



# Annual Labour Statistics Report Sri Lanka 2021



Department of Labour  
Ministry of Labour





# **Annual Labour Statistics Report**

**Sri Lanka**

**2021**

**Department of Labour  
Ministry of Labour**

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## PREFACE

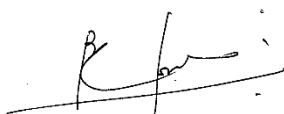
Labour statistics play a vital role in the planning, decision-making, monitoring and evaluation of labour activities as well as manpower planning and labour administration. Besides, labour statistics indicate the changes and behavioral patterns of the labour market of the country. All policymakers and planners in public and private sectors use labour statistics to plan their economic affairs and therefore the demand for labour statistics has grown exponentially.

Hence a publication on labour statistics is issued annually by the Department of Labour and “Annual Labour Statistics Report 2021” is the 23rd publication in the series issued by the Statistics Division of the Department of Labour. The key labour statistics included in this publication consist of trend patterns in labour supply, the composition of the labour force, the level of unemployment, labour laws and regulations, and the measures taken for the welfare of employees in the country.

The Statistics Division of the Department of Labour, collects data from administrative records maintained by various divisions of the Department of Labour, other Ministries, Departments and Organizations to fulfil this requirement.

Mrs Chandramali Premarathna, Deputy Director of the Labour Statistics Division of the Labour Department is responsible for planning and accomplishing this task with the assistance of the staff of the Statistics Division.

I sincerely hope that this publication will meet the information needs of the labour sector and will be of great benefit to the users.



Prabath Chandrakeerthi  
Commissioner General of Labour



## ACKNOWLEDGEMENT

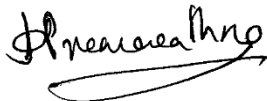
The publication of 'Annual Labour Statistics Report 2021' provides multidimensional information on the labour statistics of Sri Lanka for 2021, based on the data pertaining to various institutions in this field.

Firstly, I would like to convey my sincerest gratitude to the Commissioner General of Labour for his valuable guidance to complete this publication.

I highly appreciate the support rendered by providing the required data accurately and timely by the Commissioners in the Department of Labour and the senior officials of the other respective Ministries, Departments and Institutions.

I acknowledge the great work carried out by the Statistical officers, Mrs. H. E. Wickramasuriya, Mr. R. M. S. Priyadarshana, Mr. A. A. P. Fernando, Miss D. M. G. I. Dissanayake and Mrs. L. A. A. W. Gunawardana for data collection, verification, updating tables and figures, and preparing the publication. The supervision work conducted by the Statisticians, Mrs. K. A. P. Deepani and Mrs. W. A. S. Malkanthi are also appreciated very much. Meanwhile, I thank all other staff members of the Labour Statistics Division for their fullest support given to complete this publication successfully.

Further, I convey my thanks to the members of the publication committees of the Department of Labour and the Ministry of Labour for their valuable guidance. I would be thankful if any valuable comments were given for the improvement of the next publication in the future.



Chandramali Premarathna  
Deputy Director  
Labour Statistics Division





## SUMMARY STATISTICS

Summary Statistics on Demographic and Labour	2021
Estimated mid-year population (Number)	22,156,000
Male (Number)	10,727,000
Female (Number)	11,429,000
Registered Births (Number)	284,848
Age (15-60) Years Population	10,816,000
Literacy Rate (Age=>10 Years, %)	93.3
Digital Literacy Rate (Age 5-69 Years, %)	57.2
Total Number of Pupils (Number)	4,238,760
Pupil: Teacher Ratio (Government School)	16.2
New Admissions of Technical Colleges (Number)	25,512
Number of graduates passed out from State Universities (Number)	19,088
International Net Migration (Number)	89,190
Total Labour Force (Number)	8,553,290
Employed Population (Number)	8,113,507
Unemployed Population (Number)	439,783
Labour Force Participation Rate (%)	49.9
Employment Rate (%)	94.9
Unemployment Rate (%)	5.1
National Consumer Price index (2021)	7.0
Minimum Wage Rate Index	7,469.5
Average Mean Monthly Nominal Earnings (Rs.)	44,151

Highest Mean Monthly Nominal Earnings by Economic Activity -ICT (Rs.)	107,211
Monthly Average Minimum Wage of Public Sector (Rs.)	34,550
Minimum Daily Wage Rates of Plantation Estate Workers (Rs.)	1,000
Average Household Expenditure Per Month (For 2019) Rs.	63,130
National Poverty Line (2021)	7,913
Number of Employers Contributing to the EPF	71,203
Number of Employers Contributing to the Employees' Trust Fund (Number)	44,501
Number of Strikes (Number)	21
Number of Man Days lost in 2021	116,770
Child Labour/ Hazardous Child Labour identified in 2021 (No.)	7

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# Chapter 1

## SOCIO-ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS OF POPULATION



The population of Sri Lanka was 20.36 million according to the Census of Population and Housing in 2012. The average annual population growth rate was 0.7 percent according to this census and it was 1.2 percent in the Census of Population and Housing in 2001. However, the average annual population growth rate for the period of 1981-2012 was 1.02 percent. The Sex Ratio (No. of males per 100 females) declined to 93.8 in the year 2012 though it was 99.2 in 2001.

Although the average annual population growth rate declined in the last intercensal period, the population density has increased from 230 to 325 within this 30-year period and it was highest in the Colombo district and lowest in Vavuniya District.

The continuous progress in the education sector can be seen in the past period and the number of schools, teachers as well as the number of students has increased annually. The literacy rate has been over 90 percent for both sexes and no significant difference in the rate among districts.

Rapid improvements have taken place in the technical education sector has doubled

the new admissions of technical education in the previous decade. Moreover, total expenditure on technical education increased from 2,054.6 million rupees to 2,085.7 million rupees in the period from 2019 to 2021.

Observing statistics of university education, the number of admissions, enrollment, and graduations have increased significantly. These statistics revealed a very optimistic picture of the caliber of the skilled labour force in Sri Lanka.

Furthermore, International Migrations (both arrivals and departures by nationality) have rapidly decreased within the years 2020 and 2021. The main reason for this situation was the Covid 19 pandemic prevailed throughout the world within this period which caused an economic crisis in Sri Lanka. In the year 2021, total arrivals and departures were reported as 598,881 and 509,701 respectively.

Finally, the proportion of the child population to the working population (early dependency ratio) has been decreasing rapidly in the past period and it will adversely affect society in the future.

## Intercensal Population Trends

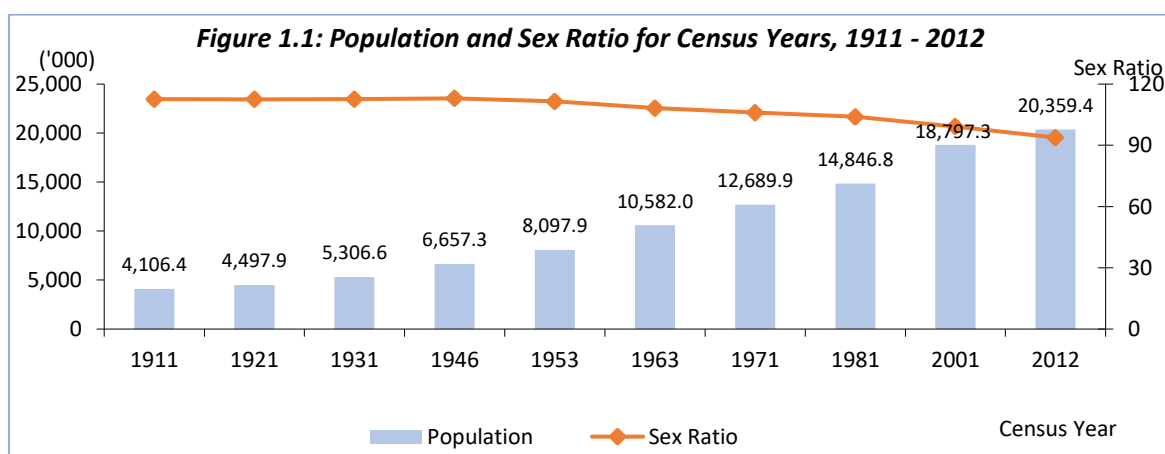
*Table 1.1: Population by Sex and Sex Ratio for Census Years (1911 – 2012)*

Census Year	Population (000')			Sex Ratio
	Total	Male	Female	
1911	4,106.4	2,175.0	1,931.3	112.6
1921	4,497.9	2,381.1	2,116.7	112.5
1931	5,306.6	2,811.0	2,495.4	112.6
1946	6,657.3	3,532.2	3,125.1	113.0
1953	8,097.9	4,268.7	3,829.2	111.5
1963	10,582.0	5,498.6	5,083.4	108.2
1971	12,689.9	6,531.4	6,158.5	106.0
1981	14,846.8	7,568.3	7,278.5	104.0
2001	18,797.3	9,359.1	9,438.1	99.2
2012	20,359.4	9,856.6	10,502.8	93.8

Source: Department of Census and statistics

The last Census of 'Population and Housing' which was conducted in 2012, reported the total population of Sri Lanka as 20.36 million. The Sex Ratio is the number of males to 100 females in the population. It is noticeable in Sri Lanka that the sex ratio is becoming gradually decreased throughout the last 30 years, i.e., the number of females is exceeding

the number of males significantly and the Census 2012 also reported a further decline in the sex ratio to 93.8 compared to 99.2 that reported in 2001. In 1981 it was reported as 104. This sex imbalance in the population may cause various anomalies in the development process in the country (Table 1.1). Figure 1.1 clearly depicted this situation within the period of 1911-2012.



**Table 1.2. Comparison of population, Average annual Growth Rate, and Population Density by District in 1981 and 2012**

District	Population Census Year		Average Annual Growth Rate 1981-2012 (%)	Population Density (Persons per Sq. Km.) Census Year	
	1981(1)	2012		1981(1)	2012
Colombo	1,699,241	2,324,349	1.01	2,605	3,438
Gampaha	1,390,862	2,304,833	1.63	994	1,719
Kalutara	829,704	1,221,948	1.25	516	775
Kandy	1,048,317	1,375,382	0.88	554	717
Matale	357,354	484,531	0.98	180	248
Nuwara-Eliya	603,577	711,644	0.53	354	417
Galle	814,531	1,063,334	0.86	487	658
Matara	643,786	814,048	0.76	516	641
Hambantota	424,344	599,903	1.12	164	240
Jaffna	738,788	583,882	-0.76	795	629
Mannar	106,235	99,570	-0.21	53	53
Vavuniya	95,428	172,115	1.90	36	92
Mullaitivu	77,189	92,238	0.57	39	38
Kilinochchi	91,764	113,510	0.69	80	94
Batticaloa	330,333	526,567	1.50	134	202
Ampara	388,970	649,402	1.65	86	154
Trincomalee	255,948	379,541	1.27	98	150
Kurunegala	1,211,801	1,618,465	0.93	254	350
Puttalam	492,533	762,396	1.41	165	265
Anuradhapura	587,929	860,575	1.23	82	129
Polonnaruwa	261,563	406,088	1.42	77	132
Badulla	640,952	815,405	0.78	227	288
Monaragala	273,570	451,058	1.61	49	82
Ratnapura	797,087	1,088,007	1.00	246	336
Kegalle	684,944	840,648	0.66	412	499
Sri Lanka	14,846,750	20,359,439	1.02	230	325

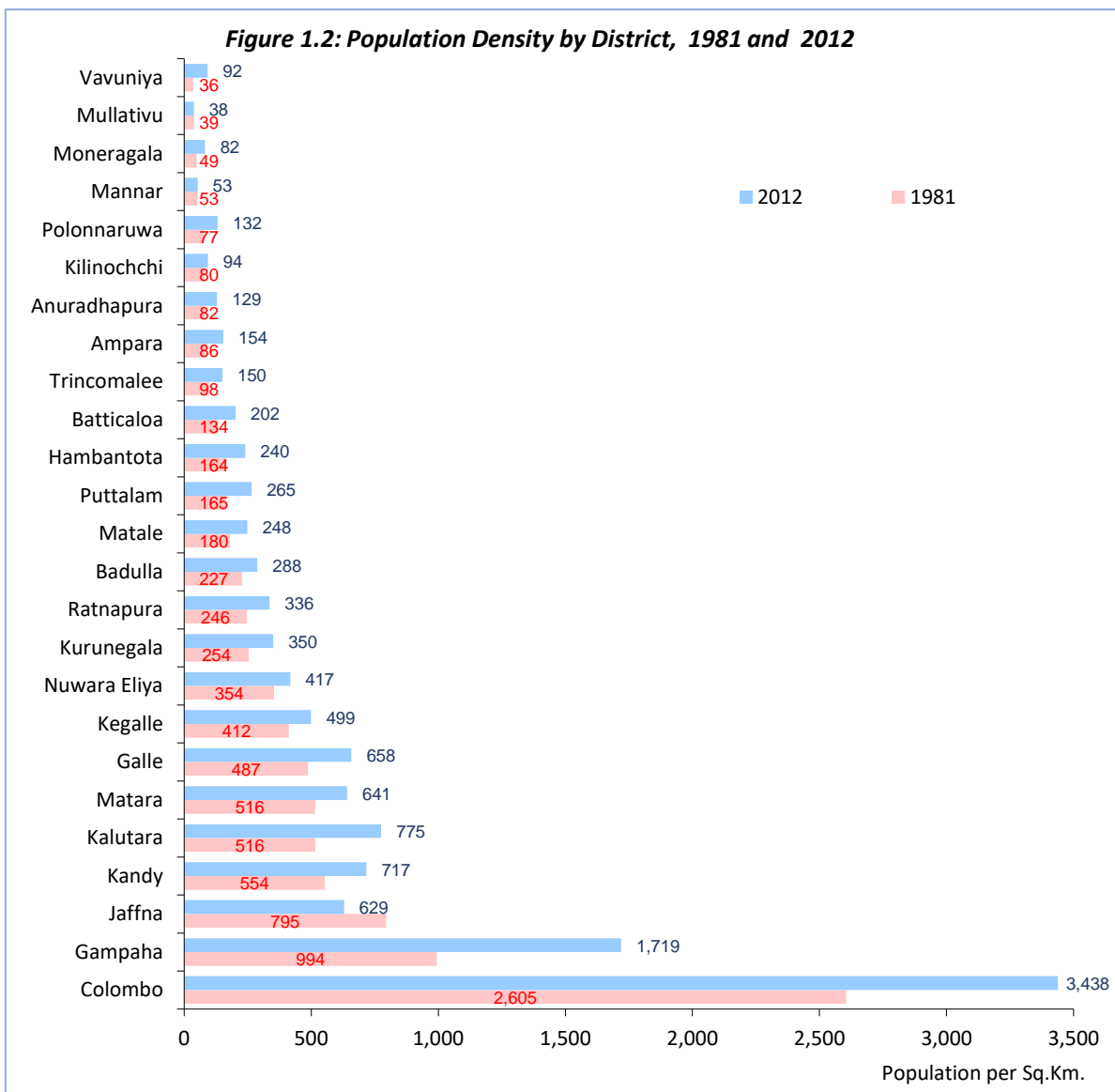
Source: Department of Census and Statistics – 1981 and 2012 Census of Population reports

1. Jaffna and Killinochchi data are given based on current district boundaries

Note: Population Census 2012 was enumerated based de-jury on their places of usual residence. However, all previous censuses conducted up to 2001 were based on de-facto, where the persons were present at the census night

Generally, the average annual population growth rate in the intercensal period of 1981-2012 was 1.02 percent (Table 1.2). In this intercensal period, high annual growth rates of above 1.5 percent were observed at 1.90 percent, 1.65 percent, 1.63 percent, 1.61 percent, and 1.5 percent in Vavuniya, Ampara, Gampaha, Monaragala, and Batticaloa districts respectively.

The average population density of the country has increased by nearly 40 percent from 230 to 325 persons per square kilometer within 30-year period of 1981-2012, and the highest population densities were recorded in Colombo district, 3,438, and in Gampaha district, 1,719 in 2012. (Table 1.2)



## Dependency Ratio

**Table 1.3: Age Composition and Dependency Ratio in Census of Population (1971 – 2012)**

Item	1971	1981	2001	2012
	%	%	%	%
All Ages	100	100	100	100
(0 – 14) Early dependent pop.	39.0	35.2	26.3	25.2
(15 – 59) Working age pop.	54.7	58.2	64.5	62.4
(60 and over) Elderly pop.	6.3	6.6	9.2	12.4
	71.3	60.5	40.8	40.4
Dependency Ratios				
Elderly Dependency Ratio	11.5	11.3	14.3	19.8
Total Dependency Ratio	82.8	71.8	55.0	60.2
Ageing Index	16.1	18.8	35.0	49.1

Source: Department of Census and Statistics

Note: (1) Census of Population was not conducted in 1991

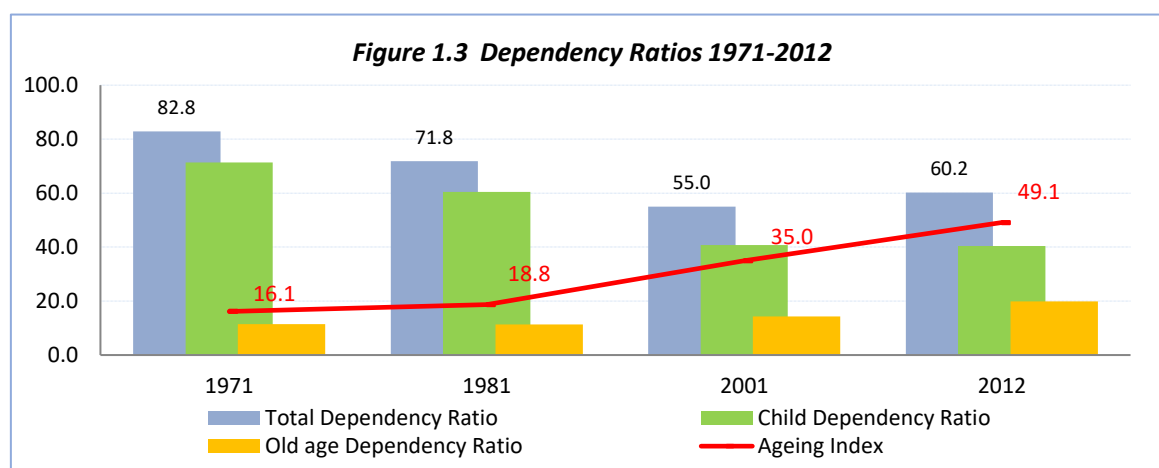
(2) Excluded Northern and Eastern Provinces in the 2001 Census

According to Table 1.3, the early dependency /child dependency ratio rapidly declined from 39.0 percent to 25.2 percent within the period of 40 years from 1971 to 2012. The population above 60 years is considered as the elderly population in the country, which reported an acceleration around 2001, and impacted on elderly dependency ratio, increased from 11.5 to 19.8 within the same period of 40 years.

The total dependency ratio is the aggregate of the early (child) dependency ratio and the

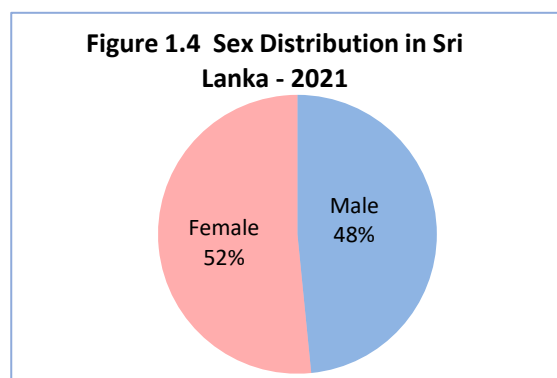
elderly dependency ratio. Due to a significant decrease in the child dependency ratio, the total dependency ratio showed a downward trend throughout this period. (Table 1.3). The ageing index refers to the number of elders per 100 persons younger than 15 years old in a specific population. This index increase as population increases.

Figure 1.3 clearly shows the changes in dependency ratios and ageing index during the period of (1971- 2012)



## Current Population Trends

The total population of the country in 2021 is estimated by the Registrar General's Department reported as 22.156 million which consisted of 48 percent males and 52 percent females, (Table 1.5, Figure 1.4)

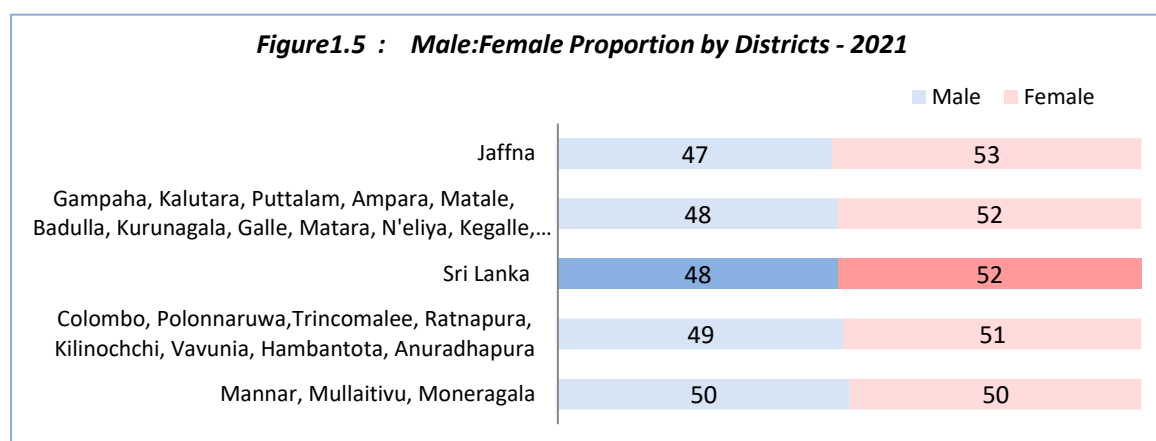


**Table 1.4: Estimated Mid-Year Population by Sex (2017 – 2021)**

Year	Total (000')	Male (000')	Female (000')
2017	21,444	10,382	11,062
2018	21,670	10,492	11,178
2019	21,803	10,556	11,247
2020	21,919	10,613	11,306
*2021	22,156	10,727	11,429

Source: Registrar General's Department– Statistics Division

Note: The estimation of mid-year Population from 2012 onwards was based on the Census of Population and Housing of 2012  
\*Provisional



The male-female proportion in Mannar, Mullaitivu, and Monaragala was 1:1. Districts Male Female proportion is 1:1. Figure 1.5 shows that out of the 25 districts 13 districts including Gampaha, Kalutara, Kandy, Galle, and Kurunegala follow the general proportion

of the country, 48 percent Males and 52 percent Females. Eight districts including Colombo and Ratnapura recorded a slightly higher proportion of males 49 males to 51 females. The Jaffna district exceptionally showed a lesser proportion of Males: Females



at 47: 53. According to Table 1.5, the highest population was reported for Colombo district. It was about 2.480 million. Gampaha and Kurunegala districts have been reported as the second and third-highest-populated districts in

Sri Lanka. The lowest population has been reported for the Mullaitivu district which reported about 98 million population, (Table 1.5).

**Table 1.5: Estimated Mid-Year Population and Sex Distribution by District - 2021**

District	2021(a)* ('000)			2021(a)* (%)		
	Total	Male	Female	Total	Male	Female
Sri Lanka	22,156	10,727	11,429	100	48	52
Colombo	2,480	1,217	1,263	100	49	51
Gampaha	2,443	1,184	1,259	100	48	52
Kalutara	1,296	627	669	100	48	52
Kandy	1,501	716	785	100	48	52
Matale	530	256	274	100	48	52
Nuwara-eliya	780	373	407	100	48	52
Galle	1,147	550	597	100	48	52
Matara	873	418	455	100	48	52
Hambantota	676	332	344	100	49	51
Jaffna	626	294	332	100	47	53
Kilinochchi	133	65	68	100	49	51
Mannar	114	57	57	100	50	50
Vavuniya	194	95	99	100	49	51
Mullaitivu	98	49	49	100	50	50
Batticaloa	590	281	309	100	48	52
Ampara	752	364	388	100	48	52
Trincomalee	441	218	223	100	49	51
Kurunegala	1,743	837	906	100	48	52
Puttalam	849	411	438	100	48	52
Anuradhapura	954	466	488	100	49	51
Polonnaruwa	448	221	227	100	49	51
Badulla	895	430	465	100	48	52
Monaragala	505	251	254	100	50	50
Ratnapura	1,190	587	603	100	49	51
Kegalle	898	428	470	100	48	52

Source: Registrar General's Department

\* Provisional

Note: (a) The estimation of the mid-year population from 2014 onwards was based on the final results of the Census of Population and Housing - 2012, and district-level figures were based on the usual residence

**Table 1.6: Estimated Mid-Year Population by Age Groups and Sex, 2021**

Age Group	2021+* ('000)			2021+* (%)		
	Total	Male	Female	Total	Male	Female
0 - 4	1,902	959	943	8.6	8.9	8.3
5 - 9	1,906	962	944	8.6	9.0	8.3
10 - 14	1,788	904	884	8.1	8.4	7.7
15 - 19	1,793	894	899	8.1	8.3	7.9
20 - 24	1,669	808	861	7.5	7.5	7.5
25 - 29	1,690	809	881	7.6	7.5	7.7
30 - 34	1,784	867	917	8.1	8.1	8.0
35 - 39	1,533	746	787	6.9	7.0	6.9
40 - 44	1,478	720	758	6.7	6.7	6.6
45 - 49	1,398	672	726	6.3	6.3	6.4
50 - 54	1,326	632	694	6.0	5.9	6.1
55 - 59	1,156	544	612	5.2	5.1	5.4
60 - 64	996	462	534	4.5	4.3	4.7
65 - 69	687	308	379	3.1	2.9	3.3
70 - 74	447	197	250	2.0	1.8	2.2
75 & over	603	243	360	2.7	2.3	3.1
Total	22,156	10,727	11,429	100.0	100.0	100.0

Source: Registrar General's Department

\* Provisional

Note: +) The estimation of the mid-year population from 2014 onwards was based on the final results of the Census of Population and Housing – 2012.

