KILM – SRI LANKA
2021

(KEY INDICATORS OF THE LABOUR MARKET)

DEPARTMENT OF LABOUR
MINISTRY OF LABOUR AND FOREIGN EMPLOYMENT

KEY INDICATORS OF THE LABOUR MARKET

The KILM is a wide-ranging reference tool that offers the general user instant and uncomplicated access to data and analysis on the world's labour market. The indicators provide a strong foundation from which to address key questions related to productive employment and decent work.

The first edition of the Key Indicators of the Labour Market (KILM) was released in 1999 by the ILO's employment sector. It has since become a leading product of the International Labour Office (ILO) and is used daily by researchers and policymakers throughout the world.

The ninth edition of the Key Indicators of the Labour Market (KILM) is being issued by the ILO Department of Statistics for the first time. This ninth edition of the KILM strengthens the ILO's efforts to support measurement of national progress towards the new SDG of promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This edition highlights current labour market trends.

The KILM is a user friendly and easy to understand database, containing 17 indicators that capture the most important aspects of the world's labour market. These indices mainly measure the labour-force, employment, unemployment, underemployment, youth unemployment, working hours and many other factors that contribute to an orderly labour market. The KILM also serves as a source of national data for measuring progress towards Sustainable Development Goal 8, to promote sustained, inclusive and sustainable economic growth.

By this report 10 KILM indicators for Sri Lanka is released. It also discusses trend patterns in the indicators for the period of (2017-2021), available disaggregation levels of 2021 and a comparison of Sri Lanka with the global situation. All these indicators were developed according to the definitions given by the ILO.

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KEY INDICATORS OF THE LABOUR MARKET (KILM),
NINTH EDITION

KILM 1. Labour force participation rate

KILM 2. Employment -to-population   ratio

KILM 3. Status in employment

KILM 4. Employment by sector

KILM 5. Employment by occupation

KILM 6. Part-time workers

KILM 7. Hours of work

KILM 8. Employment in the informal economy

KILM 9. Unemployment

KILM 10. Youth unemployment

KILM 11. Long-term unemployment

KILM 12. Time-related underemployment

KILM 13. Persons outside the labour force

KILM 14. Educational attainment and illiteracy

KILM 15. Wages and compensation costs

KILM 16. Labour productivity

KILM 17. Poverty, income distribution, employment by economic class and working poverty
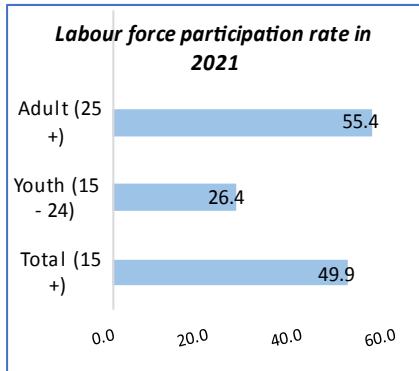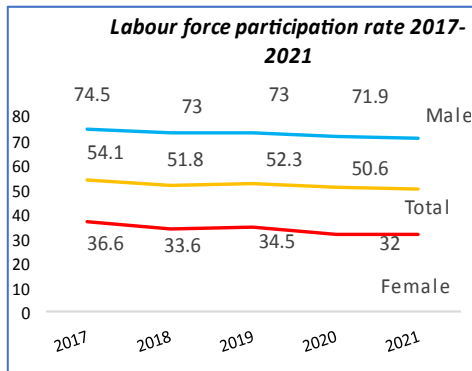
KILM 1: LABOUR FORCE PARTICIPATION RATE-2021

LABOUR FORCE PARTICIPATION RATE IS THE PROPORTION OF THE ECONOMICALLY ACTIVE POPULATION AGED 15 AND ABOVE.

$$\frac{The\ number\ of\ persons\ in\ the\ labour\ force}{Working\ age\ population} X\ 100$$

