reported the wage gap. That is, males and females, are entitled to the same salary.

7.6.2. Gender Wage Gap by Occupation:

Table 7.8: Gender Wage Gap by Occupation - 2021

<i>Occupation (ISCO-88)</i>	<i>Gender Wage Gap</i>
<i>Managers</i>	40.47
<i>Professionals</i>	45.43
<i>Technicians and Related Practitioners</i>	56.37
<i>Clerical Support Workers</i>	27.42
<i>Service and Sales Workers</i>	23.34
<i>Skilled Agricultural workers</i>	11.13
<i>Craft and Related Trade Workers</i>	46.6
<i>Plant and Machine Operators and Assemblers</i>	46.21
<i>Elementary Occupations</i>	25.69
<i>Average</i>	36.82

Table 7.8 shows the gender Wage Gap of employees by occupation. The gender wage gap by occupation with sorted values were depicted in Figure 7.19. ‘Technicians and Related Practitioners’, ‘Craft and related trade workers’, ‘Plant and Machine Operators and Assemblers’, ‘Professionals’ and ‘Managers’



reported higher values which are greater than the average value of 36.8. All other occupations reported a lesser wage gap between male and female wages. “Skilled Agricultural, Forestry, and Fishery workers” reported the least gender wage gap compared to the other occupational categories.

CHAPTER 8

LABOUR COST

Labour Cost by Economic Activity

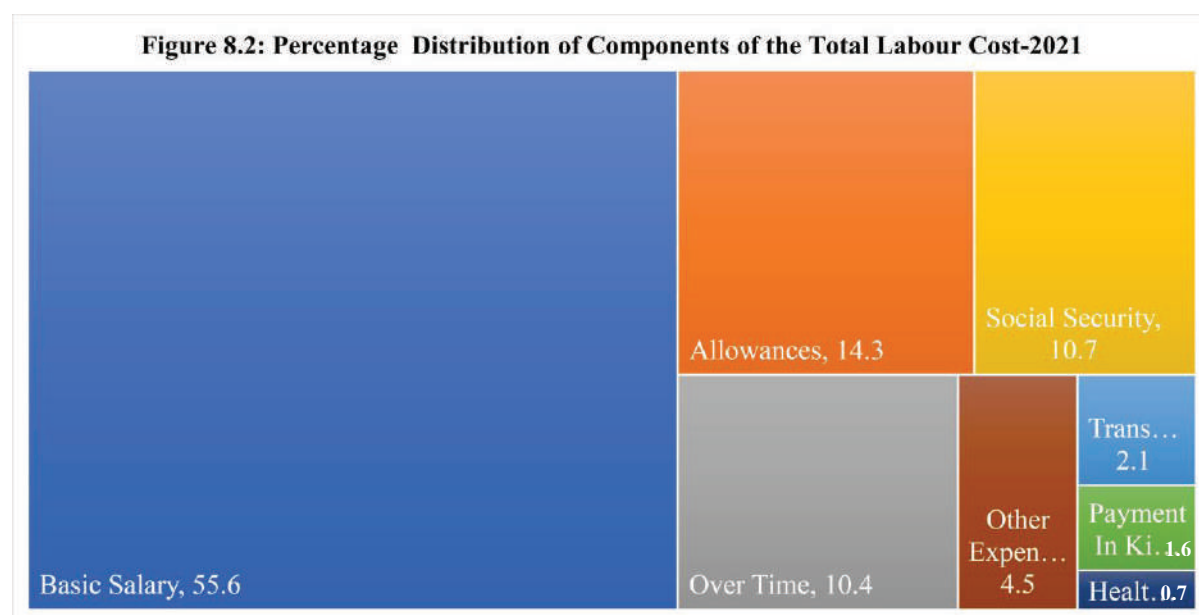
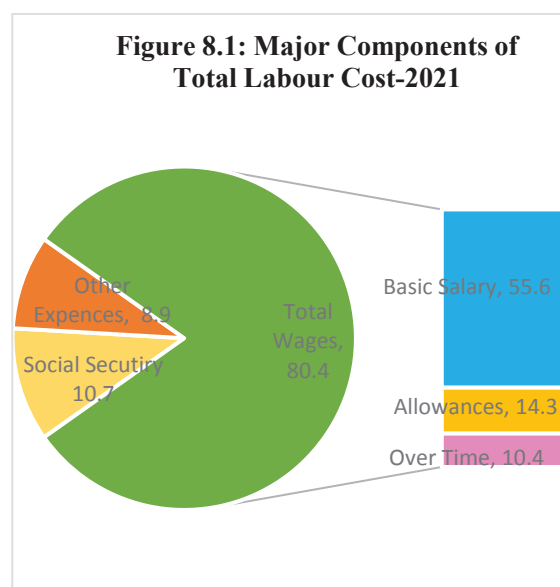
Mean Nominal Hourly Labour Cost

LABOUR COST

The cost incurred by an organization for obtaining labour is called the labour cost. The main part of the labour cost incurred by an organization is the remuneration for employees paid in cash for a definite time period. The remuneration consists of basic salary, compound allowances, and overtime allowances. Apart from that, total labour cost comprises social security payments incurred by the establishments such as EPF, ETF, etc., bonuses, incentives, gratuity, payments in kind (food/uniforms, etc.), and payments incurred for health and insurance services. Also, the transportation and housing facilities, education, training, and foreign traveling, as well as all other expenses bore by an organization on behalf of the employees, are included in the labour cost.

Total labour cost can be divided to three major components such as 'Wages', 'Social Security'

and 'Other' which are depicted in Figure 8.1. The percentage distribution of all components of the labour cost borne by employers is comprehensively shown in Figure 8.2. Accordingly, the largest proportion of labour cost is for total wages. It includes 56 percent basic salary, 14 percent allowances, and 10 overtime.