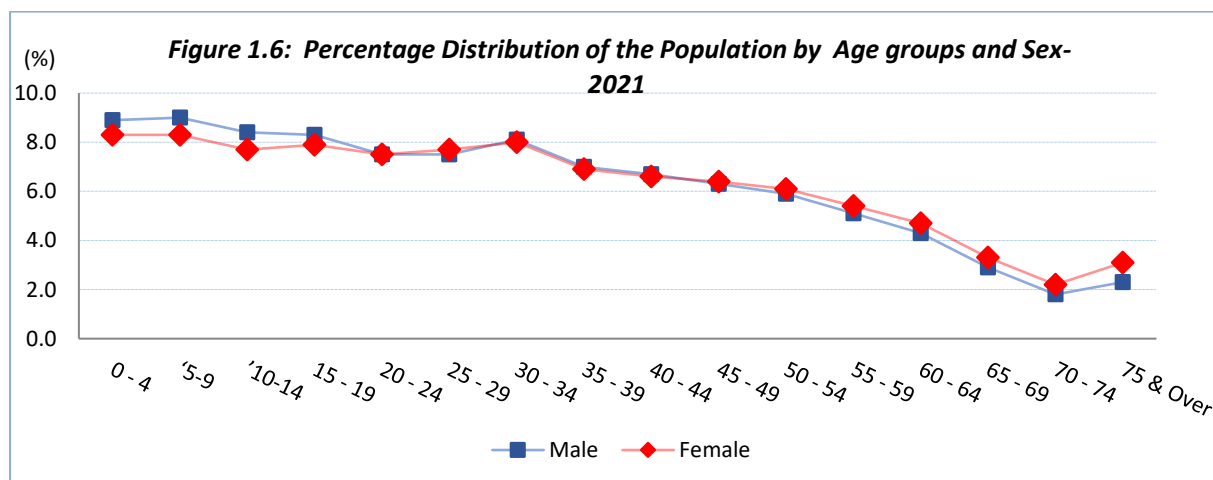


Table 1.6 show the estimated mid-year population by sex and age groups, 2021. In tender age groups until age 19, percentage of males is higher than the percentage of females. The percentage of men in later age

groups (50+) is becoming lesser than the percentage of women in those age groups. In the working age group (20-49), percentage of both sex seem to be more or less the same. It is clearly depicted in figure 1.6.

## Vital Statistics

**Table 1.7: Registered Births by Sex, Crude Birth Rates, and Crude Death Rates (2017 – 2021)**

Year	Registered Births			Crude Birth Rate (Per 1,000 Population)	Crude Death Rate (Per 1,000 Population)
	Total	Male	Female		
2017	326,052	165,926	160,126	15.2	6.5
2018	328,112	166,946	161,166	15.1	6.4
2019	319,010	163,019	155,991	14.6	6.7
2020	301,706	154,068	147,638	13.8	6.0
2021*	284,848	145,045	139,803	12.9	7.4

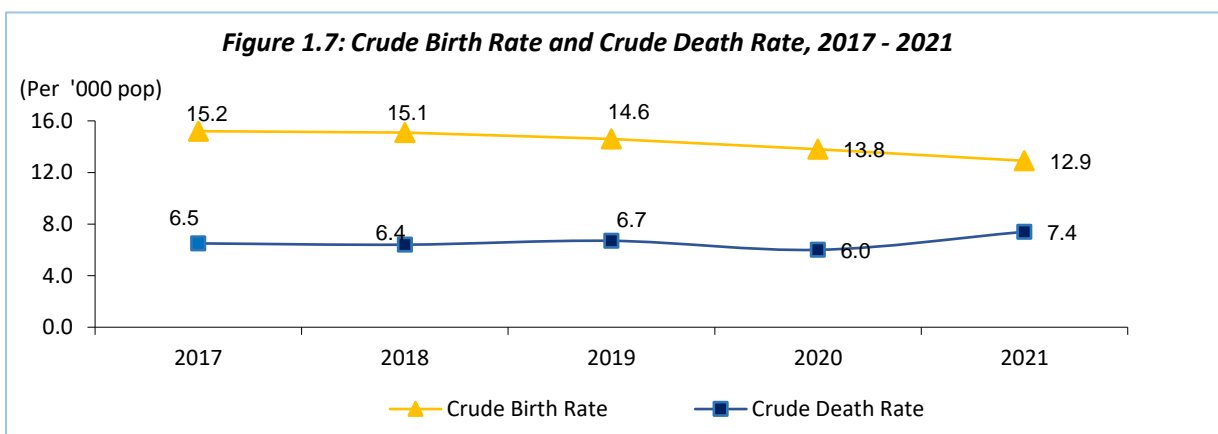
Source: Registrar General's Department

\* Provisional

Note: The number of births in a given year is the number of births registered in that particular year

From the year 2017 to 2021 registered number of births by sex, Crude Birth rate and Crude death rate are given in table 1.7. When compared to year 2020, in 2021 the number of births has reduced and recorded as 284,848. Total births comprise with 145,045

male births and 139,803 females. Births. CBR of the country is reporting a gradual decline over the last 5 years. It has further decline to 12.9 per 1000 population in 2021. The crude death rate showed a significant increase in 2021 of 7.4 per 1000 population.



## LITERACY

The high literacy rate of the population reflects the strength of the country's workforce. It encourages foreign investors to invest in industries in the country. Both men and women in Sri Lanka have a literacy rate of over 90 percent. A person who can both read and

write with an understanding of a short statement is considered a person with literacy. Usually, persons with age 10 and above are considered to measure Literacy of the country. Literacy Rate is measured as the number of literate persons by 100 persons of age 10 and above.

*Table 1.8: Percentage Distribution of Literacy Rate by Sex and Age (2019-2021)*

Year		2019			2020			2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Sri Lanka		92.9	93.6	92.3	93.0	93.8	92.2	93.3	94.3	92.3
Age group	15-19	99.2	99.1	99.4	99.0	98.8	99.2	99.3	99.1	99.6
	20-24	98.6	98.2	99.0	98.7	98.3	99.0	98.4	98.2	98.7
	25-29	97.9	97.6	98.1	97.9	97.5	98.3	98.3	97.7	98.8
	30-34	97.5	97.0	98.0	97.6	97.1	98.0	97.7	97.5	97.9
	35-39	96.2	95.2	97.0	96.8	96.1	97.3	96.7	95.7	97.5
	40-44	95.1	94.3	95.7	95.6	95.0	96.2	95.8	95.4	96.1
	45-49	92.7	92.6	92.8	93.4	93.1	93.6	93.9	93.9	93.8
	50-54	88.1	88.6	87.8	90.1	90.5	89.7	90.9	91.3	90.6
	55-59	87.9	88.3	87.5	88.1	88.6	87.7	88.1	89.2	87.1
60+	83.3	87.1	80.2	82.7	86.8	79.3	83.5	88.0	79.9	

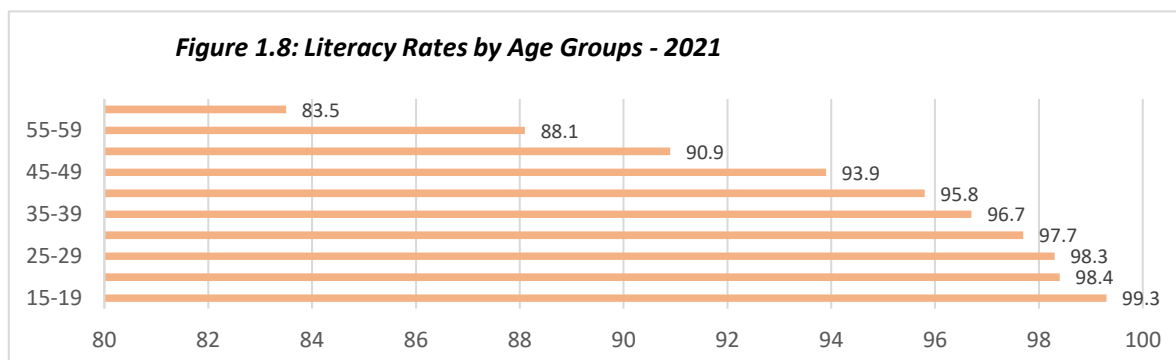
Source: Department of Census and statistics

Table 1.8 provides the estimated literacy rates by sex for the period of 2019 to 2021 for Sri Lanka. The literacy level of the country shows a gradual increase at a slow pace during this period. In 2021, the literacy rates for men and

women were reported as 94.3 percent and 92.3 percent respectively. The literacy rate of younger age groups reported higher than older age groups. Also in younger age groups, female literacy rate exceeds the male literacy rate.

Table 1.9 shows the Literacy rate by districts, where Gampaha district is leading with 97.2 percent followed by Colombo, Kalutara and

Jaffna. Batticaloa, Badulla and Vavuniya districts reported less than 90 percent of literacy levels in 2021.



**Table 1.9: Literacy Rates by District and Gender (2019 – 2021)**

District	Literacy Rate (%)						Literacy Rate (%)		
	2019			2020			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Sri Lanka	92.9	93.6	92.3	93.0	93.8	92.2	93.3	94.3	92.3
Colombo	96.5	97.1	96.0	96.2	97.1	95.3	96.3	97.3	95.5
Gampaha	96.9	97.4	96.5	96.7	97.3	96.2	97.2	97.8	96.6
Kalutara	94.9	94.6	95.3	94.1	93.8	94.4	94.3	93.7	94.8
Kandy	93.5	93.9	93.2	93.7	94.6	93.0	92.6	94.1	91.4
Matale	90.6	91.2	90.1	91.7	92.9	90.8	93.3	94.0	92.6
Nuwara-eliya	89.3	90.1	88.5	93.4	95.0	91.9	92.3	96.0	89.0
Galle	93.0	93.0	93.0	93.3	93.4	93.2	95.0	95.6	94.5
Matara	92.5	93.5	91.7	92.5	92.7	92.4	93.0	94.1	92.1
Hambantota	90.9	92.7	89.3	90.8	90.9	90.7	93.1	93.8	92.5
Jaffna	95.3	95.4	95.3	96.3	96.6	96.0	95.7	96.8	94.8
Mannar	91.3	91.1	91.4	93.1	92.5	93.6	92.4	93.7	91.2
Vavuniya	86.2	87.8	84.7	88.4	89.4	87.5	87.4	88.4	86.5
Mullaitivu	92.6	92.9	92.2	91.0	91.9	90.2	91.4	90.4	92.2
Kilinochchi	88.0	89.8	86.3	91.1	91.6	90.6	91.7	94.3	89.0
Batticaloa	85.8	87.3	84.4	84.1	87.1	81.4	85.3	86.5	84.3
Ampara	89.9	92.7	87.3	89.7	91.3	88.2	90.6	93.8	87.8
Trincomalee	92.2	94.3	90.3	90.4	91.9	89.2	91.5	93.1	90.0
Kurunegala	93.1	93.6	92.7	93.8	94.0	93.6	93.3	93.7	92.9
Puttalam	91.5	92.1	91.0	91.4	92.0	90.6	90.6	90.5	90.8
Anuradhapura	92.4	92.9	91.9	93.0	93.1	92.9	93.6	94.9	92.6
Polonnaruwa	90.0	89.6	90.3	88.6	88.1	89.0	90.5	91.0	90.1
Badulla	88.4	90.3	86.7	88.1	91.6	85.0	86.4	88.7	84.5
Monaragala	89.7	90.0	89.5	87.7	90.1	85.6	91.7	92.8	90.8
Ratnapura	89.7	91.2	88.3	90.0	91.4	88.8	90.6	91.9	89.4
Kegalle	95.6	96.6	94.7	95.1	95.9	94.4	95.1	96.7	93.8

Source: Department of Census and Statistics – Labour Force Survey

## Computer Literacy and Digital Literacy

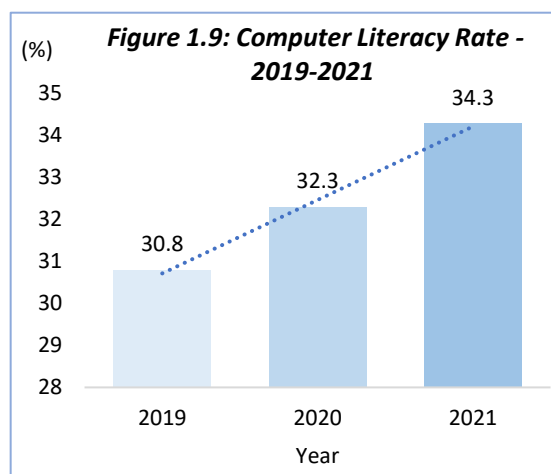
### 1. Computer Literacy

A person (aged 5-69 years) is considered as a computer literate person if he/she could use computer on his/she own. For example, even if a 5-year-old child can play a computer game then he/she is considered as a computer literate person.

**Table 1.10: Computer Literacy Rate (2019-2021)**

Indicator	Computer Literacy Rate (%)		
	2019	2020	2021
Sri Lanka	30.8	32.3	34.3
Male	32.9	34.1	36.1
Female	28.9	30.7	32.6
Sector			
Urban	43.6	45.4	49.0
Rural	29.0	30.7	32.3
Estate	12.6	12.7	13.9
Province			
Western	44.1	45.2	45.9
Central	28.8	31.9	31.6
Southern	31.2	31.6	30.7
Northern	19.3	18.0	27.9
Eastern	15.7	19.7	28.9
North Western	29.1	29.3	31.2
North Central	21.7	22.5	23.4
Uva	21.6	22.3	24.2
Sabaragamuwa	27.2	32.0	34.1
By Age Group			
15 - 19	64.9	67.9	71.4
20 - 24	58.8	63.8	67.8
25-29	51.7	52.9	55.8
30-34	40.6	42.0	44.9
35-39	29.8	31.3	34.0
40-49	22.0	22.5	23.9
50-59	12.8	13.7	14.4
60-69	6.6	6.7	7.0

Source: Department of Census and statistics, LFS Survey

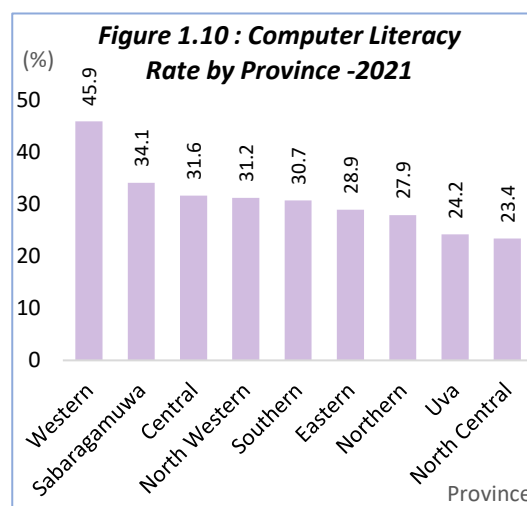


In 2021, out of the population of age (5-69) 34.3 percent are computer literate persons in Sri Lanka (Table 1.12).

Computer literacy has expanded approximately by 11 percent within three-year period of 2019 to 2021. (Figure 1.9)

Males dominate females with 36.1 percent compared to female's 32.6 percent of computer literacy rate. At province level, Western reported an out-standing rate of 45.9 percent compared to the lowest of 23.4 percent in North-Central province. (Figure 1.10)

Nearly half of the population in urban sector is computer literate (Table 1.10)



## 2. Digital Literacy

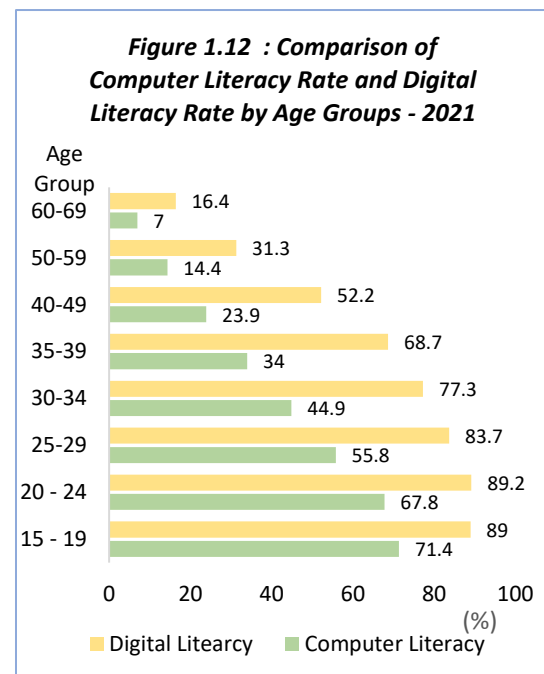
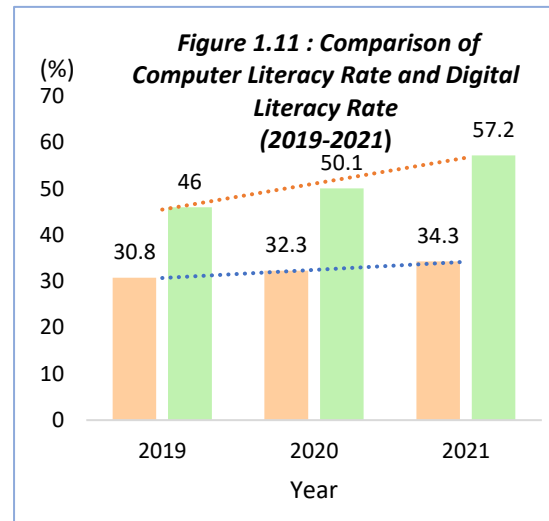
A person (aged 5-69 years) is considered as a digital literate person if he/she could use computer, lap top, tablet or smartphone on his/her own.

**Table 1.11: Digital Literacy Rate (2019-2021)**

Item	Digital Literacy Rate (%)		
	2019	2020	2021
Sri Lanka	46.0	50.1	57.2
Male	49.7	53.7	60.3
Female	42.6	46.9	54.5
Sector			
Urban	61.7	66.3	72.0
Rural	43.8	48.1	55.2
Estate	23.7	25.6	38.2
By Age Group			
15 - 19	77.8	82.3	89.0
20 - 24	78.6	84.5	89.2
25 - 29	73.4	77.4	83.7
30 - 34	63.1	68.8	77.3
35 - 39	53.5	58.7	68.7
40 - 49	40.2	44.9	52.2
50 - 59	22.8	26.6	31.3
60 - 69	12.3	13.2	16.4

Source: Department of Census and statistics, LFS Survey

Table 1.11 indicate that 57 percent of Sri Lankans are digitally literate. Digital literacy rate has increased vastly by 24 percent within the 3-year period of (2019-2021). It is reported that 60 percent of males were digitally literate compared to females who were reported as 54.5 percent. The new



entrants to the labour market of age 15-29 group reported their digital literacy rate is above 80 percent. This group reports the highest computer literacy rate of more than 55 percent as well. When geographically considered, the rural sector population which is more than 75 percent of the total population, reported the digital literacy rate of 55.2 percent in 2021

## Education

In order to build a strong economy in the country the labour market should maintain with high standards. The labour force that enters the labour market annually should be in high capacity, well qualified and skillful persons. To achieve this goal the quality of education is very important and it would be the backbone of the country. Our labour market should be strong enough to compete

with both regional and global workforces. The Standard schooling age remains at 14 years up to 2021. It was increased to 16 years in mid-2021. The Sri Lanka's education system comprises with 3 stages as Primary, Secondary, and Tertiary. The young person enters to the labour market at upper secondary stages.

### Primary and Secondary Education

*Table 1.12: Number of Schools, Teachers, and Pupils (2019 – 2021)*

Item	2019	2020**	2021*
<b>1. Total Number of Schools</b>	11,084	11,091	11,095
1.1 Government Schools <sup>(a)</sup>	10,165	10,155	10,152
1.2 Private Schools <sup>(b)</sup>	89	90	94
1.3 Special Schools	29	30	30
1.4 Pirivenas <sup>(d)</sup>	801	802	819
<b>2. Total Number of Pupils</b>	4,268,039	4,272,259	4,238,760
2.1 Government Schools <sup>(a)</sup>	4,061,653	4,063,685	4,032,211
2.2 Private Schools <sup>(b)</sup>	135,600	136,200	134,649
2.3 Special Schools	2,467	2,496	2,400
2.4 Pirivenas <sup>(d)</sup>	68,319	69,878	69,500
<b>3. Total Number of Teachers</b>	261,803	265,394	264,215
3.1 Government Schools <sup>(c)</sup>	246,592	249,494	248,500
3.2 Private Schools <sup>(b)</sup>	7,490	8,019	7,800
3.3 Special Schools	521	545	515
3.4 Pirivenas <sup>(d)</sup>	7,200	7,336	7,400
<b>4. New Admissions to Government Schools</b>	333,074	319,405	307,415
<b>5. Pupil Teacher Ratio in</b>			
Government Schools <sup>(a)</sup>	16.5	16.3	16.2
Private Schools <sup>(b)</sup>	18.1	17.0	17.3
Special Schools	4.7	4.6	4.7
Pirivenas <sup>(d)</sup>	9.5	9.5	9.4

\* - Provisional \*\* -Revised

Source: Statistics Branch, Ministry of - Education

2019 School Census date was 1<sup>st</sup> September

2020 School Census date was 1<sup>st</sup> December

2021 School Census date was 31<sup>st</sup> December

(a) Functioning schools only.

(b) Government-approved private schools and special assisted schools only.

(d) Government-approved pirivenas only



## Tertiary Education

Tertiary education consists of vocational training/technical education or University education.

### (A) Technical Education

Technical education has directly related to the labour market of the country which produces skilled workers of high caliber. In the year 2020, the improvement in

technical education had slowdown due to the Covid pandemic situation. The information of technical colleges for 2019-2021 is given in Table 1.13.

**Table 1.13: Expenditure and Staff of the Technical Colleges, (2019-2021)**

Item	Year		
	2019	2020	2021
Total No. of Technical Colleges	39	39	39
Colleges of Technology	9	9	9
Technical colleges	30	30	30
<b>Number of Staff</b>	2362	2297	2212
Teaching staff	686	631	598
Others	1676	1666	1614
<b>Total Expenditure on Technical Education (Rs. Million)</b>	2054.6	2138.6	2085.7
Recurrent Expenditure (Rs. Million)	1849.9	1983.0	1808.2
Capital Expenditure (Rs. Million)	204.6	155.6	277.5

Department of Technical Education and Training (DTET) which functions under the Ministry of Skills Development and Vocational Training operates 39 Technical Colleges throughout the country as at end of 2009, of which nine (09) Colleges have been upgraded as Colleges of Technology to offer diploma level courses leading to National Vocational Qualifications.

**Table 1.14: Number of New Admissions to Technical Colleges by the Level of Courses, 2019 - 2021**

Item	2019		2020		2021	
	No.	(%)	No.	(%)	No.	(%)
New Admissions	35,599	100	24,877	100	25,512	100
<b>New Admissions by Level of Courses</b>						
Higher Dip. / National Diploma (c) (NVQ 5&6)*	988	2.8	1,011	4.1	1,439	5.6
National Diploma*	2,860	8.0	2,836	11.4	2,693	10.6
National Certificates	9,348	26.3	7,452	30.0	9,279	36.4
National Craft (Trade)	2,141	6.0	2,264	9.1	2,493	9.8
Short Courses + Others	20,262	56.9	11,314	45.5	9,608	37.7

Source: Department of Technical Education and Training

\*With the NVQ frame work, all NVQ level 5 and 6, + courses are considered as National Diploma courses. Therefore, for the purposes of preparing this report, NVQ level 6 courses are considered as "Higher Dip/Diploma (c) (NVQ 5 & 6) and NVQ level 5 courses are considered as "National Diploma".