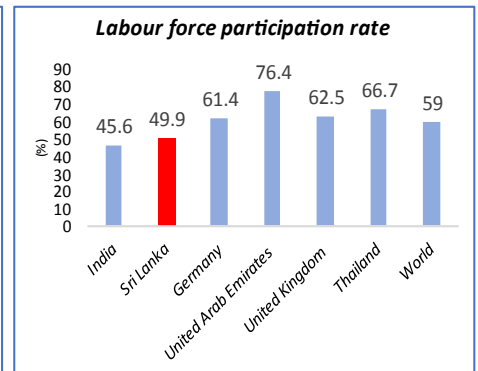## DISAGGREGATION

Labour force participation rate in 2021

Category	Value
Adult (25 +)	55.4
Youth (15 - 24)	26.4
Total (15 +)	49.9

(axis: 0.0, 20.0, 40.0, 60.0)

TREND

Labour force participation rate 2017-2021

Male: 74.5, 73, 73, 71.9
Total: 54.1, 51.8, 52.3, 50.6
Female: 36.6, 33.6, 34.5, 32

(years: 2017, 2018, 2019, 2020, 2021)

COMPARISON

Labour force participation rate

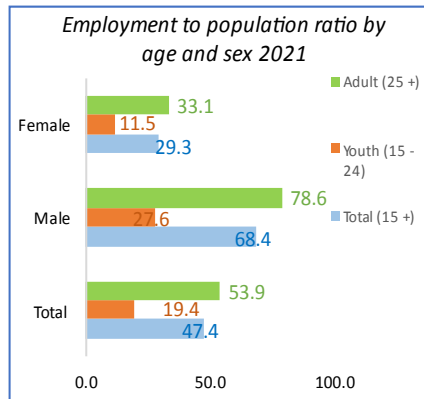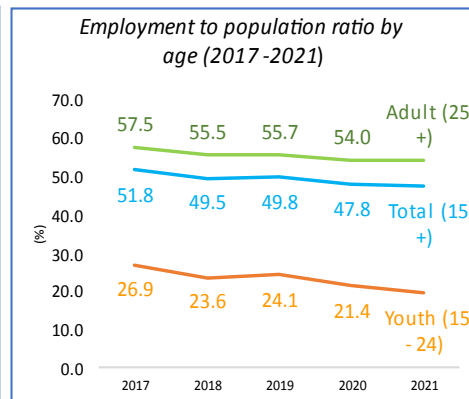| Country	(%)
India	45.6
Sri Lanka	49.9
Germany	61.4
United Arab Emirates	76.4
United Kingdom	62.5
Thailand	66.7
World	59

KILM 2: EMPLOYMENT TO POPULATION RATIO-2021

THE EMPLOYMENT TO POPULATION RATIO IS DEFINED AS THE PROPORTION OF A COUNTRY'S WORKING -AGE POPULATION THAT IS EMPLOYED.

$$\frac{Employed \quad Population}{Working \quad age \quad population} \times 100$$

DISAGGREGATION

Employment to population ratio by age and sex 2021

- Adult (25 +)
- Youth (15 - 24)
- Total (15 +)

Female
- 33.1
- 11.5
- 29.3

Male
- 78.6
- 27.6
- 68.4

Total
- 53.9
- 19.4
- 47.4

(x-axis: 0.0, 50.0, 100.0)

TREND

Employment to population ratio by age (2017 -2021)

Adult (25 +): 57.5, 55.5, 55.7, 54.0
Total (15 +): 51.8, 49.5, 49.8, 47.8
Youth (15 - 24): 26.9, 23.6, 24.1, 21.4

(%) (y-axis: 0.0 - 70.0)
(x-axis: 2017, 2018, 2019, 2020, 2021)

COMPARISON

Employment to population ratio

Country	(%)
India	46.1
Sri Lanka	47.4
Germany	58.4
United Arab Emirates	74.4
United Kingdom	60.9
Thailand	66.1