8.1. By Economic Activity

Table 8.1: Percentage Distribution of Labour Cost Components by Economic Activities - 2021

<i>Economic Activity</i>	<i>Basic Salary</i>	<i>Allo Wanc es</i>	<i>Over time</i>	<i>Social Security</i>	<i>Trans portat ion</i>	<i>Payme nt In-kind</i>	<i>Healt h</i>	<i>Train ing</i>	<i>Other</i>	<i>Total</i>
<i>Agriculture</i>	73.54	7.01	4.43	12.20	0.59	0.63	0.63	0.01	0.96	100.00
<i>Mining and quarrying</i>	37.65	41.61	9.61	5.68	0.00	1.35	0.00	0.00	4.11	100.00
<i>Manufacturing</i>	53.75	10.37	14.58	10.19	3.34	2.73	0.82	0.01	4.21	100.00
<i>Other Industries*</i>	61.50	13.27	12.00	10.82	0.95	0.74	0.21	0.01	0.51	100.00
<i>Wholesale and retail Trade</i>	52.92	16.84	11.02	10.68	1.81	1.98	0.48	0.02	4.25	100.00
<i>Transportation and storage</i>	40.64	35.93	9.62	10.52	0.04	0.65	0.01	0.00	2.59	100.00
<i>Accommodation and food service</i>	63.67	7.02	4.33	11.48	3.45	8.33	0.63	0.07	1.03	100.00
<i>ICT</i>	76.82	4.30	3.17	12.26	0.56	0.74	0.23	0.01	1.92	100.00
<i>Financial and Insurance</i>	58.89	5.63	5.79	11.20	3.94	0.10	1.42	0.02	13.00	100.00
<i>Real estate</i>	49.54	11.44	7.39	9.42	1.18	1.56	14.64	0.00	4.83	100.00
<i>Professional, Scientific, Technical</i>	54.08	23.50	5.34	9.82	2.31	0.25	3.05	0.13	1.53	100.00
<i>Admin. and support service</i>	53.94	14.22	18.25	10.29	0.81	1.34	0.29	0.02	0.84	100.00
<i>Public Administration</i>	58.77	19.07	3.06	13.17	1.44	0.38	1.05	0.03	3.03	100.00
<i>Education</i>	58.84	10.04	0.97	10.90	1.45	0.20	2.24	0.06	15.31	100.00
<i>Human health,</i>	59.61	12.02	14.63	9.76	0.54	1.08	0.07	0.01	2.28	100.00
<i>Art, entertainment</i>	52.71	7.30	23.59	10.96	1.36	2.63	0.01	0.00	1.45	100.00
<i>Other services</i>	59.43	15.03	4.53	11.78	1.77	1.88	0.95	0.17	4.46	100.00
<i>Extraterritorial org.</i>	75.25	2.78	6.98	13.09	0.57	0.00	0.80	0.00	0.52	100.00
<i>Average</i>	55.64	14.34	10.43	10.72	2.08	1.60	0.74	0.02	4.43	100.00

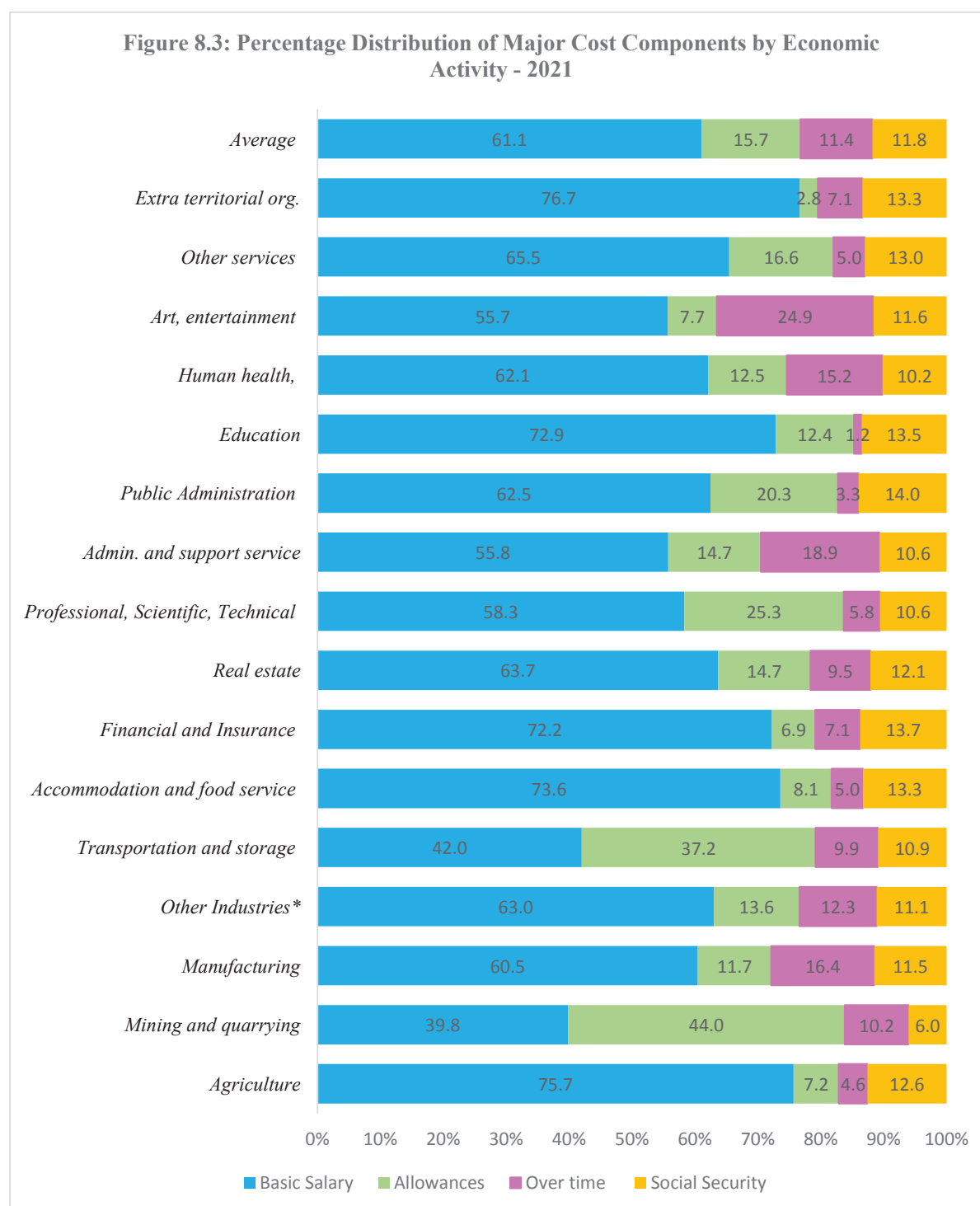
*Other industries: Electricity, gas, steam and air conditioning supply, Water Supply sewerage, waste management and remediation activities, and Construction

Table 8.1 shows the percentage distribution of 9 categories that comprising labour costs. Overall, the contribution of basic salary to labour cost is reported as 55.6 percent. It is clear that these components are unevenly distributed among economic activities. Basic wages in ICT activities', 'Extraterritorial organizations

(Diplomatic Missions (Embassies, High Commissions etc.), UN Bodies, World Bank, ICRC, INGOs, etc.)' and 'Agriculture' activities cover up to 76.8 percent and 75.3 percent, and 73.5 percent of the total labour costs, respectively. In 'Mining and Quarrying', 'Transportation and storage' and 'Real Estate'

activities' basic wages covered 37.7 percent, 40.6 percent, and 49.5 percent of the respective labour costs respectively, and reported as the lowest basic wages compared to all economic activities.