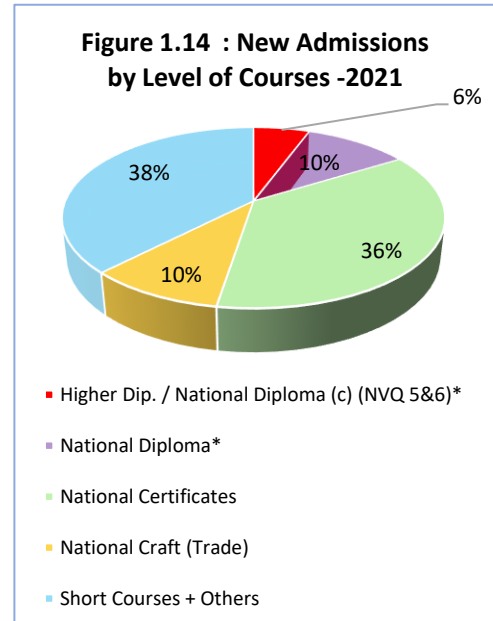
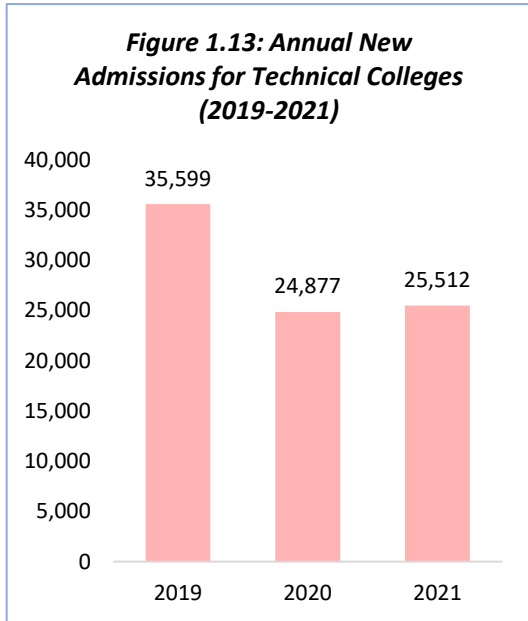


Table 1.15: Total Enrollments to Technical Colleges by Level of Courses, 2019 – 2021

Item	2019	2020	2021
Total Enrolments	42,657	33,277	34,743
Enrolments by Level of Courses			
Higher Dip. / National Diploma (c) (NVQ 5&6)	1,731	2,216	2,835
National Diploma	5,073	5,121	4,963
National Certificates	12,389	10,918	13,247
National Craft (Trade)	3,202	3,283	3,712
Short Courses + Others	20,262	11,739	9,986

Source: Department of Technical Education and Training

In the year 2007, the Technical Education Development Project (TEDP), the successor to the Skills Development Project (SDP), came into effect that mainly concentrates on activities related to NVQ level 5 and above diploma level courses and setting up of the University for Vocational Technology (UNIVOTEC) for award of NVQ level 7-degree equivalent qualification. New admission has drastically dropped by 30 percent in 2020 and in 2021 it has slightly increased by 2.5

percent. In 2021, ‘Short time course’ and ‘National Certificates’ are the most preferable by 38 percent and 36 percent respectively by the youngsters. Only 6 percent has selected Higher diploma/National diplomas with NVQ level 5 and 6. Total enrollment of Technical Colleges in 2019, 2020, which indicate the immediate entrants to the labour market has been 42,657 and 33,277 respectively.

**(B) University Education**

University Education is crucial factor deciding the quality of the labour market. It provides a person the knowledge, cognitive powers, skills, professionalism and build up the character as well. Therefore, basically the

university degree is considered as the key to the highest standards of occupations in the world. Sri Lanka, blessed with 22 Universities and Higher education Institutes altogether function currently.

*Table 1.16: Number of Student Admissions by University /Higher Educational Institute*

University/ Higher Educational Institute	University Admission	
	2019	2020
Colombo(1)	3,474	3,580
Peradeniya	3,575	3,707
Sri Jayewardenepura	4,358	4,783
Kelaniya	4,141	4,556
Moratuwa	2,262	2,473
Jaffna(2)	4,269	3,623
Ruhuna	4,146	4,291
Eastern(1)	2,572	2,701
South Eastern	2,093	2,184
Rajarata	2,472	2,462
Sabaragamuwa	2,372	2,463
Wayamba	1,887	1,962
Uva Wellassa	1,576	1,754
Visual & Performing Arts	757	770
Gampaha Wickramarachchi (3)	174	687
Vavuniya (2)	-	915
Institute of Indigenous Medicine	294	327
University of Colombo School of Computing	355	350
Swami Vipulananda Institute (Aesthetic Studies)	382	339
Additionally Increased Number	510	-
<b>Total</b>	<b>41,669</b>	<b>43,927</b>

Source: University Grants Commission

University admissions in 2019 and 2020 are given in Table 1.16. The admissions in 2021 is not yet released. The highest number of student admissions are reported for the University of Sri-Jayewardenepura. Total Under-graduate enrolment by course of study

is given Table 1.16. Figure 1.15 clearly shows Under-graduate enrolment has increased within this period of (2019-2021). Out of the total enrolment of 152,942 under-graduates, highest percentage were enrolled in Arts (22 percent), followed by Commerce and

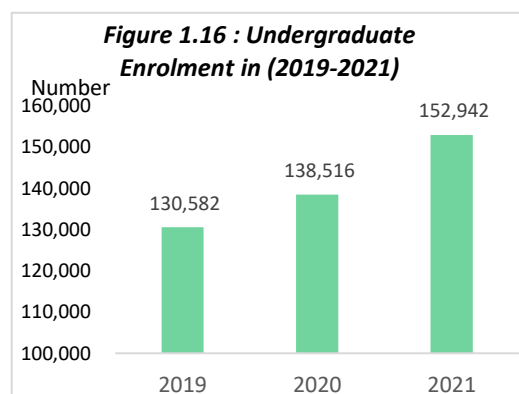
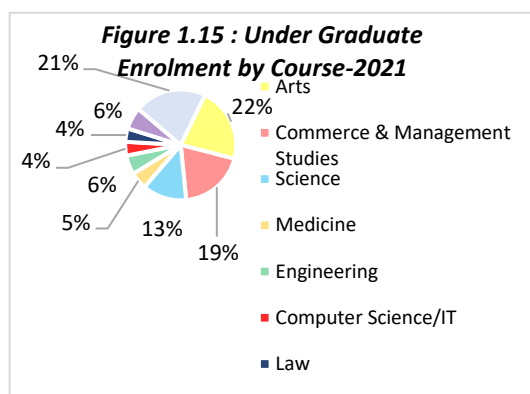
management studies and Science as 19 percent and 13 percent respectively. For Technology, Engineering and Medicine, recorded the enrolment as 6 percent, 6 percent and 5 percent respectively. For IT and

Law recorded enrolment were 4 percent at each subject. These main courses together consisted 79 percent of the enrollment in 2021 (Figure 1.17).

**Table 1.17: Undergraduate Enrolments for the Main Courses conducted by the Universities and Similar Higher education Institutes (2019-2021)**

Course of Study	2019		2020		2021	
	No.	(%)	No.	(%)	No.	(%)
Arts	31,518	24	31,470	23	33,348	22
Commerce & Management Studies	24,228	19	25,547	18	29,642	19
Science	16,941	13	18,144	13	19,731	13
Veterinary Science	302	0	307	0	343	0
Engineering	7,439	6	7,723	6	8,512	6
Agriculture	4,081	3	4,314	3	4,759	3
Medicine	6,744	5	6,916	5	7,635	5
Dental Science	314	0	312	0	421	0
Allied Health Sciences	5,984	5	6,944	5	6,925	5
Computer Science/IT	5,037	4	6,063	4	6,142	4
Law	6,291	5	6,313	5	5,952	4
Technology	5,933	5	8,064	6	9,822	6
Fisheries & Marine Science	248	0	318	0	380	0
Architecture & Quantity Surveying	1,551	1	1,585	1	1,796	1
Siddha Medicine	457	0	513	0	604	0
Livestock Fisheries & Animal Sc. & Export	508	0	572	0	702	0
Animal Sc. & Export	858	1	901	1	1,071	1
Arts (Visual Arts, Dance, Drama & Music)	3,134	2	3,254	2	3,542	2
Indigenous Medicine	1,421	1	1,461	1	1,573	1
Arts (Labour Education)	589	0	589	0	555	0
Agro technology	719	1	628	0	939	1
Education	1,362	1	1,355	1	2,279	1
Engineering Technology	4,923	4	4,923	4	6,269	4
<b>Total</b>	<b>130,582</b>	<b>100</b>	<b>138,216</b>	<b>100</b>	<b>152,942</b>	<b>100</b>

Source: University Grants Commission



The main six Universities, University of Colombo, University of Peradeniya, University of Sri Jayewardenepura, University of Kelaniya, University of Ruhuna and University

of Jaffna, hold two third of undergraduates in 2021. The highest number of 14,385 students are studying at University of Sri Jayewardenepura.

**Table 1.18 : Under-Graduate Enrolment by the University/Higher Education Institute (2019-2021)**

University /HEI and Course of study	Graduate Enrolment		
	2019	2020	2021
University of Colombo(1)	9,430	10,197	11,248
University of Peradeniya	10,783	11,193	12,509
University of Sri Jayewardenepura	12,894	13,513	14,385
University of Kelaniya	11,939	12,469	13,638
University of Ruhuna	7,734	8,270	10,333
University of Moratuwa	6,638	6,817	7,541
University of Jaffna	10,311	10,875	10,271
Eastern University(1)	5,849	5,842	6,474
South Eastern University	5,186	5,438	5,786
Rajarata University	6,157	6,791	7,246
Sabaragamuwa University	4,546	5,075	6,224
Wayamba University	4,467	4,865	5,486
Uva - Wellassa University	2,701	2,910	3,584
Visual & Performing Arts	2,309	2,386	2,576
Gampaha Wickramarachchi Ayurveda University	425	438	480
University of Vavuniya(3)	-	-	1,787
Institute of Indigenous Medicine	996	1,023	1,093
Institute of Human Resource Advancement	589	589	555
University of Colombo School of Computing	889	926	997
Swamy Vipulananda Institute of Aesthetic Studies	825	868	966
Institute of Agro Technology and Rural Sciences	719	628	939
Open University	25,165	26,255	28,824
<b>Total</b>	<b>130,552</b>	<b>137,368</b>	<b>152,942</b>

Source: University Grants Commission

**Table 1.19: Number of Passed out Graduates by State Universities/Higher Education institutes, (2019-2021)**

University	Year		
	2019	2020	2021*
Colombo <sup>(1)</sup>	1,675	2,053	1,641(3)
Peradeniya	1,447(2)	2,464	2,239
Sri - Jayewardenepura	2,790	2,167	2,089
Kelaniya	2,448	2,466	2,603
Moratuwa	515(2)	1,197	1,424
Jaffna <sup>(6)</sup>	1,172	1,812	673(3)
Ruhuna	1312	1,464	1614
Eastern <sup>(1)</sup>	443(2)	4,28(2)	729
South Eastern	938	1,060	1,065
Rajarata	947	1,062	595(3)
Sabaragamuwa	876	614(2)	290(3)
Wayamba	685	751	226(3)
Uva Wellassa	500	541	584
Visual & Performing Arts	505	513	(3)
Gampaha Wickramarachchi Ayurveda Institute	80	48	90
University of Vavuniya	(6)	(6)	(3)
Institute of Indigenous Medicine	120	156	8(2)
Institute of Human Resource Advancement	119	108	147
University of Colombo School of Computing	237	250	267
Swami Vipulananda Institute of Aesthetic Studies	216	200	151
Open University	1844	1682	2611
Agro Technology and Rural Sciences	14	32(4)	42(4)
<b>Total</b>	<b>18,883</b>	<b>21,068 (5)</b>	<b>19,088 (5)</b>

Source: University Grants Commission

(1) Colombo and Eastern Universities include Sri Pale and Trincomalee Campuses respectively too

(2) No main examination was held/ only repeat exams were held

(3) Results have not yet been released for all/few exams

(4) Includes two batches

(5) Excluding external degree Graduate Output of 7465 in 2020 and 6802 in 2021

(6) The University of Jaffna includes the Vavuniya campus for 2020 and the Vavuniya campus was upgraded to the University of Vavuniya with effect from 01.08.2021

Total number of 19,088 students has been graduated and released to the labour market

from the Government Universities and Higher Education Institutes in 2021.

## Migration

Migration is one of the main factors that determine the population of a country. Furthermore, it specifically may affect many economic activities, the labour force, and the labour market of the country. Migration consists of 2 segments: Internal migration and external migration. Internal migration speaks about persons' movements within the country and external migration states the international migration both immigration and emigration of people which is more important when

considering the labour force and labour market of the country.

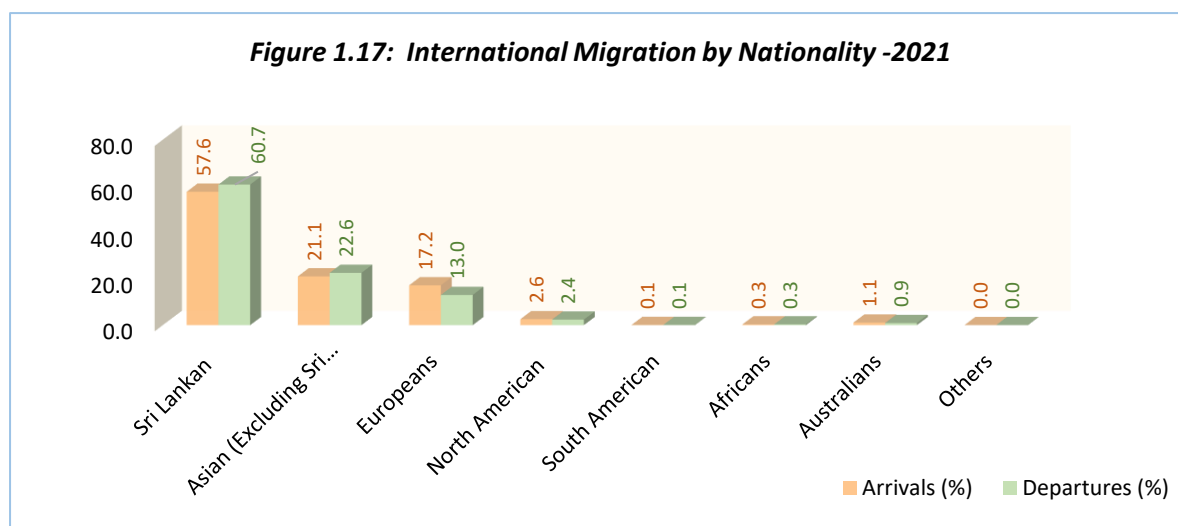
International migration drastically reduced in 2020 and 2021 years when compared to 2019. The reasons for this situation were covid 19 pandemic prevailing in the world and the economic crisis in Sri Lanka during this period.

In year 2021 when considering migration by nationality, the number of departures were lower than the number of arrivals.

**Table 1.20: International Migration: Arrivals and Departures by Nationality (2019 – 2021)**

Nationality	Arrivals ('000)						Departures ('000)					
	2019	(%)	2020	(%)	2021	(%)	2019	(%)	2020	(%)	2021	(%)
Sri Lankan	1,424.6	40.7	330.6	37.7	344.7	57.6	1,442.2	40.6	314.7	32.4	309.2	60.7
Asian (Excluding Sri Lankans)	935.6	26.7	209.6	23.9	126.2	21.1	942.5	26.6	239.9	24.7	115.0	22.6
Europeans	868.0	24.8	275.8	31.5	103.0	17.2	883.3	24.9	333.9	34.4	66.4	13.0
North American	122.2	3.5	29.7	3.4	15.4	2.6	125.3	3.5	36.7	3.8	12.2	2.4
South American	6.1	0.2	1.8	0.2	0.5	0.1	6.2	0.2	2.0	0.2	0.4	0.1
Africans	22.4	0.6	4.4	0.5	2.0	0.3	23.0	0.6	5.5	0.6	1.8	0.3
Australians	117.5	3.4	23.8	2.7	6.8	1.1	124.6	3.5	36.9	3.8	4.6	0.9
Others	1.2	0.0	0.3	0.0	0.2	0.0	1.3	0.0	0.3	0.0	0.1	0.0
Total	3,497.6	100	875.9	100	598.9	100	3,548.4	100.	969.8	100	509.7	100

Source: Department of Immigration and Emigration



**Table 1.21 : Net Migration (2017-2021)**

Year	Net Migration (No.)		
	Sri Lankan Citizens	Non Sri Lankans	Total
2017	41,796	7,993	49,789
2018	13,771	1,633	15,404
2019	-17,546	-33,260	-50,806
2020	15,905	-109,767	-93,862
2021	35,501	53,679	89,190

Source: Department of Immigration and Emigration

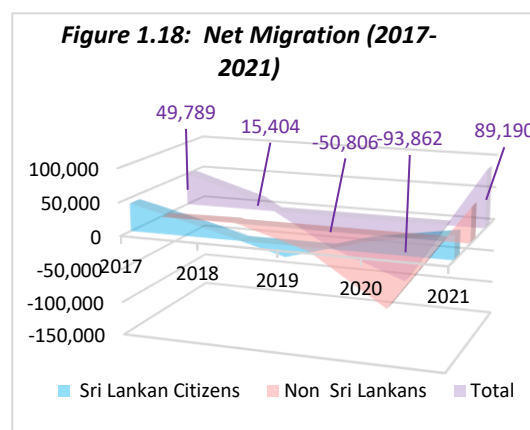


Table 1.20 shows international migration by nationality. Almost 60 percent of migrants both arrivals and departures were comprised of Sri Lankan nationality. Around 20 percent were other Asians. From European nationalities, 17 percent of arrivals were reported. The percentage pattern of migration for 2021 is clearly depicted figure 1.17.

Table 1.21 shows the net migration pattern in Sri Lankan and all non-Sri Lankan arrivals, and in 2020 all non-Sri Lankan arrivals have heavily contracted than departures, and therefore the total migration in 2019 and 2020 reported negative values. In 2021 this situation has moderately uplifted and net migration reported a positive value.



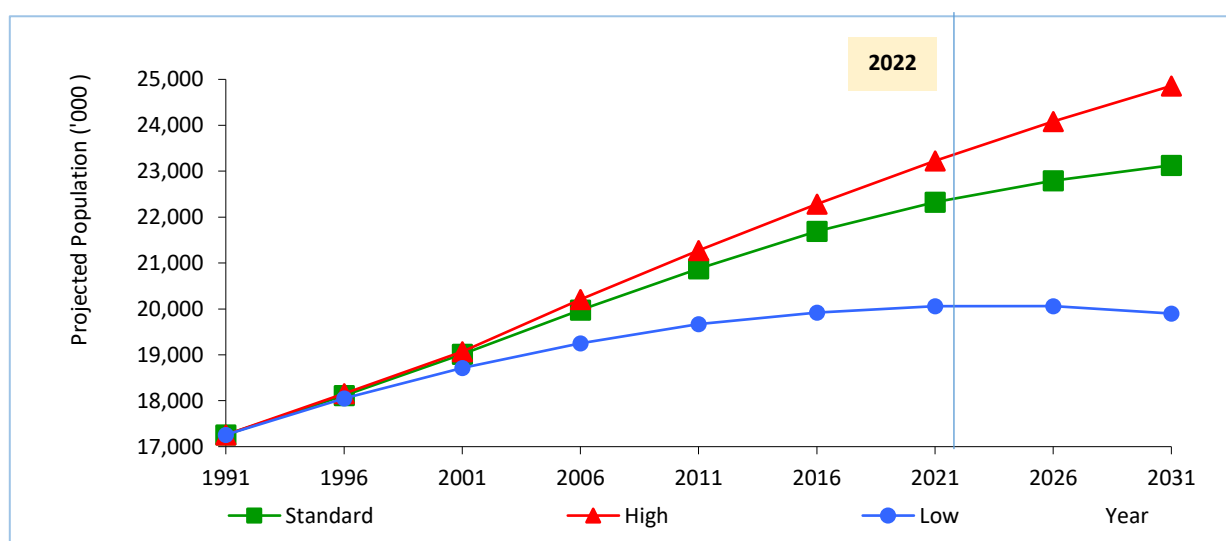
## Population Projections

**Table 1.22: Projected Population by Standard, High and Low Projections (1991 – 2031) (000)**

Year	Standard	High	Low
1991	17,259.9	17,259.2	17,259.2
1996	18,111.0	18,157.6	18,051.8
2001	19,015.3	19,068.5	18,711.5
2006	19,976.7	20,204.3	19,247.5
2011	20,873.4	21,271.5	19,671.1
2016	21,689.8	22,285.8	19,922.8
2021	22,323.8	23,226.6	20,060.8
2026	22,794.3	24,084.8	20,061.5
2031	23,128.8	24,859.3	19,902.5

Source: Department of Census and Statistics-Population and Labour Force Projections for Sri Lanka 1991 – 2031

**Figure 1.19: Projected Population by Standard, High and Low Projections, (1991 – 2031), (000)**



The estimated population of Sri Lanka for year 2022 by 'Registrar General's Department is 22,156 thousand. It has not reached up to the projected population of 2021. The actual figure is in-between the low and standard projection values of 2021.



## Chapter

## 02

# SRI LANKA LABOUR FORCE



Working Age Population (15 Years &amp; Over)

The Department of Labour is a key institute for application of labour laws to private and Semi Government sectors of the country. Those who are covered under labour legislation are entitled to terms and conditions of employment and would be eligible for benefits upon leaving employment permanently.

Sri Lanka Labour Force is the national population aged 15 and above and currently economically active, including both employed and unemployed persons who are available for work including seasonal or part-time workers.

The minimum age level permitted for the labour legislations has been amended several times. The minimum age of 10 years and above, which remained until 2010 has changed and brought forward to the age 14 and above in 2011.

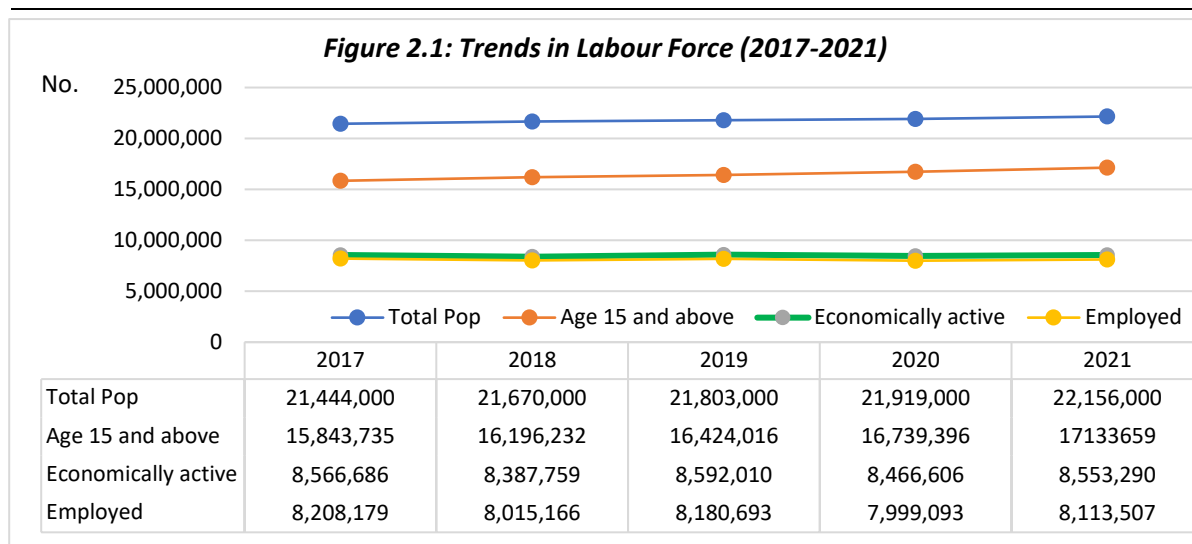
After ten years, in 2021, the Department of Labour has taken action to amend the labour codes on the minimum age to enter the Labour employment of the country to 16 years. Among these amendments, the definition of

the child that has been accepted as 14 years until 2021 also has changed to 16 years and 16- to 18-year-old persons were renamed as young persons.

The Sri Lankan labour force in 2021 was considered persons aged 15 years and above; therefore, all the tables and figures discussed in this chapter have been issued accordingly.

All persons who are employed or unemployed during the reference period of the survey are referred to as economically active. (The reference period is “previous one week” for the currently economically active population). All persons who neither worked nor were available/looking for work during the reference period.

Trend patterns of the total population and the population eligible for the labour force are shown in figure 2.1. It depicts the trend patterns of the economically active population and the employed population in the period of (2017-2021)



## Working Age Population

**Table 2.1: Working Age Population by Gender, 2017 - 2021**

Year	Working Age Population (age =>15)				
	Total	Male	Female	Male (%)	Female (%)
2017	15,843,735	7,292,047	8,551,688	46.0	54.0
2018	16,196,232	7,488,320	8,707,912	46.2	53.8
2019	16,424,016	7,610,113	8,813,903	46.3	53.7
2020	16,739,396	7,788,634	8,950,763	46.5	53.5
2021	17,133,659	7,915,659	9,218,000	46.2	53.8

Source: Labour Force Survey, DCS

All persons of age 15 years and above are considered to be in the working-age population. On average, 75 percent of the total population of the country belongs to this group. The estimated working-age population recorded an increase of

15,843,735 from 2017 to 17,133,659 in 2021. Regarding the composition of the working-age population, women outnumber men, accounting for 54 percent of the total working-age population (Table 2.1).