(y-axis: 0 - 80)
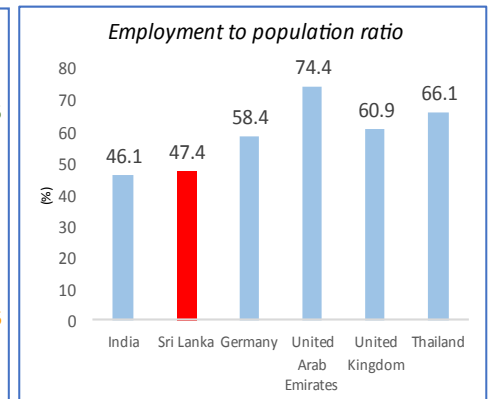
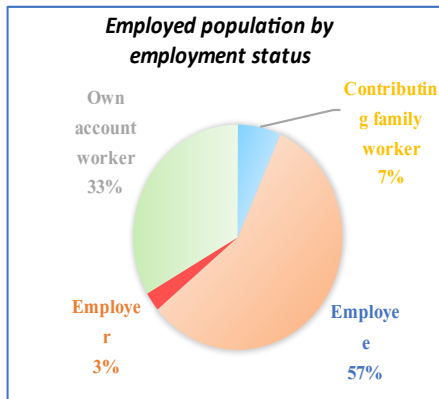# KILM 3: EMPLOYED POPULATION BY EMPLOYMENT STATUS 2021

ACCORDING TO THE EMPLOYMENT STATUS, THE EMPLOYED POPULATION CAN BE CLASSIFIED INTO FOUR CATEGORIES AS EMPLOYEES, EMPLOYERS, OWN ACCOUNT WORKERS, AND CONTRIBUTING FAMILY WORKERS.
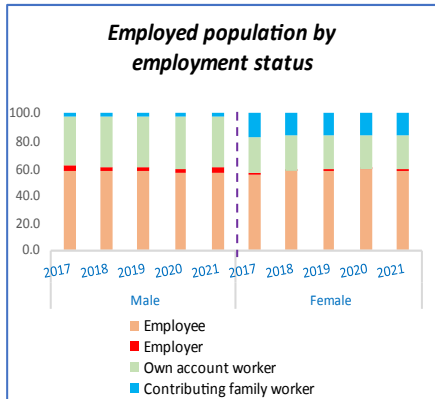
Employment Status
- *Employee*
- *Employer*
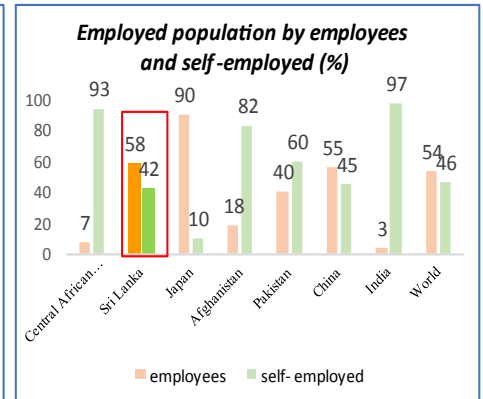- *Own account worker*
- *Contributing family worker*

DISAGGREGATION

Employed population by employment status

Own account worker 33%

Contributing family worker 7%

Employer 3%

Employee 57%

TREND

Employed population by employment status

Male — Female

Legend:
- Employee
- Employer
- Own account worker
- Contributing family worker

COMPARISON

Employed population by employees and self-employed (%)

Country	employees	self-employed
Central African...	7	93
Sri Lanka	58	42
Japan	90	10
Afghanistan	18	82
Pakistan	40	60
China	55	45
India	3	97
World	54	46

