Annual Survey of Private and Semi-Government Sector Employment - 2023

Working Hours

Earnings

Labour Cost

Department of Labour
Ministry of Labour
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 in Sri Lanka. Further, the department ensures the social security of workers and commits to facilitate to achieve a "Productive Employment and Decent Work for all".

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

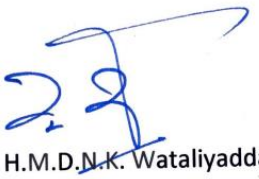
In order to achieve these objectives, the survey on "Working Hours and Labour Cost" was launched in the year 2020 by the Statistics Division of the Department of Labour. This is carring out annually in order to collect information on employees working in private and semi-government sector that contribute to the Employee's Provident Fund. The fourth Report of 'Annual Survey of Private and Semi-Government Sector Employment - 2023' has been compiled on 2023 survey results.

This survey report includes employment information on private and semi-government organizations and employees, containing employees' working hours, earnings, and the labour costs incurred by the organizations on behalf of their employees. In addition, the report provides several indicators related to decent work indexes.

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

Further, I pay my gratitude to all establishments who focused their attention and valuable time on sending us the infomation.

Finally, I wish that the valuable information provided in this report will facilitate for making the best decisions to enhance a better work environment for employees while having a productive business.



H.M.D.N.K. Wataliyadda

Commissioner General of Labour

ACKNOWLEDGEMENT

The Report of 'Annual Survey of Private and Semi-Government Sector Employment - 2023' is the fourth annual report based on the findings of the 'Survey of Working Hours and Labour Cost-2023' survey. All the employees of the 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, former Commissioner General of Labour.

All duties in the field and office regarding the survey was 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 Mrs. A.M.G.N.D. Sumanasena, Commissioner of Labour. The survey questionnaires were printed by the Printing Division of the Department under the direction of Mr. W. A. Ranjith, Head of the Division. 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, 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 Mrs. W.A.S. Malkanthi, Statistician, 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. J. M. P. Karunarathne for the immense support given to us.



V. P. Lalith

Deputy Director (Statistics)

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 small, medium and large scall establishments 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 2023, the total workforce of the private and semi-government sector was estimated as 2,415,187 with 2,388,869 employees (almost 99 percent), 21,993 employers and 4,325 contributing family workers. Out of the total employees, 57.1 percent were male employees and 42.9 percent were female employees. Geographically, 38 percent of employees were congregated in Colombo district and 60 percent of them distributed within the Western province.

In this survey, the respective establishments reported that 94.9 percent of their employees were full-time workers and 4.0 percent were part time workers and out of them, 84 percent were permanent employees. The employee distribution in three major economic sectors; Service, Industry and Agriculture were reported as 46 percent, 45 percent and 9 percent respectively.

'Manufacturing of wearing apparel' activity solely consists of 20.2 percent of employees of the total workforce. Occupation wise, 'Plant and machine operators and assemblers' and 'Elementary occupations' accounted for 22 percent, 12 percent of the total work force.

Also, few males dominated economic activities were observed as 'Transportation and Storage' and 'Accommodation' where more than 85 percent of work force consists of male employees.

Few female stereotype activities with more than 70 percent of female employees were observed in 'Manufacturing of beverages and tobacco' and 'Manufacture of wearing apparel'. About 54 percent are female in the Tea plantation.

According to the survey results, the average weekly working hours of an employee in the private and semi-government sectors is reported as 50.4 hours with 51.3 hours for men and 49.2 hours for women respectively. Compared to major economic sectors, the industry sector reported the highest average weekly working hours of 51.0 hours. By occupation, 'Plant and Machine Operators and Assemblers' reported the highest average weekly working hours of 55 hours, and 'Managers' and 'Professionals' reported the lowest of 45 hours.

When considering the three selected working bands of (40-44) hours, (45-49) hours and (50 and over), highest number of employees, 43.7 percent males and 40.1 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 International Labour Organization (ILO) threshold value of 48 hours. In 2023, employees who worked more than 48 hours in the private and semi-government sector establishments are reported as 54.2 percent. Gender-wise, it is reported as 54.9 percent of female and 52.7 percent of male.

In earnings, the average nominal monthly earnings of private and semi-government sector employees reported as Rs. 64,696 while male employees received Rs. 75,489 and female employees received Rs. 50,321. The monthly real wages of male and female employees reported as Rs. 37,041 and Rs. 24,692 respectively. Regarding the key economic activities, all activities reported gender disparity of earnings in 2023.

Average nominal earnings by economic activity which recorded the range of nominal monthly earnings lies between Rs, 35,258 for agriculture sector employees to Rs.154,425 for ICT employees. Occupation wise the high and low income lies between 161,385 for managers and Rs. 32,872 for skilled agriculture workers. The survey reveals that more than 51 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 73.9 percent.

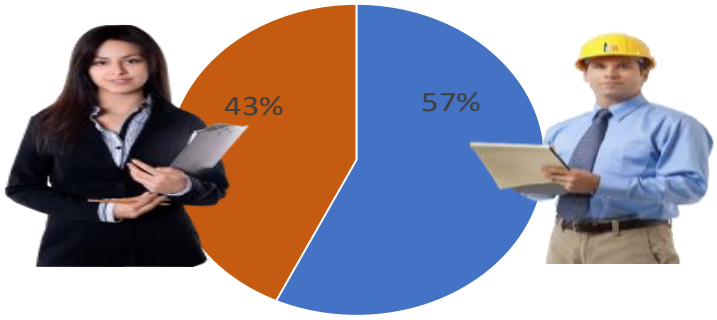
It is estimated that out of the total employees, 6.5 percent males and 6.4 percent females were suffering from Low Pay Rate. On average, 5.5 percent of employees belonged to low pay group in 2023. The average gender wage gap of these employees was reported as 30.4 percent.

Out of the total labour cost borne by the establishments, about 82 percent was spent on wages of the employees. It includes 56 percent basic salary, 17 percent allowances, and 9 percent overtime.

KEY FINDINGS

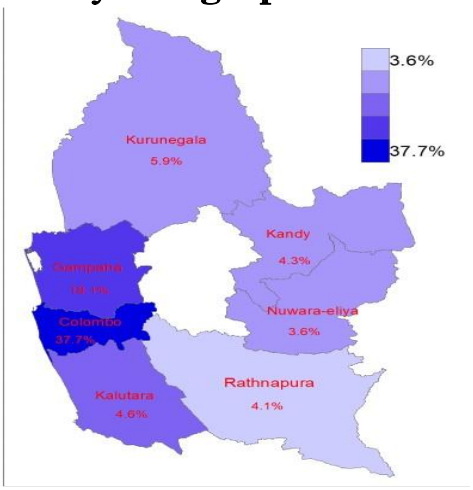
1. EMPLOYMENT

1.1 By Gender



- Out of the total employees in private and semi government sector, male employees are accounted for 57 percent.

1.2 By Geographical Distribution



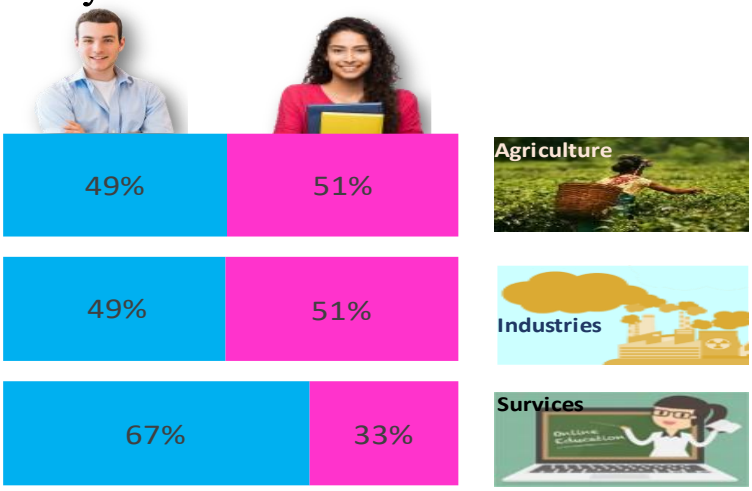
- Colombo and Gampaha districts deployed 37.7 percent and 18.1 percent of employees respectively.
- More than 75 percent of the employees were gathered in the 7 districts of Colombo, Gampaha, Kurunegala, Kalutara, Ratnapura, Kandy, and Nuwara Eliya.

1.3 By Major Economic Activity



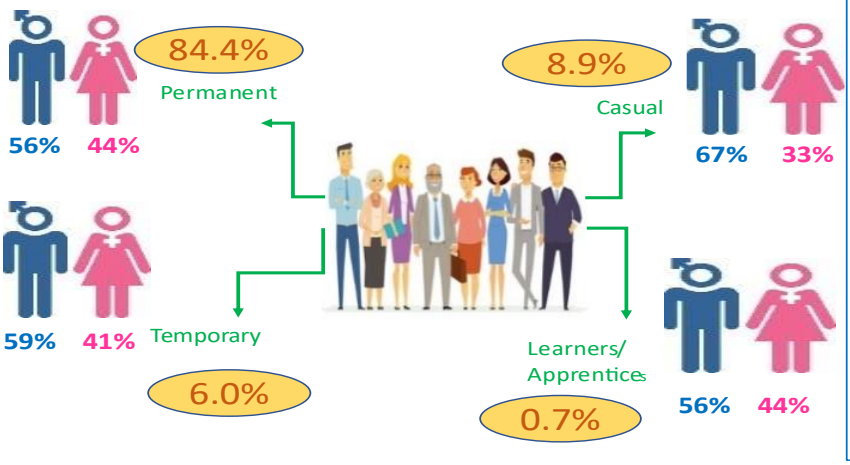
- The number of employees employed in the agricultural sector is 9 percent.
- The number of employees working in the service sector and the industrial sector is 46 percent and 45 percent respectively.

1.4 By Sector and Gender



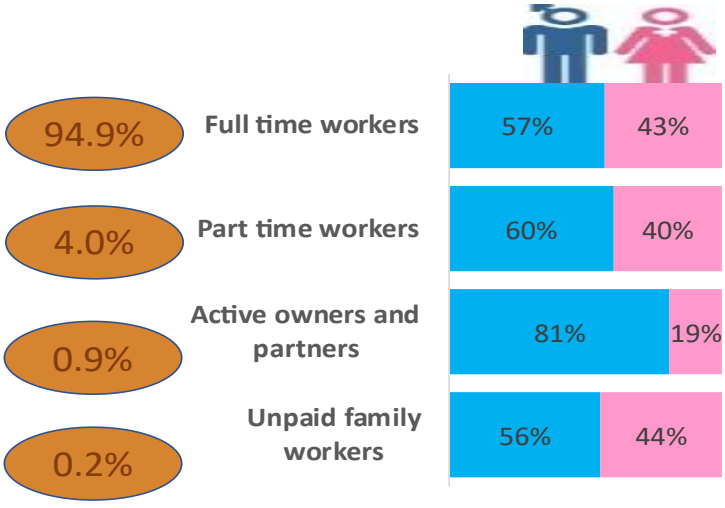
- Highest gender disparity is observed in Service sector.
- 51 percent of workers in the Agricultural and Industrial sectors are female.

1.5 By Type of Employment and Gender



- Out of the total employees, 84.4 percent are Permanent and 6.0 percent are Temporary employees.
- The highest gender disparity is observed among casual workers.

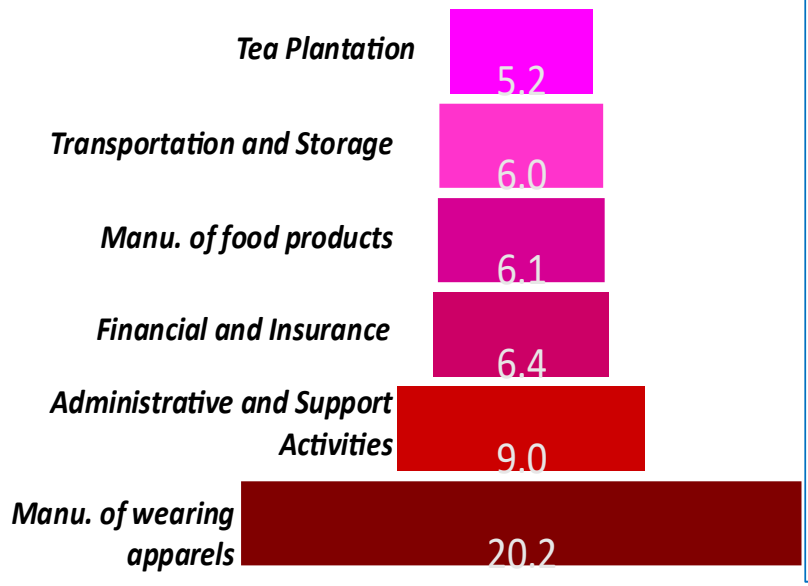
1.6 By Employment Status and Gender



- 'Full time' workers accounted for 94.9% of the employees while 'Active Owners and Partners' reported only for 0.9 percent.
- Out of that 0.9 percent, 81 percent are males.

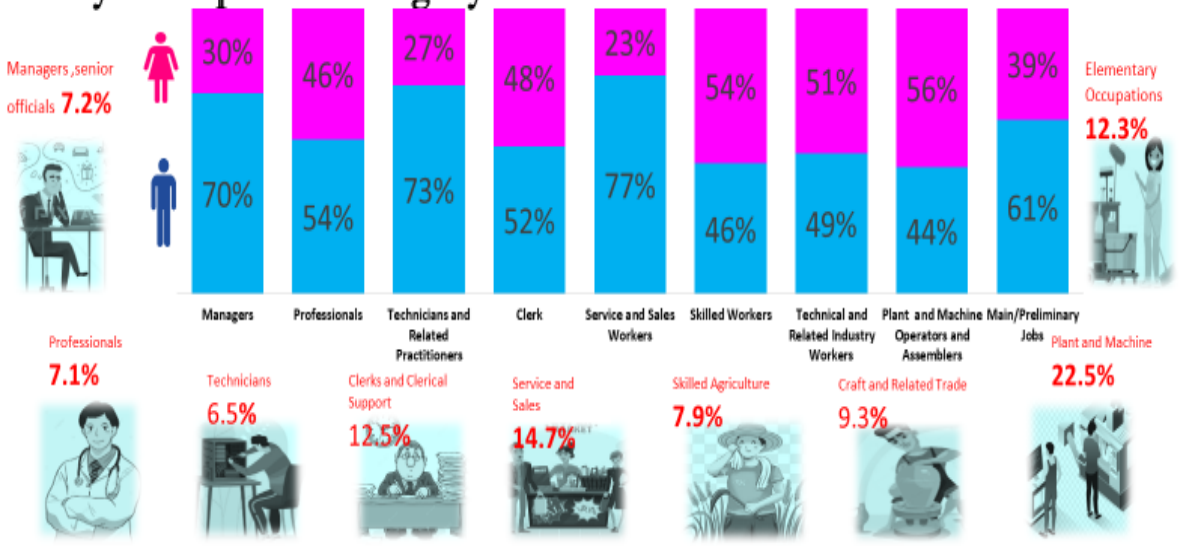
1.7 By Highest Employment Capacity





- More than 50 percent of employees gathered into 6 economic activities.
- 'Manufacture of Wearing Apparels' activity alone stands for 20.2 percent of the total employees

1.8 By Occupation Category and Gender

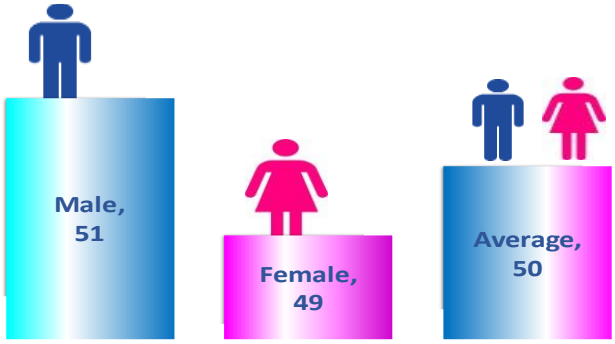


- Out of the total employment, nearly 25 percent were Plant and Machine Operators and Assemblers.
- The top jobs as Managers/Senior Officials and Professionals consisted of only 14.3 percent of the workforce.

2. WORKING HOURS

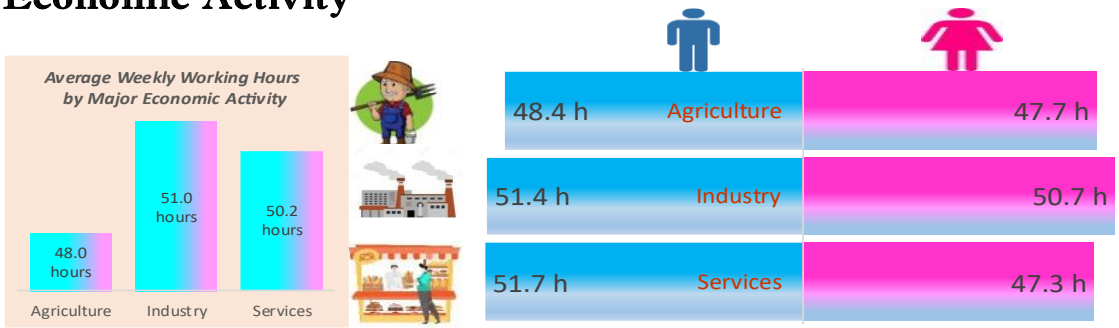


2.1 Average Weekly Working Hours of Employees by Sex



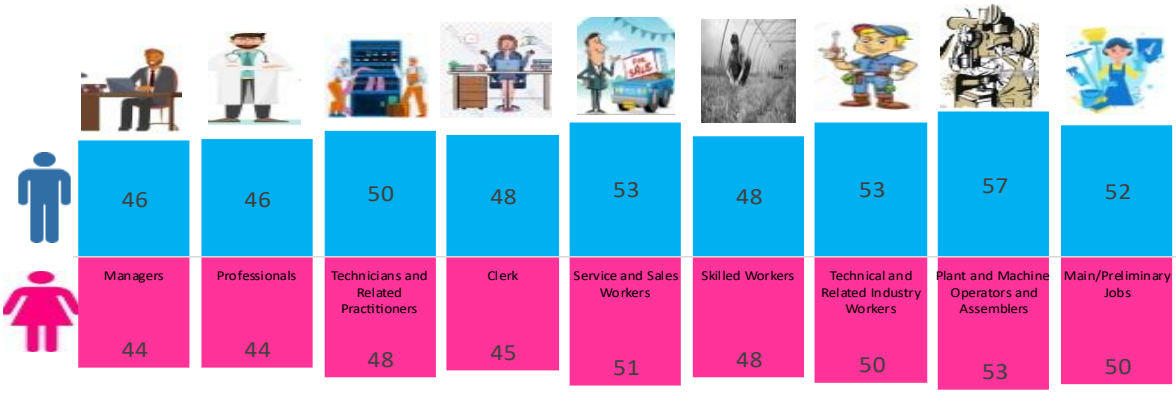
- On average, an employee of private and semi government sector works for 50 hours including over time.

2.2 Average Weekly Working Hours of Employees by Major Economic Activity



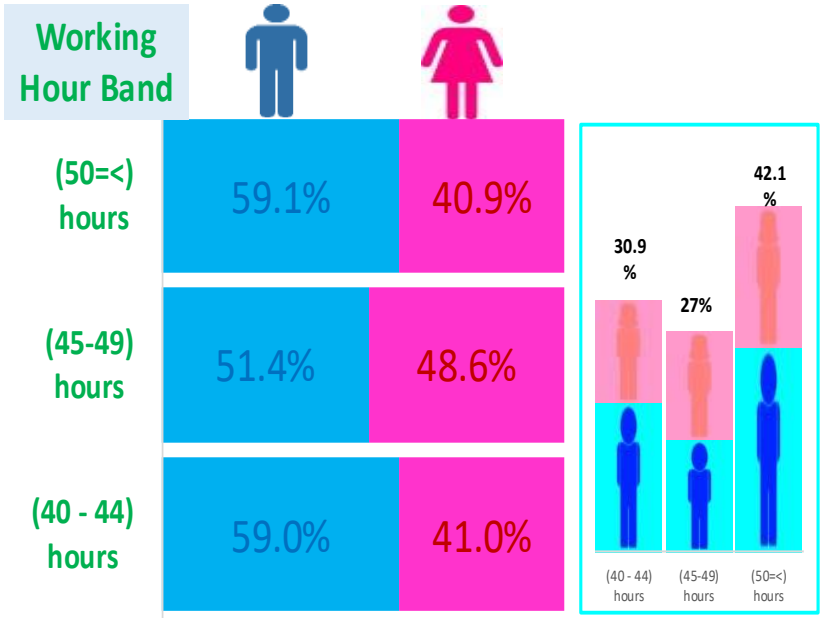
- Highest 'Average weekly working hours' were reported for Industrial economic activities,
- Male employees 51.4 hours, Female employees 50.7 hours including overtime

2.3 Average Weekly Working Hours by Occupation Group



- The longest working hours were recorded for Male workers in 'Plant and Machine Operators' 57 hours per week and Female workers in 'Plant and Machine Operators' 53 hours.

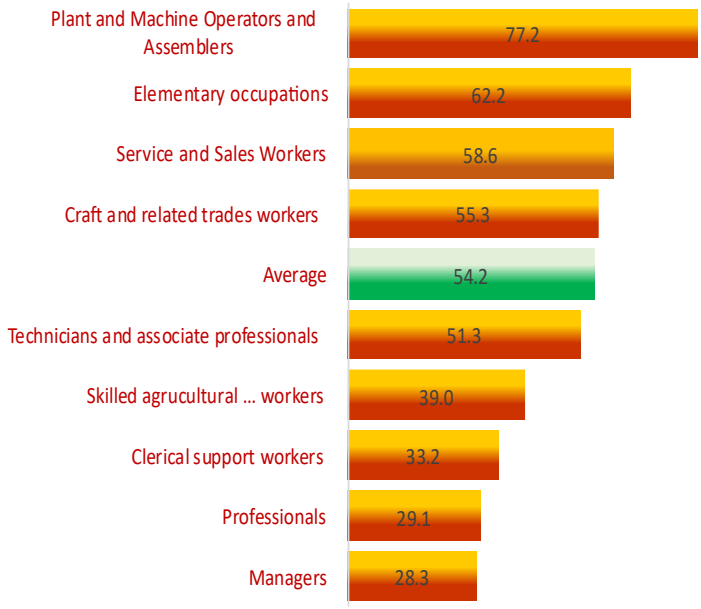
2.4 No. of Employees by Working Hour Band



- The majority of employees belonged to (50=<) hour working band.
- From male employees 59 percent and from female employees 41 percent belonged to 40-44 hour working band.