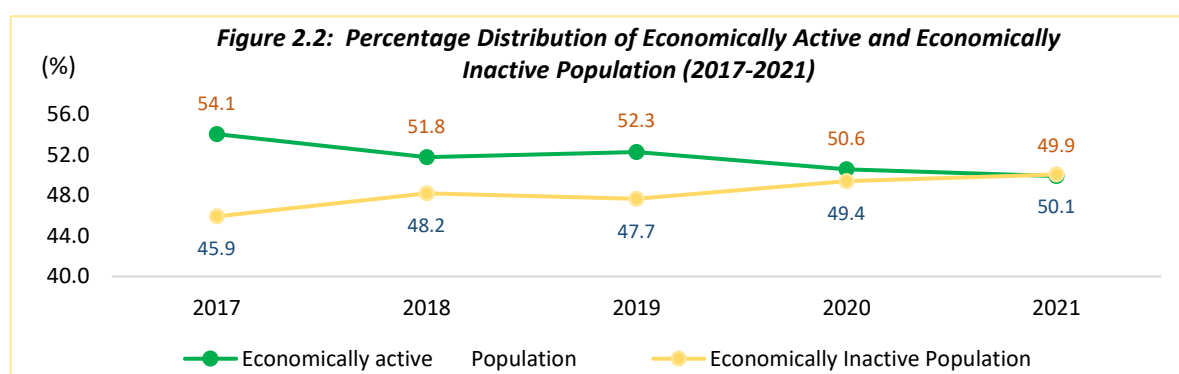
**Table 2.2: Economically Active and Inactive Population, (2017-2021)**

Year	Population Age =<15	Economically Active		Economically Inactive	
	No.	No.	(%)	No.	(%)
2017	15,843,735	8,566,686	54.1	7,277,049	45.9
2018	16,196,232	8,387,759	51.8	7,808,473	48.2
2019	16,424,016	8,592,010	52.3	7,832,006	47.7
2020	16,739,396	8,466,606	50.6	8,272,790	49.4
2021	17,133,659	8,553,290	49.9	8,580,369	50.1

Source: Labour Force Survey, DCS

Table 2.2 represents the economically active and economically inactive population of the country since 2017. Figure 2.2 shows that for the first time in near history, the economically inactive population in 2021 (50.1 percent) has overcome the economically active population (49.9 percent). Figure 2.2 shows the trend change in both types from (2017-2021) which indicates a visible contraction of the labour

force when compared from 2017 (54.1 percent) to 2021 (49.9 percent). Table 2.3 shows the male and female proportions in the economically active and inactive populations from 2017 to 2021. Figures 2.3 and 2.4 show the male and female proportions in economically active and economically inactive populations in 2021 respectively.

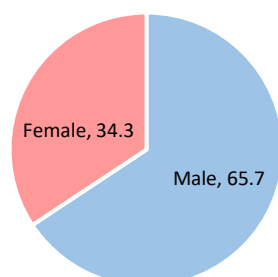


**Table 2.3: Economically Active and Inactive Population by Gender, 2017 – 2021**

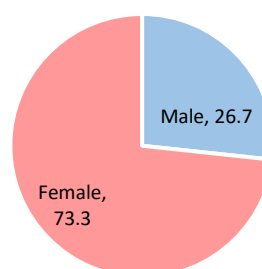
Year	Total Labour Force / Economically Active Population					Economically Inactive Population				
	Total	No.		%		Total	No.		%	
		Male	Female	Male	Female		Male	Female	Male	Female
2017	8,566,686	5,434,510	3,132,176	63.4	36.6	7,277,049	1,857,537	5,419,512	25.5	74.5
2018	8,387,759	5,464,236	2,923,523	65.1	34.9	7,808,473	2,024,084	5,784,390	25.9	74.1
2019	8,592,010	5,554,192	3,037,818	64.6	35.4	7,832,006	2,055,920	5,776,085	26.3	73.7
2020	8,466,606	5,598,004	2,868,602	66.1	33.9	8,272,790	2,190,629	6,082,161	26.5	73.5
2021	8,553,290	5,621,223	2,932,067	65.7	34.3	8,580,369	2,294,436	6,285,933	26.7	73.3

Source: Labour Force Survey 2021, DCS

**Figure 2.3: Total Labour Force / Economically Active Population - 2021**



**Figure 2.4: Economically Inactive Population - 2021**



## Economically Inactive Population



Table 2.4: Economically Inactive Rate by Standardized Age Groups (2017-2021)

Age Group	Economically Inactive Rate														
	2017			2018			2019			2020			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (>=15)	45.9	25.5	63.4	48.2	27.0	66.4	47.7	27.0	65.5	49.4	28.1	68.0	50.1	29.0	68.2
15-24	67.0	57.6	75.9	70	60.3	79.3	69.3	60.2	78.3	70.8	61.2	80.2	73.6	64.9	82.0
25-34	32.4	5.7	54.7	33.8	6.0	57.3	32.9	6.3	55.3	33.2	7.3	55.9	32.9	7.9	54.8
35-54	30.0	5.0	50.8	31.5	4.7	54.1	30.8	4.9	53.0	32.6	5.3	56.1	32.0	4.8	55.2
55-64	44.5	21.4	64.7	45.8	22.2	66.8	46.2	22.3	66.5	47.9	23.9	68.7	47.5	22.1	68.9
65+	75.6	60.5	87.7	77.9	63.6	89.0	76.5	61.5	88.3	77.5	62.1	89.4	78.9	63.5	90.6
15-64	41.1	20.0	59.2	43.1	21.1	62.3	42.5	21.2	61.2	44.2	22.2	63.7	44.5	22.8	63.6
25-54	30.7	5.2	52.0	32.2	5.1	55.1	31.5	5.3	53.7	32.7	5.9	56.1	32.3	5.8	55.1

Source: Labour Force Survey 2021, DCS

Table 2.5 Distribution of Economically Inactive Persons by Sex and Reason (2017-2021)

Reason	2017			2018			2019			2020			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
All Economically Inactive	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Engaged in Studies	21.6	39.6	15.4	22.3	40.9	15.8	21.1	39.2	14.6	22.0	39.2	15.8	23.3	40.6	17.0
Engaged in Household work	46.3	4.9	60.5	46.7	3.2	61.9	47.2	4.3	62.4	45.3	3.7	60.3	44.4	3.4	59.4
Retired/Old Age	20.3	32.9	16	19.8	33.9	14.9	20.3	33.7	15.5	20.9	34.4	16.1	21.4	34.5	16.6
Physically illness / Disabled	8.0	15.9	5.3	8.5	16.2	5.7	8.2	16.6	5.2	8.6	16.6	5.7	7.9	15.2	5.2
Other	3.8	6.7	2.8	2.8	5.8	1.7	3.3	6.1	2.3	3.2	6.2	2.1	3.0	6.3	1.8

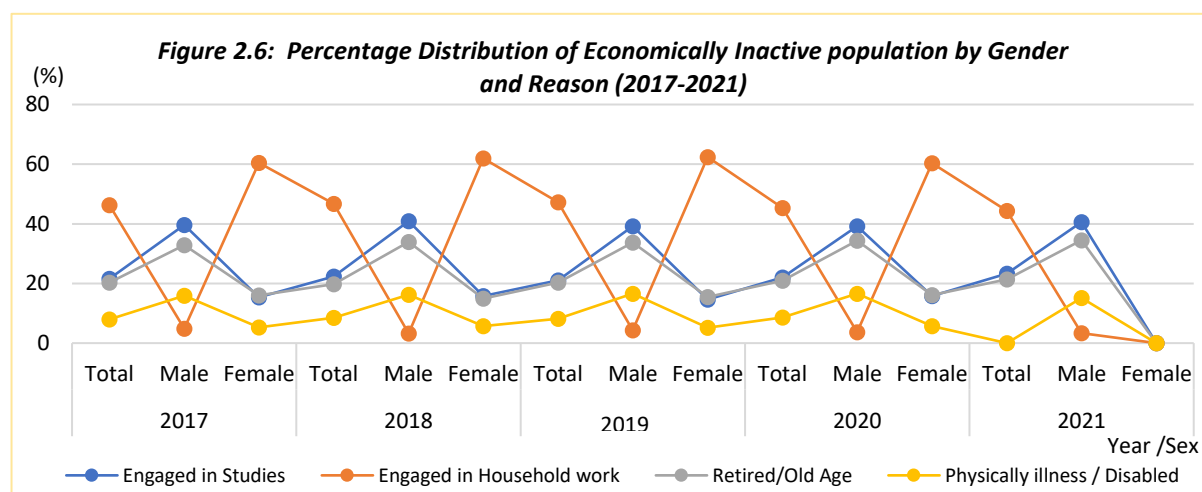
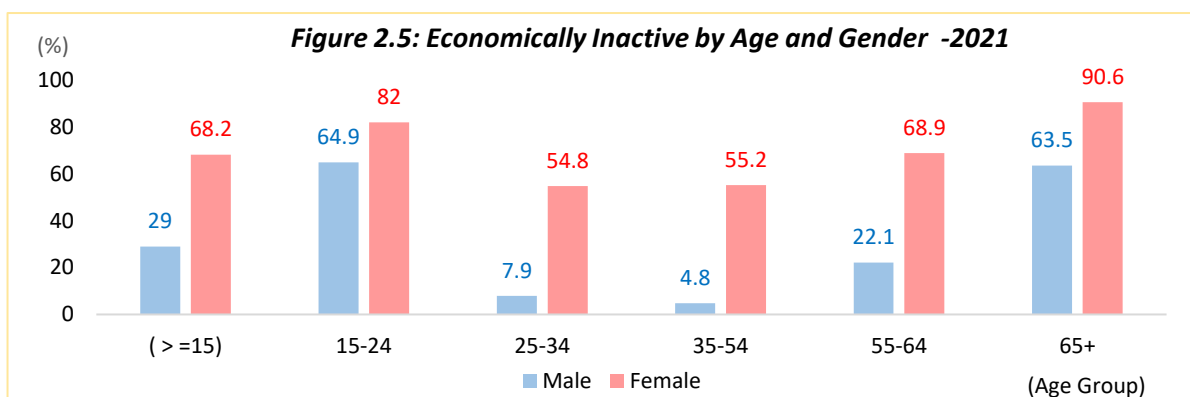
Source: Labour Force Survey 2021, DCS

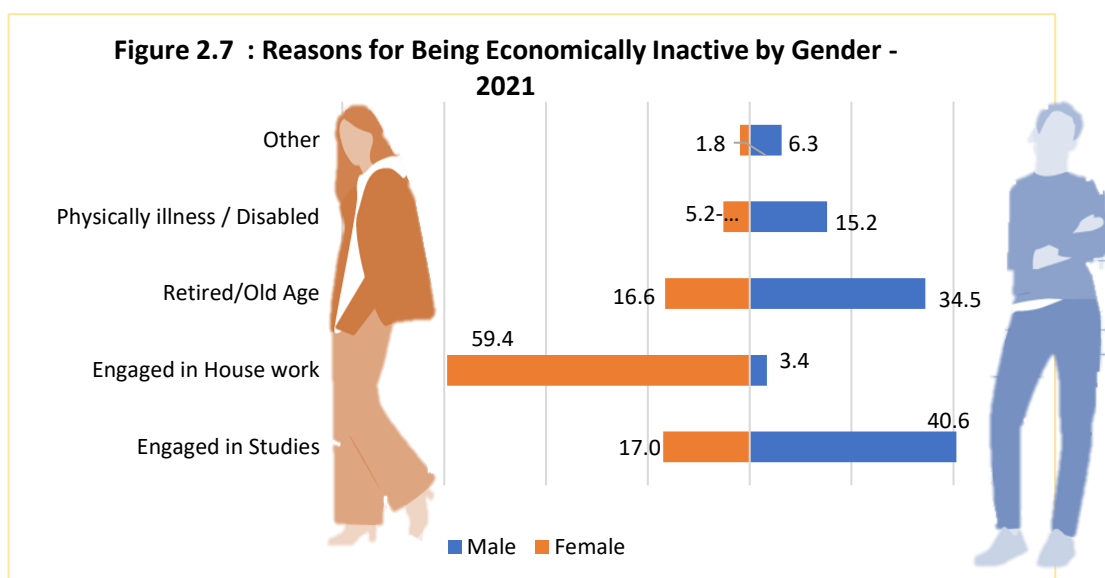
Table 2.4 shows the distribution of economically inactive ratio by age and sex in the period of 2017-2021. In all age groups, inactive females are impressively higher than that of male counterparts. Especially at the young age group of 15-24, more than 80 percent of females and 65 percent of males are reported economically inactive. Mostly this age group consist of persons engaged in tertiary education in various streams.

In the age group of 25-55, both economically inactive and active female population has become almost equal (around 50 percent). Contrast, the male persons in this age group reported less than 10 percent of inactivity throughout the period. The inactiveness of

male and female persons by age is shown in figure 2.5.

Table 2.5 shows the reasons for the inactivity of the male and female population for the period of 2017-2021. Out of the total economically inactive females, the highest number around 60 percent reported they are economically inactive due to household work. Figure 2.6 shows the changes in the economically inactive population by gender and reason for the period of 2017 to 2021. The main reason for males to be economically inactive is engaged in higher education. Economically inactivity due to physical illness or disability is generally three times higher in males than females (Figure 2.7).





### Economically Active Population (Labour Force)

The economically active population or Labour force of the country consists of two parties namely the employed and unemployed population. It provides an indication of the relative size of the supply of labour available for labour Market to engage in the production of goods and services of the country. Meantime, the demographic composition of the labour force and inter - relationship

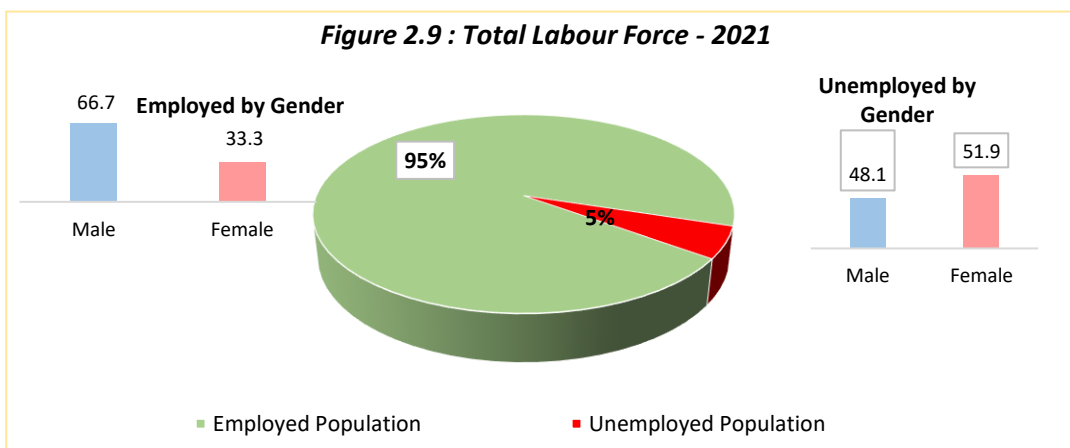
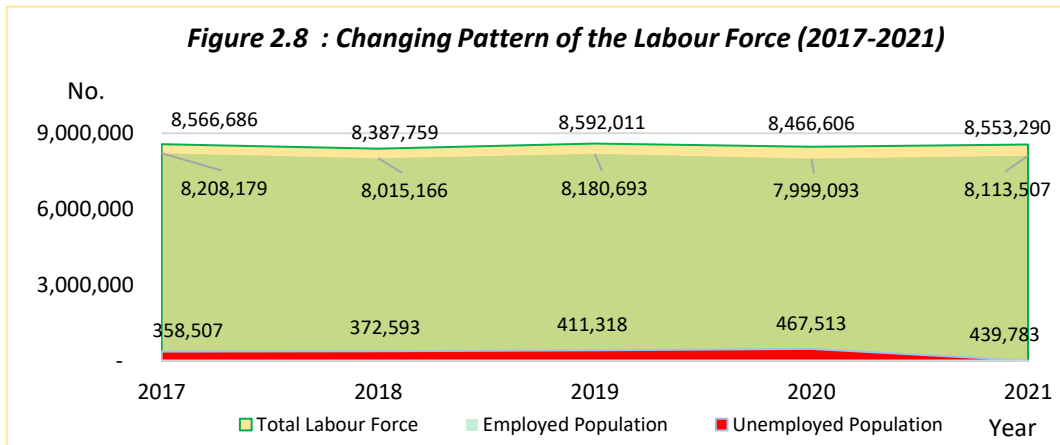
between these demographic factors can change labour force participation over time. Main demographic factors that are important for Sri Lanka are education, disability, and marital status, presence of young children or elderly persons at home. Many of these factors may depend on gender and age of the person.

**Table 2.6: Labour Force Composition by Gender (2017-2021)**

Year	Total Labour Force	Employed Population			Unemployed Population		
		Total	Male	Female	Total	Male	Female
2017	8,566,686	8,208,179	64.3	35.7	358,507	43.3	56.7
2018	8,387,759	8,015,166	66.1	33.9	372,593	44.0	56.0
2019	8,592,011	8,180,693	65.6	34.4	411,318	45.0	55.0
2020	8,466,606	7,999,093	67.2	32.8	467,513	48.1	51.9
2021	8,553,290	8,113,507	66.7	33.3	439,783	48.1	51.9

Source : Labour Force Survey, DCS





### Labour Force Participation Rate

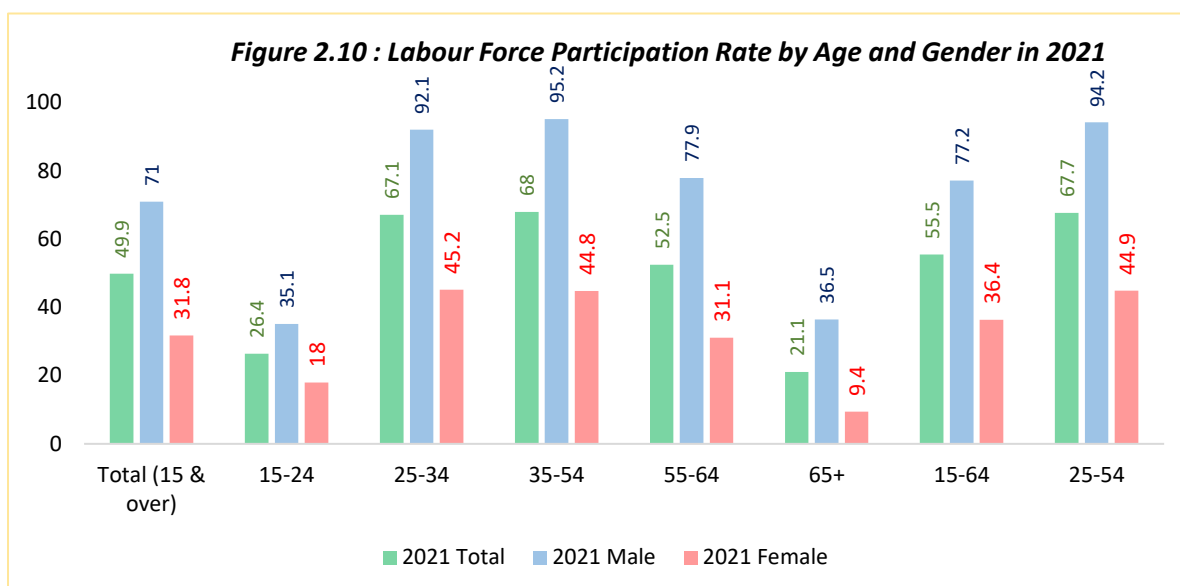
The labour force is the total sum of the number of persons employed and unemployed. The labour force participation rate is the number of persons in the labour force as a percentage of the working-age population.

Table 2.6 gives the composition of the labour force by gender for both employed and unemployed categories. Figure 2.8 clearly depicted the overall trend in the total labour force as well as an employed and unemployed population from 2017 to 2021.

In the total labour force, the employed population comprises 95 percent where 66.7 percent represent by males. Contrastingly, 52

percent of female representation is observed in the 5 percent of the unemployed population (Figure 2.9).

The labour force participation rate of standard age groups is given in Table 2.7. The average labour force participation rate of males in the younger age group of 15-24 was reported low as 40 percent but it has increased promptly to more than 90 percent in the age groups of (25-34) and (35-54).



When considering females, labour force participation rate of 18 percent in the (15-24) age group has only increased up to 45 percent which is substantially a low level for the (25-34) and (35-54) age groups. It is clearly depicting in figure 2.10. Table 2.8 shows the Labour Force participation by education attainment and gender. Both males and

females with higher education qualifications with degrees and above reported labour force participation above 80 percent without difference over gender. In all other education levels males outstandingly overcome females in labour force participation. It is precisely depicted in figure 2.11.

**Table 2.7: Labour Force Participation Rate by Standardized Age Group and Gender (2017 – 2021)**

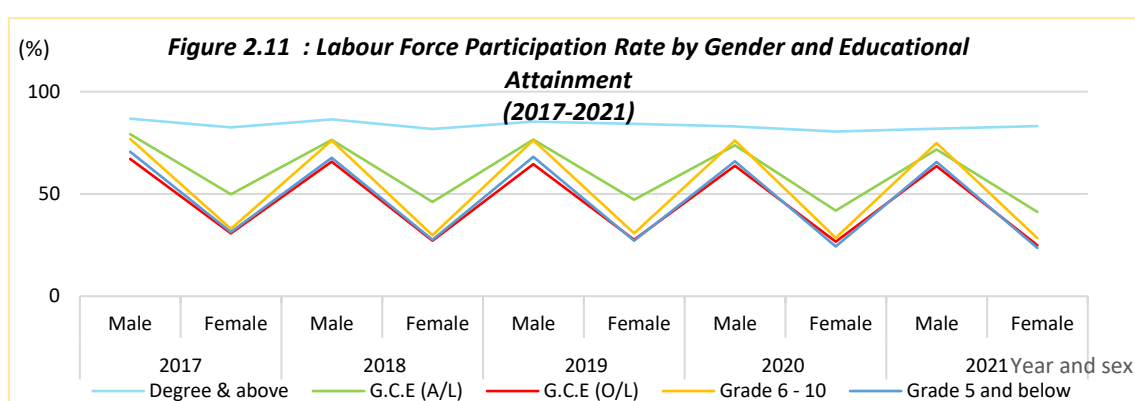
Standard Age group	2017			2018			2019			2020			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (15 & over)	54.1	74.5	36.6	51.8	74.5	36.6	52.3	73.0	34.5	50.6	71.9	32	49.9	71.0	31.8
15-24	33	42.4	24.1	30	39.7	20.7	30.7	39.8	21.7	29.2	38.8	19.8	26.4	35.1	18.0
25-34	67.6	94.3	45.3	66.2	94	42.7	67.1	93.7	44.7	66.8	92.7	44.1	67.1	92.1	45.2
35-54	70	95	49.2	68.5	95.3	45.9	69.2	95.1	47	67.4	94.7	43.9	68	95.2	44.8
55-64	55.5	78.6	35.3	54.2	77.8	33.2	53.8	77.7	33.5	52.1	76.1	31.3	52.5	77.9	31.1
65+	24.4	39.5	12.3	22.1	36.4	11	23.5	38.5	11.7	22.5	37.9	10.6	21.1	36.5	9.4
15-64	58.9	80	40.8	56.9	78.9	37.7	57.5	78.8	38.8	55.8	77.8	36.3	55.5	77.2	36.4
25-54	69.3	94.8	48	67.8	94.9	44.9	68.5	94.7	46.3	67.3	94.1	43.9	67.7	94.2	44.9

Source: Labour Force Survey 2021, DCS

**Table 2.8: Labour Force Participation Rate by Education Attainment and Gender (2017 – 2021)**

Education Attainment	2017		2018		2019		2020		2021	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Degree & above	86.8	82.5	86.5	81.8	85.4	84.2	83	80.5	81.9	83.2
G.C.E (A/L)	79.2	49.9	76.5	46.1	76.6	47.1	73.7	41.9	71.8	41.2
G.C.E (O/L)	67.1	30.8	65.8	27.2	64.5	27.6	63.7	26.7	63.6	24.9
Grade 6 - 10	76.9	32.9	76.1	29.8	76.2	30.8	76.1	28.5	74.8	28.4
Grade 5 and below	70.6	31.4	67.6	27.6	68.2	27.1	65.9	24.4	65.7	23.6

Source: Labour Force Survey, DCS



## Employed Population

Employed is defined as persons of working age who, during a short reference period, have been engaged in any activity to produce goods or provide services for pay or profit, whether at work during the reference period (i.e. who worked in a job for at least one hour) or not at work due to temporary absence from a job, or to working-time arrangements. During the reference period, a person who gets wages or salary or some profit or some family gain is considered an employed person. As the labour force consists of employed and unemployed persons,

The Employment Rate is defined as the percentage of total employed persons in the labour force. In the year 2021, the employment rate of the country is 94.9 percent as males 96.3 percent and females 92.1 percent. (Table 2.9)

There are four types of employment statuses. They are persons who engaged in economic activity as a paid employee, employer, own account worker or an unpaid family worker. Out of the total employed persons, 57 percent are employees where public and private employees accounted for 15 percent and 42 percent respectively. More than one-third of

the employed persons are own- account workers. (Table 2.10)