KILM 4: EMPLOYED POPULATION BY MAJOR ECONOMIC SECTOR 2021
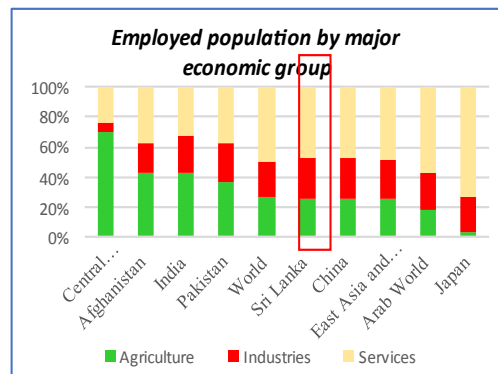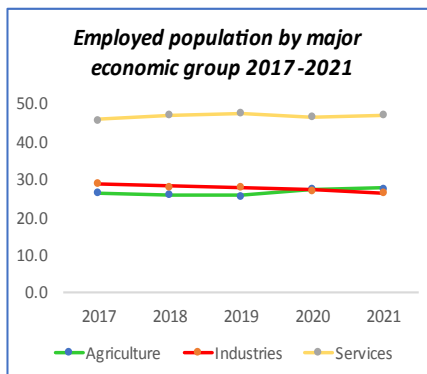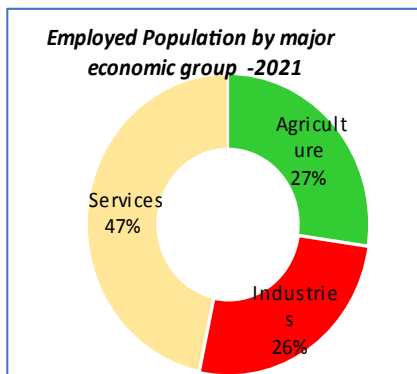
THE INDICATOR
FOR EMPLOYMENT BY SECTOR DIVIDES
EMPLOYMENT INTO THREE BROAD
GROUPINGS OF ECONOMIC ACTIVITY:
AGRICULTURE,
INDUSTRY, AND SERVICES.

$$\frac{Number\ of\ employed\ persons\ in\ a\ given\ sector}{Total\ employed\ population} \times 100$$

DISAGGREGATION	TREND	COMPARISON

Employed Population by major economic group -2021

- Agriculture 27%
- Industries 26%
- Services 47%

Employed population by major economic group 2017-2021

Legend: Agriculture — Industries — Services

Employed population by major economic group

X-axis: Central..., Afghanistan, India, Pakistan, World, Sri Lanka, China, East Asia and..., Arab World, Japan
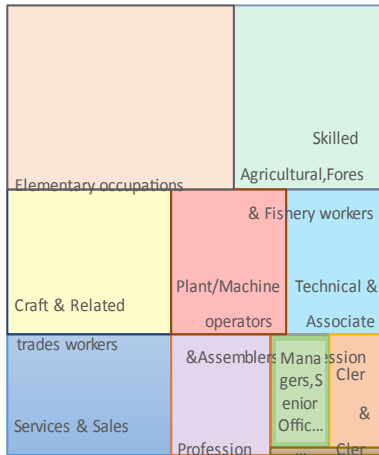
Legend: Agriculture, Industries, Services
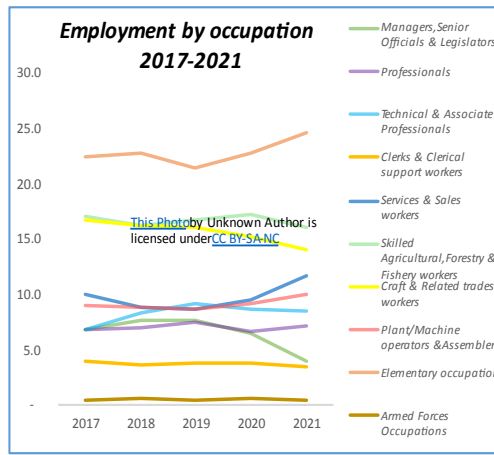
KILM 5 : EMPLOYMENT BY OCCUPATION- 2021

OCCUPATIONS CLASSIFIED ACCORDING TO MAJOR GROUPS AS DEFINED IN THE INTERNATIONAL STANDARD CLASSIFICATION OF OCCUPATIONS,THE MOST RECENT VERSION (ISCO – 08).

$$\frac{Number\ of\ employed\ persons\ in\ a\ given\ occupation\ category}{Total\ employed\ population} \times 100$$