2.5 No. of Employees by Excessive Working Hours





- On average, 54.2 percent of private and semi-government sector workers in Sri Lanka work more than 48 hours a week.
- 77.2 percent of "Plant and Machine Operators and Assemblers" work more than 48 hours a week
- Only 28.3% of Managers work more than 48 hours a week

3. EARINIGS



3.1 Mean Monthly Earnings by Gender

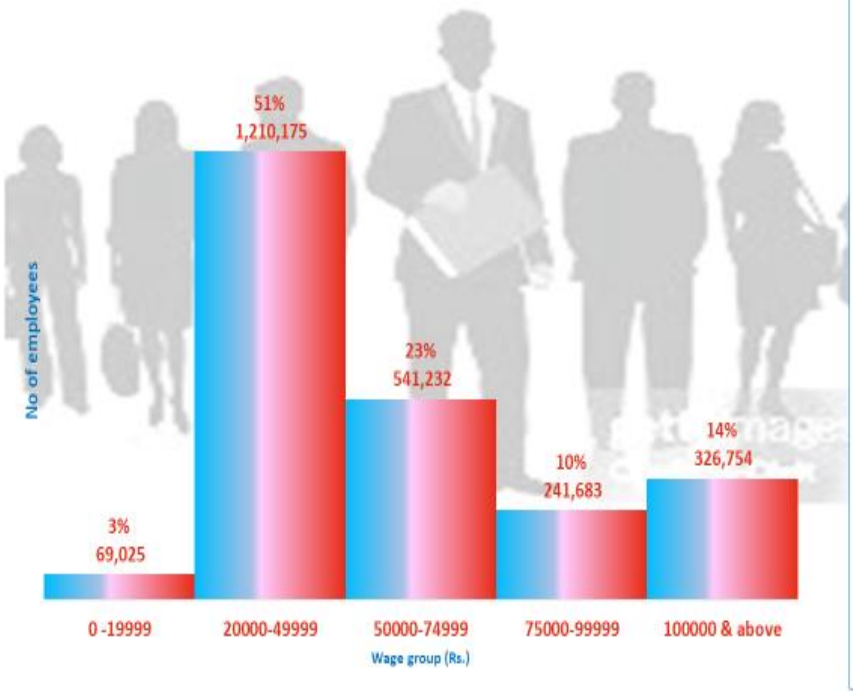


3.2 Monthly Nominal and Real Earning



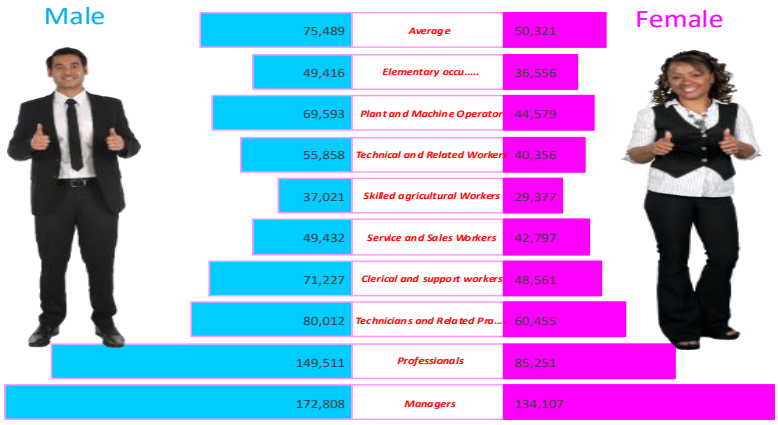
- On average, male employees paid Rs. 75,489/- and female employees Rs. 50,321/- at the nominal rate.
- Average monthly earnings of a person in private and semi-government sectors reported as Rs. 64,696/- with real value of Rs. 31,745/-.

3.3 Number of Employees by Wage Group



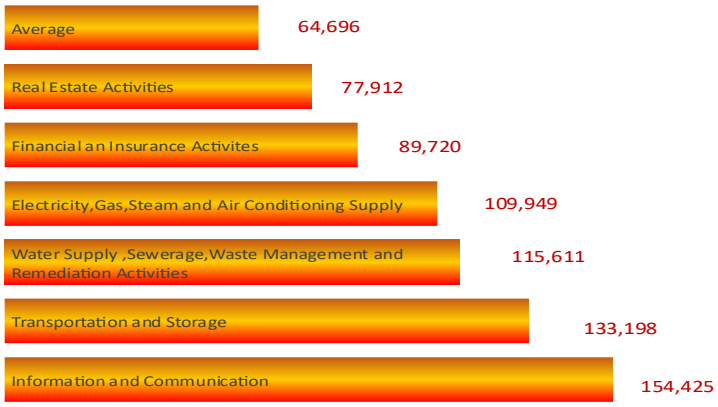
- More than half of the total employees received wages in between Rs. 20,000/- to Rs. 49,999/-
- Only 14% received equal or more than Rs. 100,000/-

3.4 Mean Monthly Earnings by Occupation and Gender



- 'Managers' paid highest wages and 'Skilled Agriculture Workers' paid lowest.
- Male employees in every occupation receive higher earnings.

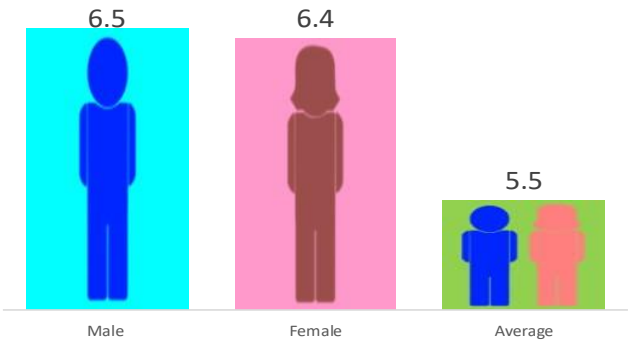
3.5 Highest Paid Economic Activities





- Activities of 'Information and Communication', 'Transportation and Storage' and 'Water Supply, Sewerage, Waste Management and Remediation' reported as the remarkably highly paid economic activity.

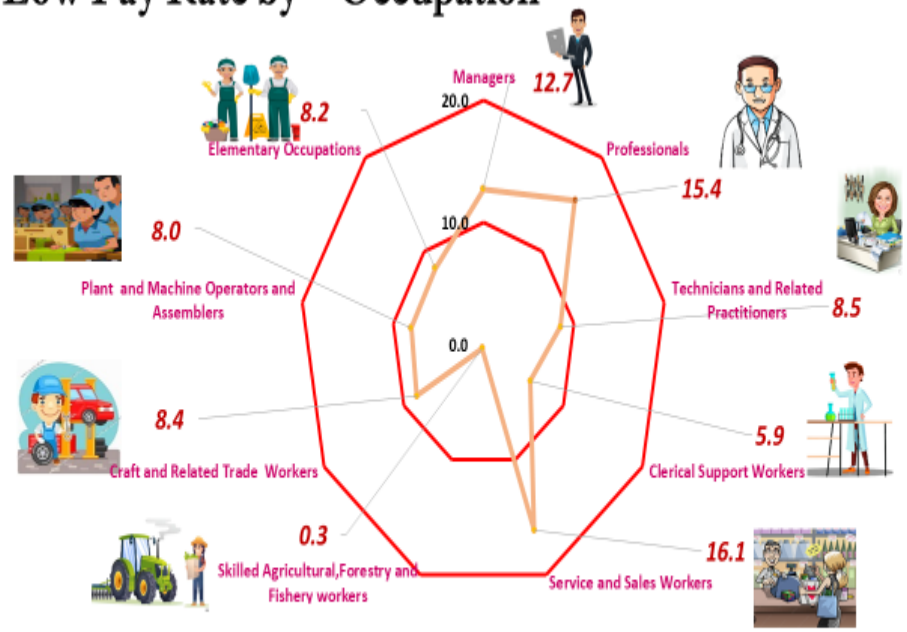
3.6 Low Pay Rate by Gender





- Low pay = < 2/3 of the median hourly earnings of all employees.
- On average 5.5% of employees suffer from low pay.
- The low pay rate for male and female employees are 6.5% and 6.4% respectively.

3.7 Low Pay Rate by Occupation



- The highest low pay rate of 16.1 % is experienced by 'Service and Sales Workers'.
- Only 0.3 % of 'Skilled Agricultural, Forestry and Fishery Workers' reported being paid low pay rate, recorded as lowest.

3.8 Gender Wage Gap



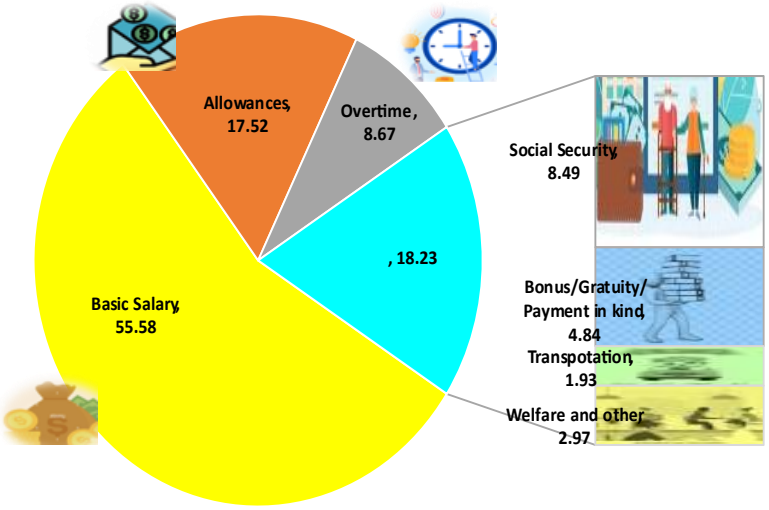
- On average Gender Wage Gap reported as 30.4 %.
- This indicates that female employees' wages are 30.4% less than male employees.

4. LABOUR COST

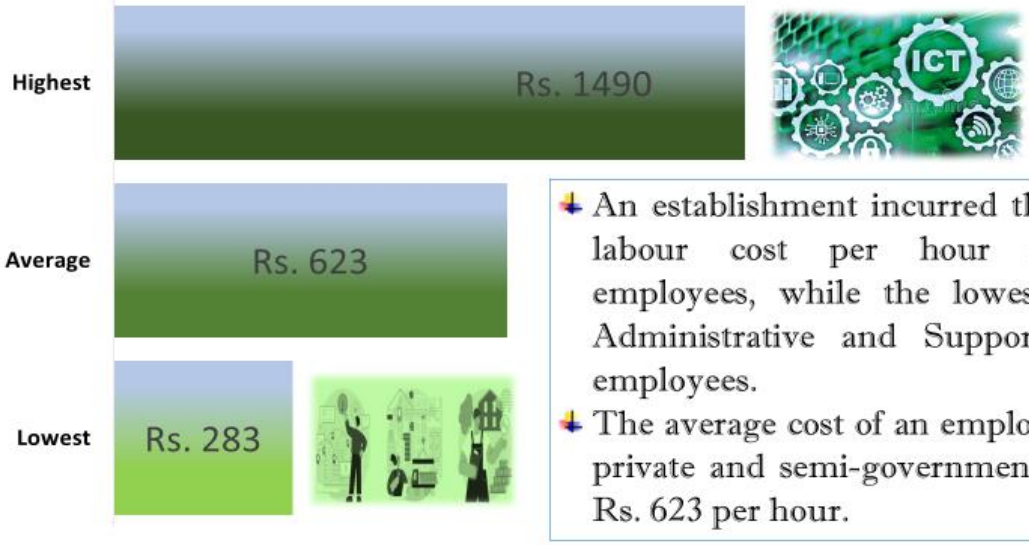


4.1 Average Share of Components of Labour Cost

- 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



- An establishment incurred the highest labour cost per hour for ICT employees, while the lowest for the Administrative and Support Service employees.
- The average cost of an employee in the private and semi-government sector is Rs. 623 per hour.

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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 a 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 by the 44 Wages Boards. This survey also had been carried out up to 2017 while several improvements 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 the 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 sectors.

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 coverage of survey includes the following types: Geographical, Propotion, Industry, Worker, and Institutional Sector. The entire island is covered geographically, and all the institutions with 5 employees or more 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 International Standard Industrial Classification (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 the 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 establishments. 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.



CHAPTER 2

METHODOLOGY

Data Collection

Reference Period

Sample Design

Estimation Procedure

Limitations

METHODOLOGY

2.1. The Questionnaire

The questionnaire consists of 19 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) Labour demand.

Usual of hours worked with and without overtime 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 services, on training programs and workshops and other expenditures incurred by the company were added to the total income of 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. Moreover, follow-ups were carried out for nonresponsive companies through telephone calls and field visits.

2.3. Reference Period

Reference period of the survey was one calendar year in 2023 (1st of January to 31st of December). The survey was carried out from February 2023 to January 2024 as a postal survey and the questionnaires were sent to the selected companies every month.

2.4. Sample Design

Within the framework of private and semi-government sector establishments contributing to the Employees' Provident Fund, establishments with less than 5 employees, 5 to 99 employees and 100 and above employees were reported as 3.0 percent, 22.3 percent, and 74.7 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	3.0
5-99	22.3
100 and above	74.7

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, 2,002 (33.4 percent) establishments have been drawn from small and medium establishments, using the sampling technique Simple Ramdom Sampling(SRS) and 3,998 (66.6 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 2023.

Table 2.1: Sample Allocation by Number of Employees.

Size of the Establishment (no. of employees)	No of Establishments
5-10	974
11-25	586
26-50	271
51-99	171
100 and above	3998
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

$$\hat{Y} = \sum^{n} \frac{Ni}{ni} * Yi$$

Where i =1,2,3…..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 ith 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.

CHAPTER 3

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 - 2023' were based on the recommendations of the 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 at 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 a 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.

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CHAPTER 4

OVERVIEW OF ESTABLISHMENTS

Geographical Distribution

Economic Activity

Legal Status

Registration Institute

OVERVIEW OF ESTABLISHMENTS

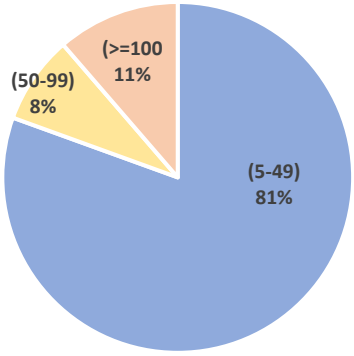
The survey of "Working Hours and Labour Cost– 2023" is based on the dataset of EPF-paying establishments spread throughout the Island. The Employees' Provident Fund (EPF) was established under the EPF Act, No.15 of 1958 as a mandatory defined contribution retirement scheme to ensure a Social Security for the country's workforce in the private and semi-government sectors who do not enjoy pension benefits. The largest social security fund in Sri Lanka, the 'Employee Provident Fund' is administered by the Department of Labour and the fund is managed by the Central Bank of Sri Lanka. In year 2023, around 77,000 establishments reported paying EPF and establishments with less than 5 employees, shared 54.5 percent and establishments with employees equal to or greater than 5, shared 45.5 percent.

Employee representation in establishments with 5 or more employees is 97.0 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 more than three-fourths belonged to the (5-49) group in 2023. Similarly, employment with (50-99) and (100 and over) establishments represents 8 percent and 11 percent, respectively (Figure 4.1).

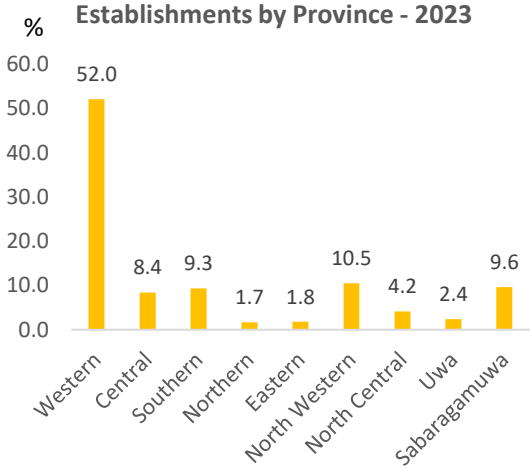
Figure 4.1: Percentage Distribution of Establishments by Size-2023



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. Nothern and Eastern Provinces reported very less numbers of establishments as 1.7 percent, and 1.8 percent respectively. (Figure 4.2).

Figure 4.2: Percentage Distribution of Establishments by Province - 2023



Map 1: Geographical Distribution of Establishment in the Private and Semi Government Sectors 2023

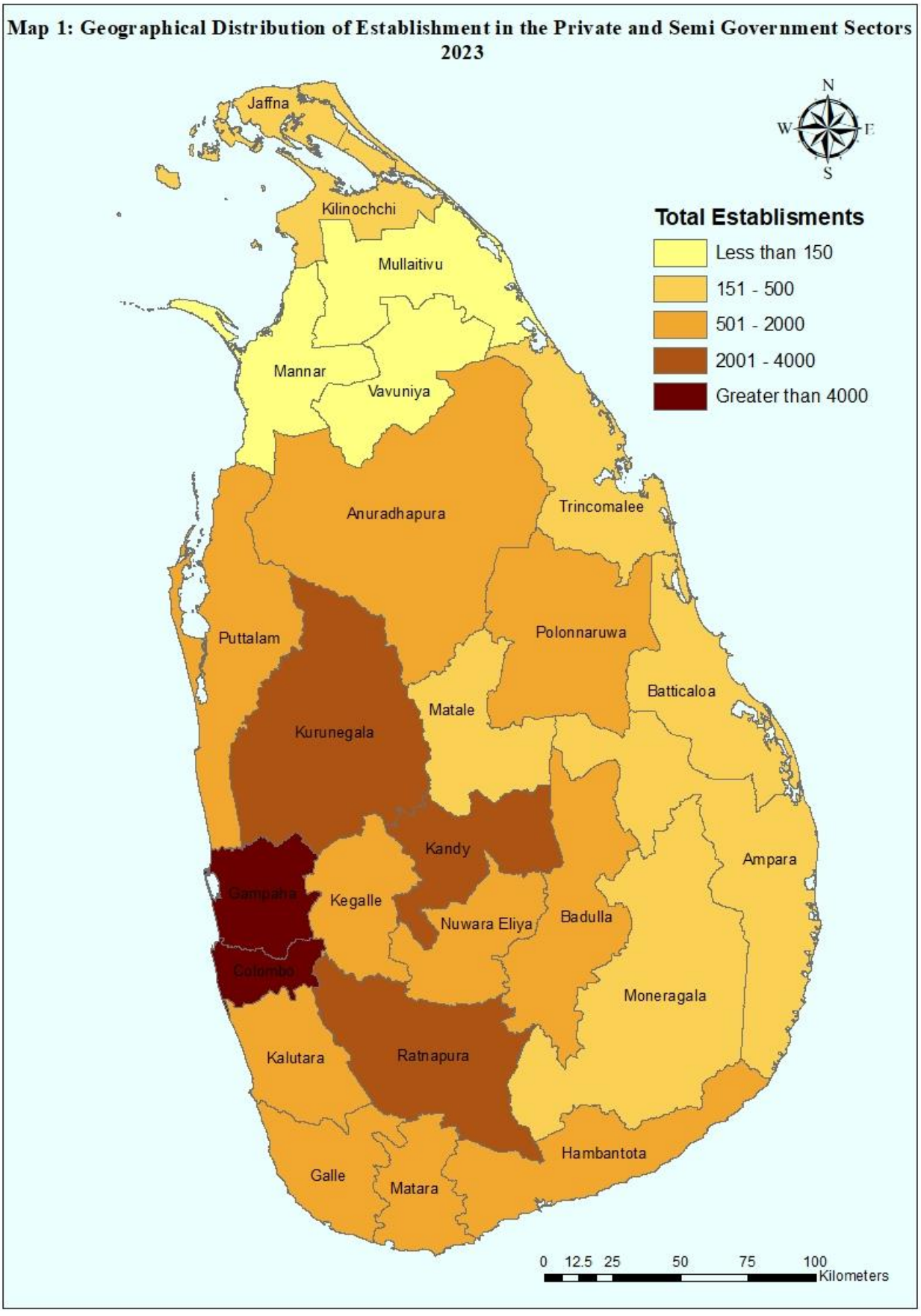


Table 4.1: Percentage Distribution of Establishments by District-2023

District	*Percentage*
Colombo	31.9
Gampaha	15.0
Kalutara	5.1
Kandy	5.6
Matale	1.0
Nuwara-eliya	1.7
Galle	3.7
Matara	4.1
Hambantota	1.5
Jaffna	0.5
Mannar	0.2
Vavuniya	0.3
Mullaitivu	0.1
Kilinochchi	0.8
Batticaloa	0.8
Ampara	0.4
Trincomalee	0.6
Kurunegala	7.2
Puttalam	3.3
Anuradhapura	2.7
Polonnaruwa	1.4
Badulla	1.9
Monaragala	0.5
Ratnapura	6.0
Kegalle	3.7
Total	100.0

The highest number of establishments are reported for Colombo and Gampaha districts, which are reported as 31.9 percent and 15.0 percent respectively. Vavuniya, 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 and Gampaha districts shows the highest density of establishments, which is more than 4000. Mannar, Vavuniya and Mullaitivu Districts have 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 61 percent of the total establishments while 32 percent was reported by the industrial sector.

Figure 4.3: Percentage Distribution of Establishments by Major Economic Sector-2023

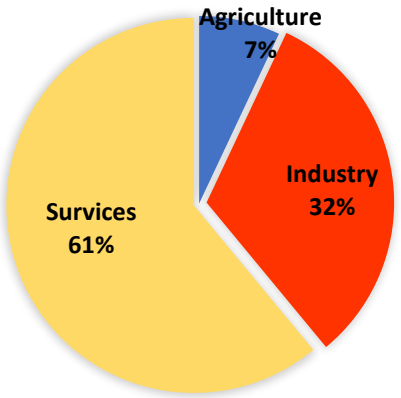


Figure 4.4 illustrates the percentage distribution of establishments by key economic activities.

The highest numbers of establishments, 29 percent and 25 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 7 percent, followed by 'Administrative and Support Services', 7 percent. Both activities of 'Accommodation and Food Services', and 'Construction Mining and Quarrying' are reported at 5 percent. Also, 'Health' and 'Education' services are 2 percent. The establishments that carried out all other economic activities are accounted for 18 percent.

Figure 4.4: Percentage Distribution of Establishments of Key Economic Activities-2023

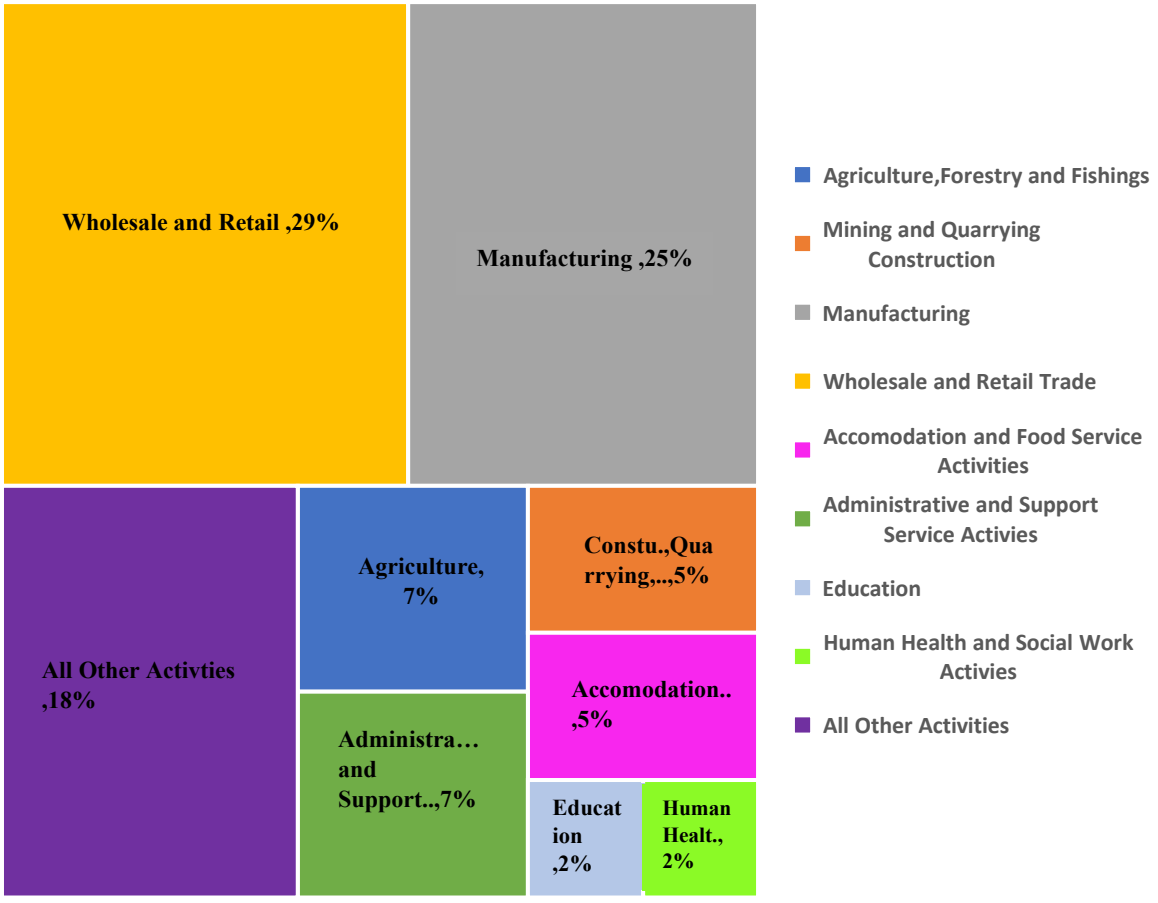


Table 4.2: Percentage Distribution of Establishments by Major Economic Activities and Size– 2023

	No of Establishments by Economic Activities				
	(5_49)	(50_99)	(100 =<)	Total	
	(%)	(%)	(%)	(%)	No.
Agriculture	69.7	8.5	21.8	100.0	2,499
Industry	76.4	9.2	14.4	100.0	11,118
Service	83.9	7.5	8.6	100.0	21,730
Total	80.5	8.1	11.3	100.0	35,347

As shown in Table 4.2, out of the total establishments, 80.5 percent belonged to the category of employee capacity (5-49) in the year 2023. Agriculture, Industry, and Service establishments 69.7, 76.4, and 83.9 respectively belonged to this category. Only 11.3 percent out of the total establishments, belonged to the category of employees 100 and above. Only 8.1 percent belong to the 50-99 employees category. Figure 4.5 clearly depicts this situation. In that, all economic activities except 'Transpotation and Storage' reported more than 50 percent in the category of employee capacity (5-49).