The percentage distribution of expenditure of wage components and social security by economic activities is clearly shown in Figure 8.3.

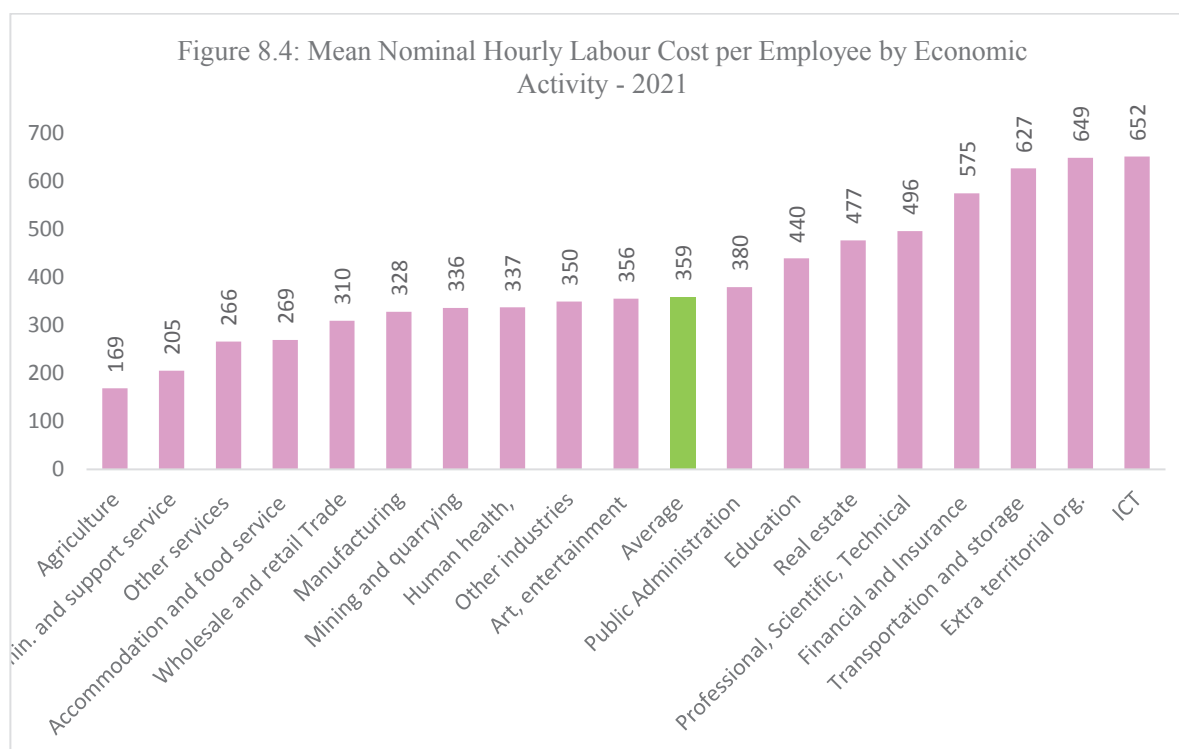


8.2. Mean Nominal Hourly Labour Cost

Mean nominal hourly labour cost per employee covers both full-time and part-time employees in all occupations. As discussed earlier, total labour cost comprises the total expenditure incurred by the employer, comprising remuneration for work performed, payments in respect of time paid for but not worked, bonuses and gratuities, employers' social security expenditure, the cost to the employer for vocational training, welfare services and other miscellaneous items

8.2.1. By Economic Activity

Mean nominal hourly labour cost per employee for each economic activity are given in Figure 8.4. When considering all economic activities, the 'Agriculture' sector recorded the minimum hourly labour cost incurred for a person as Rs. 169, and the ICT service recorded the maximum hourly labour cost incurred for a person as Rs. 652. On average, the nominal hourly labour cost for an employee in 2021 is recorded as Rs. 359.



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APPENDIX 01

Statistical Tables

A: Principal Indicators of Establishment

Table 1: No. of Establishments by Economic Activities and Legal Status

Economic Activities	Legal Status							
	Sole Owner	Partner ship	Semi-Government	Public with Limited Liabilities	Cooperative Society	Private limited	Other	Total
Agriculture, Forestry and fishing	711	385	111	193	4	621	-	2023
Mining and Quarrying	20	-	-	-	-	65	-	85
Manufacturing	1960	628	246	174	69	3,555	102	6733
Electricity,	25	-	-	-	-	259	-	284
Water Supply, Sewerage	40	-	22	-	-	109	20	191
Construction	146	165	83	4	-	562	72	1032
Wholesale and Retail Trade	1945	1399	55	24	430	3,169	20	7043
Transportation and Storage	125	63	192	6	-	278	-	665
Accommodation and Food Services	391	80	-	40	40	753	-	1304
ICT	37	40	9	4	-	337	43	470
Financial and Insurance Activities	20	-	6	67	314	315	20	743
Real Estate Activities	-	-	-	22	-	104	-	125
Professional, Scientific and Technical activities	82	43	78	4	-	476	-	682
Administrative and Support Service	389	233	64	11	-	838	-	1535
Public Administration	-	-	106	-	-	-	194	300
Education	210	45	155	7	-	278	203	898
Human Health and Social Work Activities	82	20	21	6	4	298	254	684
Other Service Activities*	63	-	7	28	24	87	214	526
Total	6,246	3,102	1156	587	883	12,102	1,245	25,322
Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities								

B: Principal Indicators of Employment**Table 2: No. of Employed Person by Economic Activities, Employment Status and Gender.**