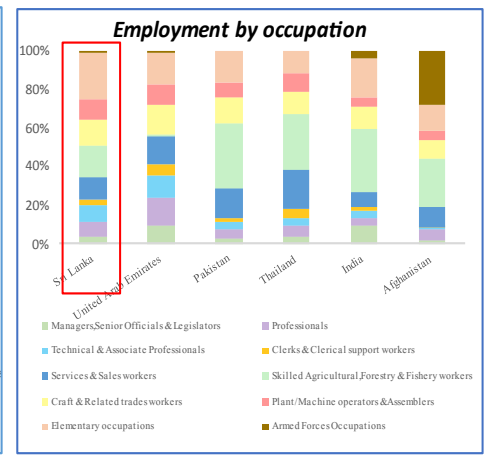## DISAGGREGATION

Skilled Agricultural,Fores & Fishery workers

Elementary occupations

Technical & Associate

Plant/Machine operators

Craft & Related trades workers

&Assemblers

Mana gers,S enior Offic...

ession Cler &

Services & Sales

Profession

Cler

TREND

Employment by occupation 2017-2021

30.0
25.0
20.0
15.0
10.0
5.0
-

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2017 2018 2019 2020 2021

- Managers,Senior Officials & Legislators
- Professionals
- Technical & Associate Professionals
- Clerks & Clerical support workers
- Services & Sales workers
- Skilled Agricultural,Forestry & Fishery workers
- Craft & Related trades workers
- Plant/Machine operators &Assemblers
- Elementary occupations
- Armed Forces Occupations

COMPARISON

Employment by occupation

100%
80%
60%
40%
20%
0%

Sri Lanka   United Arab Emirates   Pakistan   Thailand   India   Afghanistan

- Managers,Senior Officials & Legislators
- Professionals
- Technical & Associate Professionals
- Clerks & Clerical support workers
- Services & Sales workers
- Skilled Agricultural,Forestry & Fishery workers
- Craft & Related trades workers
- Plant/Machine operators &Assemblers
- Elementary occupations
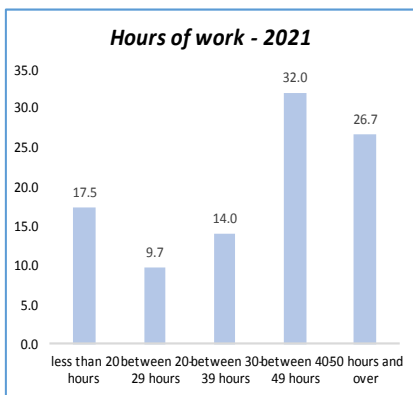- Armed Forces Occupations

KILM 7: HOURS OF WORK - 2021

THE NUMBER OF HOURS WORKED HAS AN IMPACT ON THE HEALTH AND WELL-BEING OF WORKERS AS WELL AS ON LEVELS OF PRODUCTIVITY AND LABOUR COSTS OF ESTABLISHMENTS.
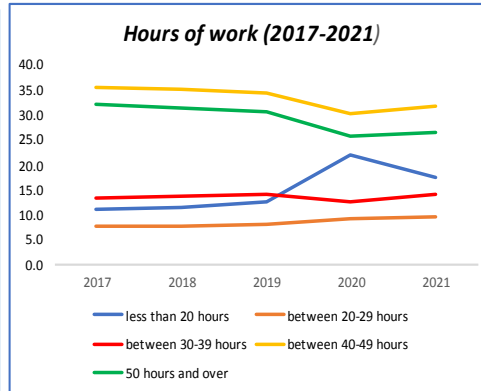
Hours categories
- *less than 20 hours*
- *between 20-29 hours*
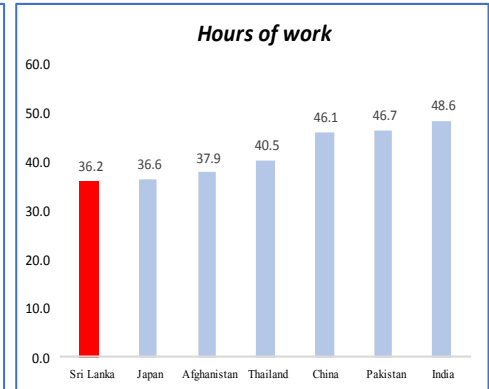- *between 30-39 hours*
- *between 40-49 hours*
- *50 hours and over*