Figure 4.5: Percentage Distribution of Establishments by Size and the Economic Activity-2023

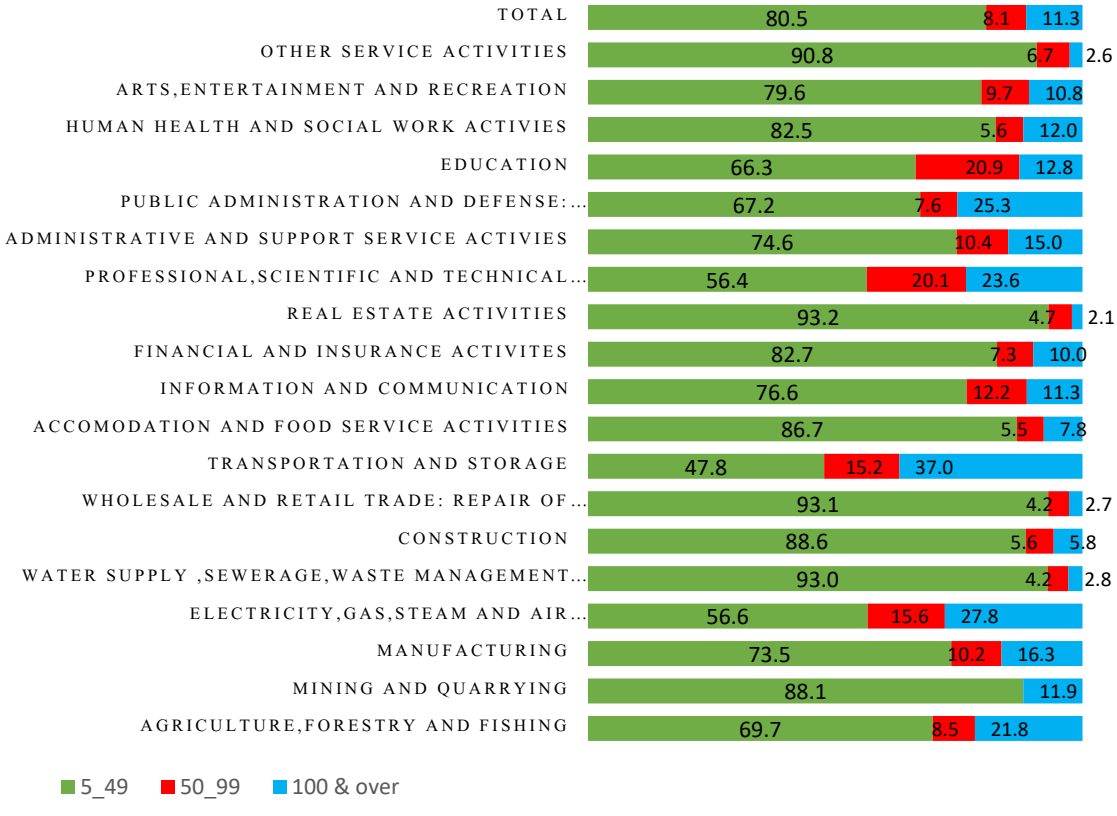
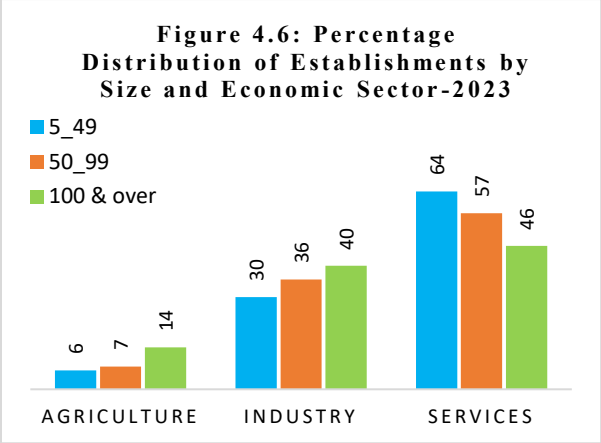
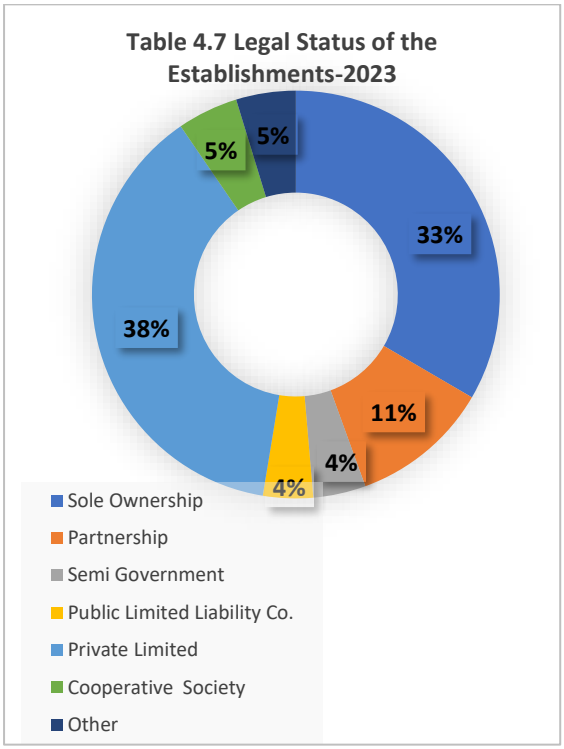


Figure 4.6 shows the distribution of establishments in employees (5-49), (50-99), and 100 and over establishments within the main sectors of the economy. The service sector shows the highest proportions of all three types as 64 percent, 57 percent, and 46 percent in (5-49), (50-99), and 100 & above establishments, respectively.



4.4. Establishments by Legal Status

Out of the total establishments, 38 percent were 'Private Limited Establishments' while 33 percent were 'Sole Ownership Establishments'. 4 percent belonged to 'Public Limited Liabilities' and 4 percent belonged to 'Semi-Government' sector establishments (Figure 4.7).



According to Table 4.3, the legal status of 'Sole Ownership' and 'Partnership' establishments mainly consisted of workforces ranging from 5-49, which are categorized as small establishments. The legal status of 'Semi-government' establishments, reported 41.3 percent, which belonged to the largest employee category of 100+.

Table 4.3: Percentage Distribution of Establishments by Legal Status and Size-2023

Legal Status	Size (Employment number)			Total
	5-49	50-99	100=<	
Sole Ownership	94.5	2.9	2.7	100.0
Partnership	90.7	5.5	3.8	100.0
Semi-Government	42.5	16.2	41.3	100.0
Public Limited Liability Co.	62.2	7.8	30.0	100.0
Private Limited	72.0	12.1	15.9	100.0
Cooperative Societies	72.9	14.0	13.2	100.0
Other	83.7	6.6	9.8	100.0

4.5. Establishments by Registration Institute

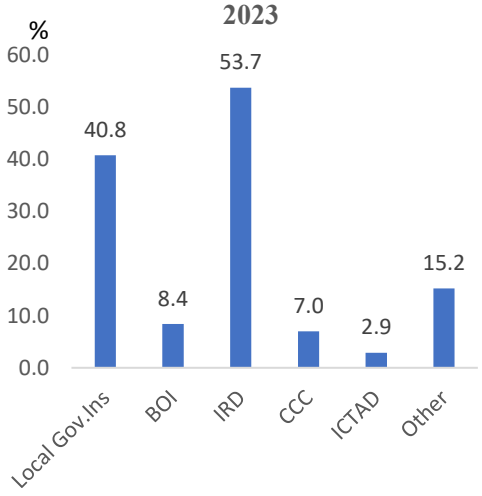
Registering an establishment is an essential step in establishing a successful business. It provides legal protection, credibility, brand protection, access to funding, and tax benefits. The establishments for this in Sri Lanka are the Divisional Secretariats and the Department of the Registrar of Companies.

Semi-government sector establishments are registered according to the Parliament Act under which the establishments was established.

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' (53.7 percent). 40.8 percent are registered in 'Local Government Institutions (Municipal Councils/ Urban Councils/ Pradeshiya Sabhas)' while 8.4 percent and 7.0 percent are registered with the 'Board of Investment' and the 'Ceylon Chamber of Commerce', respectively.

Figure 4.8: Registration of Establisments by Institution - 2023



Note: BOI.: Board of Investments IRD: Inland Revenue Department CCC: Ceylon Chamber of Commerce ICTAD: Institute Of Construction Training and Development.

CHAPTER 5

EMPLOYMENT

Geological Distribution

Employment Status

Employment Category

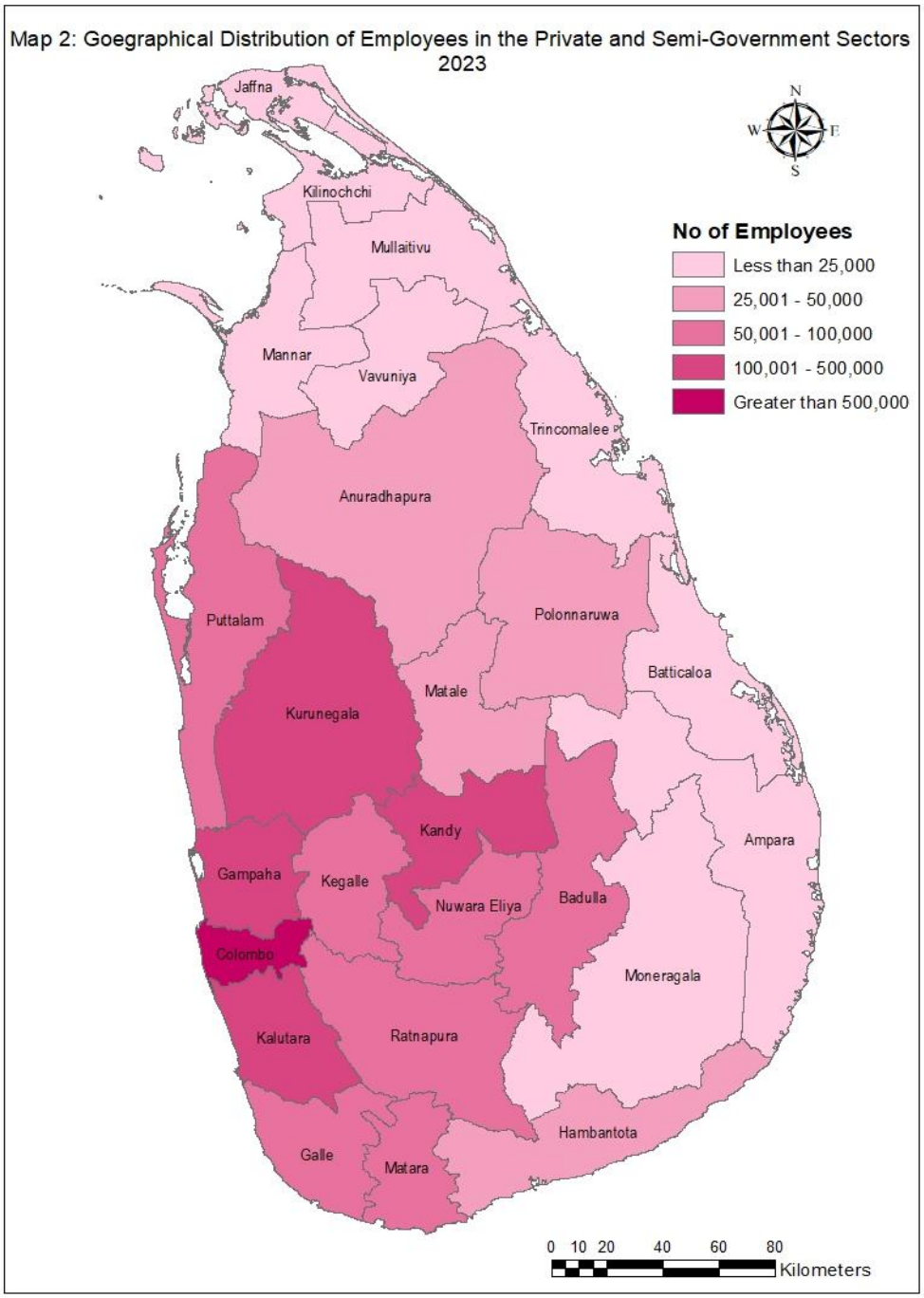
Employment by Occupation Category (ISCO-88)

Employment by Economic Activity (ISIC - Rev 4)

EMPLOYMENT

5.1. Geographical Distribution

The survey reveals that 2.3 million persons were employed in the private and semi-government sectors in 2023, and out of that 1.36 million (57.1 percent) are males and 1.02 million (42.9 percent) are females



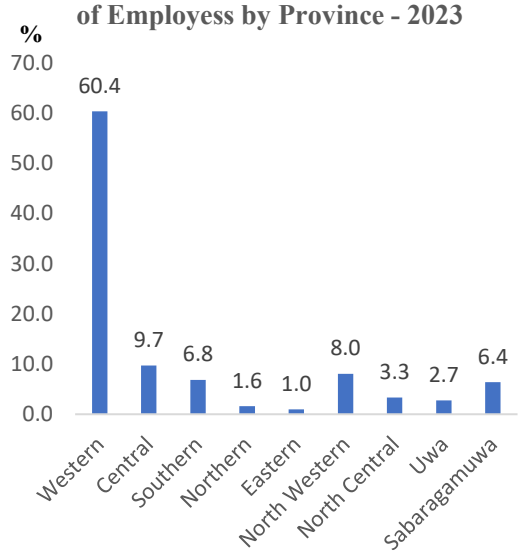
The geographical distribution of employees within the districts is clearly shown in Map 2. The highest number of employees (more than 0.5 million employees) worked in the Colombo district. Gampaha, Kalutara, Kandy, and Kurunegala districts were reported as the districts with between 0.1-0.5 million employees. Districts belonging to the Northern Province and Batticaloa, Ampara, Trincomalee and Monaragala districts reported less than 15,000 employees.

Table 5.1: Percentage Distribution of Employees by District - 2023

	Total	
District	**No.**	**(%)**
Colombo	900,349	37.7
Gampaha	433,178	18.1
Kalutara	108,862	4.6
Kandy	101,941	4.3
Matale	44,258	1.9
Nuwara eliya	85,631	3.6
Galle	79,773	3.3
Matara	54,057	2.3
Hambantota	29,520	1.2
Jaffna	11,291	0.5
Mannar	4,423	0.2
Vavuniya	8,590	0.4
Mullaitivu	5,120	0.2
Kilinochchi	8,559	0.4
Batticaloa	8,405	0.4
Ampara	4,168	0.2
Trincomalee	10,232	0.4
Kurunegala	141,846	5.9
Puttalam	50,186	2.1
Anuradhapura	45,252	1.9
Polonnaruwa	34,113	1.4
Badulla	54,539	2.3
Monaragala	11,055	0.5
Rathnapura	97,308	4.1
Kegalle	56,210	2.4
Total	2,388,869	100.0

The male-to-female ratio of 57:43 reported in this survey for private and semi-government sectors shows a slight deviation from the male: female ratio of 65:35 reported in the LFS for the total workforce in year 2023. Even though the average gender proportion of employees remains at 57:43, considerable deviations were visible at the district level.

Figure 5.1 Percentage Distribution of Employess by Province - 2023



The percentage distribution of employees by province is given in Figure 5.1. The highest percentage of employees is reported as 60 percent from the Western Province and the lowest percentage of employees is reported from the Northern and Eastern Provinces. 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.

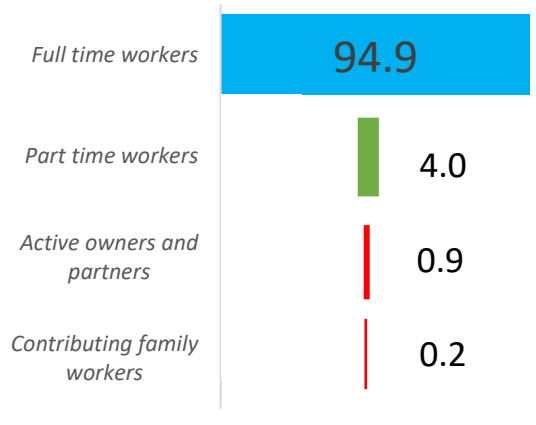
Table 5.2: Percentage Distribution of Total Employed Persons by Employment Status, Major Economic Activity, and Gender - 2023

Employment Status	*Total Employed Persons*			*Major Economic Activity*					
	No.	Male (%)	Female (%)	Agriculture		Industries		Service	
				Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Full-time workers	2,291,779	100.0	100.0	7.9	10.8	39.3	55.5	52.8	33.7
Part-time workers	97,090	100.0	100.0	6.1	7.8	15.8	18.6	78.2	73.6
Active owners and partners	21,993	100.0	100.0	6.2	2.9	35.5	32.6	58.2	64.5
Contributing family workers	4,325	100.0	100.0	2.0	2.3	47.5	36.8	50.4	60.9
Total	**2,415,187**	**100.0**	**100.0**	**7.7**	**10.7**	**38.3**	**54.0**	**54.0**	**35.3**

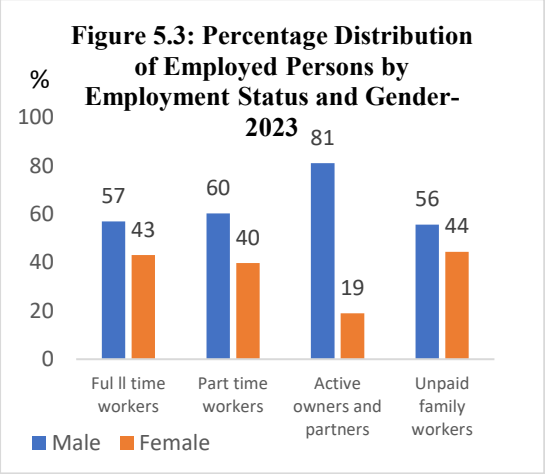
Employment statuses by gender and the distribution of employed persons among the major economic sectors are given in Table 5.2. According to the table, the highest percentage of male employees in all employment statuses have been reported in the service sector while female employees have been reported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

Figure 5.2 depicts the distribution of employed persons by employment status. Out of the total employed persons, 94.9 percent are full-time workers and 4.0 percent of them are part-time workers. The share of employers to the total was reported as 0.9 percent and contributing family workers was 0.2 percent.

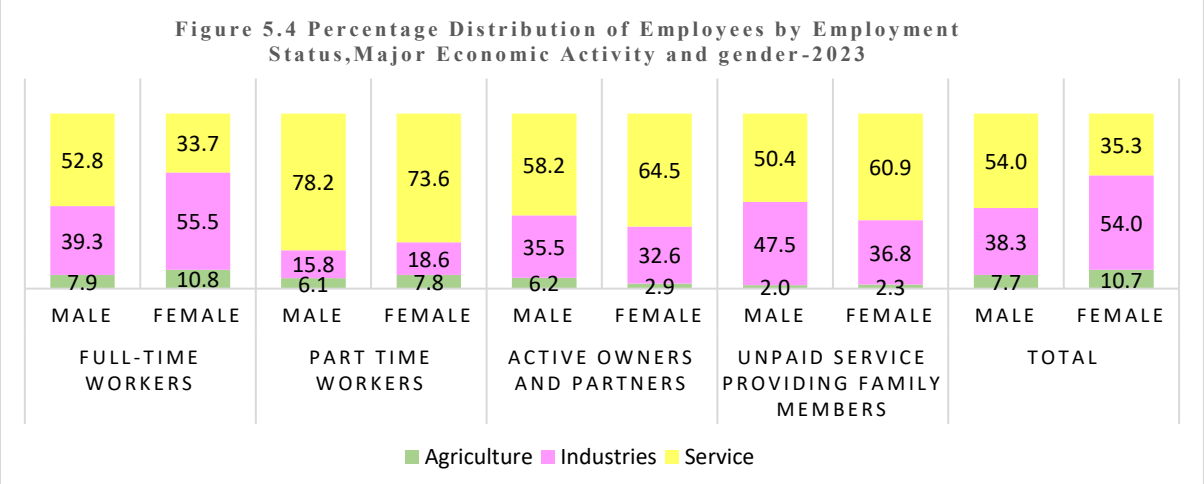
Figure 5.2 : Percentage Distribution of Employed Persons by Employment Status - 2023



In all these employment statuses, male contribution is significantly higher than female (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 (55.5 percent) reported higher than males. In the service sector, the highest percentage of male and female employees are reported to be Part-time workers, at 78.2 percent and 73.6 percent, respectively. It is reported that 58.2 percent of male employers (active owners and partners) and 64.5 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 57:43 Male: Female

Table 5.3: Percentage Distribution of Employees by Type of Employment and Gender – 2023

Employment Category	*Male (%)*	*Female (%)*	*Total No.*
Permanent	56.0	44.0	2,017,114
Temporary	58.9	41.1	143,067
Casual	67.1	32.9	211,612
Learners and Apprentices	56.0	44.0	17,077
Total	57.1	42.9	2,388,869

Figure 5.5 clearly shows that out of the total employees, the highest number of 84 percent belonged to the 'permanent' while 6 percent and 9 percent belonged to the employment types of 'temporary' and 'casual'. The employees in 'learners and apprentices' were 1 percent in 2023.

Table 5.4 shows the distribution of employees by type of employment in major economic activities. According to that, 90 percent of the total employment belongs to both industrial and service activities. 67.0 percent of learners and apprentices and 74.6 percent of casual workers belong to the service sector.