<i>Economic Activity</i>	<i>No Of Employed Person</i>											
	Full Time		Part Time		Employers/Ac. Partners		Contri. Family Wor.		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Agriculture, Forestry and fishing</i>	95,318	113,327	4,829	8,121	811	179	636	468	101,593	122,095		
<i>Mining and Quarrying</i>	2,122	165	-	-	47	4	40	42	2,209	211		
<i>Manufacturing</i>	392,877	381,660	9,961	8,316	5,215	1,438	780	393	408,833	391,808		
<i>Electricity,</i>	5,559	334	77	11	261	102	-	22	5,897	468		
<i>Water Supply, Sewerage</i>	1,889	1,820	258	366	100	40	-	-	2,247	2,226		
<i>Construction</i>	100,262	10,643	3,779	500	938	207	142	68	105,120	11,418		
<i>Wholesale and Retail Trade</i>	152,373	69,570	6,596	3,112	5,466	1,080	1,683	268	166,117	74,030		
<i>Transportation and Storage</i>	151,726	26,504	1,322	81	334	25	68	-	153,449	26,610		
<i>Accommodation and Food Services</i>	48,185	8,290	4,377	795	953	277	94	83	53,609	9,445		
<i>ICT</i>	45,511	23,263	366	219	389	97	43	-	46,309	23,579		
<i>Financial and Insurance Activities</i>	103,863	44,965	146	553	362	60	54	-	104,426	45,579		
<i>Real Estate Activities</i>	2,135	513	43	-	63	-	43	-	2,285	513		
<i>Professional, Scientific and Technical activities</i>	23,238	13,246	613	404	591	163	-	18	24,442	13,831		
<i>Administrative and Support Service</i>	96,300	37,545	25,111	6,871	1,348	411	124	94	122,883	44,920		
<i>Public Administration</i>	14,872	8,932	1,762	255	-	-	43	-	16,677	9,187		
<i>Education</i>	20,006	29,744	869	1,132	254	810	106	4	21,234	31,690		
<i>Human Health and Social Work Activities</i>	15,756	25,278	452	793	470	247	424	164	17,102	26,481		
<i>Other Service Activities*</i>	11,368	5,696	505	416	269	115	-	22	12,142	6,249		
Total	1,283,361	801,494	61,064	31,945	17,871	5,255	4,279	1,645	1,366,575	840,338		

Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities

Table 3: No. of Employees by Economic Activities , Employment Category and Gender.

Economic Activity	No of Employees									
	Permanent		Temporary		Casual		Learners and Apprentices		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Agriculture, Forestry and fishing</i>	91,989	109,409	5,234	7,791	2,812	4,175	111	72	100,146	121,448
<i>Mining and Quarrying</i>	2,122	165	-	-	-	-	-	-	2,122	165
<i>Manufacturing</i>	373,862	369,504	19,019	12,723	8,951	6,985	1,005	764	402,838	389,976
<i>Electricity,</i>	5,513	334	32	7	91	4	-	-	5,637	344
<i>Water Supply, Sewerage</i>	1,870	1,765	93	311	184	92	-	18	2,147	2,186
<i>Construction</i>	89,608	8,464	12,862	1,642	842	958	728	79	104,040	11,143
<i>Wholesale and Retail Trade</i>	147,323	65,323	7,481	5,531	3,557	1,591	608	237	158,968	72,682
<i>Transportation and Storage</i>	148,236	25,736	4,539	800	204	14	68	36	153,047	26,585
<i>Accommodation and Food Services</i>	41,001	6,912	8,327	1,424	2,974	635	260	113	52,562	9,085
<i>ICT</i>	35,908	14,571	8,749	8,239	431	268	788	403	45,877	23,482
<i>Financial and Insurance Activities</i>	97,544	41,655	4,372	2,694	392	623	1,703	546	104,010	45,518
<i>Real Estate Activities</i>	1,634	436	410	53	135	25	-	-	2,179	513
<i>Professional, Scientific and Technical activities</i>	18,968	10,785	4,186	2,337	196	21	501	506	23,851	13,650
<i>Administrative and Support Service</i>	85,140	34,802	29,679	6,306	6,342	2,941	250	367	121,411	44,416
<i>Public Administration</i>	12,052	8,029	2,387	851	2,091	252	104	55	16,634	9,187
<i>Education</i>	18,821	27,772	1,170	2,339	675	435	209	329	20,875	30,876
<i>Human Health and Social Work Activities</i>	15,076	22,898	988	2,587	144	263	-	323	16,208	26,071
<i>Other Service Activities*</i>	10,908	5,566	820	425	137	117	7	4	11,873	6,112
Total	1,197,576	754,126	110,350	56,062	30,158	19,398	6,342	3,853	1,344,425	833,439

Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities

Table 4: No. of Employees by Economic Activities and Occupation Category (Both Sexes)

Economic Activity	Occupation Category										Total
	Administrators, Senior Managers, Legislators	Professionals	Technicians and Associate Professionals	Clerks and Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, forestry and fishery workers	Craft and related trade workers	Plant and Machine Operators and Assemblers	Elementary Occupations		
Agriculture, Forestry and fishing	5,863	9,878	1,791	6,435	3,895	100,884	9,626	6,269	76,955	221,594	
Mining and Quarrying	223	34	181	208	95	0	137	162	1,248	2,288	
Manufacturing	36,678	27,449	24,561	48,221	46,053	17,405	109,131	329,511	153,805	792,814	
Electricity,	468	39	190	381	340	552	786	2,328	896	5,981	
Water Supply, Sewerage	502	192	329	669	20	74	849	388	1,310	4,333	
Construction	4,371	19,538	18,326	8,252	979	7,072	12,339	7,732	36,574	115,183	
Wholesale and Retail Trade	20,133	11,495	11,111	44,512	78,543	2,215	13,621	10,449	39,570	231,650	
Transportation and Storage	7,693	13,577	6,867	37,110	36,218	4	14,709	25,749	37,705	179,633	
Accommodation and Food Services	6,259	5,631	3,024	4,024	30,030	1,304	4,599	486	6,289	61,647	
ICT	4,758	20,590	22,821	4,106	13,906	21	945	912	1,300	69,359	
Financial and Insurance Activities	35,306	16,897	6,958	50,259	38,876	91	27	231	883	149,528	
Real Estate Activities	431	262	478	265	662	0	348	0	245	2,691	
Professional, Scientific and Technical activities	4,131	11,561	7,612	6,547	1,213	572	2,519	1,364	1,981	37,501	
Administrative and Support Service	4,025	1,702	3,817	8,042	59,576	1,975	8,423	4,904	73,363	165,827	
Public Administration	2,484	1,378	5,594	6,165	512	0	646	1,668	7,374	25,821	
Education	3,392	21,624	5,868	9,631	4,537	4	1,462	728	4,506	51,750	
Human Health and Social Work Activities	2,175	3,556	7,147	5,937	10,165	5,583	423	185	7,108	42,278	
Other Service Activities*	1,709	2,303	1,028	4,256	1,843	0	1,809	205	4,831	17,985	
Total	140,601	167,708	127,702	245,021	327,463	137,754	182,400	393,273	455,942	2,177,864	
Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities											

Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities

Table 4.A: No. of Employees by Economic Activities and Occupation Category (Male)