DISAGGREGATION

Hours of work - 2021

Category	Value
less than 20 hours	17.5
between 20-29 hours	9.7
between 30-39 hours	14.0
between 40-49 hours	32.0
50 hours and over	26.7

TREND

Hours of work (2017-2021)

Legend:
- less than 20 hours
- between 20-29 hours
- between 30-39 hours
- between 40-49 hours
- 50 hours and over

COMPARISON

Hours of work

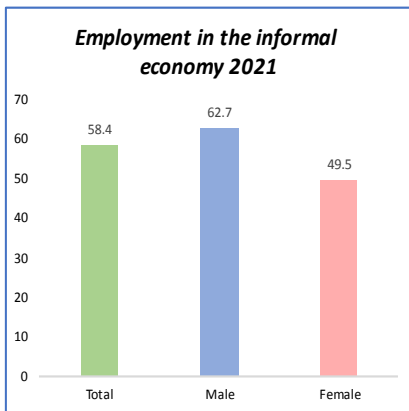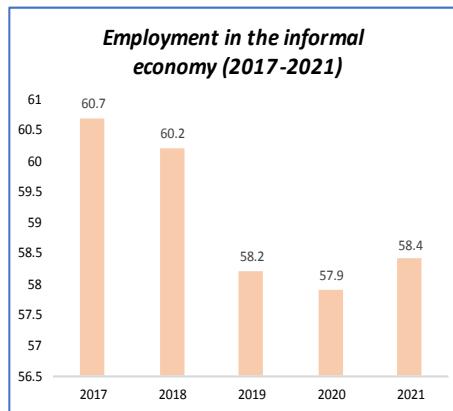| Country	Value
Sri Lanka	36.2
Japan	36.6
Afghanistan	37.9
Thailand	40.5
China	46.1
Pakistan	46.7
India	48.6

KILM 8: EMPLOYMENT IN THE INFORMAL ECONOMY- 2021

THIS INDICATOR IS A MEASURE OF EMPLOYMENT IN THE INFORMAL ECONOMY AS A PERCENTAGE OF TOTAL NON-AGRICULTURAL EMPLOYMENT.

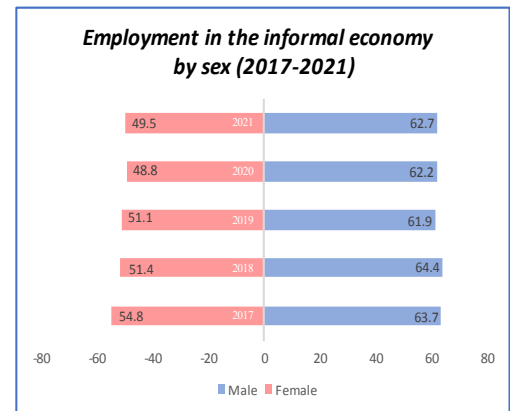$$\frac{Informal\ employment\ in\ the\ non\ agricultural\ sector}{Total\ non\ agricultural\ employment} X\ 100$$

DISAGGREGATION	TREND	COMPARISON

Employment in the informal economy 2021

Total: 58.4, Male: 62.7, Female: 49.5

Employment in the informal economy (2017-2021)

2017: 60.7, 2018: 60.2, 2019: 58.2, 2020: 57.9, 2021: 58.4

Employment in the informal economy by sex (2017-2021)