**Table 2.9: Employed Population and Employment Rates by Gender (2017 – 2021)**

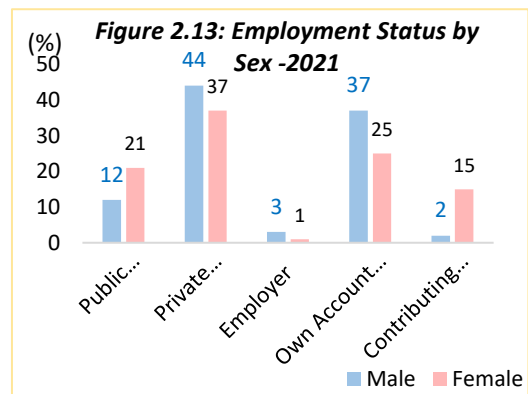
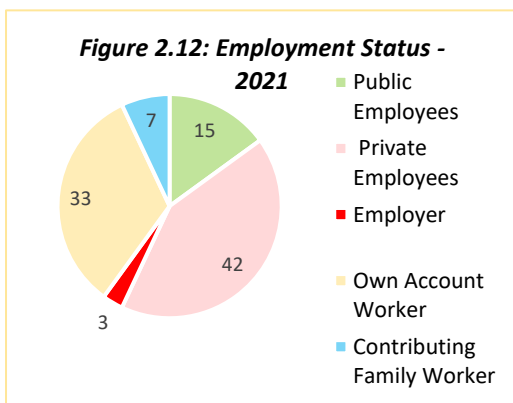
Year	Employed Population			Employment Rate		
	Total	Male	Female	Total	Male	Female
2017	8,208,179	5,279,158	2,929,021	95.8	97.1	93.5
2018	8,015,166	5,300,310	2,714,855	95.6	97.0	92.9
2019	8,180,693	5,368,896	2,811,796	95.2	96.7	92.6
2020	7,999,093	5,372,947	2,626,147	94.5	96.0	91.5
2021	8,113,507	5,414,280	2,699,228	94.9	96.3	92.1

Source: Labour Force Survey, 2021, DCS

**Table 2.10: Employed Population by Employment Status and Sex -2021**

Employment Status	2021					
	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	8,113,508	100	5,414,280	100	2,699,228	100
Employee	4,645,571	57	3,061,966	56	1,583,606	58
Public	1,235,164	15	655,650	12	579,514	21
Private	3,410,407	42	2,406,316	44	1,004,091	37
Employer	222,833	3	200,872	3	21,961	1
Own Account Worker	2,706,505	33	2,021,796	37	684,709	25
Contributing Family Worker	538,597	7	129,645	2	408,952	15

Source: Labour Force Survey, 2021, DCS



**Table 2.11: Employed persons by Economic Activity (2017-2021)**

Economic Activity	2017	2018	2019	2020	2021
Total	100.0	100.0	100.0	100.0	100
Agriculture, Forestry and fishing.	26.1	25.5	25.3	27.1	23.4
Mining and Quarrying.	0.8	0.8	0.7	0.7	0.7
Manufacturing.	19.3	18.3	18.4	17.5	17.6
Construction, Electricity, Water supply, Sewerage, Waste Management	8.4	8.9	8.5	8.7	9.2
Wholesale and Retail trade, Repair of Motor Vehicles and Motor Cycles.	14.1	14.2	13.9	13.7	14.4
Transportation and Storage.	6.2	6.3	6.3	6.6	6.4
Accommodation and Food services activity.	2.6	3	2.8	2.7	2.6
Information and communication.	0.9	0.7	0.8	0.7	1.0
Financial and Insurance activities.	1.9	2.2	2.3	2.3	2.5
Professional and Scientific and Technical activities	0.8	1.1	1.1	1.1	1.1
Administrative and Support service activities.	1.9	2.1	2.5	2.1	1.8
Public administration and Defense compulsory social security	6.4	5.4	5.3	5.6	6.8
Education	4.6	5.3	5.2	5.0	5.3
Human health and social work activities	1.8	1.8	2.1	2.0	2.4
Other service activities	1.4	1.5	1.7	1.5	1.6
Activities of households as employers, undifferentiated goods and services	2	2.4	2.3	2.1	2.6
Real Estate activities, Arts, Entertainment and Recreation and Activities of extraterritorial organizations & bodies	0.8	0.7	0.8	0.6	0.6

Source: Labour Force Survey, DCS

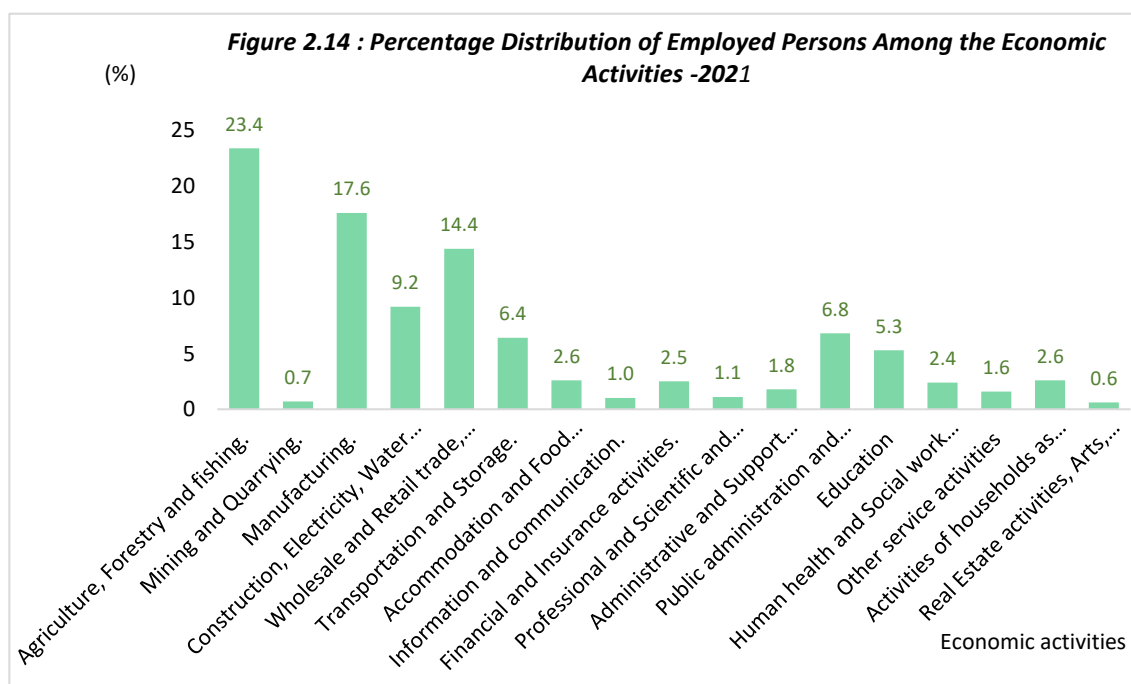


Table 2.11 shows, in 2021, the highest percentage of employed persons are reported for 'Agriculture, Forestry and Fishing' followed by 'Manufacturing' and 'Wholesale and Retail trade' activities by 23.4 percent, 17.6 percent, and 14.4 percent respectively. It is clearly depicted in figure 2.14.

Table 2.12 provides the percentage distribution of employed persons by major occupational categories according to the ISCO-88 for (2017-2021). The percentage distribution of employed persons among the

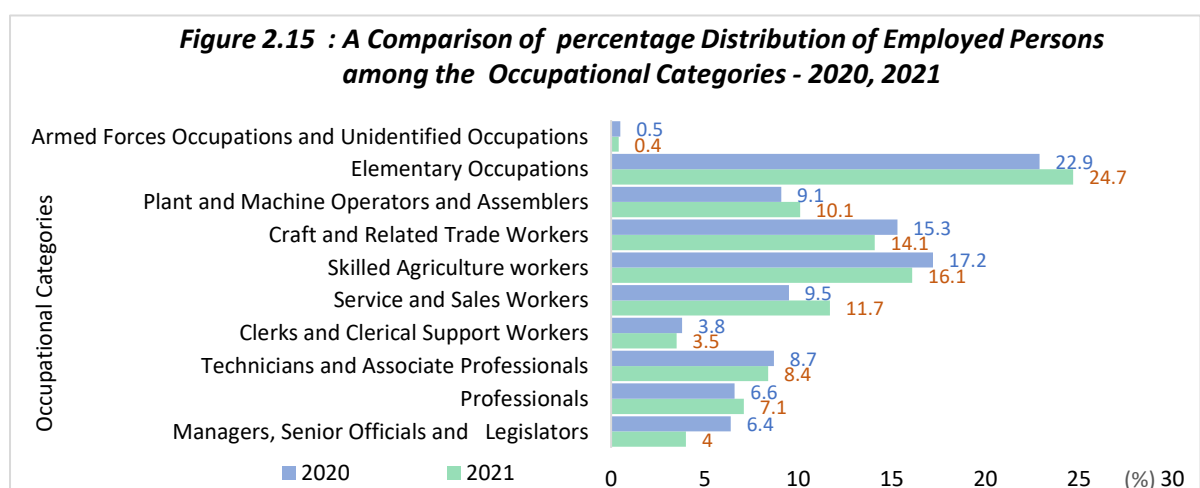
occupational categories in 2021 has been almost equal to the distribution for the period of 2017-2020. Persons occupied in 'Elementary Occupations' further increased in 2021 and recorded as 24.7 percent.

Figure 2.15 shows the comparison of occupation categories in employed persons between 2020 and 2021. Figure 2.15 shows that the number of employed persons in the categories of Managers, Skilled agricultural workers, and Crafts and related workers decreased in 2021 compared to 2020.

**Table 2.12: Distribution of Currently Employed Persons by Major Occupation Group 2017 - 2021 (Based on ISCO 88)**

Occupation Group	2017	2018	2019	2020	2021
Total Employed	100	100	100	100	100
Managers, Senior Officials and Legislators	6.8	7.7	7.6	6.4	4
Professionals	6.8	7	7.4	6.6	7.1
Technicians and Associate Professionals	6.8	8.3	9.1	8.7	8.4
Clerks and Clerical Support Workers	4	3.6	3.8	3.8	3.5
Service and Sales Workers	10	8.8	8.7	9.5	11.7
Skilled Agriculture workers	17.1	16.3	16.8	17.2	16.1
Craft and Related Trade Workers	16.7	16.2	16	15.3	14.1
Plant and Machine Operators and Assemblers	9	8.8	8.7	9.1	10.1
Elementary Occupations	22.4	22.9	21.5	22.9	24.7
Armed Forces Occupations and Unidentified Occupations	0.4	0.5	0.4	0.5	0.4

Source: Labour Force Survey 2021, DCS



## Unemployed Population

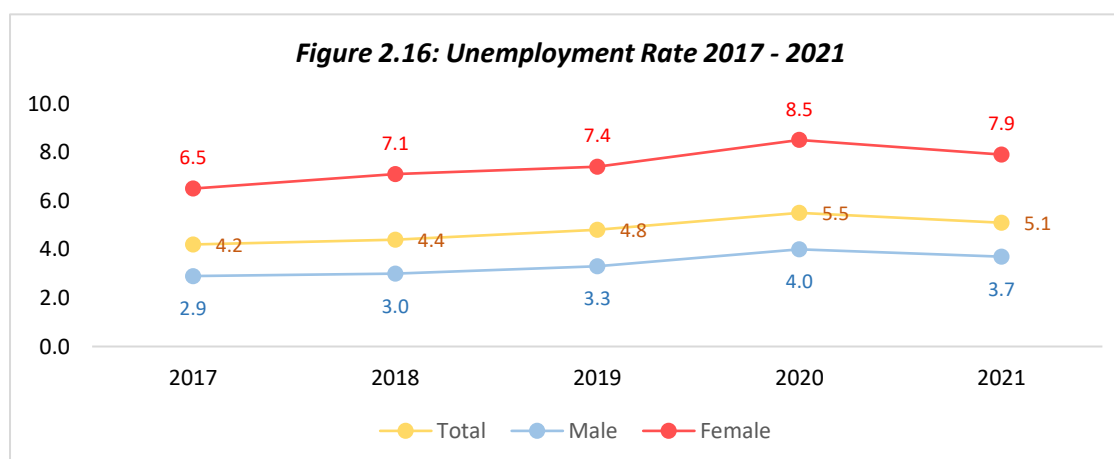
Persons available and/or looking for work, who did not work but have taken steps to find a job during the last four weeks to the date the survey was carried out and are ready to accept a job if given a work opportunity within the next two weeks are defined as unemployed. The unemployment rate is defined as the percentage of total unemployed persons in the labour force. It is one of the best-known labour market measures. The overall unemployment rate for a country is widely used as a measure of its unutilized labour supply. Table 2.13 provides

the unemployed population and unemployment rates by gender from 2017 – 2021. In the year 2017, the unemployment rate was 4.2 percent, which increased gradually to 5.5 percent in 2020 and show a slightly decreased to 5.1 percent in 2021. Though the male unemployment rate has always been lower than the female rate both males and females followed the same pattern in general. The figure 2.16 shows the change of the unemployment rate in 2017-2021. It clearly depicted the female unemployment rate has reduced by 0.6 percentage points.

**Table 2.13: Unemployed Population and Unemployment Rates by Gender, 2017 – 2021**

Year	Unemployed Population			Unemployment Rate		
	Total	Male	Female	Total	Male	Female
2017	358,507	155,352	203,155	4.2	2.9	6.5
2018	372,593	163,926	208,667	4.4	3.0	7.1
2019	411,318	185,296	226,022	4.8	3.3	7.4
2020	467,513	225,057	242,456	5.5	4.0	8.5
2021	439,783	206,943	232,840	5.1	3.7	7.9

Source : Labour Force Survey , DCS



**Table 2.14: Unemployment rate by age group, education level, and gender, 2019 - 2021**

Age group/ Education Level	Unemployment rate %								
	2019			2020			2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>Age group</b>									
Total	4.8	3.3	7.4	5.5	4.0	8.5	5.1	3.7	7.9
15-24	21.5	17.6	28.7	26.5	22.1	35.1	26.5	21.3	36.2
25-29	11.0	6.6	18.5	12.0	7.9	19.3	11.4	7.5	18.3
30-39	3.1	1.3	6.3	3.5	2.2	6.0	3.8	2.2	6.5
Over 40	1.2	0.9	1.7	1.1	0.7	2.1	1.0	0.6	1.6
<b>Education Level</b>									
Total	4.8	3.3	7.4	5.5	4.0	8.5	5.1	3.7	7.9
Grade 5 & below	1.0	0.7	1.6	1.0	0.7	1.5	0.6	0.5	0.7
Grade 6-10	3.3	2.9	4.5	4.0	3.4	5.5	3.4	2.7	5.2
G.C.E. (O/L)	6.5	4.9	9.6	7.2	5.9	9.8	7.1	5.8	10.2
G.C.E.(A/L) and above	8.5	5.0	11.9	9.8	6.2	13.6	9.1	6.2	12.2

Source: Labour Force Survey 2021, DCS

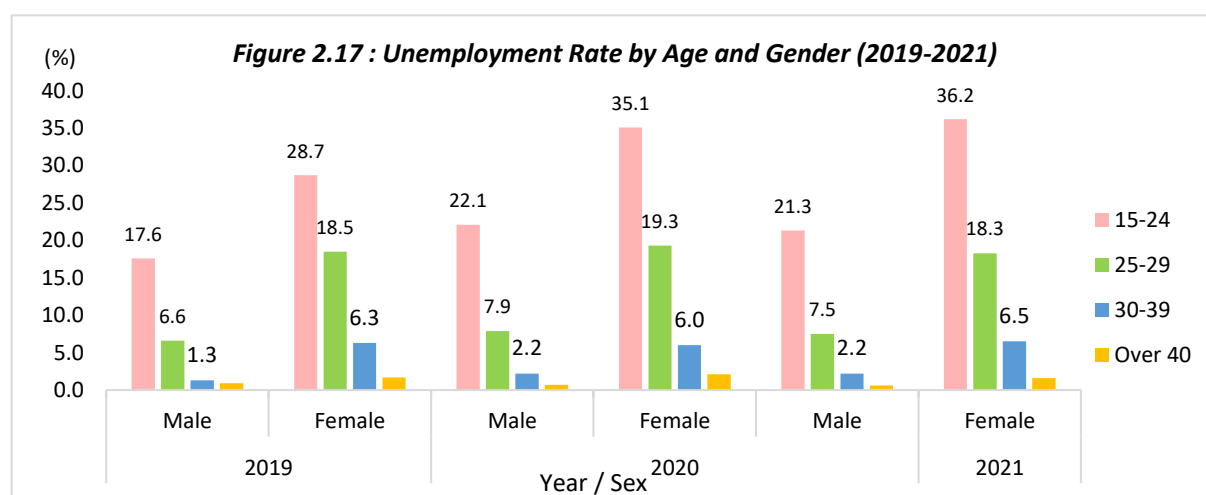


Table 2.14 shows the unemployment rate by age group, education level, and gender in the period of (2017 - 2021). Generally, for the youth of age (15 – 24), the unemployment rate is considerably higher than the other age groups. By age 30 and above the unemployment rate of both males and females drastically dropped down and was recorded as (1-2) percent for males and (6-6.5) percent for

females in the 2019 -2021 period (Figure 2.17). When considering the education level comparatively high unemployment rates were reported for both males and females with G.C.E. (A/L) and above as 6.2 percent and 12.2 percent respectively. It is noticeable, that the unemployment rate is increased with high education attainment of persons (Table 2.14).



**Table 2.15: Unemployment Rate by Province 2017-2019**

Province	Unemployment Rate				
	2017	2018	2019	2020	2021
Total	4.2	4.4	4.8	5.5	5.1
Western	3.2	3.1	4	5.5	4.9
Central	4.5	5.4	6	6.4	5.7
Southern	5	5.7	6.7	7.7	7.3
Northern	7.7	5.6	5	5.2	4.4
Eastern	6	6	6.4	4.8	5
North Western	3.7	3.6	4.1	4.3	3.6
North Central	4.3	4.5	3.3	4.1	4.6
Uva	3.5	5.2	4	4.7	5.6
Sabaragamuwa	3.7	4.3	4.4	5.4	4.9

Source: Labour Force 2021.DCS

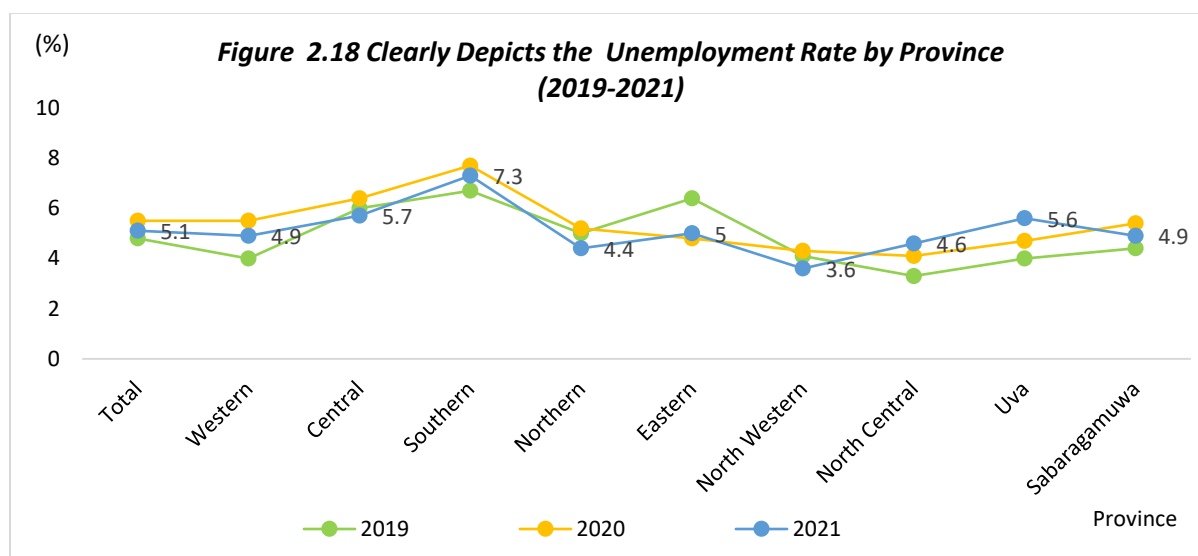


Table 2.15 shows the unemployment rate by province from 2017-2021. Figure 2.18 clearly depicts the percentage distribution of the unemployment rate over the period of 2019-2021. The highest unemployment rate is reported in Southern Province. The least unemployment rate is recorded for North-

Western Province. North Central and Uva Provinces reported an increase in unemployment rates within this period. Northern and North Western Provinces recorded a decline in the unemployment rate in 2021 compared to 2020.

## Underemployment

Underemployment occurs when a person does not work full time or takes a job that does not reflect their actual training and financial needs. That is, their job doesn't use all their skills and education, or provides less than full-time work. It is different from unemployment which refers to people who are not currently employed. Under-employment reflects the under-utilization of the productive capacity of the labour force. It is divided into three common categories, 'Skilled workers in low-income jobs', 'Skilled workers in jobs that don't fully utilize their skills' and 'Part-time workers who would rather work full-time'. In Sri Lanka, the underemployment rate is measured as the percentage of time-related underemployment to the total labour force. This indicator is important to improve the solutions for employment-related problems, and to evaluate the extent that available human resources have been used in the production

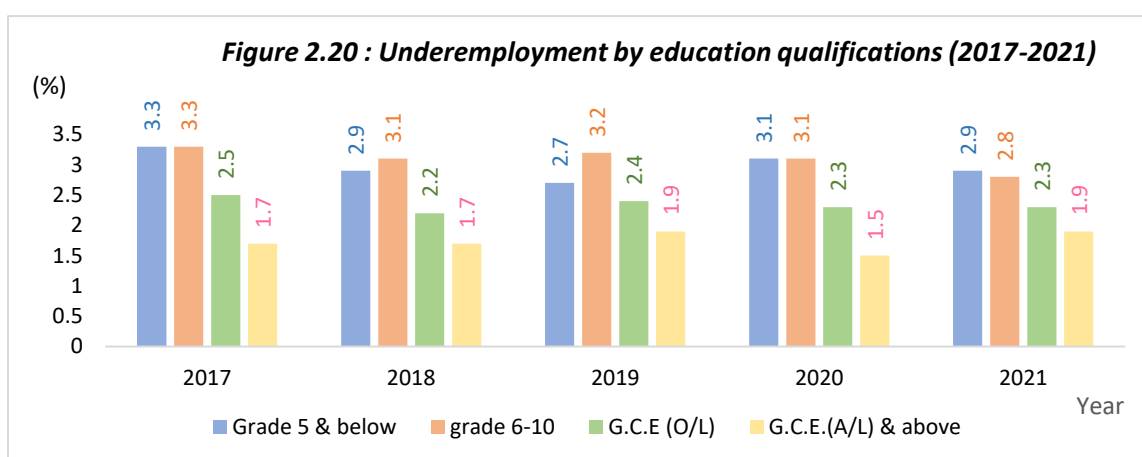
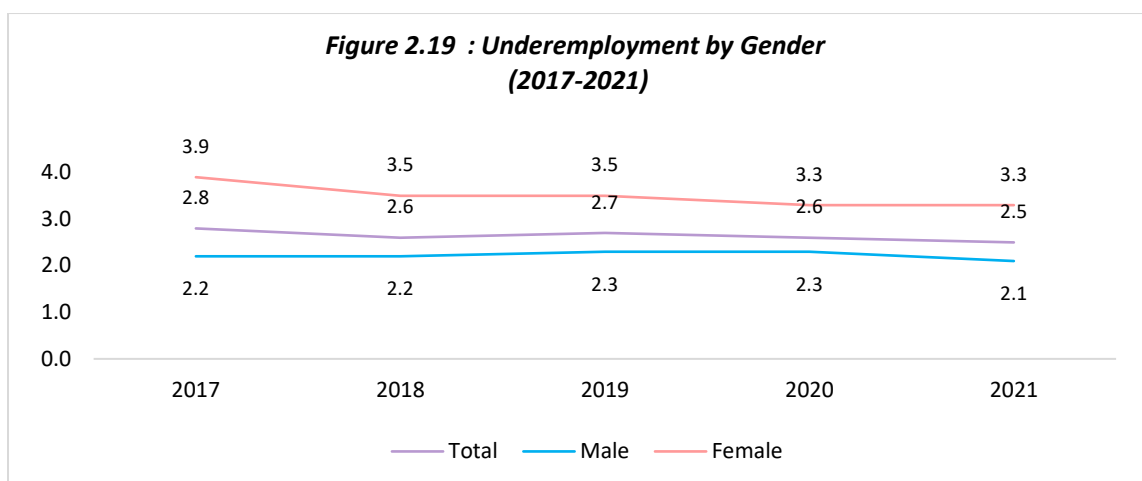
process of the country. It also provides useful insights into the future planning of employment, income, and social programs. Thirty-five hours per week is taken as the relevant cut-off point for all employees except government teachers whose average working time is 30 hours per week. Table 2.17 shows under-employment rates by major industry groups. The agriculture sector reported the highest under-employment rate which trends downward in this period.

Table 2.16 shows the under-employment rates by gender and education level. When compared with male counterpart females reported a high underemployment rate. In 2021, 3.3 percent of females were underemployed compared to 2.1 percent of males. Education-wise, at higher education levels, a low percentage of under-employment rates was reported (Figure 2.20).