Economic Activity	Occupation Category									
	Administrators, Managers, Senior Officials and Legislators	Professionals	Technicians and Associate Professionals	Clerks and Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, forestry and fishery workers	Craft and related trade workers	Plant and Machine Operators and Assemblers	Elementary Occupations	Total
Agriculture, Forestry and fishing	5,226	4,087	1,524	2,931	2,876	42,070	4,844	4,761	31,828	100,146
Mining and Quarrying	182	34	181	90	95	-	137	162	1,241	2,122
Manufacturing	28,653	17,333	20,085	26,210	39,622	10,094	59,481	125,213	76,147	402,838
Electricity,	343	32	186	257	337	552	786	2,328	815	5,637
Water Supply, Sewerage	292	192	235	259	20	74	536	117	423	2,147
Construction	3,882	17,320	15,623	4,993	670	7,072	12,292	7,729	34,460	104,040
Wholesale and Retail Trade	14,620	7,650	9,517	19,201	60,409	1,083	10,615	9,648	26,226	158,968
Transportation and Storage	5,863	11,027	6,406	26,025	28,365	-	14,564	25,749	35,048	153,047
Accommodation and Food Services	5,287	4,722	2,869	3,064	25,797	1,154	4,115	473	5,081	52,562
ICT	3,650	13,753	13,427	1,834	10,704	21	916	453	1,118	45,877
Financial and Insurance Activities	24,915	13,024	4,450	27,916	32,693	91	27	231	664	104,010
Real Estate Activities	307	136	464	201	552	-	341	-	178	2,179
Professional, Scientific and Technical activities	2,739	7,570	4,398	2,471	823	341	2,375	1,364	1,770	23,851
Administrative and Support Service	2,925	1,061	3,328	4,583	47,471	1,452	7,336	4,641	48,614	121,411
Public Administration	1,175	760	2,931	2,672	429	-	530	1,399	6,739	16,634
Education	1,776	5,884	2,869	3,342	2,157	4	1,237	718	2,889	20,875
Human Health and Social Work Activities	1,395	1,103	1,956	2,193	2,862	3,099	134	185	3,279	16,208
Other Service Activities	1,211	1,324	728	2,013	1,187	-	1,156	205	4,047	11,873
Total	104,441	107,012	91,176	130,255	257,067	67,106	121,425	185,376	280,567	1,344,425

Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities

Table 4.B: No of Employees by Economic Activities and Occupation Category (Female)

Economic Activity	Occupation Category											Total
	Administrators, Managers, Senior Officials and Legislators	Professionals	Technicians and Associate Professionals	Clerks and Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, Forestry and fishery workers	Craft and related trade workers	Plant and Machine Operators and Assemblers	Elementary Occupations			
Agriculture, Forestry and fishing	636	5,791	267	3,504	1,018	58,814	4,783	1,509	45,127	121,448		
Mining and Quarrying	41	-	-	117	-	-	-	-	7	165		
Manufacturing	8,026	10,117	4,476	22,010	6,431	7,311	49,650	204,297	77,658	389,976		
Electricity, Water Supply, Sewerage	126	7	4	124	4	-	-	-	81	344		
	210	-	95	410	-	-	312	271	887	2,186		
Construction	489	2,218	2,703	3,259	309	-	47	4	2,114	11,143		
Wholesale and Retail Trade	5,513	3,845	1,594	25,312	18,135	1,132	3,006	801	13,344	72,682		
Transportation and Storage	1,830	2,550	461	11,085	7,853	4	146	-	2,657	26,585		
Accommodation and Food Services	972	909	155	960	4,234	149	484	13	1,208	9,085		
ICT	1,107	6,837	9,394	2,272	3,203	-	29	459	182	23,482		
Financial and Insurance Activities	10,392	3,874	2,508	22,343	6,183	-	-	-	219	45,518		
Real Estate Activities	123	126	14	64	110	-	7	-	68	513		
Professional, Scientific and Technical activities	1,392	3,992	3,214	4,077	390	231	144	-	211	13,650		
Administrative and Support Service	1,100	642	489	3,459	12,105	523	1,087	263	24,749	44,416		
Public Administration	1,309	618	2,663	3,493	84	-	116	269	635	9,187		
Education	1,616	15,740	2,999	6,289	2,380	-	224	11	1,617	30,876		
Human Health and Social Work Activities	779	2,453	5,191	3,744	7,303	2,484	288	-	3,829	26,071		
Other Service Activities	498	979	300	2,243	656	-	653	-	783	6,112		
Total	36,160	60,696	36,526	114,766	70,395	70,648	60,976	207,897	175,375	833,439		

Other Service Activities*: Arts, Entertainment and Recreation, Activities of Extra Territorial Organizations and Other Service Activities

Table 5: No of Employees by Economic Activities and Province

<i>Economic Activity</i>	<i>Western</i>	<i>Central</i>	<i>Southern</i>	<i>Northern</i>	<i>Eastern</i>	<i>North Western</i>	<i>Northern Central</i>	<i>Uva</i>	<i>Sabaragamuwa</i>	<i>Total</i>
<i>Agriculture, Forestry and fishing</i>	30,902	100,603	18,751	180	0	28,988	0	15,389	26,782	221,594
<i>Mining and Quarrying</i>	1,449	0	518	0	0	0	0	180	140	2,288
<i>Manufacturing</i>	484,700	49,108	64,848	17,970	28,369	59,313	5,923	15,132	67,451	792,814
<i>Electricity,</i>	4,970	460	410	0	0	0	0	0	140	5,981
<i>Water Supply, Sewerage</i>	1,315	100	200	0	0	2,538	0	0	180	4,333
<i>Construction</i>	102,381	5,312	1,488	453	475	2,446	1,116	515	997	115,183
<i>Wholesale and Retail Trade</i>	144,732	19,216	34,701	2,722	1,912	8,502	3,395	6,993	9,477	231,650
<i>Transportation and Storage</i>	149,132	7,455	4,100	0	1,771	913	2,490	5,512	8,260	179,633
<i>Accommodation and Food Services</i>	34,091	9,956	11,703	0	1,119	1,985	1,635	0	1,158	61,647
<i>ICT</i>	68,453	0	0	906	0	0	0	0	0	69,359
<i>Financial and Insurance Activities</i>	120,440	21,092	4,519	160	0	324	745	696	1,553	149,528
<i>Real Estate Activities</i>	2,691	0	0	0	0	0	0	0	0	2,691
<i>Professional, Scientific and Technical activities</i>	33,284	1,521	854	0	0	994	848	0	0	37,501
<i>Administrative and Support Service</i>	113,019	4,924	17,882	2,332	0	16,050	2,631	8,327	662	165,827
<i>Public Administration</i>	13,316	3,445	2,142	389	1,457	0	1,670	2,113	1,289	25,821
<i>Education</i>	44,812	3,336	464	2,123	0	896	0	120	0	51,750
<i>Human Health and Social Work Activities</i>	23,961	2,671	3,316	2,387	238	8,484	860	0	362	42,278
<i>Other Service Activities</i>	13,653	1,044	570	302	140	1,040	755	200	281	17,985
Total	1,387,301	230,242	166,466	29,925	35,481	132,472	22,069	55,177	118,731	2,177,864