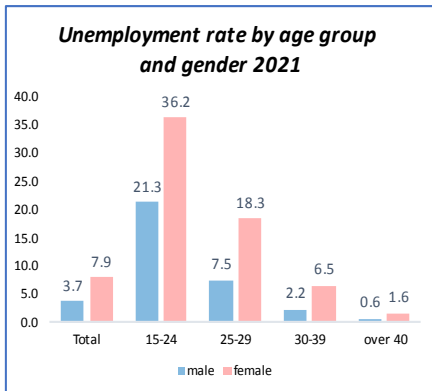| Year	Female	Male
2021	49.5	62.7
2020	48.8	62.2
2019	51.1	61.9
2018	51.4	64.4
2017	54.8	63.7

■ Male ■ Female
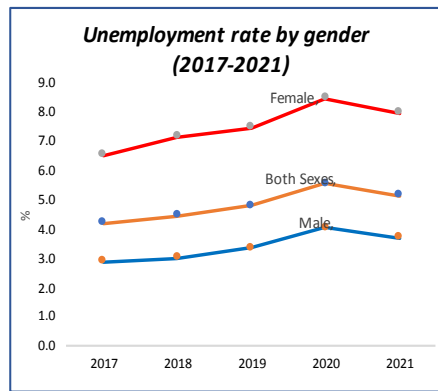
KILM 9: UNEMPLOYMENT RATE- 2021

THE UNEMPLOYMENT RATE IS PROBABLY THE BEST-KNOWN LABOUR MARKET MEASURE. IT IS BELIEVED TO REFLECT THE LACK OF EMPLOYMENT AT NATIONAL LEVELS TO THE GREATEST AND MOST MEANINGFUL EXTENT.

$$\frac{Number\ of\ unemployed\ persons\ in\ the\ working\ age\ population}{Total\ number\ of\ persons\ in\ the\ labour\ force} \times 100$$

DISAGGREGATION

Unemployment rate by age group and gender 2021

	male	female
Total	3.7	7.9
15-24	21.3	36.2
25-29	7.5	18.3
30-39	2.2	6.5
over 40	0.6	1.6

TREND

Unemployment rate by gender (2017-2021)

Female, Both Sexes, Male — years 2017, 2018, 2019, 2020, 2021

COMPARISON

Unemployment rate

Total, male, female — Afghanistan, Sri Lanka, India, China, World, Central African Republic, Pakistan, Arab World, East Asia and Pacific
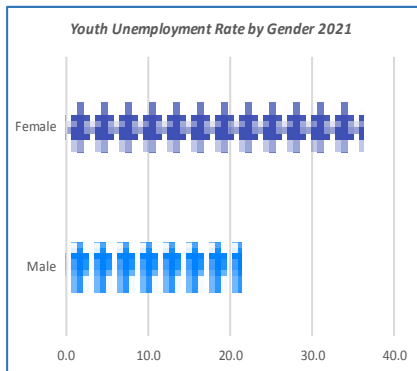
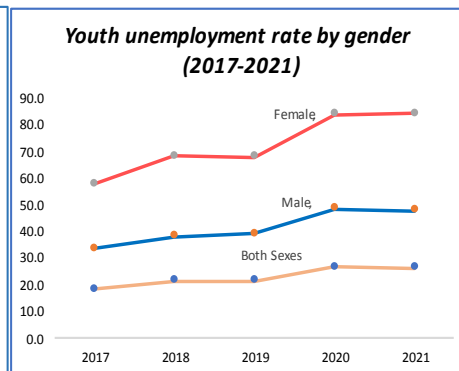# KILM 10: YOUTH UNEMPLOYMENT RATE 2021

THE YOUTH UNEMPLOYMENT RATE IS WIDELY VIEWED AS AN IMPORTANT POLICY ISSUE FOR MANY COUNTRIES, REGARDLESS OF THEIR STAGE OF DEVELOPMENT. FOR THE PURPOSE OF THIS INDICATOR, THE TERM" YOUTH" COVERS PERSONS AGED 15 TO 24 YEARS.