**Table 2.16: Under-Employment Rate by Gender and Education Level, 2017-2021**

Year	Total	Gender		Education Level			
		Male	Female	Grade 5 and below	Grade 6-10	G.C.E (O/L)	G.C.E.(A/L) and above
2017	2.8	2.2	3.9	3.3	3.3	2.5	1.7
2018	2.6	2.2	3.5	2.9	3.1	2.2	1.7
2019	2.7	2.3	3.5	2.7	3.2	2.4	1.9
2020	2.6	2.3	3.3	3.1	3.1	2.3	1.5
2021	2.5	2.1	3.3	2.9	2.8	2.3	1.9

Source: Labour Force Survey 2021, DCS



**Table 2.17: Distribution of Underemployment Rate by Major Industry Group, 2017 - 2021**

Major Industry Group	Underemployment Rate %			
	2017	2018	2019	2021
Total	2.8	2.6	2.7	2.5
Agriculture	4.9	4.1	4.0	3.5
Industry	2.8	3.0	3.1	2.6
Services	1.6	1.6	1.8	1.8

Source: Labour Force Survey 2021, DCS

Table 2.17 shows underemployment rates by Major industry group. The agriculture sector reports the highest rate of 3.5 and the Services sector reports the lowest rate of 1.8. The total population is considered 2.5 percent of the

employed population is underutilized with respect to time.

## Departure for Foreign Employment

**Table 2.18: Departure for Foreign Employment by Occupational Category (2017-2021)**

Year		2017	2018	2019	2020	2021
Professional	No.	6,379	7,210	9,861	2,957	8,373
	%	3.01	3.41	4.86	5.51	6.85
Middle Level	No.	7,127	7,748	5,725	1,496	4,256
	%	3.36	3.66	2.82	2.78	3.48
Clerical and Related	No.	9,271	10,021	9,163	2,496	6,540
	%	4.37	4.74	4.51	4.67	5.35
Skilled	No.	68,980	67,053	62,711	16,664	40,174
	%	32.54	31.71	30.88	31.06	32.86
Semi-Skilled	No.	3,297	2,770	2,950	749	1,930
	%	1.56	1.31	1.45	1.39	1.58
Unskilled	No.	61,054	51,719	51,188	13,987	31,676
	%	28.80	24.46	25.20	26.10	25.91
House- Maid	No.	55,884	64,938	61,489	15,322	29,315
	%	26.36	30.71	30.28	28.56	23.98
Total	No.	211,992	211,459	203,087	53,711	122,264
	%	100	100	100	100	100

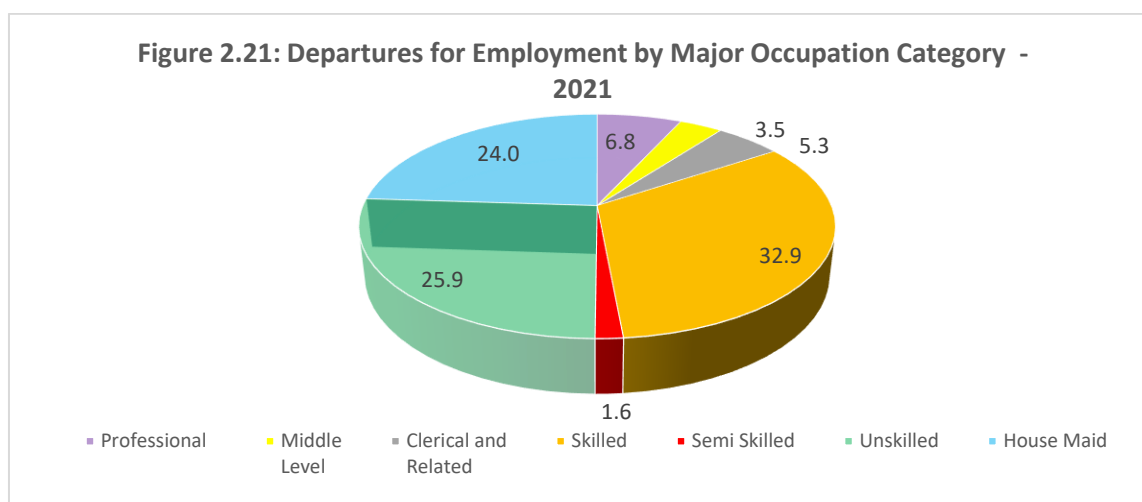


Table 2.18 provides the Departures for Foreign Employment by Major Occupational levels from 2017 – 2021. In the year 2021, the total number of departures for foreign employment is 122,264 for both sexes. The heavy dropdown reported in outward migration for

foreign employment in 2020, has increased to a considerable level in 2021. This incline growth rate is estimated as 127.6 percent in 2021 compared to 2020.

When considering foreign employment by occupational categories, the 'Skilled laborers

accounted for one third of the total. The migration of both un-skilled workers and house-maids were reported around 25 percent in each category in 2021 (Figure 2.21). Figure 2.22 shows the current trend in migration for employment in (2017-2021) period.

The table 2.19 shows the departures for foreign employment by country. The total number of migrant workers were reported as

122,264 in 2021. The main five countries that 80 percent of Sri Lankan workers have migrated were Qatar, K.S.A., U.A.E. Kuwait, and Maldives Islands in 2021. In year 2021 one fourth of migrant workers have been migrated to Qatar. (Table 2.12)

**Table 2.19: Departure for Foreign Employment by Country, (2017 – 2021)**

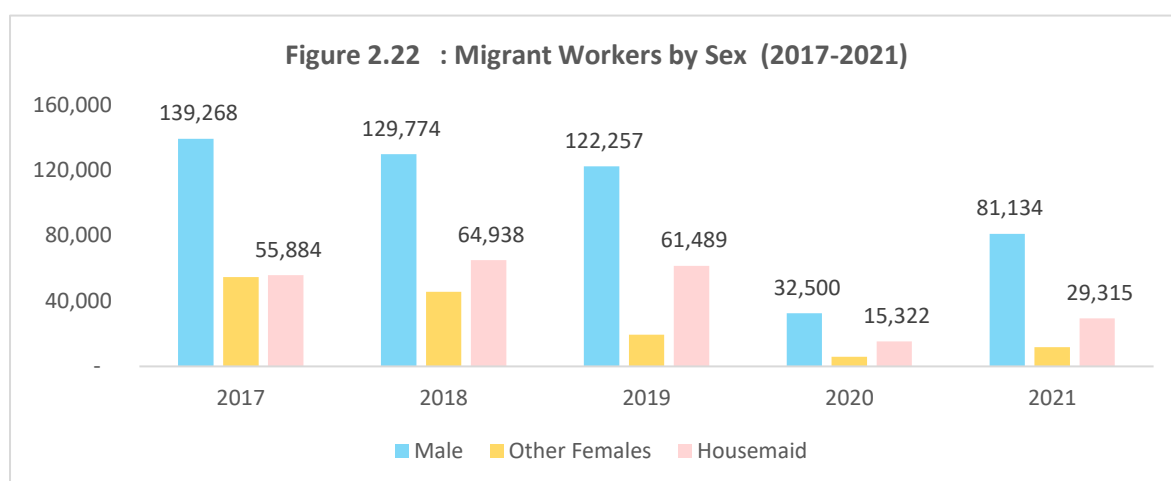
Year	2017	2018	2019	2020	2021
<b>Country</b>	(%)	(%)	(%)	(%)	(%)
Qatar	26.7	24.0	20.1	18.0	25.0
Kingdom of Saudi Arabia	17.8	17.0	17.5	17.5	22.3
U.A.E.	17.3	15.5	16.2	19.9	16.5
Kuwait	17.6	22.2	21.2	14.9	10.5
Maldives	3.0	3.5	3.8	4.5	5.8
Oman	4.2	3.9	4.4	5.1	5.3
Jordan	1.9	2.0	2.3	1.8	1.7
Bahrain	1.4	1.4	1.5	2.0	1.6
Cyprus	1.0	1.1	1.2	1.5	1.4
South Korea	2.7	2.6	3.1	2.4	1.2
Israel	1.2	1.0	0.8	1.4	1.0
Singapore	0.8	0.9	1.1	1.4	1.0
Lebanon	1.1	1.1	0.9	1.0	0.6
Malaysia	0.9	1.2	1.6	1.0	0.2
All Other Countries	2.3	2.8	4.5	7.8	6.0
<b>Total Number</b>	100.0	100.0	95.6	100.0	100.0
	211,992	211,459	203,087	53,711	122,264

Source: Sri Lanka Bureau of Foreign Employment - Information Technology Division

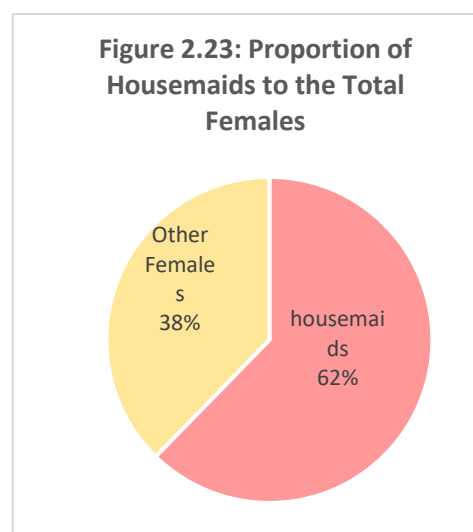
**Table 2.20: Migrant Workers by Sex (2017-2021)**

Year	Male		Female						Grand Total
	No.	%	Housemaid		Other		Total		
			No.	%	No.	%	No.	%	
2017	139,268	65.69	55,884	26.36	54,602	25.76	72,724	34.31	211,992
2018	129,774	61.37	64,938	30.71	45,548	21.54	81,685	38.63	211,459
2019	122,257	60.20	61,489	30.28	19,416	9.52	80,830	39.80	203,087
2020	32,500	60.51	15,322	28.56	5,899	10.96	21,211	39.49	53,711
2021	81,134	66.35	29,315	23.98	11,815	9.66	41,130	33.65	122,264

Source: Sri Lanka Bureau of Foreign Employment - Information Technology Division



The migrant workers by sex, in the period of (2017-2021) is given in Table 2.20. The changing pattern of the migrant workers by male workers, female housemaids, and other female workers were depicted in figure 2.22. It clearly shows that the migration of females as housemaids has increased in this period. Anyway male migrant workers exceeds the female counterpart. Figure 2.23 clearly portrait Out of total female migrants, 62 percent were migrated as housemaids



# Chapter

## 03

# EARNINGS AND LIVING CONDITIONS



After the introduction of the open economic policy in 1978, there were significant changes in the economy and the consumption patterns of the Sri Lankan community. As a result, rapid changes were also seen in the inflation rate. Indicators such as Colombo Consumer Price Index (CCPI), Wholesale Price Index, Wage Rate Index, and National Consumer Price Index are used to monitor the changes in prices, wages, and earnings in the economy. The Colombo Consumer Price Index (CCPI) is widely used as the official index to measure inflation in Sri Lanka. A new National Consumer Price Index (NCPI 2013=100) was introduced for Sri Lanka in 2015 and was based on the 2012/13 Survey of Household Income and Expenditure. Due to the preparation of the National Consumer Price Index, the combined prices for all nine provinces of Sri Lanka are used and the basket of goods and services used has also been revised and expanded.

Wage Boards have been established under the provisions of Wage Board Ordinance No. 27 of 1941 and for ease of understanding, all Wage Boards have been classified into three main

sectors representing the economy: Plantations, Manufacturing, and Services. The minimum wages of workers are determined by respective wages boards and the wages boards comprise representatives of 'Government', 'Employers', and 'Employees' representatives. By 2021, 44 wage boards have been established in the country. The wages board of Cinnamon, pepper, and cardamom, decide the minimum monthly payment for their employees in accordance with the changes in the monthly CCPI reported by the Department of Census and Statistics.

The national minimum wage of workers was amended in 2021 and brought forward as the daily minimum wage to Rs. 500 and monthly minimum wage of Rs. 12,500 by the Act, No. 16 of 2021. The minimum wage of employees belonging to the wages boards of 'Tea Cultivation and Production' and 'Rubber Cultivation and Raw Rubber Production' is determined as Rs.1,000 per day by Extraordinary Gazette Notification No. 2217/37 dated 5th March 2021.

forward the daily wages of estate workers of tea and rubber increased to Rs. 1,000 per day. In the public sector, the monthly basic salary of primary-level (minor grades) workers was reported as Rs. 24,250.00 in 2021 where the gross salary become Rs. 34,550 with the addition of cost-of-living allowance and budgetary relief allowances.

In addition, according to the 'Management Services Circular No. 01/2014', all employees of Government Cooperation's, Statutory Boards, and fully-owned Government Companies are entitled to a cost-of-living allowance of Rs. 7,800.00.

The 'Household Income and Expenditure Survey -2019' reported the average monthly household income of the country has increased to Rs. 76,414 from Rs. 45,878 which was reported in 2012/13.

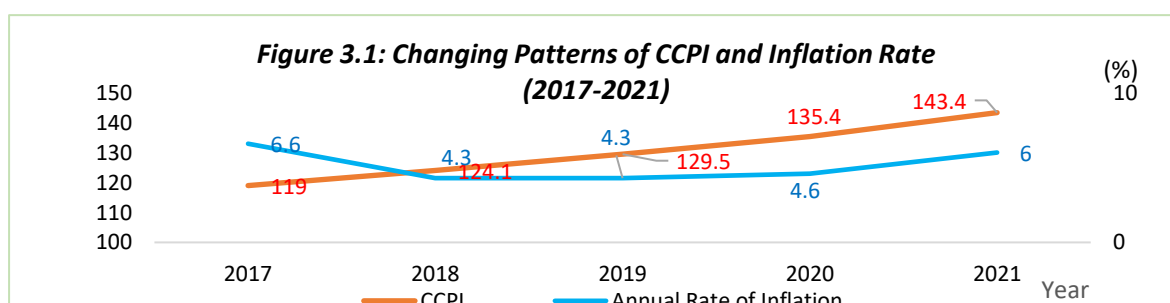
Meanwhile, the average monthly household expenditure has also gone up from Rs. 41,444 to Rs. 63,130 within this same period. The average household size is reported as 3.7 persons in 2019. In 2019, HIES reported 14.3 percent of the total population was below the poverty line. The national poverty line for 2021 was estimated as Rs. 7,913 which was

increased by 13.6 percent from 2019 which was recorded as Rs. 6,966.

### Price Indices Colombo Consumer Price Index

The Department of Census and Statistics (DCS) is the authorized agency to compile Colombo Consumer Price Index (CCPI). Following internationally accepted guidelines, the base year has been revised from 2006/07=100 to 2013=100 in order to accommodate the changing expenditure patterns and incorporate changes in goods & services available in the market. Accordingly, with respect to the new base, CCPI (Base 2013=100) is released monthly commencing from January 2017 on the last working day of each month. It should be emphasized that index numbers or inflation figures compiled under different base years cannot be compared.

The CCPI is compiled to indicate average changes in the prices of goods and services purchased by households in urban areas of the Colombo district. These Prices are collected from 14 selected centers located in Colombo metropolitan and suburbs as well as weekly from the outlets located within each of the above market areas. The consumer basket includes 392 items, which represent the typical urban household consumption.

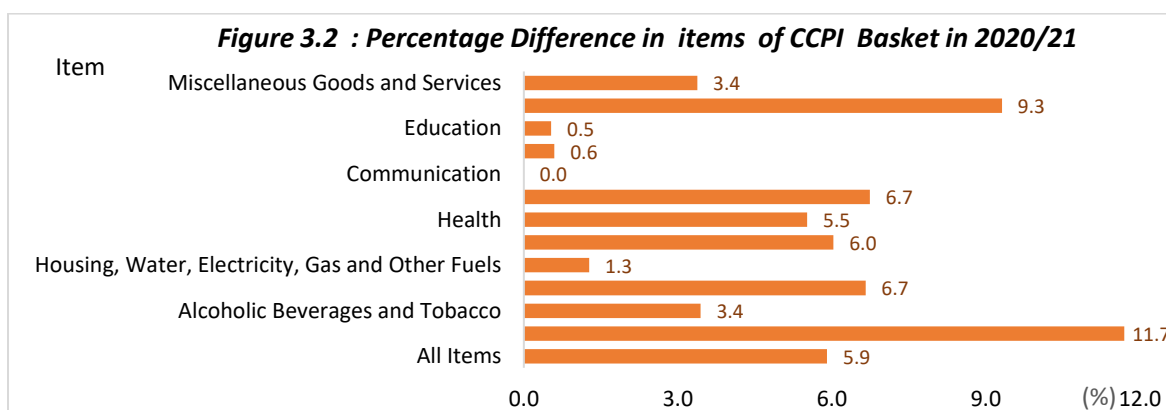




**Table 3.1: Colombo Consumers' Price Index (2017 – 2021)**

Item	Weight	2017	2018	2019	2020	2021	% Change 2020/21
<b>Annual Rate of Inflation</b>	<b>%</b>	<b>6.6</b>	<b>4.3</b>	<b>4.3</b>	<b>4.6</b>	<b>6.0</b>	<b>30</b>
<b>CCPI All Items</b>	<b>100.0</b>	<b>119.0</b>	<b>124.1</b>	<b>129.5</b>	<b>135.4</b>	<b>143.4</b>	<b>5.9</b>
1. Food & Non-Alcoholic Beverages	28.2	127.5	131.8	132.8	147.9	165.2	11.7
2. Alcoholic Beverages and Tobacco	1.0	186.0	193.5	215.9	223.5	231.2	3.4
3. Clothing & Footwear	2.3	126.3	134.9	145.5	153.2	163.4	6.7
4. Housing, Water, Electricity, Gas, and Other Fuels	32.0	110.2	111.4	115.5	117.8	119.3	1.3
5. Furnishings, Household Equipment routine maintenance of the house	2.5	118.0	127.2	135.2	134.3	142.4	6.0
6. Health	4.4	144.2	158.2	175.9	173.9	183.5	5.5
7. Transport	10.6	96.9	105.8	112.4	117.2	125.1	6.7
8. Communication	3.3	119.8	118.0	108.9	97.3	97.3	0.0
9. Recreation and Culture	1.3	109.9	112.9	117.0	117.5	118.2	0.6
10. Education	5.9	129.0	140.6	162.6	168.9	169.8	0.5
11. Restaurants and Hotels	5.1	116.4	127.8	135.0	138.5	151.4	9.3
12. Miscellaneous Goods and Services	3.3	134.0	139.4	144.6	148.0	153.0	3.4

Source: Prices & Wages Division, Department of Census & Statistics



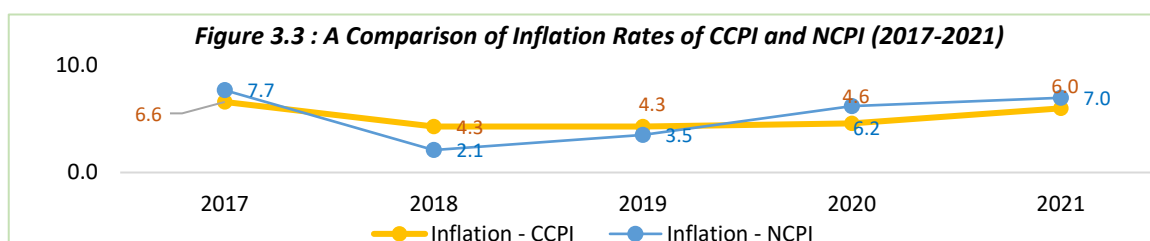
The annual rate of inflation for 2021 is reported as 6.0. The highest CCPI index is reported for 'Alcoholic beverages and tobacco products' followed by 'Health'. The CCPI for communication reports a gradual decrease during the period. Figure 3.2 shows the percentage difference in CCPI in each item in 2021 compared to 2020. The highest increase

of 11.7 is reported for 'Food and Non-Alcoholic Beverages', while 'Restaurants and hotels', 'Transport' and 'Clothing and foot wear' reported increases of 9.3 percent, 6.7 percent, and 6.7 percent respectively.

## National Consumer Price Index

The National Consumer Price Index - NCPI (Base 2013=100), is also based on data from the Household Income and Expenditure Survey (HIES) conducted in 2012/13. This included all types of consumption expenditure by household, and broadly represent all households in the country. The total monthly value at the base period expenditure level on the basket of goods and services in the NCPI (Base 2013=100) was Rs. 32,142.69 and the value of one index point

consumption basket contains 407 items from 12 major groups and 105 sub-groups of goods and services. The National Consumer Price Index has been monthly published officially by the Department of Census and Statistics since November 2015. The NCPI for 2021 is reported as 147.2 which reported an increase of 7.0 compared to 2020 where NCPI was reported as 137.6 (Table 3.2). A comparison of inflation rates given by NCPI and CCPI is depicted in figure 3.3.



**Table 3.2: National Consumer Price Index (NCPI) (2017 -2021)**

(Base: 2013 = 100)

Item	Weight	2017	2018	2019	2020	2021	(%)
Annual Rate of Increase	%	<b>7.7</b>	<b>2.1</b>	<b>3.5</b>	<b>6.2</b>	<b>7.0</b>	12.9
All Items	100.0	122.6	125.2	129.6	137.6	147.2	7.0
1. Food and Non-Alcoholic Beverages	44.0	127.0	126.8	127.6	143.1	159.2	11.3
2. Alcoholic Beverages and Tobacco	2.3	175.6	183.4	200.6	214.4	220.4	2.8
3. Clothing & Footwear	3.4	118.2	122.8	128.6	132.2	137.7	4.2
4. Housing, Water, Electricity, Gas and Other Fuels	18.0	115.8	117.3	126.7	127.7	129.1	1.1
5. Furnishings, Household Equipment and Routine Maintenance of the House	3.3	119.0	124.0	129.3	130.6	138.7	6.2
6. Health	4.1	140.7	151.3	162.3	162.2	169.3	4.4
7. Transport	9.8	103.3	112.0	116.4	119.3	127.9	7.2
8. Communication	2.3	121.2	119.7	110.3	98.9	98.9	0.0
9. Recreation and Culture	1.6	111.3	115.7	123.3	124.9	126.4	1.2
10. Education	2.8	119.8	127.0	137.1	143.7	144.6	0.6
11. Restaurants and Hotels	3.9	110.7	114.6	119.1	122.0	131.9	8.1
12. Miscellaneous Goods and Services	4.5	127.4	133.8	141.5	144.2	148.3	2.8

Source: Prices and Wages Division, Department of Census and Statistics

## Wholesale Price Index

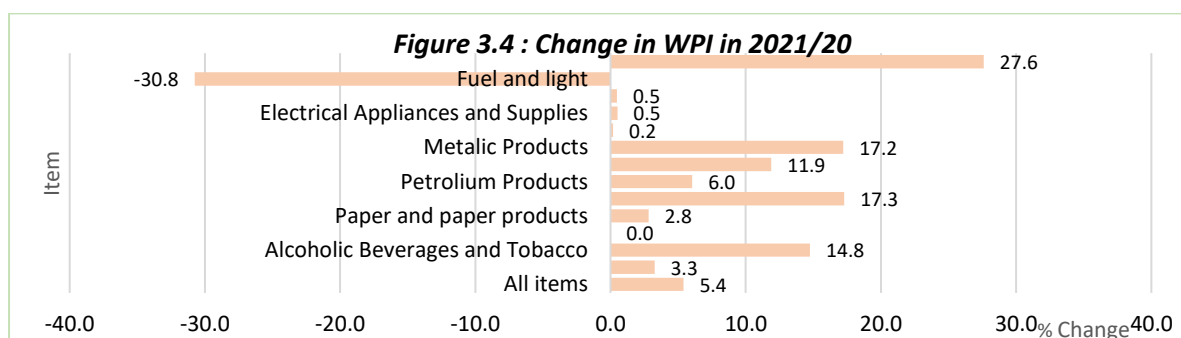
The wholesale price index refers to a mix of agricultural and industrial goods at various stages of production and distribution, including import duties. The Laspeyres formula is generally used to calculate the wholesale price index. The wholesale Price Index (WPI) calculated by the Central Bank of Sri Lanka for the period of 2017 to 2021 is given in Table 3.3. The WPI mostly represents price development at the producer level.

Hence, it is a useful indicator to assess and forecast future price inflation or deflation in the country. The WPI has shown an increasing trend in the given period also. In the year 2021, the Wholesale Price Index for all items is recorded at 6,744.9. The price change in the wholesale price index predicts the near future inflation that would take place in the economy. The price change by item is depicted in Figure 3.4.