C: Principal Indicators of Working Hour
Table 6: Employment by Weekly Hours Worked (Hours in Selected Hour Bands)

Economic Activity	Male				Female				Total			
	(40 - 44) hours	(45-49) hours	(49 <) hours	Total	(40 - 44) hours	(45-49) hours	(49 <) hours	Total	(40 - 44) hours	(45-49) hours	(49 <) hours	Total
1	19,886	42,303	37,957	100,146	28,077	61,024	32,346	121,448	50,126	93,658	77,810	221,594
2	0	755	1,367	2,122	0	145	20	165	0	858	1,429	2,288
3	46,869	135,674	220,295	402,838	43,527	124,984	221,465	389,976	91,926	247,282	453,605	792,814
4	0	1,717	3,919	5,637	60	285	0	344	0	,1861	4,120	5,981
5	307	1,375	465	2,147	459	1,596	130	2,186	680	3,018	635	4,333
6	3,680	65,551	34,810	104,040	2,318	6,337	2,488	11,143	4,488	72,350	38,345	115,183
7	19,905	63,418	75,645	158,968	8,621	37,620	26,441	72,682	27,899	100,299	103,451	231,650
8	32,555	13,931	106,562	153,047	12,949	7,142	6,495	26,585	46,047	17,055	116,531	179,633
9	5,690	37,307	9,565	52,562	1,411	6,498	1,176	9,085	6,974	43,109	11,564	61,647
10	12,853	20,209	12,815	45,877	6,070	16,250	1,162	23,482	18,923	44,985	5,451	69,359
11	43,553	37,725	22,732	104,010	17,085	23,631	4,802	45,518	57,131	69,247	23,150	149,528
12	869	100	1,210	2,179	238	148	126	513	1,067	140	1,484	2,691
13	4,567	10,663	8,621	23,851	3,916	6,008	3,726	13,650	7,810	17,391	12,300	37,501
14	7,576	23,538	90,297	121,411	4,459	9,025	30,932	44,416	11,169	33,648	121,010	165,827
15	6,093	3,974	6,567	16,634	4,271	3,001	1,915	9,187	10,634	6,710	8,478	25,821
16	11,172	4,163	5,539	20,875	21,354	8,864	658	30,876	30,993	11,031	9,726	51,750
17	2,364	6,409	7,435	16,208	4,453	6,548	15,070	26,071	7,016	12,332	22,930	42,278
18	2,943	2,501	6,429	11,873	2,039	2,536	1,537	6,112	5,042	4,678	8,265	17,985
Total	220,881	471,315	652,230	1,344,425	161,308	321,643	350,488	833,439	377,925	779,654	1,020,286	2,177,864

Note: These Industry groups are based on ISIC – Rev.4

1. Agriculture, Forestry and fishing(A)
2. Mining and Quarrying (B)
3. Manufacturing (C)
4. Electricity, Gas, Steam and Air Conditioning supply(D)
5. Water Supply, Sewerage, Waste Management and Remediation Activities(E)
6. Construction (F)

7. Wholesale and Retail trade, Repair of Motor Vehicles and Motor Cycles(G)
8. Transportation and Storage (H)
9. Accommodation and Food Services Activity (I)
10. Information and Communication (J)
11. Financial and Insurance Activities (K)
12. Real Estate Activities (L)
13. Professional and Scientific and Technical activities (M)

14. Administrative and Support Service Activities(N)
15. Public Administration and Defense Compulsory Security (O)
16. Education (P)
17. Human Health and Social Work Activities (Q)
18. Arts, Entertainment and Recreation (R), Other Service, Activities(S), Activities of Extra Territorial Organizations and Bodies (U)

D: Principal Indicators of Earning**Table 7: No of Employees in Economic Activities by Wage Groups and Economic Sectors**

<i>Economic Activity</i>	<i>Male</i>					<i>Female</i>					<i>Total</i>				
	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total
<i>1</i>	35,686	55,059	4,549	4,852	100,146	58,496	56,731	3,853	2,368	121,448	94,182	111,790	8,402	7,220	221,594
<i>2</i>	140	595	1387	0	2,122	40	63	62	0	165	180	658	1,449	0	2,288
<i>3</i>	19422	170421	151953	61,042	402,838	27,617	323,164	30,012	9,184	389,976	47,038	493,585	181,965	70,226	792,814
<i>4</i>	0	3385	2131	120	5,637	0	230	114	0	344	0	3,616	2,245	120	5,981
<i>5</i>	160	1327	505	155	2,147	577	1,019	589	0	2186	737	2,346	1,094	155	4,333
<i>6</i>	864	72015	22116	9,045	104,040	43	5,160	4,035	1,904	11,143	907	77,176	26,151	10,949	115,183
<i>7</i>	25723	88449	25465	19,332	158,968	7,699	57,018	4,443	3,522	72,682	33,421	145,467	29,908	22,854	231,650
<i>8</i>	818	41357	8420	102,452	153,047	110	2,262	707	23,506	26,585	928	43,619	9,127	125,958	179,633
<i>9</i>	7467	35005	6971	3,119	52,562	907	6,593	1,247	338	9,085	8,373	41,598	8,219	3,457	61,647
<i>10</i>	0	13691	17418	14,769	45,877	0	11,861	4,509	7,111	23482	0	25,552	21,927	21,880	69,359
<i>11</i>	543	36332	18973	48,162	104,010	1,666	20,911	5,232	17,709	45,518	2,209	57,243	24,205	65,871	149,528
<i>12</i>	0	1070	100	1,009	2,179	0	234	100	178	513	0	1,304	200	1,187	2,691
<i>13</i>	331	4581	9794	9,145	23,851	0	3,846	3,014	6,790	13,650	331	8,427	12,808	15,935	37,501
<i>14</i>	36391	75121	6508	3,392	121,411	11,069	31,109	1,485	753	44,416	47,459	106,229	7,993	4,145	165,827
<i>15</i>	570	5628	9087	1,349	16,634	110	3,543	4,636	898	9187	680	9,171	13,723	2,248	25,821
<i>16</i>	232	5754	12251	2,638	20,875	4,251	13,615	9,178	3,832	30,876	4,483	19,370	21,428	6,470	51,750
<i>17</i>	40	7569	3067	5,532	16,208	1,101	15,521	7,716	1,733	26071	1,141	23,091	10,783	7,264	42,278
<i>18</i>	216	5661	3374	2,622	11,873	238	3,887	1,399	589	6112	453	9,548	4,773	3,210	17,985
Total	128,601	623,021	304,069	288,734	1,344,425	113,923	556,769	82,332	80,415	833,439	242,524	1,179,790	386,401	369,149	2,177,864