Figure 5.5: Percentage Distribution of Employees by Type of Employment-2023

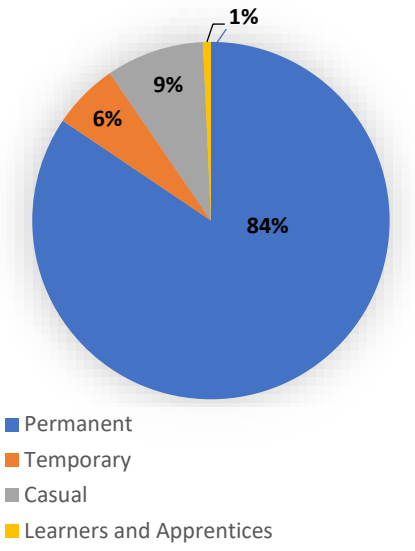
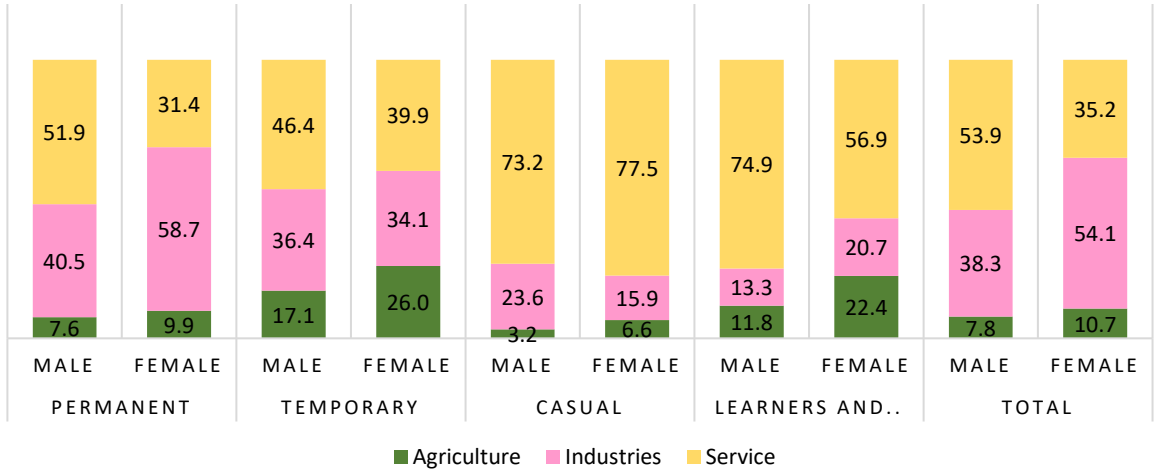


Table 5.4: Percentage Distribution of Employees by Type of Employment and Major Economic Activity – 2023

Employment Category	***Agriculture (%)***	***Industries (%)***	***Services (%)***	***Total (No)***
Permanent	8.6	48.5	42.8	2,017,144
Temporary	20.8	35.5	43.7	143,067
Casual	4.3	21.1	74.6	211,612
Learners and Apprentices	16.4	16.6	67.0	17,077
Total	9.0	45.1	45.9	2,388,869

Figure 5.6 portrays the distribution of male and female employees within the major economic activities by type of employment. Considering the service sector most people are engaged as casual workers (73% male and 78% female). It is reported that 74.9 percent of male learners and apprentices are engaged in the service sector. In agricultural 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-2023



5.3. Employment by Occupation

Table 5.5: Percentage Distribution of Employees by Occupation Category and Gender-2023

Employees

Occupation Category (ISCO)	Total		Male	Female
	No.	(%)		
Senior Officials and Managers	172,822	100.0	70.5	29.5
Professionals	170,413	100	54.2	45.8
Technicians and associate professionals	155,338	100	73.2	26.8
Clerical and Support workers	298,805	100	51.8	48.2
Service and sales workers	350,361	100	76.6	23.4
Skilled agricultural workers	188,454	100	45.7	54.3
Craft and related Trades workers	222,073	100	49.4	50.6
Plant and machine operators and assemblers	536,721	100	44.3	55.7
Elementary Occupations	293,882	100	61.1	38.9
Total	2,388,869	100.0	57.1	42.9

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

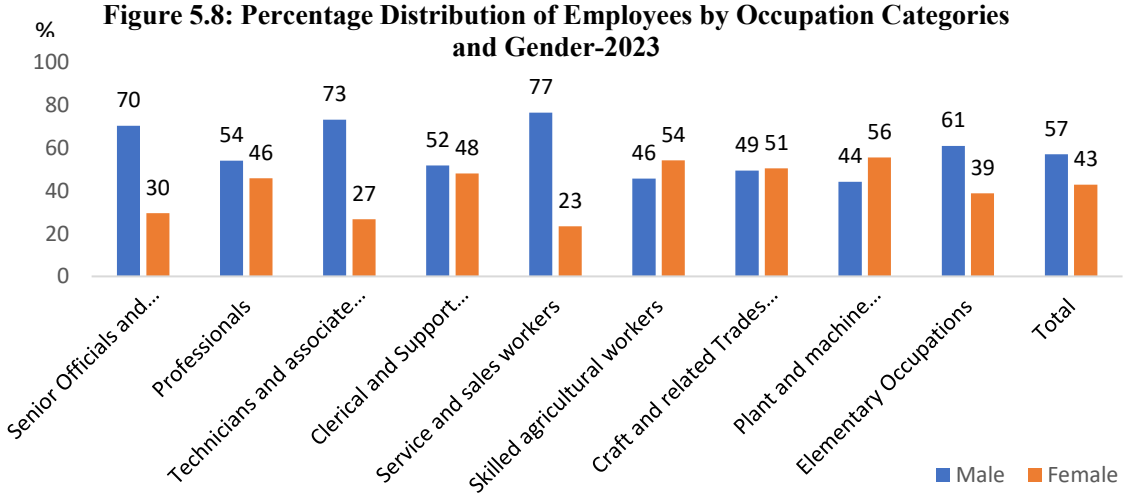
The Percentage distribution of employees were clearly depicted in Figure 5.7. According to that, the highest number of employees i.e. 22 percent of them belonged to 'Plant, machinery operators and assemblers'. It clearly shows that 'Service and sales workers' and 'Clerical and Support workers' are accountable for 15 percent and 13 percent of total employees respectively.

Figure 5.7: Percentage Distribution of Employees by Occupation Category - 2023



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., 77 males:23 females. The highest female contribution of 56 percent was recorded for Plant and machine operators category. The occupation categories of 'Skilled agricultural workers' and 'Craft and related Trades workers' also reported above 50 percent female participation in 2023.

Figure 5.8: Percentage Distribution of Employees by Occupation Categories and Gender-2023



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 9 percent, 'Industries' and 'Service' sector at 45 and 46 percent respectively.

Figure 5.9: Percentage Distribution of Employees by Major Economic Sectors- 2023

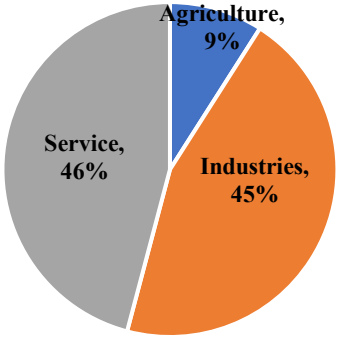


Figure 5.10: Percentage Distribution of Employees by Major Economic Activity and Gender-2023

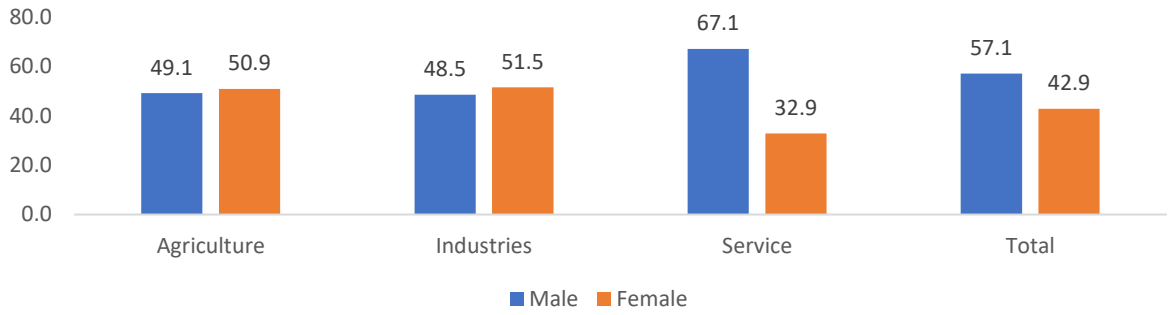
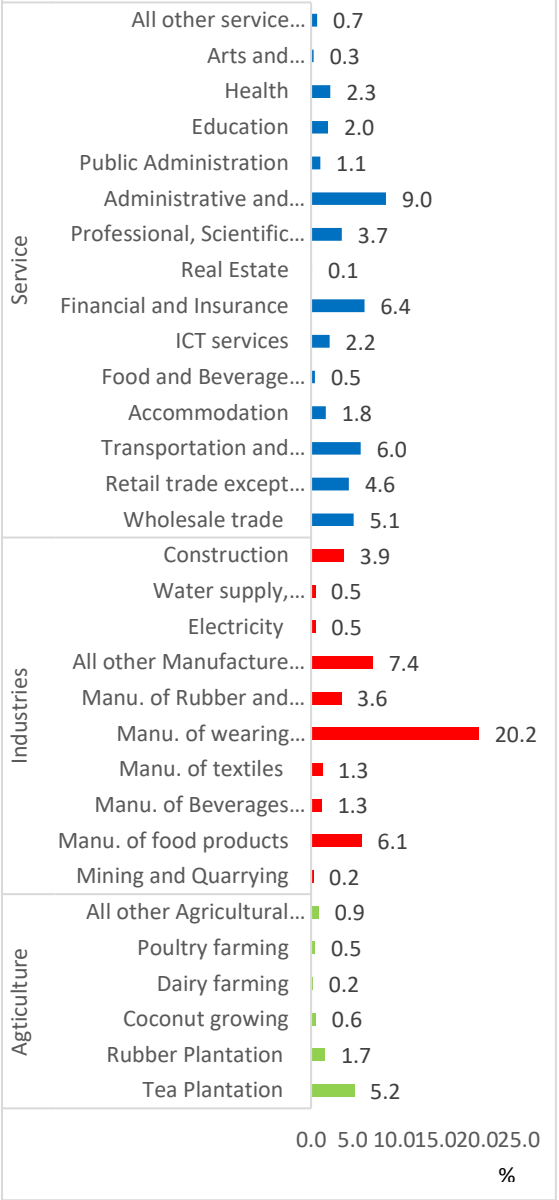


Figure 5.10 shows the percentage distribution of the number of employees by gender in these three sectors. The highest gender disparity of 67.1 percent male: 32.9 percent female was reported for the Services sector. Both the Agricultural and Industrial sectors, a slight increase of female workers was recorded over male workers.

Employee distribution among important economic activities are shown in Figure 5.11. It clearly visualizes the employee density at each economic activity. In the Industrial sector economic activity of ' Manufacturing of Wearing Apparels' alone has the highest employment density of 20.2 percent, followed by 'All other Manufacture Activities' of 7.4 percent. In this sector, apart from the apparel industry, the 'Food manufacturing' and 'Construction' industries have recorded 6.1 percent and 3.9 percent of employee capacities, respectively.

In the agricultural sector, 'Tea growing activity' which is mostly conducted by the tea plantations recorded 5.2 percent.

Figure 5.11: Percentage Distribution of Employees by Key Economic Activties-2023



In the service sector, the highest workforce of 9.0 percent was accounted for 'Administrative and Support Activities', while 'Financial and Insurance' and 'Transportation and Storage' accounted for 6.4 percent and 6.0 percent 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 57:43 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 'Mining and Quarrying', 'Electricity', 'Construction', 'Transportation', 'Accommodation', and ' Food and Beverage services' reported a percentage of 80 or more of male contribution.

Comparatively higher proportions of female employees are reported in 'Manufacturing of Beverages and Tobacco'and 'Manufacturing of Wearing apparel' activities by 75.1 percent, 73.1 percent, respectively.

Table 5.6: Percentage Distribution of Employees by Key Economic Activities and Gender-2023

Economic Activity	*Total (No)*	*Male (%)*	*Female (%)*
Tea Plantation	124,054	45.8	54.2
Rubber Plantation	40,101	48.9	51.1
Coconut growing	13,475	51.4	48.6
Poultry farming	11,230	57.9	42.1
All other Agricultural activities	21,744	58.7	41.3
Mining and Quarrying	5,779	84.9	15.1
Manufacturing of food products	144,911	57.6	42.4
Manufacturing of Beverages and Tobacco	30,221	24.9	75.1
Manufacturing of textiles	31,889	52.2	47.8
Manufacturing of wearing apparel	482,263	26.9	73.1
Manufacture of Rubber and plastic products	86,619	78.2	21.8
All other Manufacture activities	177,288	65.9	34.1
Electricity	12,150	82.9	17.1
Water supply, sewerage, and waste management	11,828	51.2	48.8
Construction	94,190	84.5	15.5
Wholesale trade	122,632	76.3	23.7
Retail trade except Motor Vehicles	108,902	69.6	30.4
Transportation and Storage	142,747	86.6	13.4
Accommodation	41,980	86.8	13.2
Food and Beverage services	11,303	81.9	18.1
ICT services	53,235	64.8	35.2
Financial and Insurance	153,304	62.2	37.8
Real Estate	2,968	75.1	24.9
Professional, Scientific, and Technical Activities	88,262	48.8	51.2
Administrative and Support Activities	215,506	70.0	30.0
Public Administration	26,261	69.2	30.8
Education	48,592	33.2	66.8
Health	55,384	39.5	60.5
Arts and Entertainment and Recreation	7,199	69.3	30.7
All other service activities	17,608	55.4	44.6
Total	2,388,869	57.1	42.9

CHAPTER 6

WORKING - HOURS

Average Weekly Working Hours

Average Annual Working Hours

WORKING HOURS

Employment is the 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. The 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

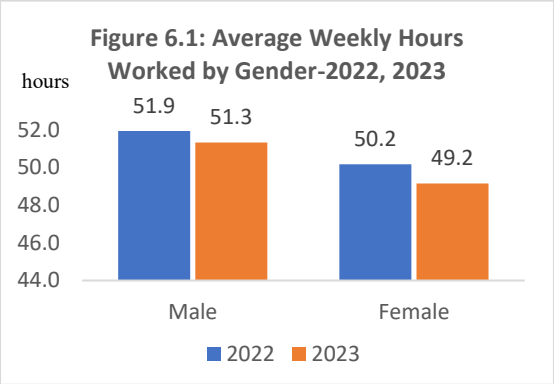
(iii) Time 3: Average annual working time per employed person.

In this survey, the weekly working hours of employees were measured by gender, occupation status, and economic activity according to the System of National Accounts (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

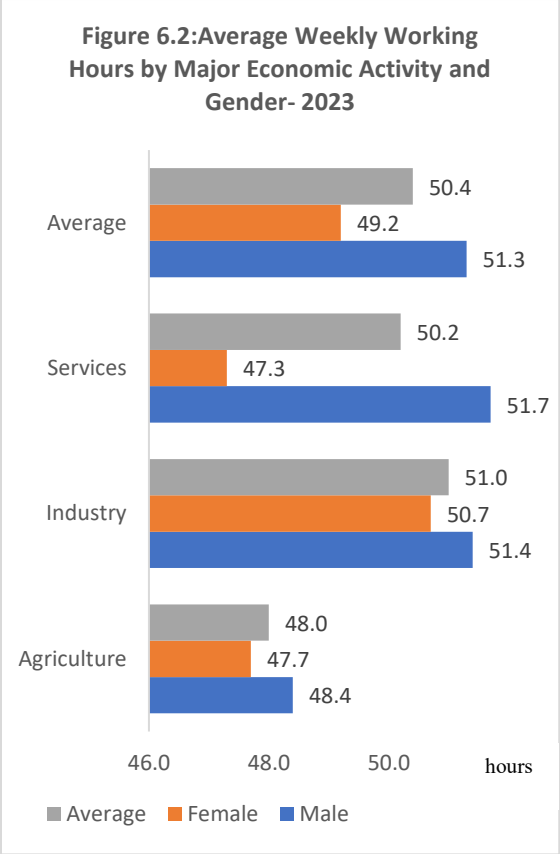


According to Figure 6.1, the average weekly working hours of the private and semi-government sectors in 2023, male and female employees reported as 51.3 hours and 49.2 hours, respectively. In comparison to the year 2022, in the year 2023, both male and female employees have reported a slight decrease in average weekly working hours.

Table 6.1: Average Weekly Hours Worked per Employee by Major Economic Activity and Gender -2023

Major Economic Activity	*Male*	*Female*	*Average*
Agriculture	48.4	47.7	48.0
Industry	51.4	50.7	51.0
Services	51.7	47.3	50.2
Average	51.3	49.2	50.4

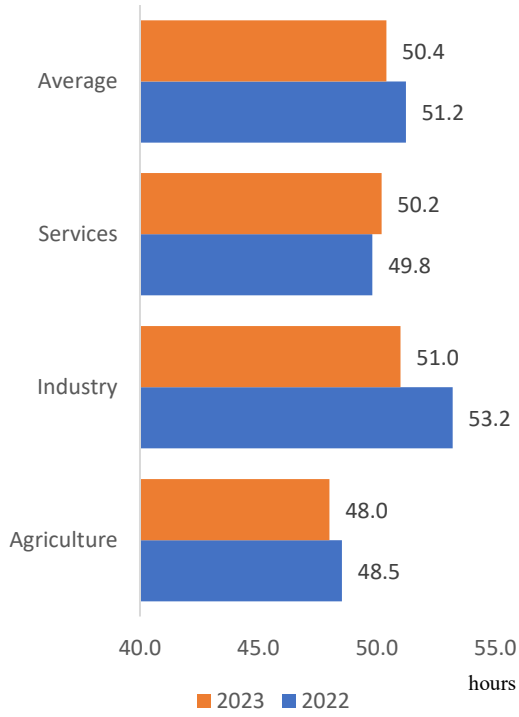
Table 6.1 shows the average working hours including OT hours in the three major economic activities by gender. The average working hours ranged from 48-52 hours depending on the number of days worked per week.



When looking at the major economic sectors, male employees in industrial activities have worked an average of 51.4 hours per week. The female workforce in industrial activities also showed the highest number of working hours compared to agricultural and service activities. Female employees in service activities reported the lowest working hours of 47.3 (Figure 6.2).

Figure 6.3 shows the change in average weekly working hours in the years of 2022, 2023. An increase in average weekly working hours is reported in the service sector from 49.8 to 50.2. A decrease is shown in both the agricultural and the industrial sectors.

Figure 6.3: Average Weekly Working Hours by Major Economic Activity - 2022, 2023



The average working hours for an employee according to economic activity is shown in Table 6.2. Male workers in the human health and social work activity reported at 57 and female workers in the administrative and support service reported at 55 as the highest number of average working hours per week. It is reported that male and female employees working in the agricultural sector work 50 hours and 48 hours, respectively. On average, the highest number of average working hours per week reported in the human health and social work activity as 56 hours per week.

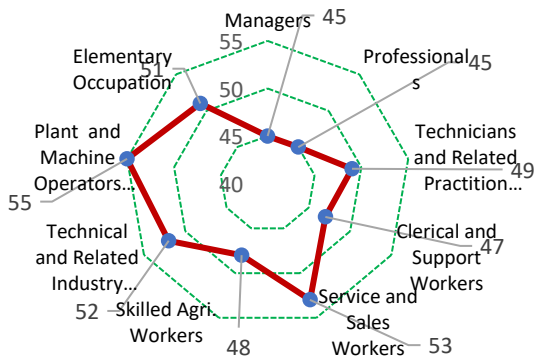
Table 6.2: Average Weekly Hours Worked per Employee by Economic Activity and Gender - 2023

Economic Activity	Average Hours Worked Weekly (hours per employee)		
	Male	Female	Average
Agriculture	48	48	48
Mining and quarrying	49	45	49
Manufacturing	52	51	52
Electricity	56	45	54
Water supply, sewerage	50	45	48
Construction	46	45	46
Wholesale and retail trade	52	49	51
Transportation and storage	56	51	55
Accommodation and food service	52	50	52
Information and communication	45	44	45
Financial and insurance	44	43	44
Real estate activities	55	52	54
Professional, scientific, and technical	47	45	46
Administrative and support services	56	55	55
Public administration	49	43	47
Education	44	39	41
Human health and social work	57	53	56
Arts, entertainment, and recreation	49	42	47
Other service activities	46	42	44
Average	51	49	50

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 55 hours per week is reported for 'Plant and Machine Operators and Assemblers'. 'Managers' and 'professionals' reported an average weekly work time of 45 hours.

Figure 6.4: Average Weekly Working Hours by Occupation Category-2023

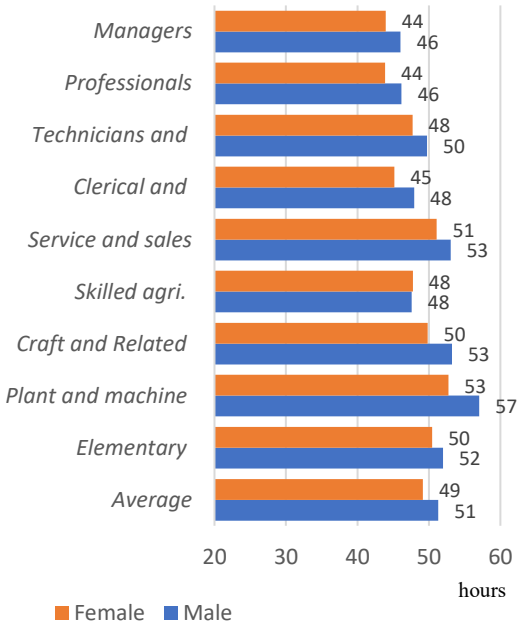


Average weekly working hours by occupation category and gender are shown in Table 6.3 and Figure 6.5. The longest working hours for females were reported as 'Plant and Machine Operators and Assemblers' at 53 hours per week. The lowest number of hours were reported for 'Managers' and 'Professionals' as 44 hours per week. The highest average working hours for males were reported for 'Plant and Machine Operators and Assemblers' as 57 hours per week.

Table 6.3: Average Hours Worked per Week by Occupational Category and Gender 2023

Occupation (ISCO-88)	*Average weekly working hours with OT*		
	Male	**Female**	**Avg.**
Managers	46	44	45
Professionals	46	44	45
Technicians and	50	48	49
Clerical and	48	45	47
Service and sales	53	51	53
Skilled agri.	48	48	48
Craft and Related	53	50	52
Plant and machine	57	53	55
Elementary	52	50	51
Average	51	49	50

Figure 6.5: Average Weekly Working Hours by Occupation Category and Gender 2023



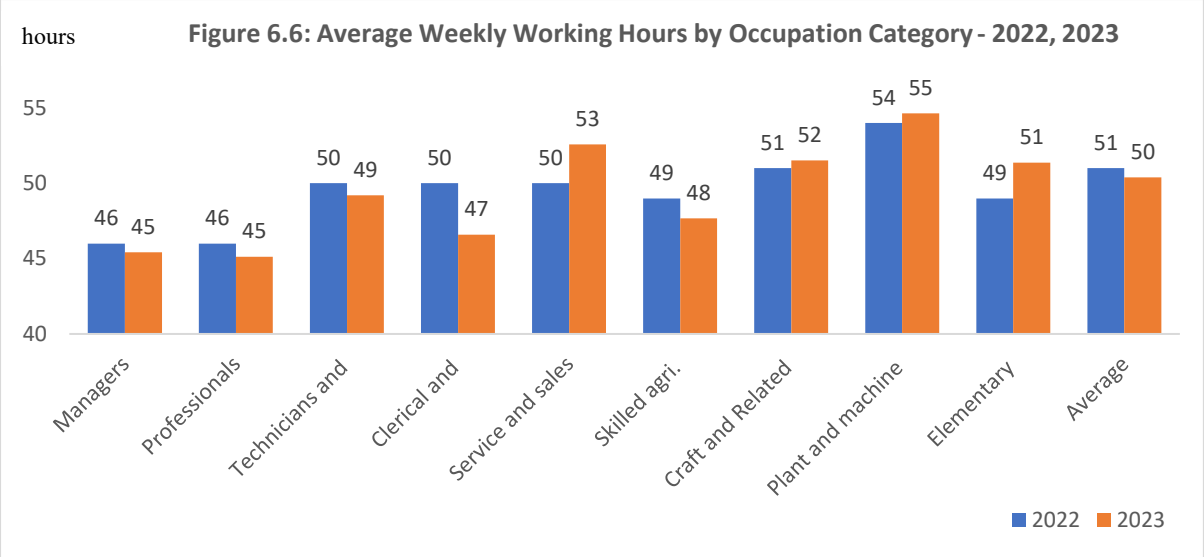


Figure 6.6 shows the average weekly working hours by occupation category in 2022 and 2023. Accordingly, the highest differences are reported for 'Clerical and Support Workers'and 'Service and Sales Workers'.

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 are given in Table 6.4.