**Table 3.3: Wholesale Price Index (WPI) 2017-2021**

Item	Weights	Year				
		2017	2018	2019	2020	2021
All items	100	5,674.70	5,867.00	6,069.40	6,399.30	6,744.90
1. Food and Non-Alcoholic Beverages	67.8	5,695.70	5,847.60	5,996.40	6,476.40	6,687.60
2. Alcoholic Beverages and Tobacco	2.9	9,336.30	9,451.10	9,813.20	9,872.50	11,329.70
3. Textile and Footwear	4	1,103.10	1,153.70	1,159.70	1,159.70	1,159.70
4. paper products	1.4	1,327.70	1,358.50	1,361.30	1,361.30	1,399.60
5 Chemicals and chemical products	5.2	1,790.60	1,804.80	1,807.70	1,809.20	2,121.90
6. Petroleum Products	6.4	7,003.80	8,174.50	8,404.20	8,414.90	8,922.90
7. Non-Metallic Products	1.8	16,267.70	16,794.80	17,175.60	17,557.20	19,645.30
8. Metal Products	0.9	1,540.80	1,552.50	1,554.80	1,587.70	1,860.90
9. Transport Equipment	0.8	3,382.00	3,393.70	3,395.40	3,395.40	3,401.90
10. Electrical Appliances and Supplies	1	1,575.90	1,631.40	1,637.30	1,637.30	1,645.70
11. Machinery	1.3	1,519.50	1,548.30	1,550.90	1,550.90	1,558.20
12. Fuel and light	1.8	7,285.20	8,981.40	12,134.60	9,960.70	6,896.50
13. Miscellaneous	4.8	9,301.70	8,608.50	8,872.70	9,579.50	12,223.60

Source: Central Bank of Sri Lanka



## Producer Price Index (PPI)

The Producer Price Index (PPI) measures the average change over time in prices received by domestic producers of goods and services. The introduction of the PPI in Sri Lanka provides a more complete picture of price movements and trends for making informed policy decisions. The Department of Census and Statistics (DCS) changed the references of the PPI to 2018 - Q4 in 2021 and disseminate the figures effective from the month of November 2021 with 40 days of lag time. PPI is an

important macroeconomic indicator. It serves as an indicator of short-term inflationary trends and as a deflator of economic series. It is also used in productivity analysis, contract escalation, business analysis, and current cost accounting, etc. PPI covers the Agriculture, Manufacturing and Electricity, gas, steam, and Air conditioning Supply, and water supply sectors of the economy under the rebased PPI also.

**Table 3.4: Producer Price Index by Economic Activity (2018-2021)**

Economic Activity	2018	2019	2020	2021
<b>All Index (PPI)</b>	102.5	105.5	111.6	123.7
A: Agriculture	116.5	108.7	126.8	133.8
012 Growing of perennial crops***		100.3	123.0	134.4
014 Animal production	96.6	109.3	108.4	113.7
C: Manufacturing	98.4	104.9	109.0	122.9
10 Manufacture of food products***		100.9	107.0	117.3
11 Manufacture of beverages	96.4	101.0	104.4	109.7
12 Manufacture of tobacco products	90.8	114.5	118.0	120.0
13 Manufacture of textiles	90.1	103.2	100.6	113.0
14 Manufacture of wearing apparel	97.8	103.7	112.0	125.3
18 Printing and reproduction of recorded media***		104.7	108.6	114.2
19 Manufacture of coke and refined petroleum products	96.9	90.2	69.2	94.9
20 Manufacture of chemicals and chemical products	99.4	115.9	115.6	135.6
22 Manufacture of rubber and plastics products	99.1	108.9	117.8	137.2
23 Manufacture of other non-metallic mineral products	100.9	107.1	110.6	118.7
24 Manufacture of basic metals	144.4	157.6	162.8	201.2
30 Manufacture of other transport equipment***		103.7	108.2	120.6
31 Manufacture of furniture***		102.7	108.1	127.9
32 Other manufacturing***		107.0	121.2	129.4
D & E: Electricity, Gas, Steam, and Air conditioning supply	99.2	101.5	104.1	101.9
D:35 Electricity, gas, steam, and Air conditioning supply	100.4	101.8	104.4	101.2
E:36 Water collection, treatment and supply	89.3	98.1	100.3	104.5

Source: Prices and wages Division, Department of Census & Statistics

\* - Revised    \*\* - Provisional

Notes:

01. The references for the PPI were revised to the latest years according to international best practices.

02. The Price reference is 2018 Q4 and the weights are from 2016 ASI, Agriculture Department, and Department of Fisheries.

03. The overlap linking method was used in the preparation of the historical time series data above, considering the index reference is August 2021.

04. \*\*\* New indices that came in under the rebase process. The index reference for these indices is 2018 Q4 = 100.

## Minimum Wage Rate Index

Wage rates measure the basic remuneration per time unit or unit of output. Although the Resolutions of the 12th International Conference of Labour Statisticians (ICLS, 1973) does not contain a specific definition of “wages” as such, it recommends the compilation of wage rate statistics which should include basic wages, cost-of-living allowances, and other guaranteed and regularly paid allowances, but exclude overtime payments, bonuses and gratuities, family allowances and other social security payments made by employers. Payments in kind, supplementary to normal wage rates, are also excluded. Wage rate data should relate to an appropriate time period – hour, day, week, or month. Wage rates may be

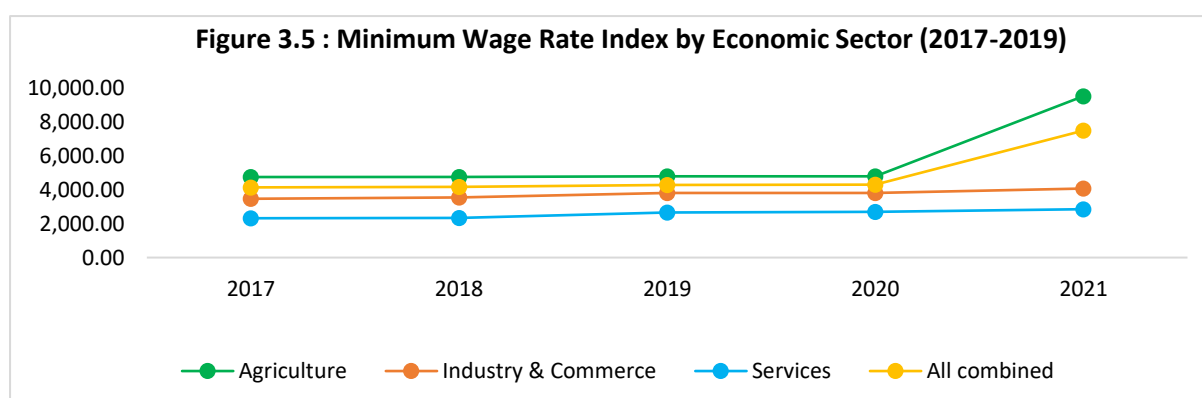
viewed from the perspective of a “price” of labour services. The Index Number of Minimum Wages is calculated using the Minimum Wage Rates fixed by the law under the Wage Board Ordinance.

The Wage Rate Index is derived to measure the relative changes in wages over time. The Minimum Wage Rate Indices have been compiled for three major sectors of the private sector Agricultural, Industry, and Services. (Table 3.5). Figure 3.5 shows the minimum wage pattern and it clearly indicates the price hikes in the Agriculture sector which take an upward trend in 2021. This increase has positively affected all combined series also.

**Table 3.5: Minimum Wage Rate Index, (2017 – 2021)**

Year	(Base 1978 = 100)			
	Agriculture	Industry & Commerce	Services	All combined
2017	4,736.7	3,459.1	2,313.2	4,128.6
2018	4,748.8	3,545.3	2,331.2	4,155.2
2019	4,784.4	3,796.6	2,659.3	4,275.5
2020	4,785.6	3,806.2	2,684.2	4,282.0
2021	9492.0	4061.1	2845.1	7469.5

Source: Labour Standards Division and Labour Statistics Division, Department of Labour



**Table 3.6: Minimum Daily Wage Rates for Tea, Rubber Estate Workers, (2017-2021)**

Year	Tea and Rubber Estate				
	Minimum Daily Rate of Wages (Rs.)	Daily Attendance Incentive* (Rs.)	Daily Price Share Supplement (Rs.)	Budgetary Relief Allowance (Rs.)	Total (Rs.)
*2017	405	105	30	140	680
*2018	405	105	30	140	680
**2019	700	-	50	-	750
2020	700	-	50	-	750
2021	900	-	-	100	1,000

Source: Labour Standard Division and Finance Division, DOL  
 \*The Collective Agreement No.35 of 2016, introduces four components including daily wage, daily attendance incentive, fixed price supplement and productivity incentive

\*\* The Year 2019 the Collective Agreement No.03 of 2019, introduced only two components, daily wage, and fixed price share supplement

Minimum wage law has been introduced for the first time in Sri Lanka by Act No.3 of 2016 to ensure a minimum wage for all private sector employees in the country. The minimum wages of workers who are covered by respective wage boards have been decided by this tripartite body which consists of members of the Government, Workers and Employers.

Budgetary Relief Allowances prescribed by the Act No.36 of 2005 and Budgetary Relief Allowance Act No.04 of 2016 also paid to private sector and semi government sector employees. Budgetary Relief Allowance Act No.04 of 2016 came in two parts, the first part came into force on 01<sup>st</sup> May 2015 and

the second part of it came into force on 01<sup>st</sup> January 2016. At the moment there are forty-four wage boards functioning established under the provisions of Wages Boards Ordinance No.27 of 1941 Wages boards have been established for particular trades which are widely spread in the country.

The minimum wage of private sector employees has been increased from Rs. 10,000 to Rs. 12,500 for monthly wages and from Rs. 400 to Rs 500 for daily wages in 2021. Further after adding a budgetary relief allowance of Rs. 3,500, the total monthly payment will be Rs 16,000.

**Table 3.7: Mean Monthly Nominal Earnings of Private Sector and Semi-Government Sector by Economic Activity and Gender - 2020**

Economic Activity (ISIC -Rev 4 Classification)	Nominal earnings		
	(Rs.)		
	Male	Female	Average
Agriculture	24,669	18,529	21,367
Mining and Quarrying	35,844	26,471	33,976
Manufacturing	48,415	30,861	39,278
Electricity,	54,302	43,394	53,045
Water Supply, Sewerage,	54,997	35,795	46,483
Construction	65,390	56,336	64,385
Wholesale and Retail Trade	47,306	43,577	46,326
Transportation and Storage	90,722	73,674	89,207
Accommodation and Food Service	35,768	35,175	35,691
ICT	122,409	64,157	107,211
Financial and Insurance	57,230	50,451	55,068
Real Estate Activities	63,282	56,779	61,743
Professional, Scientific and Technical	71,181	54,319	66,043
Administrative and Support Service	32,301	23,561	29,829
Public Administration	47,673	48,123	47,840
Education	62,014	37,605	45,535
Human Health	82,976	54,153	63,776
Arts, Entertainment and Recreation	37,996	32,474	37,409
Other Service Activities	29,090	18,853	24,479
Activities of Extraterritorial Org.	56,369	52,000	53,573
Average	51,103	33,138	44,151

Source:

Annual Survey of Private and Semi-Government Survey -2020, Department of Labour

**Table 3.8: Mean Monthly Nominal Earnings by Occupation and Gender - 2020**

Occupation (ISCO – 88 Categories)	Mean monthly nominal earnings		
	Male	Female	Average
Managers	138,894	94,132	127,287
Professionals	73,130	58,625	67,554
Technicians and associate professionals	57,354	37,536	51,440
Clerical related workers	47,136	38,685	43,222
Service and sales workers	32,637	30,554	32,235
Skilled Agricultural workers	21,173	15,893	18,178
Craft and related trades workers	44,690	22,969	37,671
Plant and Machine operators, assemblers	50,143	30,852	40,083
Elementary occupations	40,773	23,795	33,705
Average	51,103	33,138	44,151

Source: Annual Survey of Private and Semi-Government Survey -2020, Department of Labour

Mean monthly nominal earnings of Private and Semi government sector employees by ISIC Revision 4 and ISCO -88 categories are given in Table 3.7 and Table 3.8. In Economic activity wise the highest earnings were reported from ICT services. Transport and Storage services, Professional Scientific and Technical revision and Construction services reported the next

highest mean monthly nominal earnings respectively. In the occupation categories, Managers' monthly earnings were outstandingly higher compared to other groups.





**Table 3.9: Monthly Average of the Minimum Wage of Primary Level Workers in the Public Sector (2017-2021)**

Year	Monthly Minimum Basic Salary (Rs.)	Cost of Living Allowance (Rs.)	Budgetary Relief Allowance (Rs.)	Total (Rs.)
2017	16,738.00	7,800.00	7,502.00	32,040.00
2018	19,242.00	7,800.00	4,998.00	32,040.00
2019	21,746.00	7,800.00	2,494.00	32,040.00
2020	24,250.00	7,800.00	2,500.00	34,550.00
2021	24,250.00	7,800.00	2,500.00	34,550.00

Source: - Labour Standard Division and Finance Division -Department of Labour

According to Table 3.9, the average monthly basic salary of primary level (minor grades) workers in the public sector has increased from Rs.21, 746.00 in 2019 to Rs.24, 250.00 in 2020 and remained same in the 2021. Therefore, the

primary level worker received Rs. 34,550.00 as gross salary in the year 2021. Table 3.10 shows both the nominal and real Wage Rate Indexes that are used for government employees at different levels.

**Table 3.10: Wage Rate Index Numbers of Government Employees (2016-2021) (Base 2016=100)**

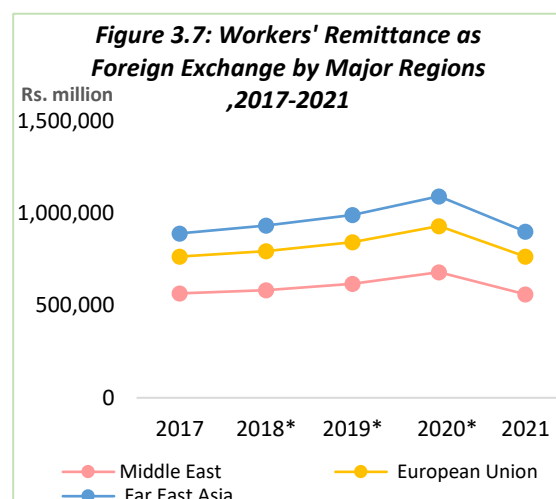
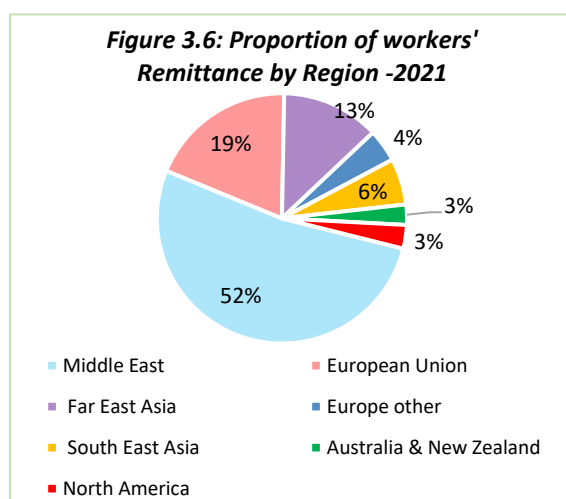
Year	Senior Level Officers		Tertiary Level Officers		Secondary Level Officers		Primary Level Officers		All Central Government Officers	
	Nominal WRI	Real WRI <sup>(b)</sup>	Nominal WRI	Real WRI <sup>(b)</sup>	Nominal WRI	Real WRI <sup>(b)</sup>	Nominal WRI	Real WRI <sup>(b)</sup>	Nominal WRI	Real WRI <sup>(b)</sup>
2016	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2017	100.0	92.9	100.0	92.9	100.0	92.9	100.0	92.9	100.0	92.9
2018	103.4	94.0	100.2	91.1	100.0	90.9	100.0	90.9	100.0	91.1
2019	117.4	103.1	108.0	94.8	104.0	91.3	103.9	91.2	104.9	92.1
2020	131.4	108.7	121.0	100.1	115.1	95.2	108.3	89.6	114.6	94.8
2021	131.4	101.7	121.0	93.6	115.1	89.1	108.3	83.9	114.6	88.7

Source: Central Bank of Sri Lanka

**Table 3.11: Workers' Remittance as Foreign Exchanges by Region (2017 – 2021)**

Region	Rs. Million				
	2017	2018	2019	2020	2021
1. Middle East	565,642	582,719	618,394	680,892	560,989
2. European Union	199,831	212,829	225,744	250,231	204,391
3. Far East Asia	125,577	137,713	147,694	161,333	135,898
4. Europe other	50,231	50,077	50,432	56,631	45,662
5. North America	31,667	29,591	28,818	32,925	25,005
6. South East Asia	60,058	66,011	67,243	75,728	64,144
7. Australia & New Zealand	26,207	25,039	31,220	32,925	28,267
8. South Asia	16,380	25,039	24,015	21,072	18,482
9. South and Central America	7,644	5,691	4,803	3,951	3,262
10. Other	8,736	3,414	2,402	1,317	1,087
Total	1,091,972	1,138,124	1,200,766	1,317,007	1,087,188

Source: Central Bank of Sri Lanka



Workers remittance as a foreign exchange by region from 2017 to 2021 is given in Table 3.11. There are 10 main regions specified. When considering the period of 2017 to 2021, until 2020 the remittance levels increased, but in 2021 they have plummeted significantly Figure Depicts the Workers' Remittance by regions reported in 2021. Out of the total remittance, 85 percent comes from three regions, namely 'Middle East', 'European Union', and 'Far East

Asia'. More than 50 percent come from Middle East Countries. 19 percent of remittance comes from Countries in European Union and 13 percent from Far East Asian countries. Figure 3.7 shows the changing pattern of remittance received from major three regions from 2017 to 2021

## Income and Expenditure Patterns of the Country

**Table 3.12: Household Size, Mean Household Income and Expenditure (2005 – 2019)**

Item	2005	2006/07	2009/10	2012/13	2016	2019
1. Household Size (Persons)	4.10	4.10	4.00	3.90	3.80	3.70
2. Mean Household Income per month (Rs.)	20,048.00	26,286.00	35,496.00	45,878.00	62,237.00	76,414.00
3. Mean Household Expenditure per month (Rs.)	19,151.00	22,952.00	31,331.00	41,444.00	54,999.00	63,130.00
4. No. of Income Receivers in the household (Persons)	1.90	1.80	1.80	1.80	1.80	1.80

Source: Household Income and Expenditure Survey, DCS

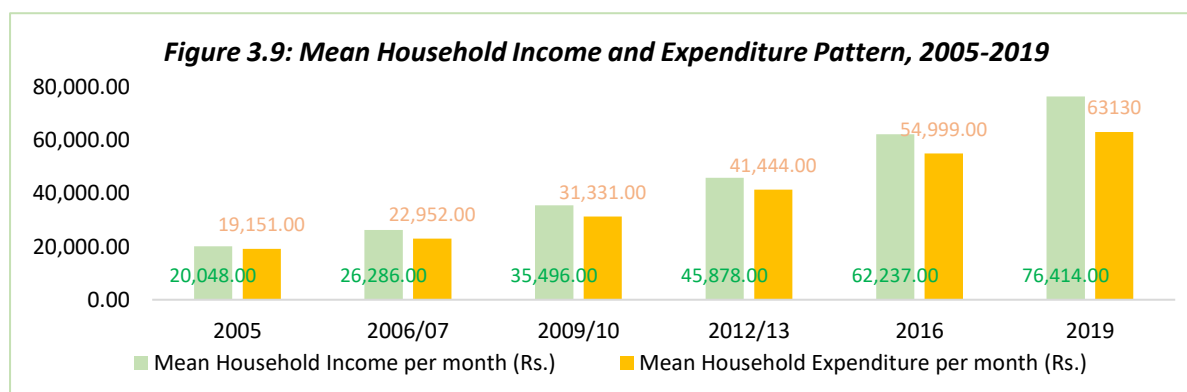
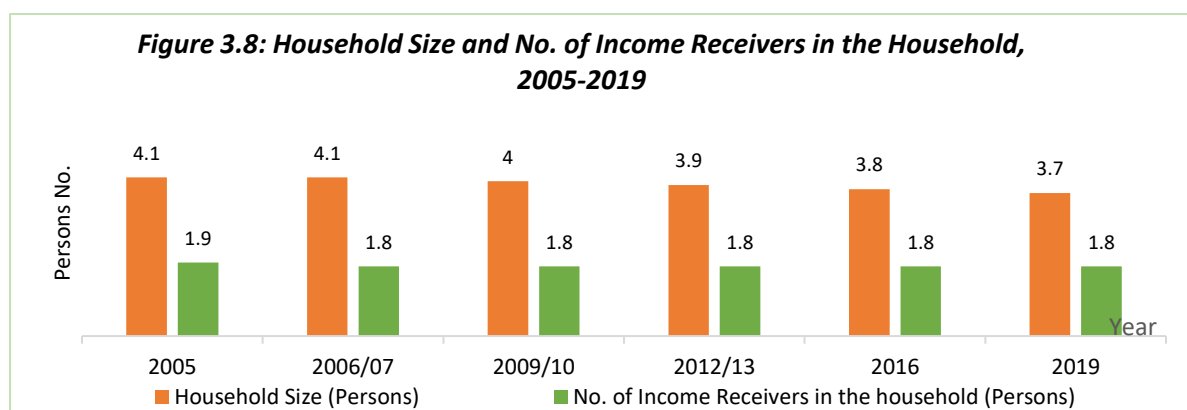
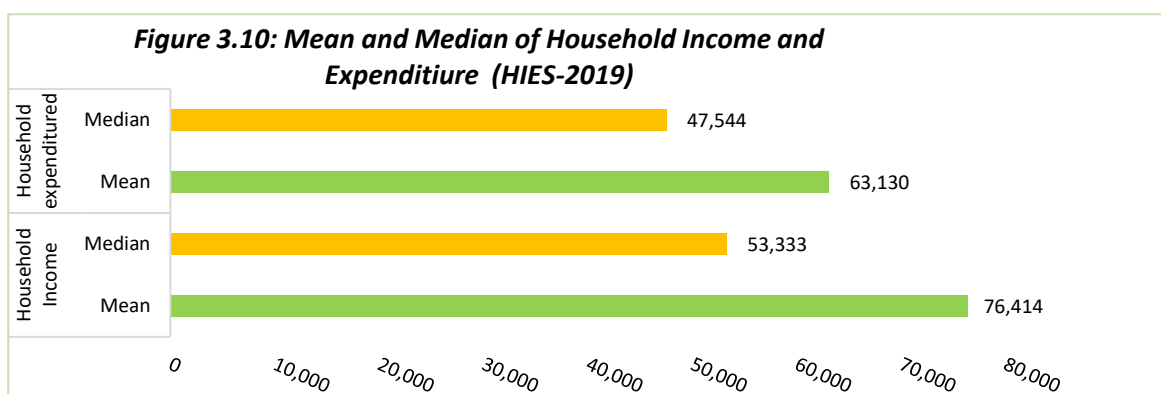


Table 3.12, and Figure 3.8 shows the HIES (2019) reported the household size of Sri Lanka has gradually declining over the period and further declined to 3.7 in 2019 from 3.8 which was reported in 2016. The number of income receivers has remained same from 2006/07 as

1.8 persons. Even though the both income and expenditure have increased during the 15-year period (2005-2019), the difference between income and expenditure of the households also have increased (Figure 3.9).

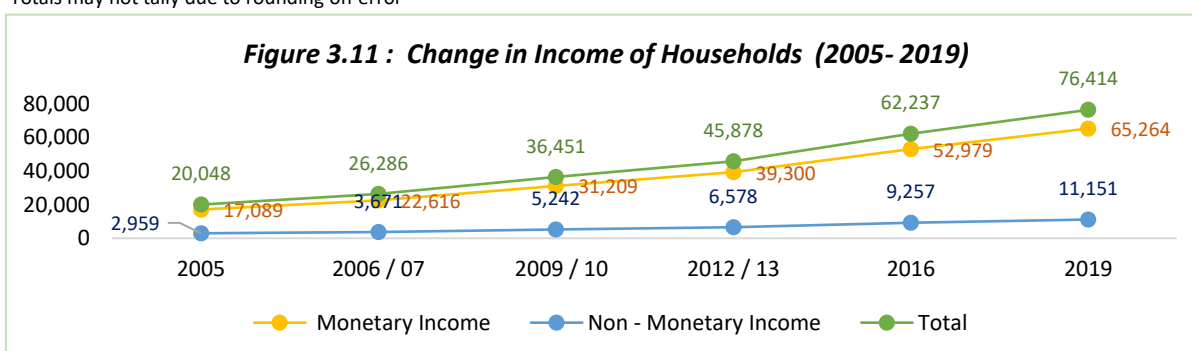


**Table 3.13: Average Monthly Household Income by Major Source of Income (2005 – 2019)**

Source of Income	Mean Income (Rs.)					
	2005	2006 / 07	2009 / 10	2012 / 13	2016	2019
<b>Monetary Income</b>	17,089	22,616	31,209	39,300	52,979	65,264
1. Wages/ Salaries	7,493	9,418	12,434	16,134	23,790	28,619
2. Agricultural Activities	1,939	3,171	5,238	5,213	4,753	5,093
3. Non-Agricultural Activities	3,555	4,507	6,477	7,990	10,813	13,794
4. Other Cash Income	4,103	3,128	4,252	5,230	8,029	11,236
5. Income by Chance /Ad-hoc Gains/Windfall Income	-	2,392	2,808	4,733	5,594	6,522
<b>Non - Monetary Income</b>	2,959	3,671	5,242	6,578	9,257	11,151
1. Income in Kind	1,092	1,201	2,054	2,381	2,964	3,163
2. Estimated Rental Value of Own Occupied Housing Unit	1,866	2,470	3,188	4,197	6,293	7,988
<b>Total Income</b>	20,048	26,286	36,451	45,878	62,237	76,414

Source: Household Income and Expenditure Survey, DCS

Totals may not tally due to rounding off error



Further, median monthly income of the households reported as Rs. 53,333 in 2019, Which indicates that 50 percent of the households received their monthly income less than 30 percent of the mean income (Rs.