Note: These Industry groups are based on ISIC – Rev.4 and it is same as in Table 7

Appendix 02

International Classification

International Standard of Industrial Classification (Revision 4)

A. Agriculture; forestry and fishing

- 01. Crop and animal production, hunting and related service activities
- 02. Forestry and logging
- 03. Fishing and aquaculture

B. Mining and quarrying

- 07. Mining of metal ores
- 08. Other mining and quarrying
- 09. Mining support service activities

C. Manufacturing

- 10. Manufacture of food products
- 11. Manufacture of beverages
- 12. Manufacture of tobacco products
- 13. Manufacture of textiles
- 14. Manufacture of wearing apparel
- 15. Manufacture of leather and related products
- 16. Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials
- 17. Manufacture of paper and paper products
- 18. Printing and reproduction of recorded media
- 19. Manufacture of coke and refined petroleum products
- 20. Manufacture of chemicals and chemical products
- 21. Manufacture of basic pharmaceuticals products and pharmaceutical preparations
- 22. Manufacture of rubber and plastics products
- 23. Manufacture of other non-metallic mineral products
- 24. Manufacture of basic metals
- 25. Manufacture of fabricated metal products (except machinery and equipment)
- 26. Manufacture of computers, electronic and optical products
- 27. Manufacture of electrical equipment
- 28. Manufacture of machinery and equipment n.e.c.
- 29. Manufacture of motor vehicles, trailers and semi-trailers
- 30. Manufacture of other transport equipment
- 31. Manufacture of furniture
- 32. Other manufacturing
- 33. Repair and installation of machinery and equipment

D. Electricity; gas, steam and air conditioning supply

- 35. Electricity, gas, steam and air conditioning supply

E. Water supply; sewerage, waste management and remediation activities

- 36. Water collection, treatment and supply
- 37. Sewerage
- 38. Waste collection, treatment and disposal activities; materials recovery
- 39. Remediation activities and other waste management services

F. Construction

- 41. Construction of buildings
- 42. Civil engineering
- 43. Specialized construction activities

G. Wholesale and retail trade; repair of motor vehicles and motorcycles

- 45. Wholesale and retail trade and repair of motor vehicles and motorcycles
- 46. Wholesale trade, except of motor vehicles and motorcycles
- 47. Retail trade, except of motor vehicles and motorcycles

H. Transportation and storage

- 49. Land transport and transport via pipelines
- 50. Water transport
- 51. Air transport
- 52. Warehousing and support activities for transportation
- 53. Postal and courier activities

I. Accommodation and food service activities

- 55. Accommodation
- 56. Food and beverage service activities

J. Information and communication

- 58. Publishing activities
- 59. Motion picture, video and television programme production, sound recording and music publishing activities
- 60. Programming and broadcasting activities
- 61. Telecommunications
- 62. Computer programming, consultancy and related activities
- 63. Information service activities

K. Financial and insurance activities

- 64. Financial service activities, except insurance and pension funding
- 65. Insurance, reinsurance and pension funding, except compulsory social security
- 66. Activities auxiliary to financial service and insurance activities

L. Real estate activities

- 68. Real estate activities

M. Professional, scientific and technical activities

- 69. Legal and accounting activities
- 70. Activities of head offices; management consultancy activities
- 71. Architectural and engineering activities; technical testing and analysis
- 72. Scientific research and development
- 73. Advertising and market research
- 74. Other professional, scientific and technical activities
- 75. Veterinary activities

N. Administrative and support service activities

- 77. Rental and leasing activities
- 78. Employment activities
- 79. Travel agency, tour operator, reservation service and related activities
- 80. Security and investigation activities
- 81. Services to buildings and landscape activities
- 82. Office administrative, office support and other business support activities

O. Public administration and defense; compulsory social security

- 84. Public administration and defense; compulsory social security

P. Education

- 85. Education

Q. Human health and social work activities

- 86. Human health activities
- 87. Residential care activities
- 88. Social work activities without accommodation

R. Arts, entertainment and recreation

- 90. Creative, arts and entertainment activities
- 91. Libraries, archives, museums and other cultural activities
- 92. Gambling and betting activities
- 93. Sports activities and amusement and recreation activities

S. Other service activities

- 94. Activities of membership organizations
- 95. Repair of computers and personal and household goods
- 96. Other personal service activities

T. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use

- 97. Activities of households as employers of domestic personnel
- 98. Undifferentiated goods- and services-producing activities of private households for own use

U. Activities of extraterritorial organizations and bodies

- 99. Activities of extraterritorial organizations and bodies

International Standard Classification of Occupations (Revision 88)
Major Group

1.Managers

- 11. Chief Executives, Senior Officials and Legislators
- 12. Administrative and Commercial Managers
- 13. Production and Specialized Services Managers
- 14. Hospitality, Retail and Other Services Managers

2.Professionals

- 21. Science and Engineering Professionals
- 22. Health Professionals
- 23. Teaching Professionals
- 24. Business and Administration Professionals
- 25. Information and Communications Technology Professionals
- 26. Legal, Social and Cultural Professionals

3.Technicians and Associate Professionals

- 31. Science and Engineering Associate Professionals
- 32. Health Associate Professionals
- 33. Business and Administration Associate Professionals
- 34. Legal, Social, Cultural and Related Associate Professionals
- 35. Information and Communications Technicians

4.Clerical Support Workers

- 41. General and Keyboard Clerks
- 42. Customer Services Clerks
- 43. Numerical and Material Recording Clerks
- 44. Other Clerical Support Workers

5.Service and Sales Workers

- 51. Personal Services Workers
- 52. Sales Workers
- 53. Personal Care Workers
- 54. Protective Services Workers

6.Skilled Agricultural Forestry and Fishery Workers

- 61. Market-Oriented Skilled Agricultural Workers
- 62. Market-Oriented Skilled Forestry, Fishery and Hunting Workers
- 63. Subsistence Farmers, Fishers, Hunters and Gatherers

7.Craft and Related Trades Workers

- 71. Building and Related Trades Workers (excluding electricians)
- 72. Metal, Machinery and Related Trades Workers
- 73. Handicraft and Printing Workers
- 74. Electrical and Electronics Trades Workers
- 75. Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers


8.Plant and Machine Operators and Assemblers

- 81. Stationary Plant and Machine Operators
- 82. Assemblers
- 83. Drivers and Mobile Plant Operators