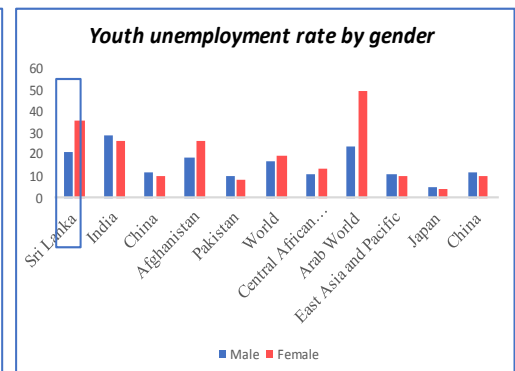$$\frac{Youth\ unemployed\ population}{youth\ labour\ force} \times 100$$

DISAGGREGATION

Youth Unemployment Rate by Gender 2021

TREND

Youth unemployment rate by gender (2017-2021)
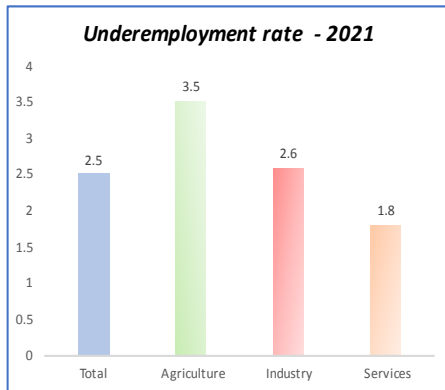
COMPARISON

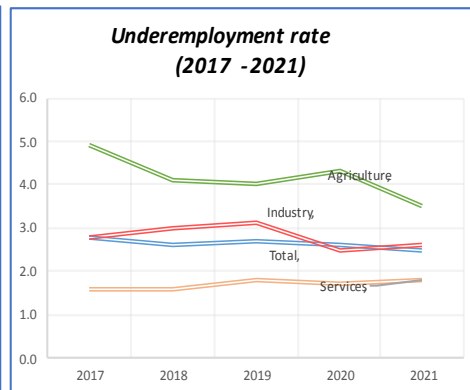Youth unemployment rate by gender

KILM 12: UNDEREMPLOYMENT RATE- 2021

UNDEREMPLOYMENT IS EMPLOYMENT IN WHICH AN INDIVIDUAL WORKS FEWER HOURS THAN IS NECESSARY FOR A FULL-TIME JOB IN THEIR CHOSEN FIELD

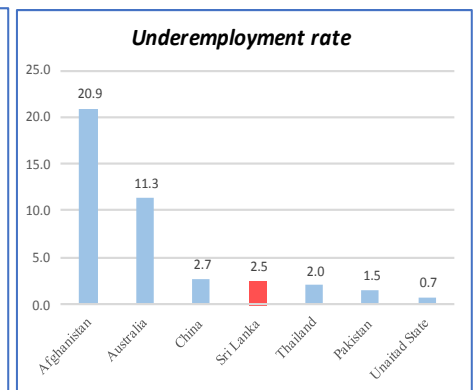$$\frac{number\ of\ underemployed\ individuals}{total\ number\ of\ workers\ in\ a\ labor\ force} \times 100$$

DISAGGREGATION

Underemployment rate - 2021

Category	Rate
Total	2.5
Agriculture	3.5
Industry	2.6
Services	1.8

TREND

Underemployment rate (2017 -2021)

Agriculture

Industry,

Total,

Services

COMPARISON

Underemployment rate

Country	Rate
Afghanistan	20.9
Australia	11.3
China	2.7
Sri Lanka	2.5
Thailand	2.0
Pakistan	1.5
Unaitad State	0.7

REFERENCECS

01   Key Indicators of the Labour Market Ninth Edition
      https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/
      publication/wcms_498929.

02   ILOSTAT, Data Base
      https://www.ilo.org/shinyapps/bulkexplorer7/

03   World Bank Open Data
      https://data.worldbank.org/

04   Sri Lanka Labour Force Survey – Annual Report (2021)
      http://www.statistics.gov.lk/LabourForce/StaticalInformation/AnnualReports/2021

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