Table 6.4: Percentage Distribution of Male and Female Employees Worked at Selected Hour-Bands by Occupation Category - 2023

Occupation	*Male (%)*			*Female (%)*		
	(40 - 44) hours	(45-49) hours	(50=<) hours	(40 - 44) hours	(45-49) hours	(50=<) hours
Managers	49.8	27.0	23.2	60.3	28.3	11.4
Professionals	49.7	24.7	25.6	49.3	27.4	23.3
Technicians and Associates	32.5	21.0	46.5	48.5	24.3	27.2
Clerical and Related	43.3	27.6	29.1	57.0	25.3	17.8
Service and Sales Workers	31.0	20.1	48.9	26.6	34.1	39.3
Skilled Agriculture Workers	33.0	42.3	24.7	35.3	35.8	28.9
Craft and Trade Workers	21.9	20.8	57.2	30.8	28.2	40.9
Plant and Machine Operators,	23.8	18.1	58.1	3.5	29.7	66.8
Elementary Occupation	26.7	26.9	46.4	23.5	26.7	49.8
Average	32.0	24.3	43.7	29.4	30.5	40.1

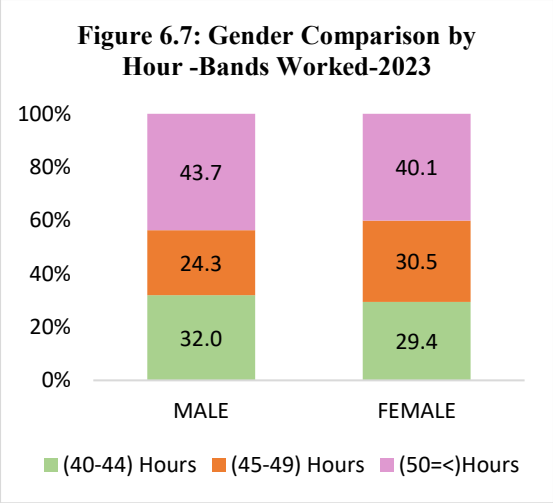
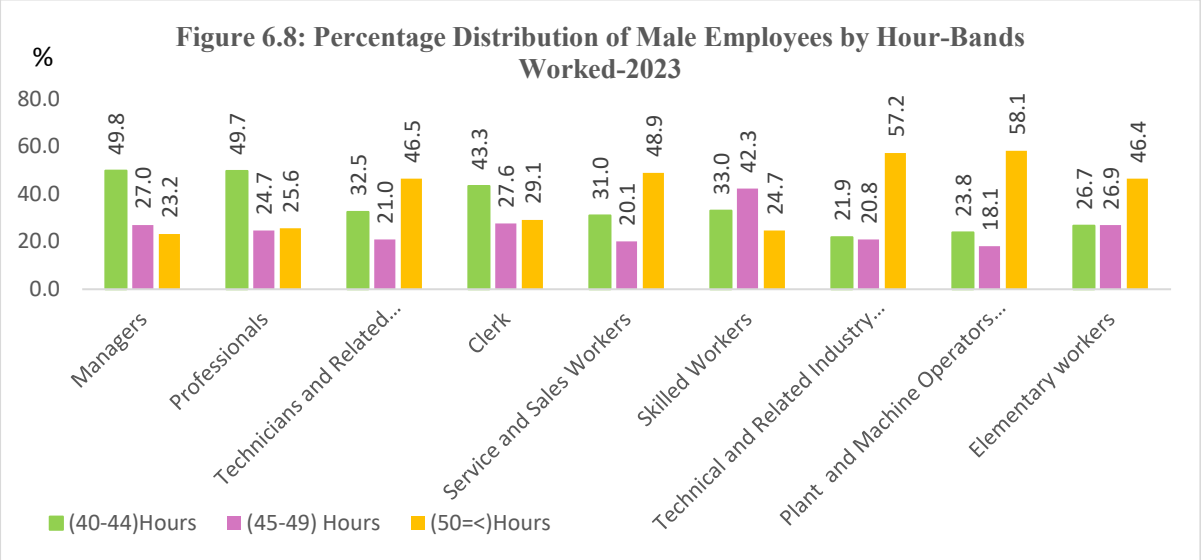
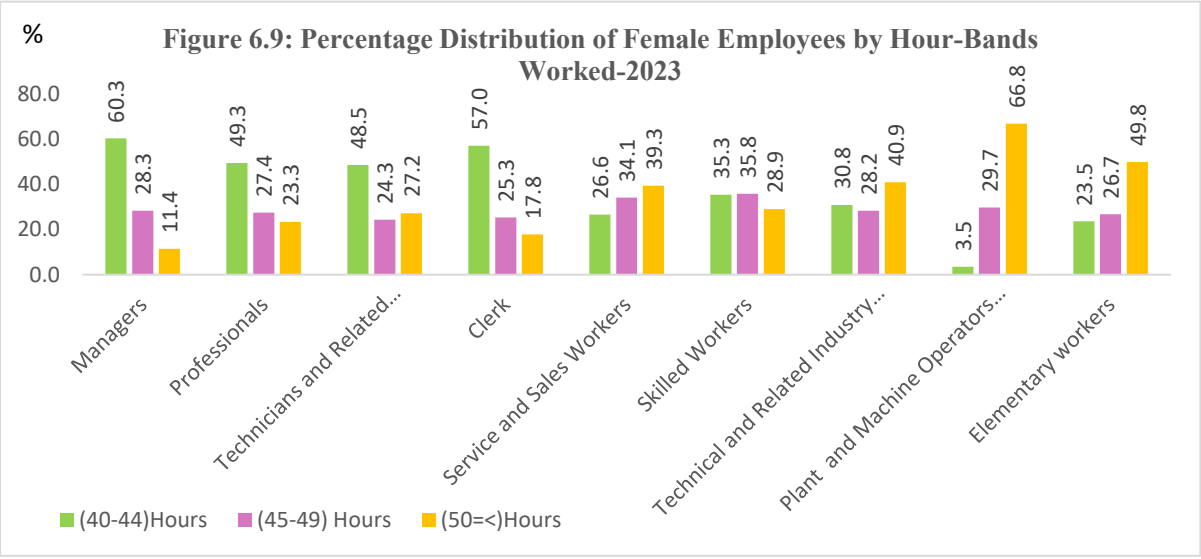


Figure 6.7 clearly shows the comparison of males and females working in these selected hour bands. Nearly 24 percent of males and 30 percent of females work in the 45-49 hour band. 44 percent of males and 40 percent of females have tended to work more hours for week and they belong to the hour band of 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 the periods of time each employee works according to their occupation.





6.1.4. By Excessive Working Time

Employment in excessive working time shows the employees whose working hours exceed 48 hours per week. The 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 in health conditions and work-life balance.

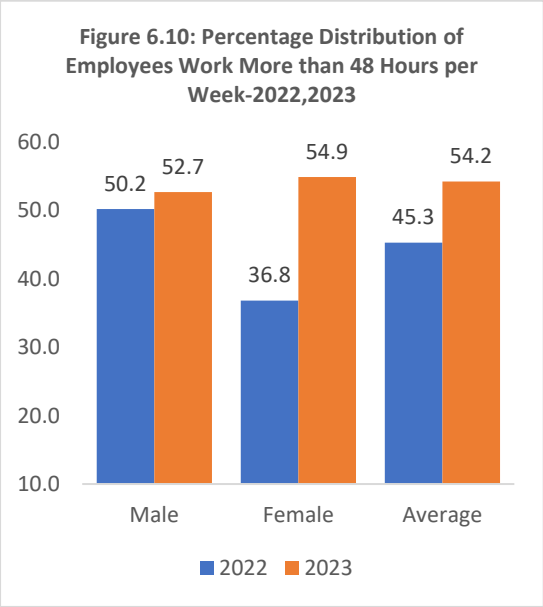


Figure 6.10 shows the percentage distribution of employees working more than 48 hours per week for the years 2022 and 2023. In 2023, employees who worked more than 48 hours in the private and semi-government sector establishments are reported as 54.2 percent. Gender-wise, it is reported that 54.9 percent of females and 52.7 percent of males have worked in excess of 48 hours. In year 2022, the number of employees working more than 48 hours has increased by 20 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 2023 was 2,618 hours. For males and females, it was 2,667 hours and 2,554 hours, respectively (Table 6.5). Accordingly, the highest value of annual working hours were reported in the 'Human Health and Social Work Activity' as 2,972 hours for males and 2,886 hours for females.

Table 6.5: Average Annual Hours Worked per Employee by Economic Activity and Gender – 2023

Economic Activity	Average annual hours worked per employee		
	Male	Female	Average
Agriculture	2514	2477	2495
Mining and quarrying	2560	2359	2529
Manufacturing	2714	2646	2676
Electricity	2903	2318	2803
Water supply, sewerage	2584	2348	2469
Construction	2416	2331	2403
Wholesale and retail trade	2698	2560	2661
Transportation and storage	2905	2659	2872
Accommodation and food service	2716	2577	2696
Information and communication	2339	2278	2318
Financial and insurance	2288	2235	2268
Real estate activities	2861	2707	2823
Professional, scientific and technical	2459	2317	2386
Administrative and support service	2919	2676	2846
Public administration	2544	2229	2447
Education	2310	2043	2132
Human health and social work	2972	2886	2920
Arts, entertainment and recreation	2539	2202	2435
Other service activities	2410	2188	2311
Average	2667	2554	2618

Figure 6.11: Average Annual Working Hours per Employee by Economic Activity and Gender-2023

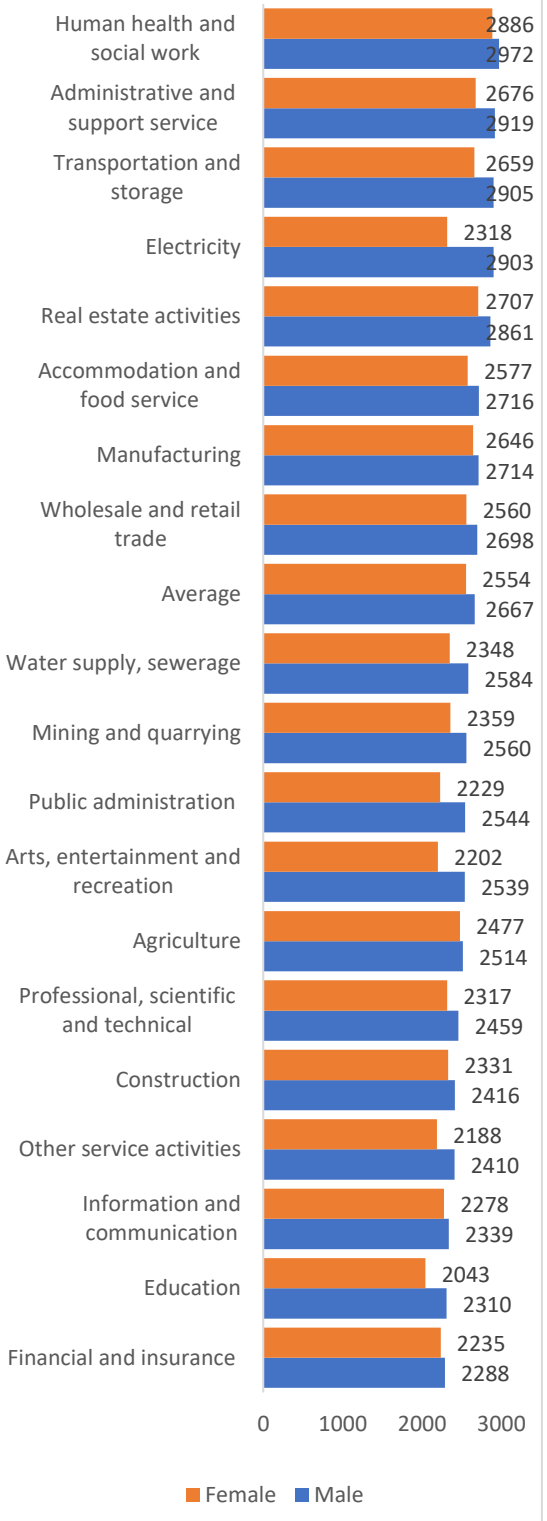


Figure 6.11 clearly depicts the average annual working hours per employee by economic activity. In all activities, the average annual working hours of females are lesser than their male counterparts.

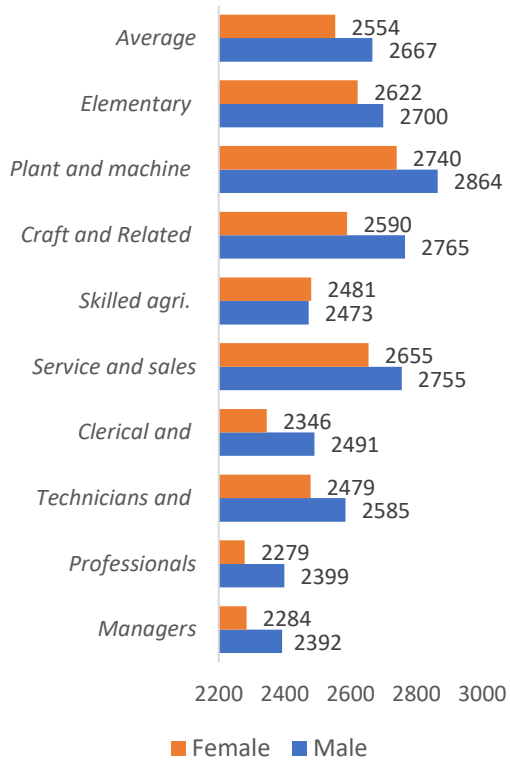
6.2.2. Average Annual Working Hours by Occupation

Table 6.6 Average Annual Hours Worked by Occupation and Gender - 2023

Occupation	Hours per Employee		
	Male	Female	Average
Managers	2392	2284	2360
Professionals	2399	2279	2344
Technicians and	2585	2479	2556
Clerical and	2491	2346	2421
Service and sales	2755	2655	2732
Skilled agri.	2473	2481	2477
Craft and Related	2765	2590	2677
Plant and machine	2864	2740	2840
Elementary	2700	2622	2669
Average	2667	2554	2618

Annual working hours by occupation categories and gender in private sector establishments are given in Table 6.6, and it is shown graphically by Figure 6.12. Accordingly, on average, the longest working hours were reported for 'Plant and Machine Operators and Assemblers' as 2840 hours per year. The lowest number of hours were reported for 'Professionals' as 2344 hours per year. The average annual working hours of females are higher than those of males as 'Skilled Agriculture Workers'.

Figure 6.12: Average Annual Working Hours per Employee by Occupation and Gender-2023



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 the 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 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 which affects earnings.

Out of the seven indicators introduced by the 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 2023, 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

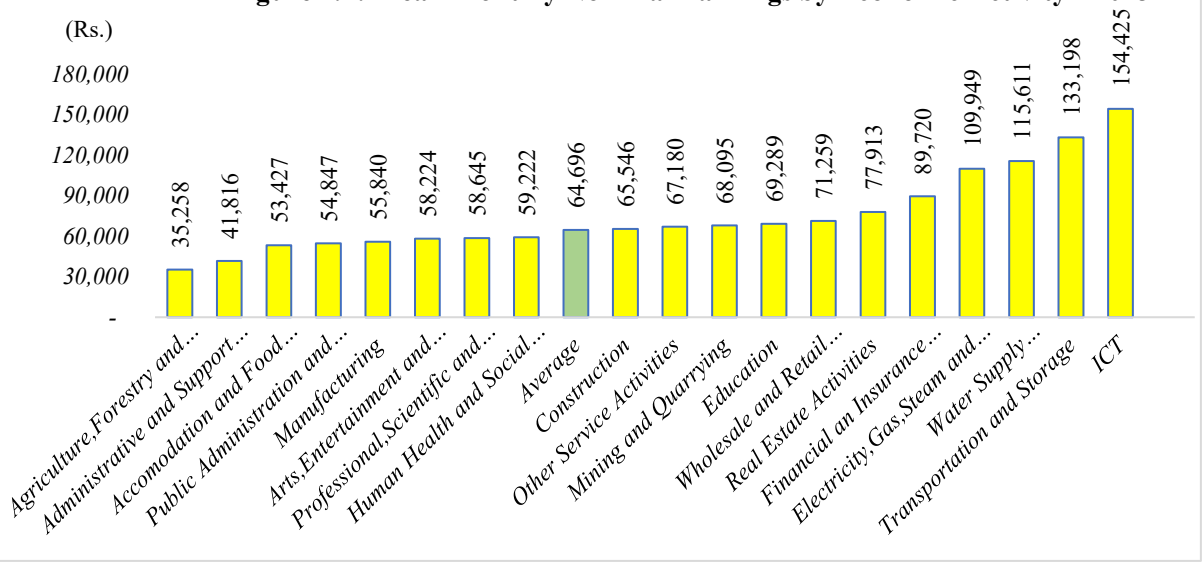
Mean monthly nominal earnings by economic activities are given in Table 7.1. Mean nominal earnings were calculated as total nominal earnings per month divided by the total number of employees at each economic activity. These values were further disaggregated by gender.

The mean nominal monthly earnings of males and females were recorded as Rs. 75,489 and Rs. 50,321, respectively. The average monthly nominal earning was reported as Rs. 64,696. (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 33 percent lesser than their male counterparts.

Table 7.1: Mean Monthly Nominal Earnings by Economic Activity and Gender – 2023

Economic Activity	*Nominal earnings (Rs.)*		
	Average	**Male**	**Female**
Agriculture	35,258	40,501	30,192
Mining and Quarrying	68,095	72,158	45,211
Manufacturing	55,840	68,242	45,980
Electricity	109,949	117,900	71,285
Water Supply, Sewerage	115,611	117,877	113,231
Construction	65,546	65,852	63,882
Wholesale and Retail Trade	71,259	76,945	55,756
Transportation and Storage	133,198	136,536	111,704
Accommodation and Food Service	53,427	54,255	48,432
ICT	154,425	168,692	128,104
Financial and Insurance	89,720	98,685	74,981
Real Estate Activities	77,913	79,156	74,157
Professional, Scientific and Technical	58,645	67,604	50,094
Administrative and Support Service	41,816	45,242	33,831
Public Administration	54,847	55,009	54,483
Education	69,289	85,417	61,286
Human Health	59,222	63,899	56,164
Arts, Entertainment and Recreation	58,224	65,241	42,370
Other Service Activities	67,180	78,664	52,927
Average	64,696	75,489	50,321

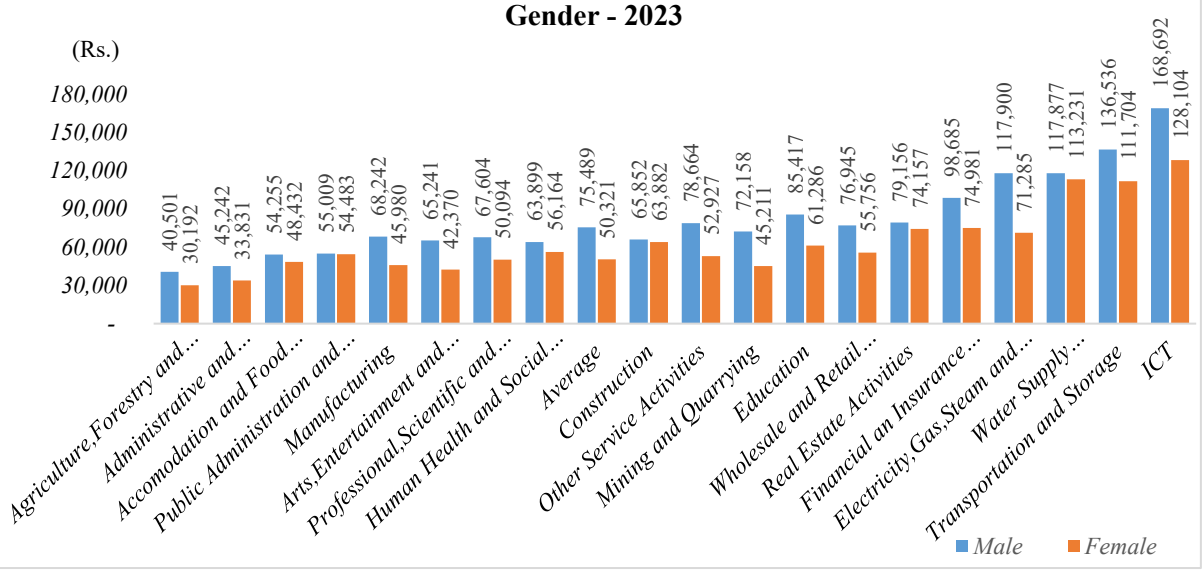
Figure 7.1: Mean Monthly Nominal Earnings by Economic Activity - 2023



According to the mean monthly nominal earnings, the highest paid economic activity was identified as 'Information and Communication Technology (ICT)' with mean monthly nominal earnings of Rs. 154,425. while the least paid activity recorded as 'Agriculture' with mean monthly nominal earnings of Rs. 35,258. Out of the key economic activities, the employees of economic activities including 'Electricity', 'Water Supply', 'Transportation and Storage' and 'ICT' earn high monthly wages more than Rs. 1,00,000 (Figure 7.1).

Figure 7.2 clearly depicts the monthly wage disparities of economic activity based on gender. According to the survey results, vast disparities in earnings between male and female employees within the economic activities were observable. The 'Electricity' activity reports the highest inequality in wages by gender.

Figure 7.2 : Mean Monthly Nominal Earnings by Economic Activity and Gender - 2023



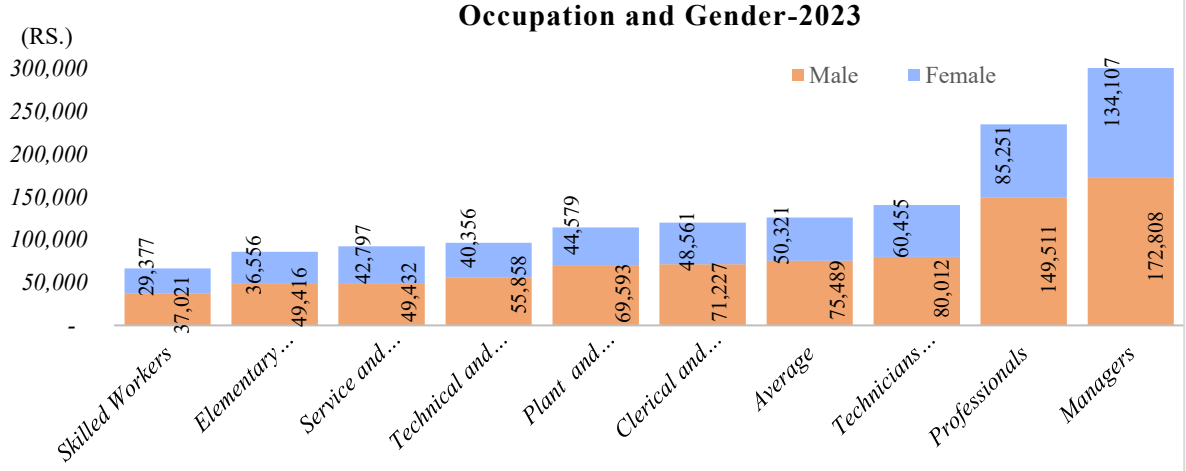
7.1.2. Mean Monthly Nominal Earnings by Occupation

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 49 percent lower than the average nominal monthly earnings of Rs. 64,696, 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 33 percent lesser than males. It is clearly depicted in Figure 7.3.