9.Elementary Occupations

- 91. Cleaners and Helpers
- 92. Agricultural, Forestry and Fishery Labourers
- 93. Labourers in Mining, Construction, Manufacturing and Transport
- 94. Food Preparation Assistants
- 95. Street and Related Sales and Services Workers
- 96. Refuse Workers and Other Elementary Workers

Questionnaire

 Labor Department Survey on working hours and labor cost -202		<div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> For office use only
Information provided by you is kept confidential and shall not be used for taxation purposes or requirements of the EPF Act		
01. Name of Institution: _____		
02. Address: _____ _____		
03. Telephone No: <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>	Fax No: <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>	
E-mail address: _____		
04. Administrative District: _____ Divisional Secretarial division: _____		<div style="border: 1px solid black; width: 100px; height: 100px; margin: 0 auto; position: relative;"> <div style="position: absolute; top: 10px; left: 10px; width: 60px; height: 20px; border: 1px solid black;"></div> <div style="position: absolute; top: 40px; left: 10px; width: 60px; height: 20px; border: 1px solid black;"></div> <div style="position: absolute; top: 50px; left: 50px; font-weight: bold; text-align: center;">Office use only</div> <div style="position: absolute; bottom: 10px; left: 10px; width: 100px; height: 20px; border: 1px solid black;"></div> </div>
05. Are there any branch institutions located elsewhere which are managed under this institution? Yes <input type="checkbox"/> 1 No <input type="checkbox"/> 2 If any, Number of branches <div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>		
06. Nature of the Business maintained by the Institution _____ _____ (Briefly explain the main product with highest No of workers/labors/performance or business)		
07. Legal status of the Institution (circle the relevant status) Single Ownership <input type="checkbox"/> 1 Partnership Enterprises <input type="checkbox"/> 2 Semi Government <input type="checkbox"/> 3 Public with limited liabilities <input type="checkbox"/> 4 Cooperative Societies <input type="checkbox"/> 5 Private Limited <input type="checkbox"/> 6 Other(Specify) <input type="checkbox"/> 7 _____		
08. a) Is this Institution registered under E.P.F? Yes <input type="checkbox"/> 1 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> No <input type="checkbox"/> 2 E.P.F No		
b) Is this Institution registered under any one of the following? (Circle all the relevant responses)		
Divisional Secretariat		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 1
Municipal councils/Urban councils/Pradeshiya Sabha		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 2
Company registrar office.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 3
Investment Board.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 4
Inland Revenue Department.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 5
Commerce and Industries Board.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 6
Institute of Construction Training and Development.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 7
Other.....		<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block;"></div> 8

09. No of days the institution was in operation in the last month

weekdays	weekends	Total

10. Employment

Sex	No of workers included in salary list in the last month		Active owners and Active partners	Unpaid service providing family members	Total
	Full time workers (A)	Part time workers (B)			
Male					
Female					
Total					

11. Please complete this table only for workers mentioned in part A and B of Question No 10

Standard Employment classification (Please refer instructions for completion of Survey questionnaire)		No of paid workers during the last month				One person with overtime hours		Current no of overtime hours per week	(Circle the answer. Does this no of overtime hours require a change)		No of overtime hours suggested by you
		Permanent	Temperary	Casual	Interns and apprentices	No of working hours per day	No of working hours per week		Yes	No	
01.Managers, Senior officers and Legislators	Male								1	2	
	Female								1	2	
02.Professionals	Male								1	2	
	Female								1	2	
03.Technicians and related practitioners	Male								1	2	
	Female								1	2	
04.Clerk and clerical Assistant	Male								1	2	
	Female								1	2	
05.Service and sales workers	Male								1	2	
	Female								1	2	
06.Skilled workers of Agriculture, Forest and Fisheries	Male								1	2	
	Female								1	2	
07.Technical and related Industry workers	Male								1	2	
	Female								1	2	
08.Plant and Machine operators and assemblers	Male								1	2	
	Female								1	2	
09.Main/Preliminary jobs	Male								1	2	
	Female								1	2	
Total											

12. Do owners/employees/active partners of this Institute actively take part in institutional matters?

Yes ☐ 1 — Average no of working hours per week spent by one person No ☐ 2 — Go to Question No 13

13. Does your Institution have vacancies for workers?

 Yes ☐ 1 — Go to Question No 14
 No ☐ 2 — Go to Question No 15

14. Indicate jobs with highest no of vacancies and No of vacancies that were available in your institution during the last month

Job/Employment	No of vacancies	For office use (ISCO - Code)			
1)					
2)					
3)					
4)					
5)					

15. Indicate the total amount of salary paid in the last month under following job categories

Standard Job classification		Total amount of paid Basic salary	Total of cost of living index allowance/ other allowances equivalent	Total of overtime allowances
01. Managers, Senior officers and Legislators	Male			
	Female			
02. Professionals	Male			
	Female			
03. Technicians and related practitioners	Male			
	Female			
04. Clerk and clerical Assistant	Male			
	Female			
05. Service and sales workers	Male			
	Female			
06. Skilled workers of Agriculture, Forest and Fisheries	Male			
	Female			
07. Technical and related Industry workers	Male			
	Female			
08. Plant and Machine operators and assemblers	Male			
	Female			
09. Main/Preliminary jobs	Male			
	Female			
Total				

16. Additional costs born for categorized workers according to following job categories(Except for monthly salary and overtime allowances)

Standard Job classification (Please refer instructions for completion of Survey questionnaire)	During last month		Monthly Average		During last month
	Social Security (EPF/ETF)	Transportation	Food/Uniform/Accommodation/Quarters	Health services	For training programs/workshops etc
01. Managers, Senior officers and Legislators					
02. Professionals					
03. Technicians and related practitioners					
04. Clerk and clerical Assistant					
05. Service and sales workers					
06. Skilled workers of Agriculture, Forest and Fisheries					
07. Technical and related Industry workers					
08. Plant and Machine operators and assemblers					
09. Main/Preliminary jobs					
Total					

17. Other expenditure incurred in the last year for workers uncategorized according to job categories

Function		Expenditure(Rs)
Offered to workers/ family members	1) Bonus/gift/scholarships etc	
	2) Marriages, deaths, tours new year festivals competition etc	
	3) Tangible or other expenditure	

I hereby certify that the information contains in this survey report is accurate to the best of my knowledge and believe

Name _____

Signature _____

Official Stamps _____

Date _____

For office use

Designation _____

Coding - Name of officer _____		
Designature _____	Signature _____	Date _____
Data Entry - Name of officer _____		
Designature _____	Signature _____	Date _____

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