Table 7.2: Mean Monthly Nominal Earnings by Occupation and Gender – 2023

Occupation	*Mean Monthly Nominal Earnings (Rs)*		
	Male	**Female**	**Average**
Managers	172,808	134,107	161,385
Professionals	149,511	85,251	120,069
Technicians and associate professionals	80,012	60,455	74,776
Clerical-related workers	71,227	48,561	60,309
Service and sales workers	49,432	42,797	47,879
Skilled Agricultural workers	37,021	29,377	32,872
Craft and related trades workers	55,858	40,356	48,020
Plant and Machine operators, assemblers	69,593	44,579	55,664
Elementary occupations	49,416	36,556	44,411
Average	75,489	50,321	64,696

Figure 7.3 : Mean Monthly Nominal Earnings of Employees by Occupation and Gender-2023



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 International Conference of Labour Statisticians (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 the 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 the National Consumer Price Index (NCPI) 2023 and discussed at disaggregated levels of sex, economic activity, and occupation category. The annual NCPI value for 2023 was reported as 203.8 (Base year: 2021)

Table 7.3: Mean Monthly Real Earnings by Economic Activity and Gender – 2023

Economic Activity	*Mean Monthly Real Earnings (Rs) (Rs.)*		
	Average	**Male**	**Female**
Agriculture	17,300	19,873	14,814
Mining and Quarrying	33,413	35,406	22,184
Manufacturing	27,399	33,485	22,561
Electricity	53,950	57,851	34,978
Water Supply, Sewerage	56,728	57,839	55,560
Construction	32,162	32,312	31,346
Wholesale and Retail Trade	34,965	37,755	27,358
Transportation and Storage	65,357	66,995	54,811
Accommodation and Food Service	26,215	26,622	23,764
ICT	75,773	82,773	62,858
Financial and Insurance	44,024	48,422	36,791
Real Estate Activities	38,230	38,840	36,387
Professional, Scientific and Technical	28,776	33,172	24,580
Administrative and Support Service	20,518	22,199	16,600
Public Administration	26,912	26,992	26,734
Education	33,998	41,912	30,072
Human Health	29,059	31,354	27,558
Arts, Entertainment and Recreation	28,569	32,012	20,790
Other Service Activities	32,964	38,598	25,970
Average	31,745	37,041	24,692

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 differed considerably in 2023. Gender wise male employees and female employees received Rs 37,041 and Rs 24,692 as average monthly wages, respectively. Economic activity-wise mean monthly real wages range from Rs (19,873-82,773) for males and Rs (14,814-62,858) 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. 79,188 to Rs. 16,129 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 exist in private and semi-government sector establishments regarding wages by gender. The highest disparity is observed in the 'Professionals' category. The occupation groups of 'Services and Sales Workers' and 'Skilled Agricultural workers' did not show much gender disparity among monthly real wages.

Figure 7.4: Mean Monthly Real Earnings by Occupation-2023

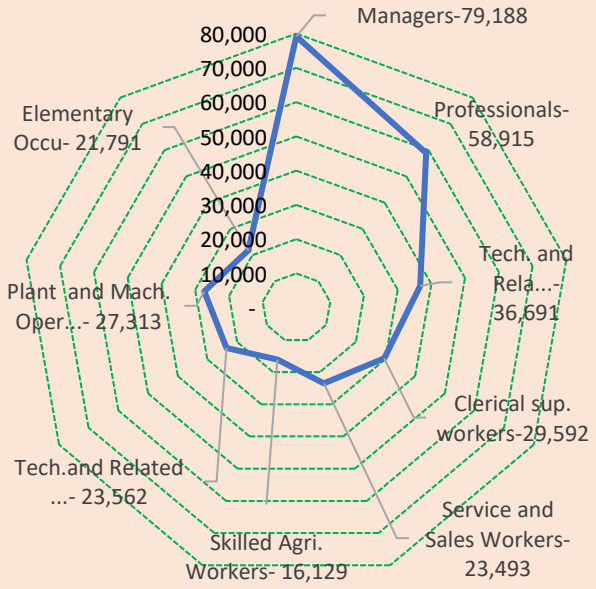


Figure 7.5: Mean Monthly Real Earnings by Occupation and Gender-2023

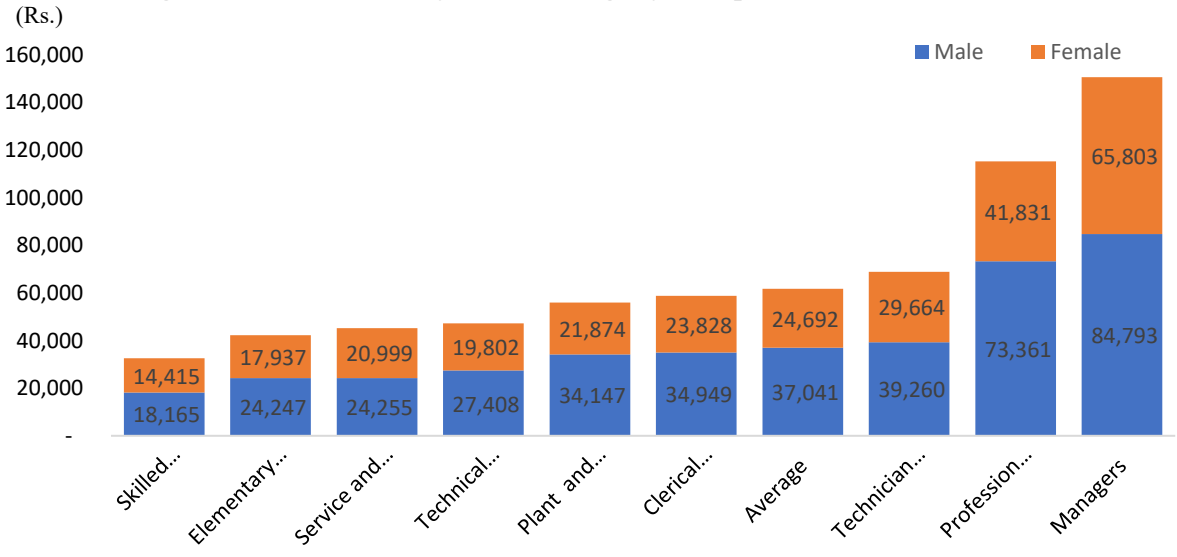


Figure 7.6 shows the percentage deviation of monthly real wages in each occupation from the average monthly real wage in 2022 and 2023. In both 2022 and 2023, only the occupations of 'Managers', 'Professional', and 'Technicians and associate professionals' showed salaries above the average and all other occupations reported salaries below the average.

In 2023, the average real wages of 'Managers' recorded as 149 percent higher than the average, while 'Skilled agricultural workers' reported their real wages is 49 percent lesser than the average real wage.

Mean monthly nominal earnings and mean monthly real earnings by gender in 2022 and 2023 are shown in Figure 7.7. Compared to 2022, in 2023, average nominal monthly earnings increased by 3 percent from 62,797 to 64,696, but as a result of the inflation real monthly nominal earnings decreased from 35,905 to 31,745 by 12 percent.

Figure 7.6: Percentage Diviation of the Average Monthly Real Earnings - 2022,2023

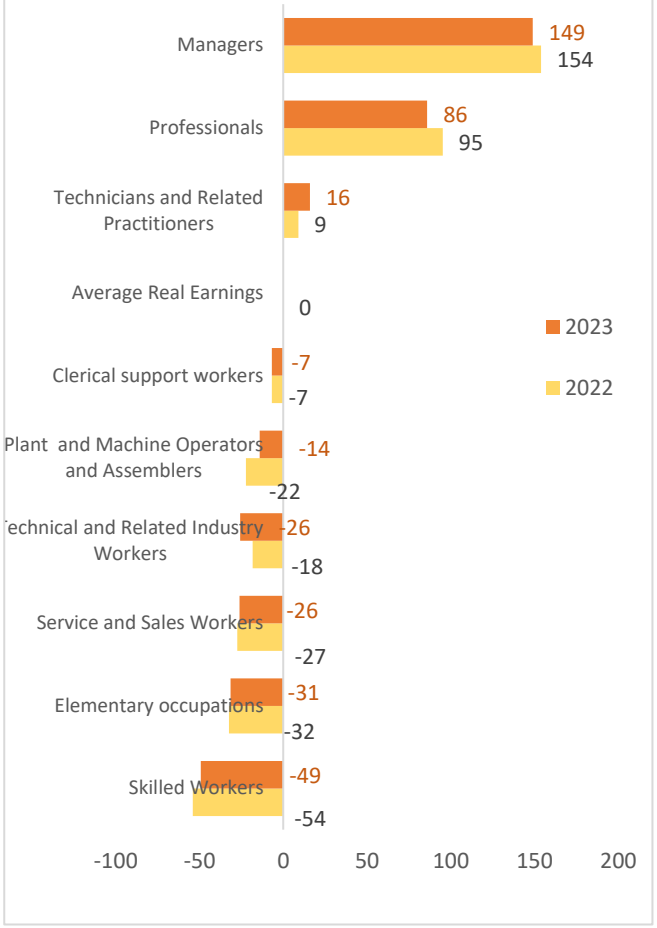
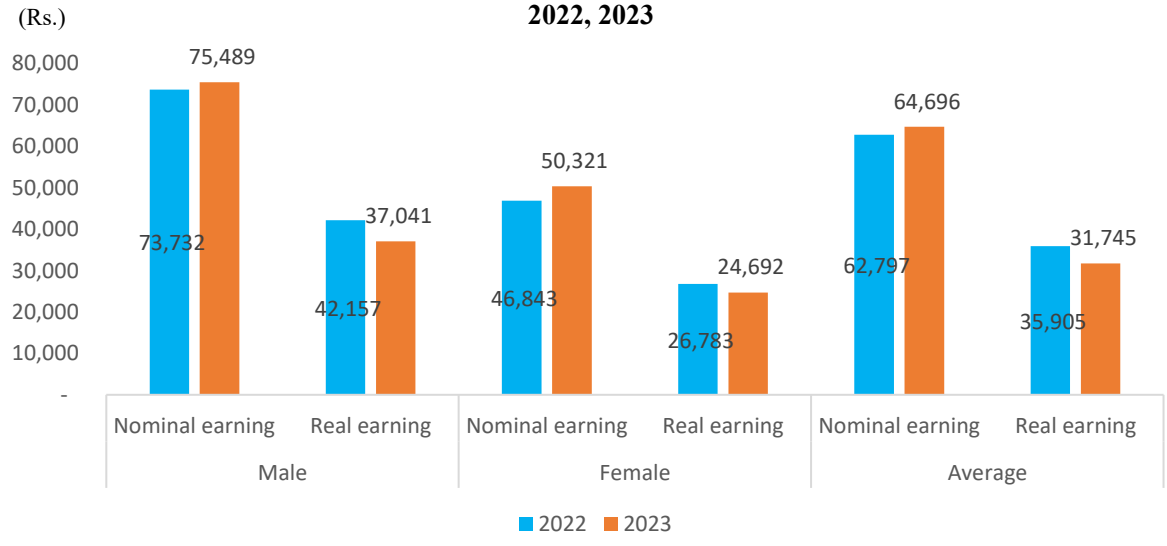


Figure 7.7: Mean Monthly Nominal Earnings and Real Earnings by Gender - 2022, 2023



7.3. Mean Hourly Nominal Earnings

Mean hourly nominal earnings discuss the arithmetic mean of hourly earnings of employees in the private and semi-government sectors. 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 2022 and 2023. It clearly shows the disparity of wages by gender in private and semi-government sectors. In 2023, on average male employees earn Rs.340 while female employees earn Rs.236 hourly nominal earnings. Considering the year 2022, the salary of both males and females were reported to be slightly higher than 2023.

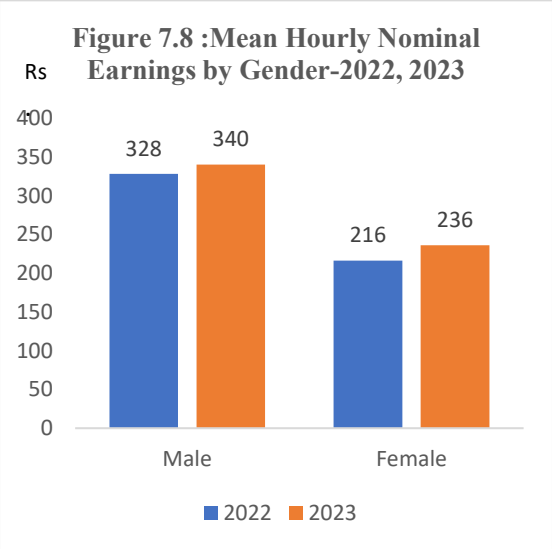


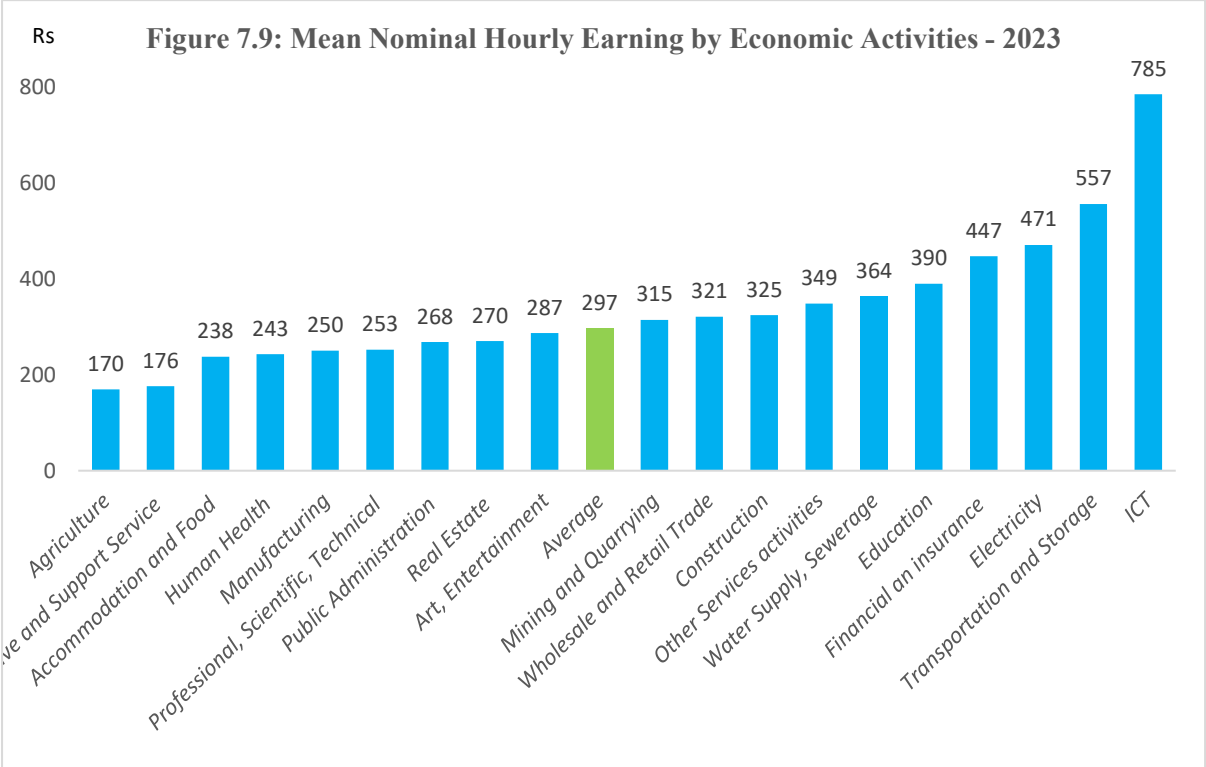
Table 7.4: Mean Hourly Nominal Earnings by Economic Activity and Gender -2023

Economic Activity	*Mean Hourly Nominal Earnings (Rs.)*		
	Male	**Female**	**Average**
Agriculture	193	146	170
Mining and Quarrying	338	171	315
Manufacturing	302	209	250
Electricity	487	369	471
Water Supply	384	342	364
Construction	325	325	325
Wholesale and Retail Trade	342	261	321
Transportation and Storage	564	504	557
Accommodation and Food service	240	225	238
ICT	864	636	785
Financial an insurance	491	373	447
Real Estate Activities	270	271	270
Professional, Scientific and Technical	296	209	253
Administrative and Support Ser.	186	152	176
Public Administration	259	291	268
Education	444	360	390
Human Health	258	233	243
Art, Entertainment and Recreation	308	231	287
Other Service activities	392	290	349
Average	340	236	297

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 Gross Domestic Product (GDP) such as 'Agriculture', 'Administrative and Support Service', 'Art, Entertainment', and 'Human Health' are lower than the overall average of Rs. 297.

According to the survey results, the highest-paid job was reported in the 'Information and Communication' activity, it gets more than 2 times higher wages than the average hourly earnings.



7.3.1. Mean Hourly Nominal Earnings by Occupations

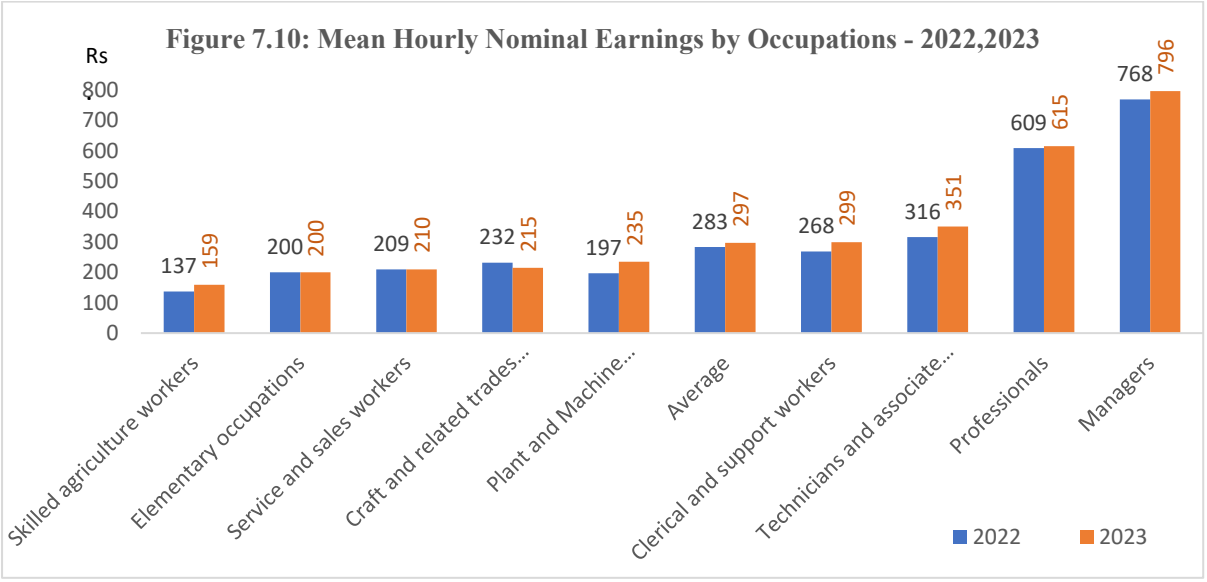
Table 7.5 shows the mean hourly nominal earnings by gender and occupation. It clearly shows that, on average, female workers earn about 31 percent less than male workers. Looking at the nominal hourly earnings of male and female workers, in the private and semi-government sectors, across all occupational 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. 340/-, Rs. 236/-, and Rs. 297/- for males, females, and as average, respectively.

Table 7.5: Mean Hourly Nominal Earnings by Occupations and Gender – 2023

Occupation	*Mean Nominal hourly Earnings (Rs.)*		
	Male	**Female**	**Average**
Managers	867	704	796
Professionals	748	449	615
Technicians and associate professionals	371	293	351
Clerical and support workers	343	248	299
Service and sales workers	215	193	210
Skilled agriculture workers	180	142	159
Craft and related trades workers	242	187	215
Plant and Machine operators, assemblers	282	195	235
Elementary occupations	220	167	200
Average	340	236	297

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 40 percent lower than the average nominal hourly earnings. Further, survey results show that the average hourly nominal earnings of 'Plant and Machine Operators', 'Craft and Related Trades Workers', 'Service and Sales Workers', 'Elementary Occupations' and 'Skilled Agriculture Workers' are lower than the average of 297 (Figure 7.10).

Figure 7.10: Mean Hourly Nominal Earnings by Occupations - 2022,2023



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 2023, the majority of 51 percent belonged to the salary groups of Rs. (20,000-49,999). The salary group of Rs. (50,000-75,000) consisted of 22 percent of the total employees. All-together, 24 percent of employees belonged to Rs. 75,000 or more wage groups.

Figure 7.11:Percentage Distribution of Employees by Wage Group-2023

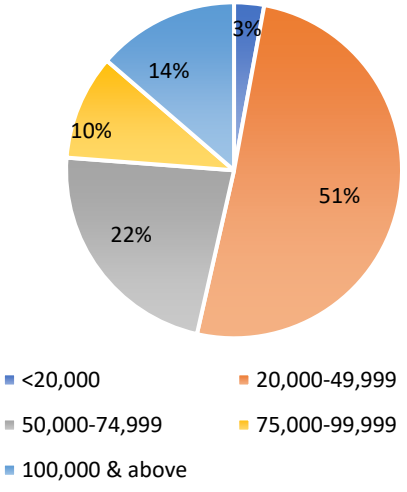


Figure 7.12 illustrates the employees by salary group by main sector. 62.7 percent of employees in the Rs. (0-19,999) wage group belonged to Service sector and it is achieved 73.9 percent in the highest salary level of Rs. 100,000 and above.

The percentage distribution of employees by gender and wage group is depicted in Figure 7.13. It clearly shows that more than 60 percent of female employees 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

Figure 7.12: Percentage Distribution of Employees by Wage Group and Main Sector - 2023

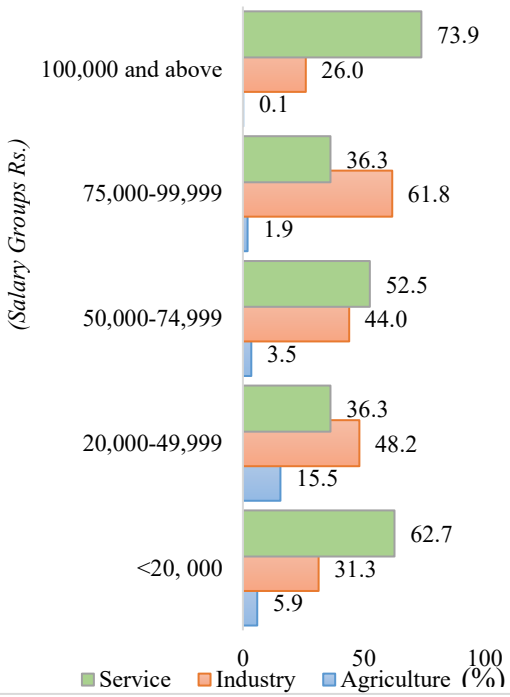
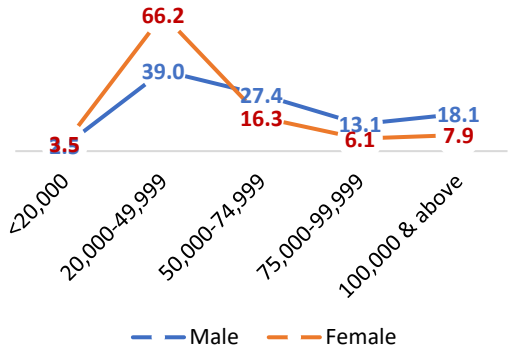


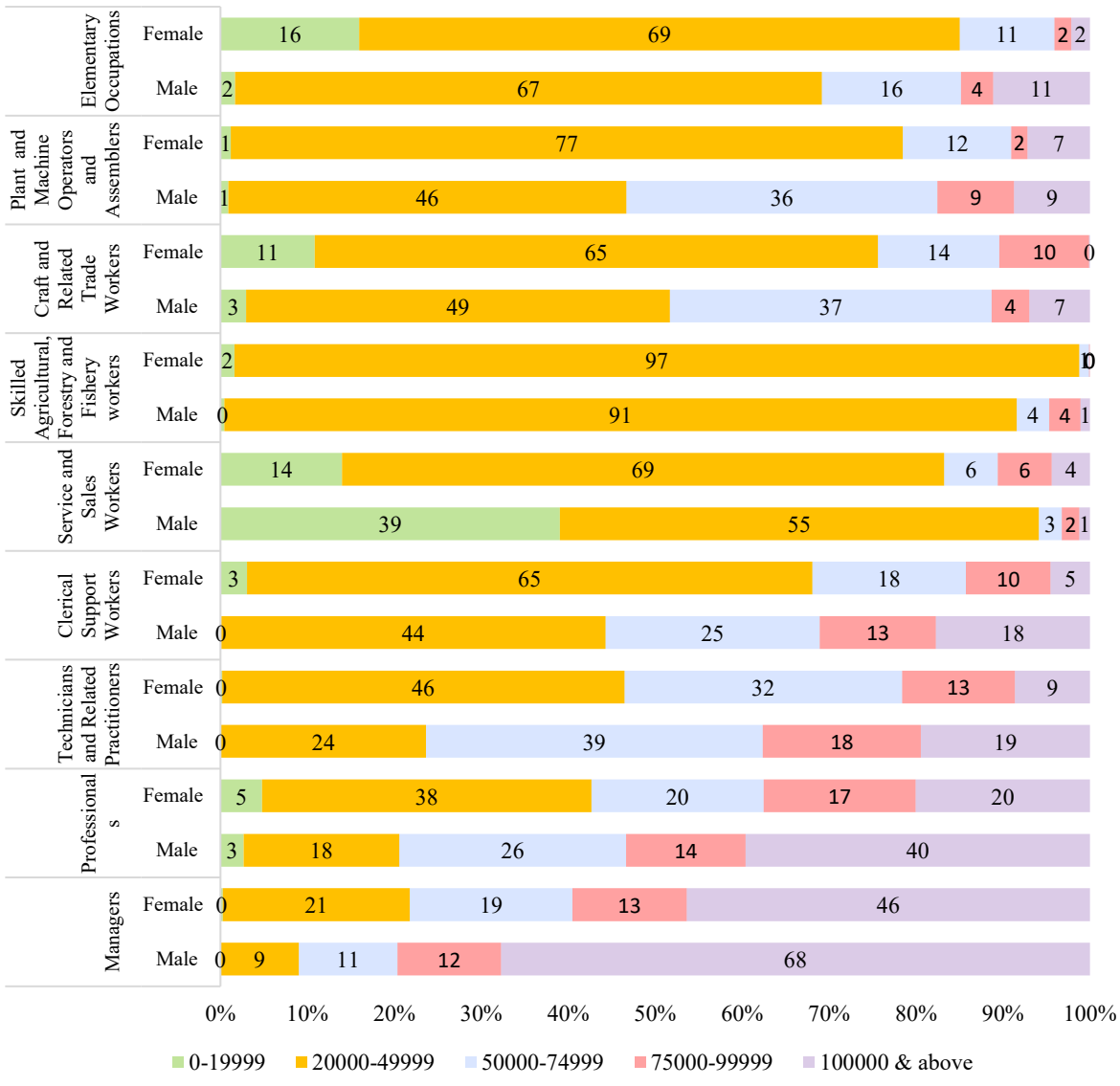
Figure 7.13:Percentage Distribution of Male and Female Employees by Wage Group-2023



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. 14 percent of Service and Sales female workers and 39 percent of Service and Sales male workers belonged to the lowest wage level of (<20,000). In the 'Skilled Agricultural' working group, 97 percent of female employees and 91 percent of male employees belonged to wage level of Rs. (20,000 – 49,999). More than 50 percent of employees in 'Elementary Occupation', 'Skilled Agricultural' and 'Service and Sales' also belonged to the second-level wage category. At the Managers level, 46 percent of females and 68 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 2023

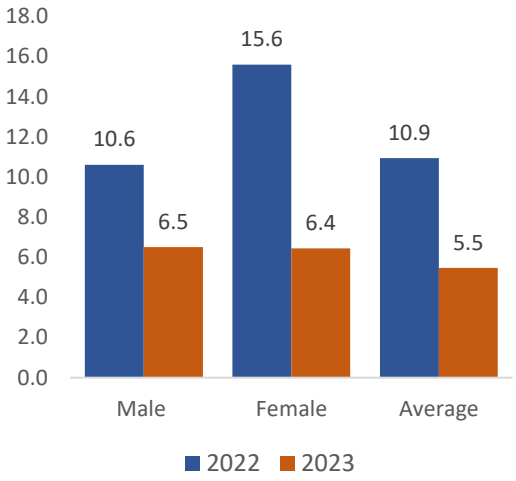


7.5. Low Pay Rate

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 year 2022 and 2023 by gender. Survey reports show that 5.5 percent of all employees received low pay in 2023. According to gender, it is 6.5 and 6.4 for male and female employees, respectively. Considering the year 2022, it is clear that the low pay rate has decreased significantly from 10.9 percent to 5.5 percent.

Figure 7.15: Comparison of Low Pay Rate by Gender-2022, 2023



In occupation wise, low pay rates differ from 0.3 percent to 16.1 percent. The lowest was recorded for 'Skilled Agricultural Workers' and the highest was recorded for 'Service and Sales Workers'. The working group of 'Professionals' also reported the highest low pay rate of 15.4 percent. (Figure 7.16)

Figure 7.16:Percentage Distribution of Low Pay Rate by Occupation-2023

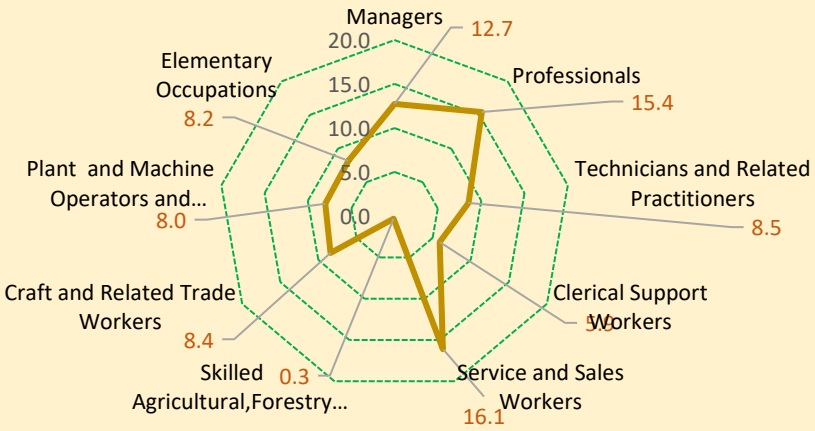


Table 7.6: Employees with Low Pay Rate by Occupation and Gender- 2023

Occupation (ISCO- 88)	*Employees with Low Pay Rate*		
	Male	Female	Total
Managers	11.7	13.8	12.7
Professionals	15.3	19.0	15.4
Technicians and associate professionals	9.0	10.8	8.5
Clerical Support Workers	6.2	8.3	5.9
Service and Sales Workers	7.7	19.2	16.1
Skilled Agricultural Workers	1.0	0.2	0.3
Craft and Related Trade Workers	5.4	8.7	8.4
Plant and Machine Operators and Assemblers	8.5	4.8	8.0
Elementary Occupations	5.7	13.2	8.2
Average	6.5	6.4	5.5

Figure 7.17: Low Pay Rate by Occupation and Gender-2023

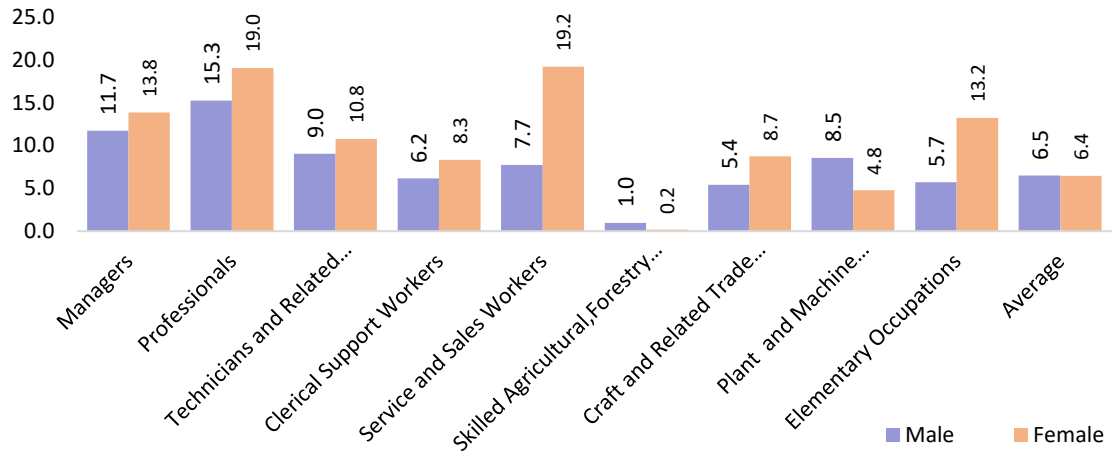


Table 7.6 shows employees with low pay rates by occupation and gender. All the employees in every occupational category suffered from low pay rates more or less, indicating that they are working for low wages. This information is more precisely depicted in Figure 7.17. The female employees in all activities except 'Skilled Agricultural' and 'Plant and Machine Operators and Assemblers' recorded prominently high 'low pay rates' than their male counterparts.

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 2023 average gender wage gap recorded as 30 percent which means on average female's wage is 30 percent less than the male wage.

7.6.1. Gender Wage Gap by Economic Activity

Table 7.7: Gender Wage Gap by Economic Activity – 2023

Economic Activity	*Gender Wage Gap (%)*
Agriculture,	24.35
Mining and Quarrying	32.02
Manufacturing	30.89
Electricity	24.28
Water Supply, Sewerage,	5.70
Construction	0.52
Wholesale and Retail Trade	23.62
Transportation and Storage	10.63
Accommodation and Food	5.93
ICT	22.05
Financial and insurance	22.23
Real Estate	1.00
Professional, Scientific	21.35
Admin. and Support	18.43
Public Administration	13.06
Education	18.86
Health	9.50
Arts, Entertainment	25.11
Other Service Activities	25.90
Average	30.40

Figure 7.18:Gender Wage Gap by Economic Activity -2023

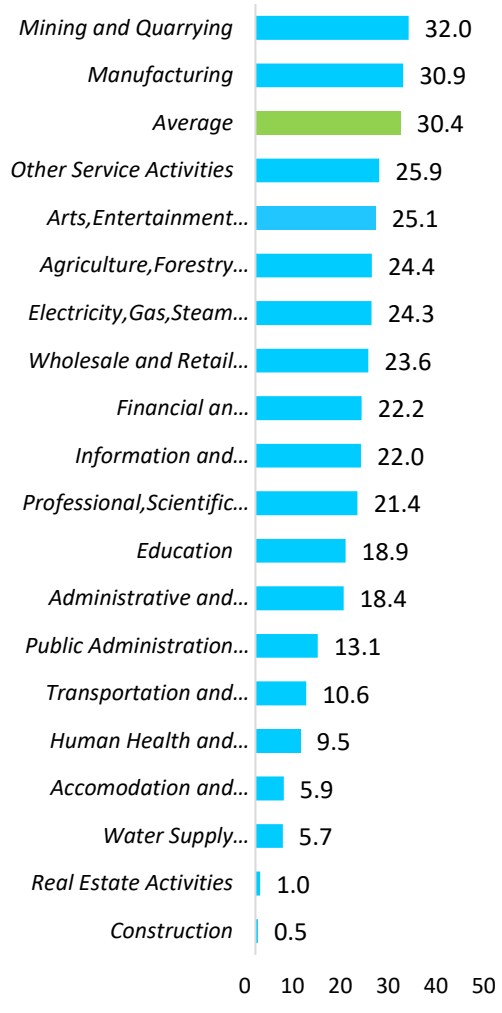


Table 7.7 shows the gender wage gap by economic activities. It was ranged between 32.0 to 0.5. The 'Mining and Quarrying' economic activity reported the highest wage gap compared to other economic activities. Accordingly, female employees were receiving wages 32 percent less than their counterparts. Furthermore, the female employees in the activity of 'Manufacturing' reported salaries 30.9 percent less than male colleagues (Figure 7.18). Activities of ' Human Health and Social Works', 'Accomodation', 'WaterSupply, 'Real Estate' and 'Construction' reported the lowest wage gap less than 10 pecent in 2023.

7.6.2. Gender Wage Gap by Occupation:

Table 7.8: Gender Wage Gap by Occupation - 2023

Occupation (ISCO-88)	*Gender Wage Gap*
Managers	18.73
Professionals	39.97
Technicians and Related Practitioners	21.21
Clerical Support Workers	27.61
Service and Sales Workers	10.15
Skilled Agricultural workers	20.91
Craft and Related Trade Workers	22.87
Plant and Machine Operators and Assemblers	30.70
Elementary Occupations	23.84
Average	30.40

Figure 7.19: Gender Wage Gap by Occupation-2023

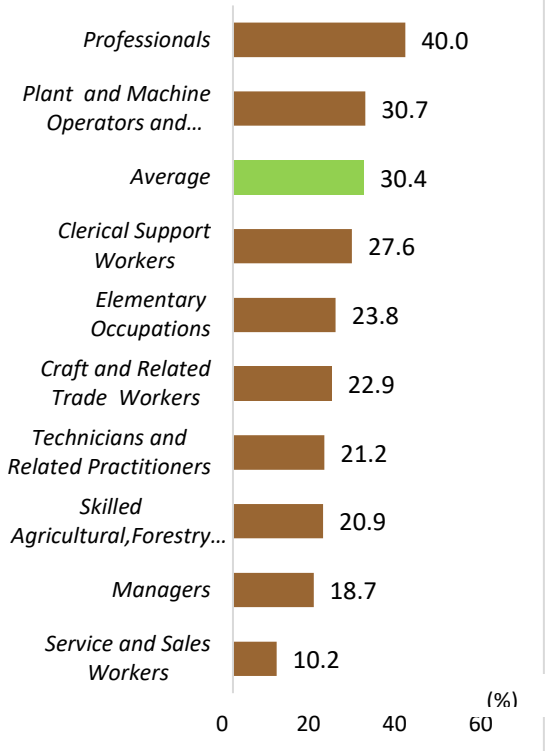


Table 7.8 shows the gender Wage Gap of employees by occupation. The gender wage gap by occupation with sorted values were depicted in Figure 7.19. 'Professionals' and 'Plant and Machine Operators and Assemblers' reported higher values which are greater than the average value of 30.4. All other occupations reported a lesser wage gap between male and female wages. "Service and Sales Workers" reported the least gender wage gap of 10.2 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 borne by an organization on behalf of the employees, are included in the labour cost.

Total labour cost can be divided into three major components such as 'Wages', 'Social Security' and 'Other Expences' 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 55.6 percent basic salary, 17.5 percent allowances, and 8.7 overtime.

Figure 8.1: Major Components of Total Labour Cost-2023

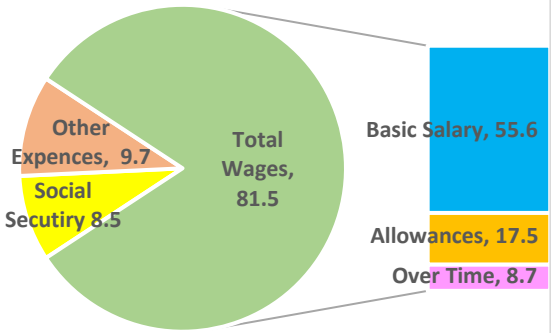
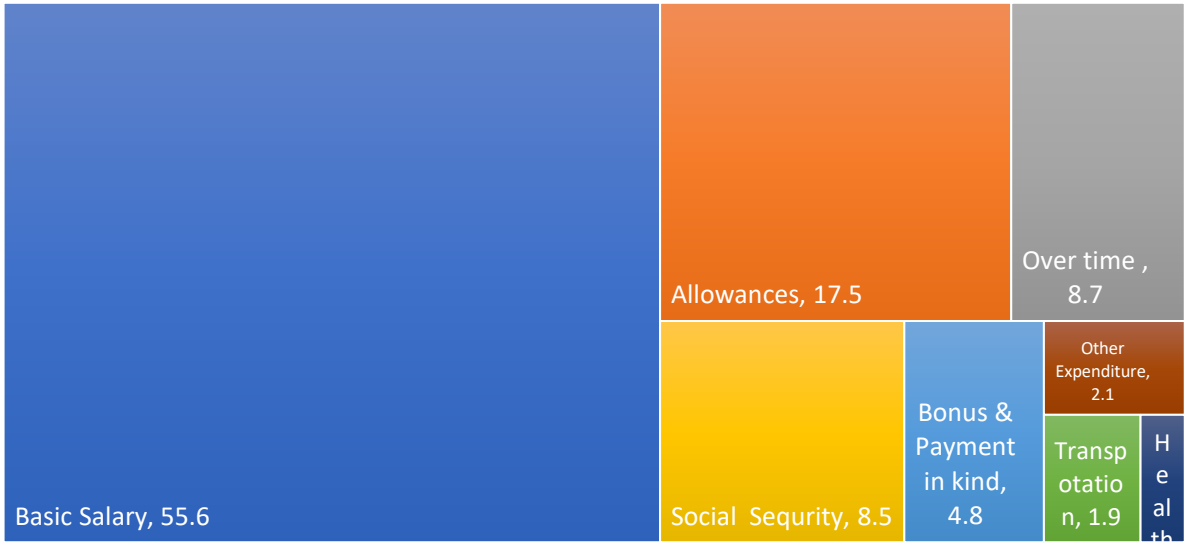


Figure 8.2: Percentage Distribution of Components of the Total Labour Cost-2023



8.1. By Economic Activity

Table 8.1: Percentage Distribution of Labour Cost Components by Economic Activities - 2023

Economic Activity	Basic Salary	Allowances	Over time	Social Security	Bonus & Payment in kind	Transportation	Health	Other	Total
Agriculture	70.43	7.58	5.41	10.71	3.68	0.57	0.81	0.81	100.00
Mining and quarrying	65.52	11.48	1.55	10.38	1.58	2.71	1.29	5.49	100.00
Manufacturing	54.16	13.50	10.13	8.31	5.83	3.70	0.63	3.74	100.00
Electricity,	51.40	18.22	14.67	7.77	5.72	0.36	0.98	0.88	100.00
Water supply,	66.69	11.47	7.01	10.25	1.27	1.06	1.64	0.59	100.00
Construction	51.50	31.15	6.64	7.93	1.18	0.71	0.43	0.47	100.00
Wholesale and retail Trade	52.64	21.50	11.02	7.98	4.01	1.10	0.75	1.00	100.00
Transportation and storage	52.04	22.14	13.16	7.97	1.32	1.49	0.99	0.89	100.00
Accommodation and food service	63.87	11.78	4.88	9.71	3.08	0.79	1.35	4.54	100.00
ICT	60.15	20.05	1.80	9.11	4.29	1.29	0.95	2.36	100.00
Financial and Insurance	52.57	20.13	2.55	7.94	13.28	0.39	2.18	0.95	100.00
Real estate	63.72	17.00	4.41	9.90	4.26	0.00	0.72	0.00	100.00
Professional, Scientific, Technical	59.75	23.24	3.32	9.23	1.20	1.29	0.75	1.23	100.00
Admin. and support service	57.41	15.33	13.92	8.73	2.33	0.87	0.62	0.78	100.00
Public Administration	53.95	27.55	6.16	8.29	2.49	0.25	0.83	0.49	100.00
Education	59.43	23.24	3.18	9.15	3.22	0.48	0.56	0.74	100.00
Human health,	58.14	18.92	10.03	8.90	1.65	0.44	0.72	1.20	100.00
Art, entertainment	64.02	17.40	6.12	9.83	1.31	0.75	0.09	0.48	100.00
Other services	66.20	15.36	2.64	10.42	2.86	0.64	0.77	1.12	100.00
Average	55.58	17.52	8.67	8.49	4.84	1.93	0.88	2.08	100.00

Table 8.1 shows the percentage distribution of 8 categories that comprise labour costs. Overall, the contribution of basic salary to labour cost is reported as 56 percent. It is clear that these components are unevenly distributed among economic activities. Basic wages in 'Agriculture', 'Water Supply, Sewerage, Waste Management and Remediation' and Mining and Quarrying' activities cover up to 70.4 percent, 66.7 percent and 65.5 percent of the total labour costs, respectively. In 'Electricity, Gas, Steam and Air Conditioning Supply', 'Construction' and Transportation and Storage' basic wages covered 51.4 percent, 51.5 percent, and 52.0

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.

Figure 8.3: Percentage Distribution of Major Cost Components by Economic Activity - 2023



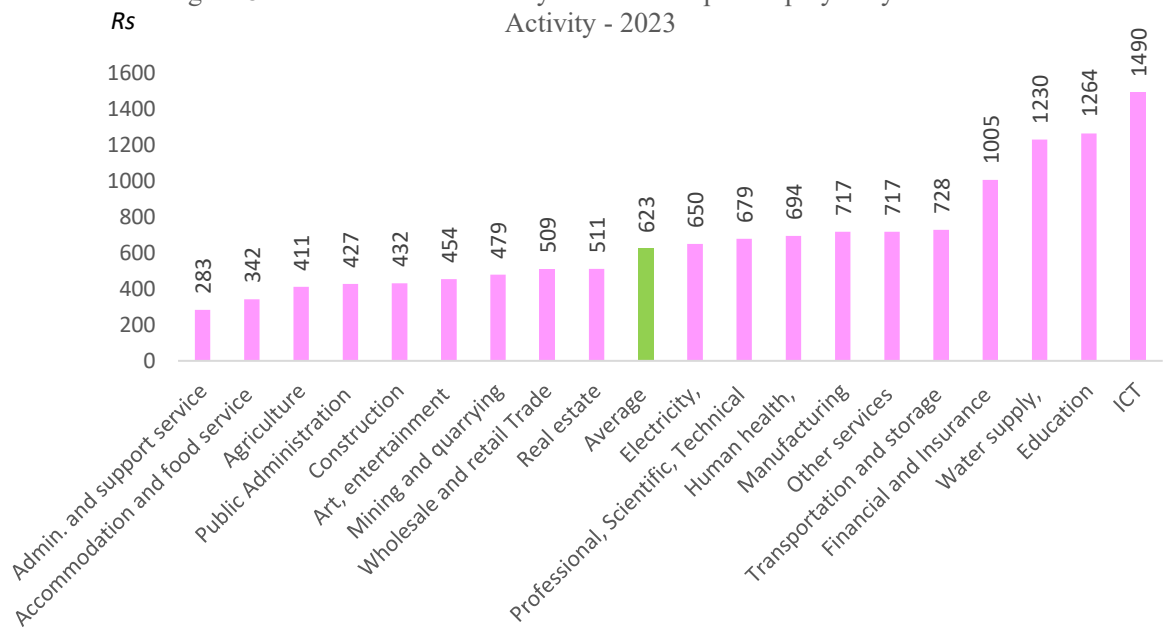
8 .2. Mean Nominal Hourly Labour Cost

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 'Administrative and support service' activity recorded the minimum hourly labour cost incurred for a person as Rs. 283/-, and the ICT service recorded the maximum hourly labour cost incurred for a person as Rs. 1490/-. On average, the nominal hourly labour cost for an employee in year 2023 is recorded as Rs. 623/-.

Figure 8.4: Mean Nominal Hourly Labour Cost per Employee by Economic Activity - 2023



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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	Private limited	Cooperative Society	Other	Total
Agriculture, Forestry, and Fishing	1,024	120	357	202	753	17	24	2,499
Mining and Quarrying	49		8	76	37			171
Manufacturing	3,054	790	84	358	4,200	153	346	8,984
Electricity,			4		55			59
Water Supply, Sewerage	76	9	163	45	41		100	434
Construction	127	8	49	21	941		322	1,469
Wholesale and Retail Trade	4,410	1,868	83	299	3,254	126	41	10,081
Transportation and Storage	91	4	210	54	407		17	783
Accommodation and Food Services	673	205		87	706		4	1,675
ICT	87	81	4	76	467		9	724
Financial and Insurance Activities	212	13	53	113	441	994	57	1,884
Real Estate Activities					149		45	194
Professional, Scientific, and Technical Activities	140	21	151	4	295	394		1,005
Administrative and Support Service	839	570	20		908		4	2,342
Public Administration			42	4		4	192	242
Education	226	4	120	4	220	4	253	832
Human Health and Social Work Activities	407	4	16	12	267	12	100	819
*Other Service Activities**	395	208	109	45	236		155	1,149
Total	**11,810**	**3,906**	**1,474**	**1,401**	**13,379**	**1,704**	**1,672**	**35,347**

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.

No. of Employed Persons

Economic Activity	Full Time		Part Time		Employers/Ac. Partners		Contri. Femily Wor.		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Forestry and fishing	102,534	106,773	3,542	3,001	1,107	120	49	45	10,7232	109,939
Mining and Quarrying	4437	871	470		49				4957	871
Manufacturing	415,617	524,305	6,542	6,728	4,591	1,104	913	630	427,663	532,768
Electricity,	10,077	2,072			4				10,081	2,072
Water Supply, Sewerage	5,743	5,632	317	136	76	4	72	72	6,209	5,844
Construction	77,663	14,315	1,902	311	1,614	250	157	4	81,335	14,880
Wholesale and Retail Trade	165,825	59,306	35,74	2,830	5,167	1,207	864	1,011	175,430	64,353
Transportation and Storage	122,783	19,142	776	46	397	42	12		123,968	19,231
Accommodation and Food Services	44,689	7,322	1,017	254	860	133	75	9	46,641	7,718
ICT	34,347	18,647	175	65	710	163	4	4	35,237	18,879
Financial and Insurance Activities	93,336	57,062	1,993	914	423	54			95,752	58,030
Real Estate Activities	2,230	693		45	53	8			2,283	746
Professional, Scientific and Technical activities	42,117	43,874	988	1,283	265	130	8	9	43,378	45,296
Administrative and Support Service	116,654	45,182	34,146	19,524	1,598	518	158	45	152,556	65,269
Public Administration	17,305	7,855	865	237	45				18,215	8,091
Education	14,658	31,068	1,456	1,410	72	122		45	16,187	32,645
Human Health and Social Work Activities	21,486	32,175	410	1,312	328	153		45	22,224	33,686
*Other Service Activities**	14,384	9,601	358	464	462	163	91		15,294	10,228
Total	**1,305,884**	**985,895**	**58,532**	**38,558**	**17,822**	**4,171**	**2,404**	**1,921**	**1,384,642**	**1,030,545**

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		Casual		Temporary		Learners and Apprentices		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Forestry and fishing	85,979	88,230	14,447	15,272	4,523	4,592	1,126	1,680	106,076	109,774
Mining and Quarrying	3,579	594	585	106	743	171			4,907	871
Manufacturing	384,607	503,156	18,966	18,570	17,716	7,957	870	1,349	422,159	531,033
Electricity,	9,308	1,977	214	22	546	64	9	9	10,077	2,072
Water Supply, Sewerage	3,671	4,949	748	194	1,642	579		45	6,060	5,767
Construction	56,078	10,980	10,181	1,176	12,909	2,320	397	150	79,565	14,626
Wholesale and Retail Trade	149,842	54,943	10,007	5,039	8,622	2,007	928	147	169,399	62,135
Transportation and Storage	112,289	18,119	965	87	9,028	732	1,277	251	123,559	19,188
Accommodation and Food Services	27,556	4,439	2,972	548	13,073	2,059	2,105	530	45,706	7,576
ICT	27,882	12,476	444	535	5,491	5,240	706	462	34,523	18,712
Financial and Insurance Activities	89,152	52,431	2,223	2,532	3,431	2,224	523	788	95,329	57,975
Real Estate Activities	1,414	575		45	816	117			2,230	738
Professional, Scientific and Technical activities	32,168	33,567	2,983	4,726	7,372	5,324	581	1,540	43,105	45,157
Administrative and Support Service	89,833	30,673	13,788	4,537	47,016	29,400	163	96	150,800	64,706
Public Administration	16,137	7,487	784	294	1,236	302	12	8	18,170	8,091
Education	12,985	27,058	772	1,588	2,329	3,707	29	125	16,114	32,477
Human Health and Social Work Activities	14,445	28,815	3,919	3,387	3,523	1,146	8	140	21,896	33,487
*Other Service Activities**	11,744	7,974	278	132	1,887	1,768	833	190	14,742	10,065
Total	**1,128,671**	**888,443**	**84,276**	**58,790**	**141,902**	**6,9710**	**9,567**	**7,510**	**1,364,416**	**1,024,453**

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)

	Occupation Category									
Economic Activity	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	4,000	5,450	4,613	8,536	5,208	137,704	4,149	5,913	40,277	215,850
Mining and Quarrying	256	812	248	765	177	135	680	1,079	1,628	5,779
Manufacturing	51,329	33,531	42,120	62,205	31,662	36,480	146,561	454,249	95,053	953,192
Electricity,	1,532	102	5,356	1,473	1,840			296	1,550	12,150
Water Supply, Sewerage	773	1,046	1,206	1,507	1,929		24	4,865	478	11,828
Construction	4,807	10,828	14,256	16,527	4,778	524	4,595	15,537	22,339	94,190
Wholesale and Retail Trade	22,469	15,521	15,412	36,233	76,765	6,403	13,845	12,695	32,191	231,534
Transportation and Storage	9,177	12,163	7,695	29,931	28,646	326	8,134	25,266	21,408	142,747
Accommodation and Food Services	5,108	4,235	5,534	5,305	21,397	525	5,162	293	5,722	53,282
ICT	6,700	17,809	9,249	10,130	4,891	41	1,062	917	2,436	53,235
Financial and Insurance Activities	36,118	8,403	7,491	64,016	31,735	9	242	1,119	4,171	153,304
Real Estate Activities	462	299	348	618	979		114	12	136	2,968
Professional, Scientific and Technical activities	11,064	14,027	9,819	22,858	17,486	3,089	1,253	2,962	5,704	88,262
Administrative and Support Service	6,314	3,261	6,306	11,758	103,690	2,288	28,617	7,241	46,030	215,506
Public Administration	1,818	1,578	3,340	7,493	1,285	424	881	2,317	7,124	26,261
Education	4,845	25,038	4,306	7,709	2,478	90	591	753	2,781	48,592
Human Health and Social Work Activities	2,784	14,988	15,534	6,075	13,235	4	712	97	1,955	55,384
*Other Service Activities**	3,266	1,320	2,505	5,666	2,180	412	5,449	1,110	2,898	24,807
Total	**172,822**	**170,413**	**155,338**	**298,805**	**350,361**	**188,454**	**222,073**	**536,721**	**293,882**	**2,388,869**

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	3,195	2,771	4,142	3,215	4,419	61,478	2,398	4,145	20,312	106,076
Mining and Quarrying	216	779	248	470	177	122	663	809	1,424	4,907
Manufacturing	38,870	20,034	31,679	33,091	25,471	17,045	52,620	164,398	38,951	422,159
Electricity,	1,303	94	4,304	816	1,714	-	-	296	1,550	10,077
Water Supply, Sewerage	581	686	858	723	1,929	-	24	1,144	115	6,060
Construction	4,171	7,582	11,706	10,984	3,952	288	4,542	15,150	21,189	79,565
Wholesale and Retail Trade	17,769	9,850	13,737	19,747	61,263	2,616	9,548	11,170	23,697	169,399
Transportation and Storage	6,512	9,915	6,868	21,159	25,651	326	8,073	25,213	19,841	123,559
Accommodation and Food Services	4,322	3,534	5,007	4,228	18,379	468	4,531	242	4,995	45,706
ICT	5,172	12,282	5,753	4,623	2,956	41	1,041	917	1,738	34,523
Financial and Insurance Activities	22,914	5,095	4,723	32,367	25,325	9	242	1,101	3,553	95,329
Real Estate Activities	313	162	348	384	806	-	114	12	91	2,230
Professional, Scientific and Technical activities	5,648	7,006	6,391	7,150	7,746	1,218	1,142	2,452	4,352	43,105
Administrative and Support Service	4,248	2,643	5,447	6,138	78,511	1,857	18,403	6,640	26,914	150,800
Public Administration	941	765	2,388	3,172	1,044	330	865	2,256	6,408	18,170
Education	2,321	4,932	1,787	2,639	1,596	90	452	701	1,596	16,114
Human Health and Social Work Activities	1,883	3,567	6,643	2,477	5,991	4	614	97	621	21,896
Other Service Activities	1,434	638	1,718	1,494	1,405	269	4,519	1,106	2,159	14,742
Total	**121,814**	**92,335**	**113,747**	**154,875**	**268,337**	**86,163**	**109,790**	**237,849**	**179,506**	**1,364,416**

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									
	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	805	2,679	471	5,321	789	76,226	1,751	1,768	19,965	109,774
Mining and Quarrying	41	33		295		12	16	269	204	871
Manufacturing	12,459	13,498	10,441	29,114	6,192	19,435	93,941	289,850	56,102	531,033
Electricity,	228	8	1,052	657	126					2,072
Water Supply, Sewerage	191	359	348	784				3,721	363	5,767
Construction	636	3,246	2,550	5,543	826	235	54	388	1,150	14,626
Wholesale and Retail Trade	4,700	5,671	1,675	16,485	15,502	3,786	4,298	1,524	8,494	62,135
Transportation and Storage	2,665	2,248	827	8,772	2,995		61	53	1,567	19,188
Accommodation and Food Services	785	701	527	1,076	3,018	57	632	51	727	7,576
ICT	1,528	5,527	3,495	5,508	1,935		20		699	18,712
Financial and Insurance Activities	13,204	3,308	2,768	31,649	6,410			18	617	57,975
Real Estate Activities	150	137		234	172				45	738
Professional, Scientific and Technical activities	5,416	7,021	3,428	15,708	9,740	1,871	111	510	1,351	45,157
Administrative and Support Service	2,065	618	859	5,620	25,179	431	10,215	602	19,116	64,706
Public Administration	877	813	952	4,322	241	94	16	61	716	8,091
Education	2,524	20,106	2,519	5,070	882		139	52	1,186	32,477
Human Health and Social Work Activities	901	11,421	8,891	3,598	7,243		98		1,334	33,487
Other Service Activities	1,831	683	788	4,172	775	143	930	4	739	10,065
Total	**51,008**	**78,078**	**41,591**	**143,930**	**82,024**	**102,291**	**112,282**	**298,872**	**114,376**	**1,024,453**

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

Table 5: No of Employees by Province and Economic Activities and Province.

Economic Activity	Western	Central	Southern	Northern	Eastern	North Western	Northern Central	Uva	Sabaragamuwa	Total
Agriculture, Forestry and fishing	30,432	76,925	17,260		317	20,887	2,617	28,719	38,693	215,850
Mining and Quarrying	522	1,654		1,805		873			924	5,779
Manufacturing	501,072	85,394	86,344	16,301	5,174	11,4956	49,991	20,127	73,833	953,192
Electricity,	12,150									12,150
Water Supply, Sewerage	9,760					694	317		1,057	11,828
Construction	75,619		1,166	929	3,648	6,878	2,313	586	3,052	94,190
Wholesale and Retail Trade	171,982	15,814	10,450	1,844	3,185	11,813	4,782	815	10,849	231,534
Transportation and Storage	107,090	6,298	5,419		3,101	5,818	583	6,699	7,739	142,747
Accommodation and Food Services	26,953	7,756	8,720	543	3,510	543	3,264	362	1,632	53,282
ICT	51,664	1,102							470	53,235
Financial and Insurance Activities	114,922	20,867	5,887	1,589	522	4,295	2,203		3,018	153,304
Real Estate Activities	2,968									2,968
Professional, Scientific and Technical activities	56,597	2,569	5,855			11,837	4,189	1,715	5,500	88,262
Administrative and Support Service	181,693	7,427	9,148		1,860	5,495	1,183	4,518	4,182	215,506
Public Administration	10,589	1,540	1,339	7,442	45	1,024	3,854	428		26,261
Education	38,306	2,757	687	588	1,444	2,667	2,053		91	48,592
Human Health and Social Work Activities	35,630	832	6,023	6,943		3,159		317	2,480	55,384
Other Se rvice Activities	14,440	897	5,052			1,093	2,016	1,308		24,807
Total	**1,442,389**	**231,831**	**163,351**	**37,983**	**22,805**	**192,032**	**79,365**	**65,595**	**153,519**	**2,388,869**

D: Principal Indicators of Earning

Table 6: No of Employees in Economic Activities by Wage Groups and Economic Sectors

Economic Activity	Male					Female					Total				
	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 – 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total
1	723	84,722	20,247	384	106,076	3,372	103,162	3,240		109,774	1,843	195,594	17,584	828	215,850
2	272	1,980	367	2,289	4,907		847	-	24	871	272	2,527	522	2,458	5,779
3	3,320	150,311	227,941	40,588	422,159	16,198	374,664	113,130	27,041	531,033	13,379	518,725	343,060	78,027	953,192
4		962	4,317	4,799	10,077		41	1,591	440	2,072		962	4,614	6,573	12,150
5	45	966	3,752	1,297	6,060	91	4,844	339	495	5,767	45	2,032	8,138	1,612	11,828
6	1,465	49,152	23,520	5,428	79,565	232	4,497	9,100	797	14,626		17,777	70,703	5,710	94,190
7	6,414	68,976	45,353	48,655	169,399	1,538	41,172	12,829	6,597	62,135	5,644	112,849	60,811	52,229	231,534
8	550	23,969	40,062	58,979	123,559	46	3,601	3,241	12,301	19,188	595	26,100	43,755	72,296	142,747
9	833	30,077	9,713	5,084	45,706	541	5,002	1,314	718	7,576	1,276	33,678	13,021	5,307	53,282
10	311	593	18,057	15,561	34,523		6,061	6,128	6,524	18,712		10,889	20,137	22,209	53,235
11	136	14,761	42,961	37,472	95,329	353	29,694	11,610	16,318	57,975	226	34,011	67,701	51,366	153,304
12		91	2,139		2,230		336	402		738		588	2,380		2,968
13	159	21,112	16,919	4,915	43,105	490	33,855	10,208	604	45,157	511	56,310	28,969	2,473	88,262
14	19,200	72,721	56,393	2,487	150,800	11,533	45,917	5,717	1,538	64,706	25,156	149,017	37,276	4,057	215,506
15		7,878	10,291		18,170		2,449	5,642		8,091		11,339	14,922		26,261
16		4,035	6,667	5,413	16,114	226	14,858	13,226	4,167	32,477	136	20,474	15,549	12,434	48,592
17	45	5,876	12,918	3,056	21,896	45	14,380	18,653	408	33,487	45	20,205	34,150	984	55,384
18	91	6,084	5,321	3,246	14,742	1,241	6,092	1,895	837	10,065	91	12,163	8,958	3,595	24,807
Total	**33,563**	**544,263**	**546,936**	**239,653**	**1,364,416**	**35,906**	**691,472**	**218,266**	**78,809**	**1,024,453**	**49,219**	**1,225,241**	**792,251**	**322,158**	**2,388,869**

Note: These economic activity are based on ISIC – Rev.4 and it is same as in table 5.

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

Information provided for this survey will be strictly confidential and shall not be used for taxation purposes or requirements of the EPF Act.

Serial Number (Office Use Only)

Please give information related to the month of

DEPARTMENT OF LABOUR

SURVEY ON WORKING HOURS AND LABOUR COST - 2023

PART A: IDENTIFICATION INFORMATION EPF No:

1. Name of the Institution: ……
2. Address: ……
3. 3.1. Telephone No: 3.2. Fax No:
   3.3. E-mail Address
4. Administrative District: ……
5. Divisional Secretariat Division: ……
6. Institution established year:
7. Nature of the Business maintained by the Institution

   ……

   (Briefly explain the main product/service that highest no of workers involved or main Business or Service performed by the institution)

Office use only

8. Are there any branches located elsewhere, which are managed under this institution?
   8.1 Yes 8.2 No 8.3 If yes, how many branches?
9. Legal status of the institution (Please put a √ mark for the relevant legal status)
   9.1 Single Ownership 9.2 Partnership Enterprises 9.3 Semi-Government
   9.4 Public with limited liabilities 9.5 Private Limited 9.6 Cooperative Societies
   9.7 Other (Pl. Specify) ……
10. 10.1 In which institution is your establishment registered? (Circle all the relevant responses)

1. Divisional Secretariat Division	1
2. Department of the Registrar of Companies (DROC)	2
3. Provincial Department of Business Names Registration……..	3
4. Not Relevant……	4

10.2 Further, is your institution registered under one of the following? (Circle all the relevant responses)

1. Local Government Institutions (Municipal Councils/Urban Councils/Pradeshiya Sabha)	1
2. Board of Investment (BOI)	2
3. Inland Revenue Department (IRD).....	3
4. Ceylon Chamber of Commerce (CCC)	4
5. Construction Industry Development Authority (CIDA)	5
6. Other (Pl. Specify) …… …..	6

1

PART B: EMPLOYMENT INFORMATION (Please follow the instructions given below)

11. Employment by Age, Gender and Employment Status (Please consider all persons employed during the given month)

Employment Status	Gender	Age Category (years)				Total
		16-18	19-24	25-60	Over 60	
(1). No. of Full-time employees	Male					
	Female					
(2). No. of Part time employees	Male					
	Female					
(3). No. of Employers /Active partners	Male					
	Female					
(4). No. of Contributing family workers	Male					
	Female					
(5). Total	Male					
	Female					

Full-time employees: Persons who work usual working hours of the week entitle to salary/wage payment. The usual working hours per week shall be decided by the employer

Part-time employees: Persons who work for a definite time period other than the usual hours per week for a payment that decided by the employer

Employers / Active partners: Owners and Partners who are actively involved in the institutional affairs

Contributing family workers: Persons who may reside in owners house or visit from outside, serving to the institution at least 1/3 of the average working time, without getting a salary /payment.

12. No of Employees by Employment Type (Consider only the **Full-time and Part-time employees** mentioned in Question 11)

Employment type	Male	Female	Total
(1). Permanent employees			
(2). Temporary/Casual employees			
(3). Contract basis/ Fixed-Term employees			
(4). Interns/Apprentices			
(5). Total			

Permanent employees : All workers belong to the permanent cadre of the institution

Temporary employees : Persons work on fixed base salaries, but not absorbed to the permanent cadre

Casual employees : External workers/freelance workers recruited for short-term work and mostly serve on daily wage basis.

Contract Basis/Fixed-Term employees: Persons who worked on contract basis or on fixed term of period and salaries.

Interns/Apprentices : Job trainees and who get paid for work done

13. No of days, the institution operated **in the given month** (Please exclude public holidays, weekend holidays and other calander or special holidays) | | |

2

PART C: ACTUAL WORKING HOURS

14. Working Hours by Occupation Categories (Please consider the **Full-time and Part-time employees** mentioned in Question 11)

ISCO Category (International Standard Classification of Occupation)		Gender	14.1 No of Employees	Actual Working Hours in the given month		14.4 Usual Working Hours (per day per person)
				14.2 Actual Working Hours (without OT)	14.3 Total Overtime hours paid	
(1)	Managers, Senior Officials and Legislators	Male				
		Female				
(2)	Professionals	Male				
		Female				
(3)	Technicians and Associate Professionals	Male				
		Female				
(4)	Clerks and Clerical Support Workers	Male				
		Female				
(5)	Service and Sales Workers	Male				
		Female				
(6)	Skilled Agricultural Workers	Male				
		Female				
(7)	Craft and Related Trades Workers	Male				
		Female				
(8)	Plant and Machine Operators and Assemblers	Male				
		Female				
(9)	Elementary Occupation	Male				
		Female				
(10)	Total	Male				
		Female				

15. Working hours of Employers/ Active partners
(Please consider the No. of **Employers /Active partners** mentioned in Question 11)

	15.1 No of Employers/ Active partners	15.2 Number of hours actually worked in the given month
Male		
Female		

Actual Working Hours of the month is the number of hours worked actually by each employee in the given month. Therefore please exclude the Annual leave/ public holidays/ sick leave/ maternity/paternity leave/ other personal leave/educational/ training leave …etc.

14.2 Actual Working Hours of the month (without OT)
Total hours worked without OT for each occupation category by gender.

14.3 Total overtime hours
Number of overtime hours worked during the month by each occupation category

14.4 Usual Working Hours
Normal working hours of the institution by employment category per person per day.
Example: Managers; 8 hours per day per person Clerks; 8 hours per day per person
Elementary workers: 9 hours per day per person

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PART D: SALARIES AND OTHER ALLAWANCES

16. Basic salary, Allowances, Overtime and other payments paid for the employees(Please consider the **Full-time and Part-time employees** mentioned in Question 11)

No	ISCO Category	Gender[1]	In the given month				In the last year (January to December)		
			16.1 Total Basic Salary (Rs)	16.2 Total Allowances[2] (Rs)	16.3 Total Overtime Payment (Rs)	16.4 Social Security Fund (EPF/ETF.. etc.)	16.5 Bonus /Gratuity Payment[3] (Rs)	16.6 Payment in Kind[4] (Rs)	16.7 Imputed rental value of free or subsidized Housing
(1)	Managers, Senior Officials and Legislators	M							
		F							
(2)	Professionals	M							
		F							
(3)	Technicians and Associate Professionals	M							
		F							
(4)	Clerks and Clerical Support Workers	M							
		F							
(5)	Service and Sales Workers	M							
		F							
(6)	Skilled Agricultural Workers	M							
		F							
(7)	Craft and Related Trades Workers	M							
		F							
(8)	Plant and Machine Operators and Assemblers	M							
		F							
(9)	Elementary Occupation	M							
		F							
(10)	Total	M							
		F							

1 Gender - M: Male, F: Female
2 Allowances - Cost of living allowance /Incentive payments and related other allowances paid to workers
3 Bonus /Gratuities - Year-end/ Seasonal or other one-time bonuses, Profit sharing bonuses and other bonuses
4 Payment in Kind - Food, Drink, Fuel, Uniforms or Clothing, Footwear, etc. given in kind

PART E: ADDITIONAL COSTS BORNE BY THE ESTABLISHMENT FOR EMPLOYEES IN THE LAST YEAR

17. Annual Costs for Transport, Health, Training and Other Expenditures on Employees (**in the last year**)

Transportation Costs	Medical Insurance and Health Services Expenditure	Welfare Services (Canteen/ Medical center… etc.)	Foreign/ Local Training Cost	Other Expenditures on Employees (Marriages, Deaths, Annual Trips, Tours, Other Festivals or any Other Expenditure)

PART F: LABOUR NEED FOR 2024

18. Does your institution expected to recruit workers in **2024**?

Yes [1] Go to Ques. No 19
No [2] Go to End

19. Indicate the jobs needed by age, gender, education and other qualifications

No	Job/Employment	Number			Desired Factors for the Job/Employment										Office Use Only
		Male	Female	M/F	Age Group (Circle the relevant response) *					Education Qualifications (Circle the relevant response) **				Other Qualifications (select from page 7/8)	
1					1	2	3	4	5	1	2	3	4		
2					1	2	3	4	5	1	2	3	4		
3					1	2	3	4	5	1	2	3	4		
4					1	2	3	4	5	1	2	3	4		
5					1	2	3	4	5	1	2	3	4		
6					1	2	3	4	5	1	2	3	4		
7					1	2	3	4	5	1	2	3	4		
8					1	2	3	4	5	1	2	3	4		

***Age Group:** 1. 16-18 yrs. 2. 19-30 yrs 3. 31-45 yrs. 4. 45 above. 5. Age not relevant

****Educational Qualification:** 1. Up to O/L 2. Passed O/L 3. Passed A/L 4. Degree and above or Equivalent qualification

END

I hereby certify that the information contains in this questionnaire is accurated to the best of my knowledge and belief.

Name: ……. Signature: ……

Designation: ……. Date: ……

Telephone No :……. Official Stamp

For office use only:

Coding Officer	Data Entry Officer
Name: …….	Name: …….
Signature: ……	Signature: ……
Date: …….	Date: …….

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