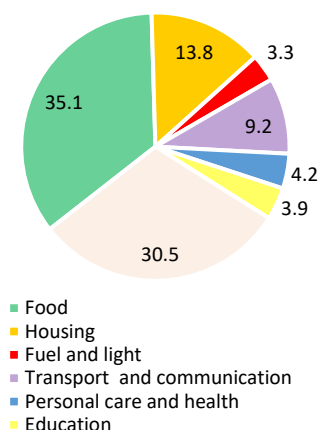
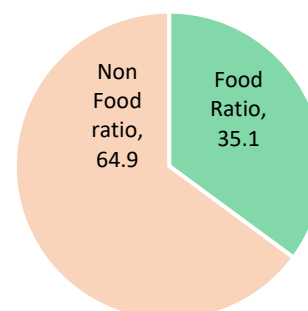
76,414) of the households of country (Figure 3.10). Table 3.13 shows that 85 percent of the total income of the households consist of monetary income and the remaining 15 percent consisted of non-monetary income. The figure 3.11 clearly depicted this situation.

**Table 3.14: Average Monthly Household Expenditure by Major Group 2005 - 2019**

Expenditure Group	2005		2006/07		2009/10		2012/13		2016		2019	
	Value (Rs.)	%	Value (Rs.)	%	Value (Rs.)	%	Value (Rs.)	%	Value (Rs.)	%	Value (Rs.)	%
Food	7,593	39.6	8,641	37.6	13,267	42.3	15,651	37.8	19,114	34.8	22,130	35.1
Housing	2,054	10.7	2,639	11.5	3,446	11.0	4,667	11.3	6,873	12.5	8,744	13.8
Fuel and Light	811	4.2	1,042	4.5	1,278	4.1	1,755	4.2	1,757	3.2	2,085	3.3
Transport and Communication	1,733	9.1	2,401	10.5	3,072	9.8	4,315	10.4	5,548	10.1	5,830	9.2
Personal Care and Health Expenses	1,106	5.8	980	4.3	1,429	4.6	2,181	5.3	2,529	4.6	2,663	4.2
Education	473	2.5	632	2.8	1,018	3.2	1,448	3.5	2,066	3.8	2,401	3.9
Other Expenditure	5,381	28.1	6,617	28.8	7,821	25.0	11,427	27.6	17,112	31.1	19,277	30.5
<b>Total</b>	<b>19,151</b>	<b>100</b>	<b>22,952</b>	<b>100</b>	<b>31,331</b>	<b>100</b>	<b>41,444</b>	<b>100</b>	<b>54,999</b>	<b>100</b>	<b>3,130</b>	<b>100</b>

Source: Household Income &amp; Expenditure Survey DCS -

\* Total may not tally due to rounding of figures

**Figure 3.12: Percentage Distribution of Expenditure in Households (HIES-2019)****Figure 3.13: Food and Non Food ratio of Households (HIES- 2019)**

According to Table 3.14, Household Income and Expenditure Survey 2019, reported the expenditure pattern of a household in 2019 remained almost the same as the existing pattern in the previous surveys from 2005 onwards. It clearly shows that out of the total

expenditure, 35.1 percent spent on 'Food'. Nearly 14 percent on 'Housing' and 9 percent on 'Transport'. Personal care and Health expenses recorded around 4 percent (Figure 3.12). The Food and Non-food Ratio which is an important indicator that measures the poverty of the country recorded as 35:65 which is not at satisfactory level (Figure 3.13).

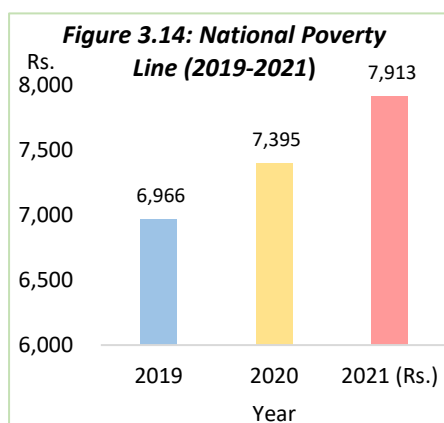
### Poverty Indices of Sri Lanka

The household income and expenditure survey (HIES) is conducted by the Department of Census and Statistics (DCS) once in three years, which was conducted in 2019 at the latest, is the main source of data used to calculate poverty indices in Sri Lanka.

The Official Poverty Line (OPL) is calculated by the “Cost of Basic Need (CBN) approach”, based on absolute terms consumption. It captures how much it costs to purchase the basic needs of goods and services per person and compares over time adjusting for inflation. In 2021 OPL is estimated as Rs.7,913 compared

to Rs. 7395 in 2020 (Figure 3.14). The poverty headcount ratio was recorded as 14.3 percent at the national level in 2019. In sector-wise estate sector reports the highest no. of poverty by 34 percent (Table 3.15)

Price differences exist over time and also across the districts. The value of the district poverty line can be used for policy making, targeting the poor by the district as it can be interpreted as the minimum expenditure per person per month to fulfil the basic needs (HIES, 2019).

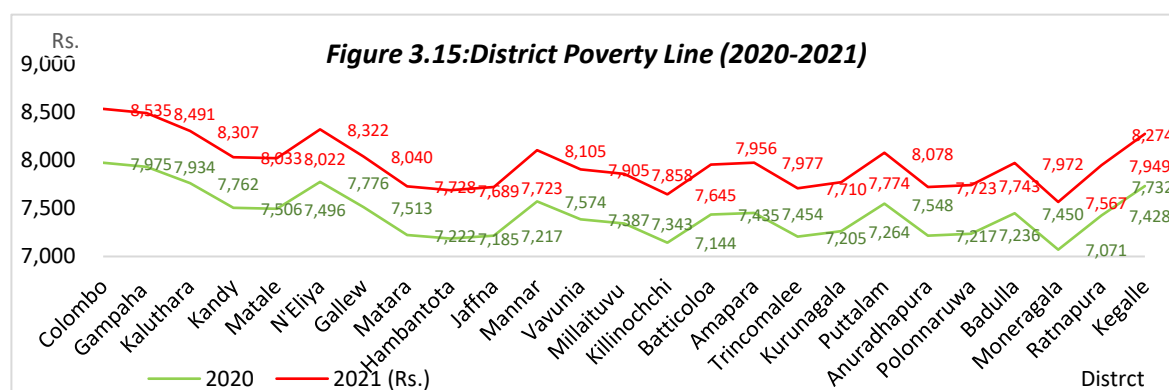


**Table 3.15: Poverty Indices by Sector - 2019**

	Poverty Line (base year 2012/13 on NCPI)		
	Head count Index (%)	Poor People (No.)	Contribution to Total Poverty (%)
Sri Lanka	14.3	3,042,300	100.0
Sector			
Urban	6.0	217,500	7.1
Rural	15.0	2,500,600	82.2
Estate	33.8	324,200	10.7

HIES-2019, DCS

Source: Household Income & Expenditure Survey DCS



## Chapter

## 4

# ENFORCEMENT OF LABOUR LAWS



Enforcement of Labour Laws is regularly carried out by the officers of the Department of Labour under the authorized power of the Commissioner General of Labour regularly. Enforcement activities of labour officials have been strengthened and streamlined by various labour ordinances, acts, laws, amendments, regulations, orders, gazette notifications, collective agreements and international conventions and recommendations. These are regulated by multiple labour ordinances and acts that have been enacted. Each and every worker in the formal and informal private sector can obtain the assistance of at least one of the above ordinances for their legal protection when they are faced with an unjustified action from their employer.

There are 8 technical divisions in the department of Labour, to implement and enforce the labour laws in the sense of protecting the rights of workers, maintaining industrial peace within the workplace, and ensuring the social security of the society.

The 10 Technical divisions are

- (i) EPF Division
- (ii) Industrial Relations Division

- (iii) Labour Standards Division
- (iv) Enforcement Division
- (v) Women's and Children's affairs Division
- (vi) Special Investigations Division
- (vii) Industrial Safety Division
- (viii) Occupational Hygiene Division

### EPF Division

#### Employees Provident Fund

The Employees' Provident Fund act was introduced in 1958 and covers the workers in the Private and Semi-Government Sectors. EPF Division of the Department is responsible for the functions vested by act No. 9 of 1958, regarding the employees' provident fund. Department of Labour takes a keen interest in captivating all establishments in the private sector where at least one person is working under the employer under the EPF act which will get the employee benefitted at his/her retirement age. In this regard, routine labour inspections are carried out by labour officers in the Department.

Compared to the year 2020, in 2021 the number of employers registered under EPF has further dropped by 20.6 percent. When

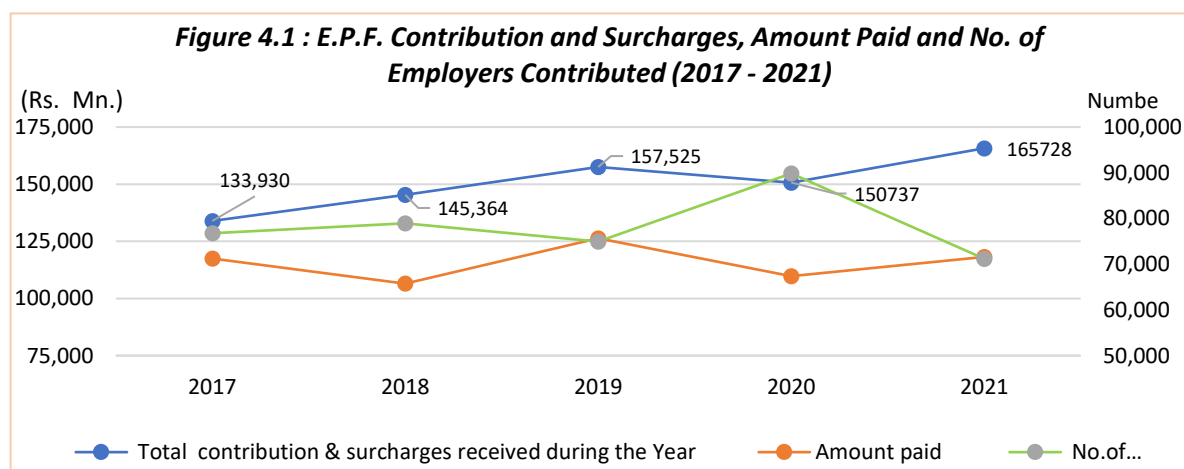
looking at the numbers, Table 4.1 clearly shows that the number of employees contributing to the fund has dropped from 89,853 in 2020 to 71,203 in 2021. The negative impact experienced by the private

sector companies in the period of 2020-2021 due to Covid-19 epidemic, has been the main reason for the reduction of the contribution. The total amount paid is reported a considerable increase by Rs 8,467 million.

**Table 4.1.: Employee's Provident Fund (2017-2021)**

Year	No. of Employers contributing to the Fund	Total contribution and surcharges received during the Year	No. of Operative Members Accounts	No. of non-Operative Accounts	Interest Declared	No. of Benefit Payments	Amount Paid
	No.	Rs. Mn.	No.	No.	%	No.	Rs. Mn.
2017	76,782	133,930	2,765,304	15,267,160	10.50	168,695	117,477
2018	86,203	145,364	2,849,621	15,854,953	9.50	241,190	106,497
2019	94,171	157,525	2,914,493	16,470,611	9.25	241,581	126,330
2020	89,853	150,737	2,610,562	17,148,811	9.00	197,401	109,725
2021	71,203	165,728	2,535,254	17,809,254	9.00	179,681	118,192

Source: Department of Labour - E.P.F. Division





### Employees Trust Fund (ETF)

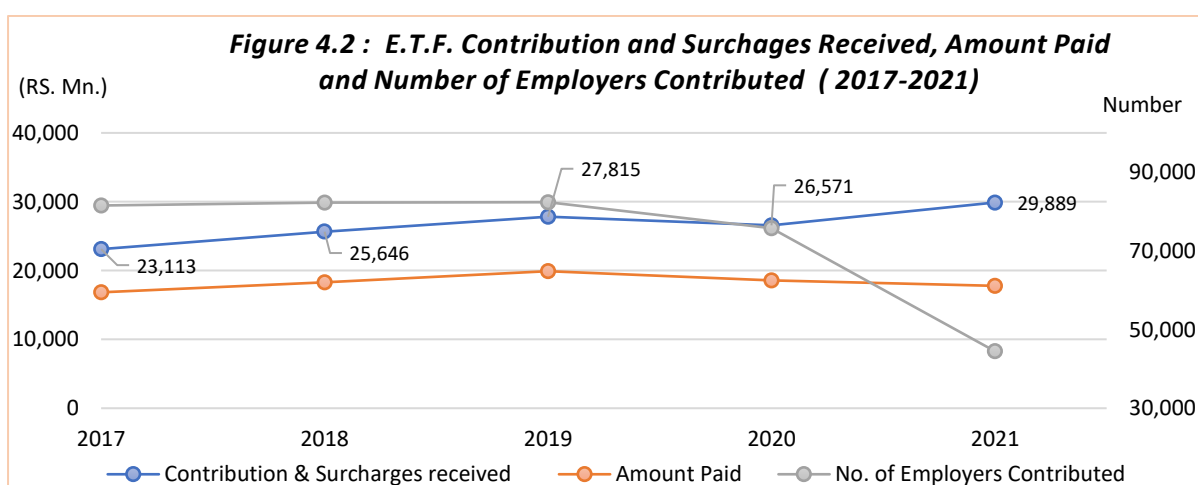
The Employees' Trust Fund was established under the Employees' Trust Fund Act (No.46 in 1980), mandating all employers to contribute to the fund on a monthly basis. Table 4.2 shows the contributions and surcharges received and benefits payments to employees for

the period of 2017 to 2021. The number of employers who contributed to the Fund was approximately 75,756 in 2020 and the number has dropped down to 44,501 in 2021 (Figure 4.2). Total number of life insurance claimed and paid has increased noticeably in 2021.

**Table 4.2: Employees Trust Fund**

Year	Contribution and Surcharge Received		Interest Rate Declared (%)	Total Claims Paid		Total Life Insurance Claims Paid	
	Number of Employers (Approximately)	Amount (Rs. millions)		Number of Claims	Amount Paid (Rs. millions)	Number of Claims	Amount (Rs. Thousand)
2017	81,515	23,113	9.00	179,176	16,839	1,081	110,836
2018	82,251	25,646	9.00	186,006	18,292	985	96,979
2019	82,375	27,815	8.00	196,382	19,907	1,109	110,494
*2020	75,756	26,943	8.00	159,773	18,570	951	93,943
**2021	44,501	29,889	7.25	152,124	19,789	1,014	100,537

Source: Employees' Trust Fund Board \* Revised \*\* Provisional



## Enforcement Division

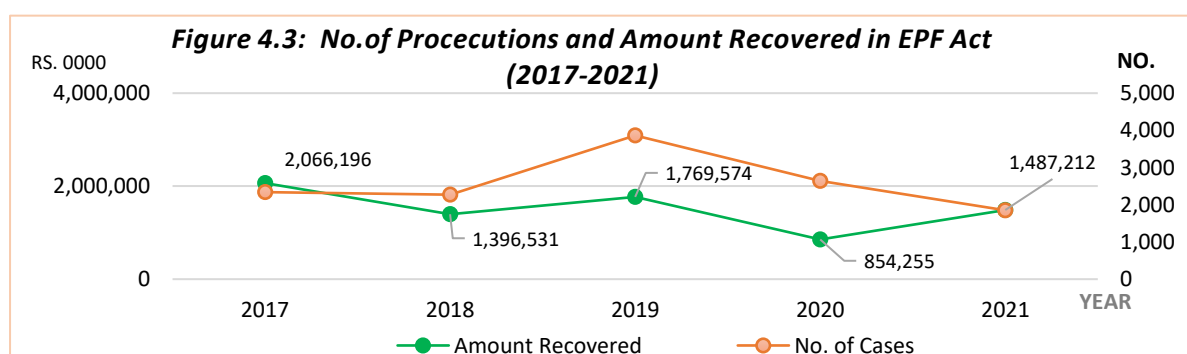
The main functions of the Enforcement Division are (1) Amending the existing laws if necessary and legal functions to impose new legal orders, carrying out court orders, and advisory work on legal activities. (2) To carry out the activities required for prosecuting by certificates or under complaint charge sheets in connection with the orders executed by the Department of Labor. (3) To coordinate with the Attorney Generals Department in the case of litigation in District Courts, High Courts, Commercial High Courts, Court of

Appeal, and Supreme Court, assist the Attorney General while representing the Commissioner General of Labour, (4) providing legal advice to the Commissioner General and other officials regarding implementation of labor laws and carryout awareness programs on labour.

**Table 4.3: Enforcement of Labour Laws and Prosecutions, 2017 – 2021**

Year	Prosecution Act /Ordinance							
	Employee's Provident Fund Act		Gratuity Act		Wages Boards Ordinance		Shop and Office Employees Act	
	No. of Cases	Amount Recovered (Rs. '000)	No. of Cases	Amount Recovered (Rs. '000)	No. of Cases	Amount Recovered (Rs. '000)	No. of Cases	Amount Recovered (Rs. '000)
2017	2,343	2,066,196	1,363	130,505	115	7,346	41	20,388
2018	2,274	1,396,531	914	158,001	174	164,10	71	1,377
2019	3,863	1,769,574	1,496	755,299	259	22,382	87	18,287
2020	1,232	572,365	470	151,469	112	22,068	52	12,635
2021	1,852	1,487,212	924	452,920	280	79,370	83	17,523

Source: Enforcement Division- Department of Labour



**Table 4.3: Enforcement of Labour Laws and Prosecutions, 2017 – 2021 (Contd.)**

Year	Private Provident Fund. Act		Maternity Benefits Act	Women, Young aged (15-19) and Children Act		Budget Allowances Act.		
	No. of Cases	Amount Recovered (Rs.'000)	No. of Cases	Amount Recovered (Rs.'000)	No. of Cases	Amount Recovered (Rs.'000)	Amount Recovered. (Rs.'000)	
2017	4	865	2	-	6	-	23	2,500
2018	25	7,629	2	32	3	-	128	13,191
2019	-	-	-	-	2	-	148	11,329
2020	-	-	-	-	9	-	231	18,607
2021	-	-	-	-	-	-	160	86,139

Source: Enforcement Division- Department of Labour

**Table 4.3: (Contd.)**

Year	Industrial Dispute Act			
	Orders except Non-Compliance of Labour Tribunal		Non-Compliance of Labour Tribunal Orders	
	No. of Cases	Amount Recovered. (Rs.'000)	No. of Cases	Amount Recovered. (Rs.'000)
2017	40	136	62	35,182
2018	34	915	63	12,674
2019	28	21,036	68	49,168
2020	12	179	56	9,891
2021	29	9,342	22	2,250

Source: Enforcement Division- Department

**Table 4.3: (Contd.)**

Year	Termination of Employment of Workmen Act	
	No. of Cases	Amount Recovered (Rs. '000)
2017	13	23,768
2018	15	15,7681
2019	3	310
2020	-	-
2021	2	572

Source: Enforcement Division

The number of cases reported under the respective labour legislations who have violated the labour laws in the period of 2017-2021 and the amounts recovered under each category were given in Table 4.3.

Compared with 2020 in 2021 the amounts recovered under the EPF Act, Gratuity Act, Wages Boards Ordinance Act, Budget Allowance Act, and Termination of Employment Act has increased considerably. Under Industrial Dispute Act, the cases reported for 'Non-compliance of labour

tribunal orders has dropped drastically in 2021 compared to 2020. Therefore, amounts recovered in 2021 also limited for Rs. 2,250 thousand.

### Industrial Safety Division

Industrial Safety Division of the Department of Labour is responsible for taking action to prevent the accidents and maintain the safety in factories and construction sites and to improve Occupational Safety in industry.

**Table 4.4: Enforcement of Factory Ordinance (2017 – 2021)**

	Items	2017	2018	2019	2020	2021
<b>1</b>	<b>No. of Registered Factories</b>	1464	1429	1409	738	684
<b>2</b>	<b>Factories registered as per new Gazette notification - 27/09/2019</b>					
	(a) No. of factories Registered				977	984
	(b) No. of Registered Steam boilers				264	1,129
<b>3</b>	<b>Inspection of Factory visits (No.)</b>					
	(a) Factories with power	4,513	3,726	3,630	1,944	1,472
	(b) Factories with non- power	270	521	53	11	23
	(c) Other visits	160	244	162	142	92
<b>4</b>	<b>No. of Complaints</b>					
	(a) Received	104	152	120	108	82
	(b) Inspected	98	135	128	98	92
<b>5</b>	<b>Court cases</b>					
	(a) Court cases filed	15	36	27	70	26
	(b) Court cases concluded	19	28	29	50	11
<b>6</b>	<b>Educational Training programs</b>					
	(a) Occupational Safety and Health programs conducted (OSH programs)	141	168	70	13	25
	(b) OSH multisession educational programs	27	25	18	6	6
	(c) General training programs	2	2	0	0	2
<b>7</b>	<b>Factory Building plans</b>					
	(a) Received during year	145	128	151	109	141
	(b) Settled during year	151	123	147	106	134

Source: Department of Labour - Industrial Safety Division

Table 4.4 shows the implementation and enforcement of the provisions under the Factories Ordinance conducted by the Industrial Safety Division. In 2021, 684 factories have been registered. Compared to 2020, it is reported as 7.3 percent decrease. No. of complaints

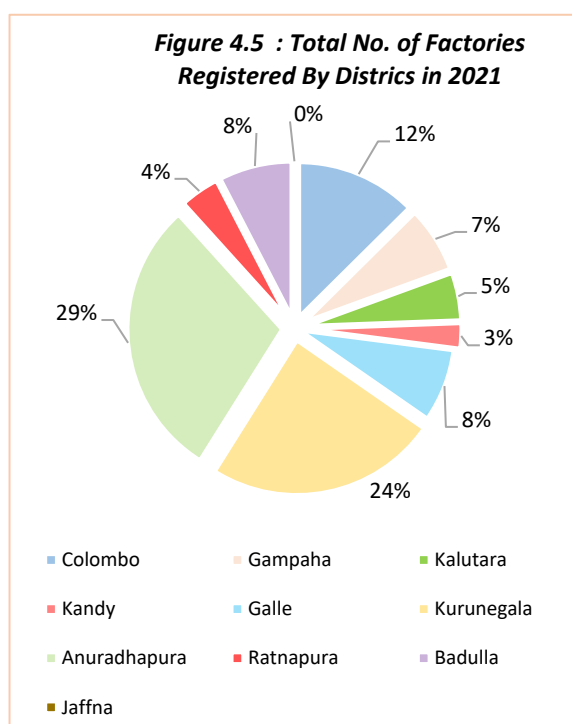
received and Court cases filed were substantially low in 2021 compared to previous years.

Table 4.5 and figure 4.5 shows that in 2021 the highest no of factories (201) were registered in Anuradhapura District followed by Kurunegala district (166).

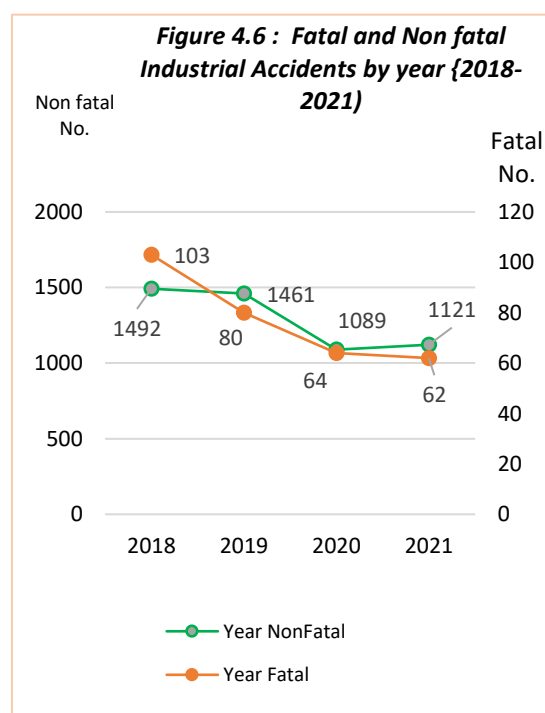
**Table 4.5. Number of Factories registered by district (2017-2021)**

District	Year				
	2017	2018	2019	2020	2021
Colombo	383	366	187	57	86
Gampaha	75	119	106	33	47
Kalutara	112	128	127	81	34
Kandy	165	141	181	106	18
Galle	55	95	67	60	52
Kurunegala	185	71	374	49	166
Anuradhapura	305	221	152	252	201
Rathnapura	37	44	49	31	28
Badulla	43	210	128	69	52
Jaffna	104	34	38	0	0
Total	1464	1429	1409	738	684

Source: Industrial Safety Division - Department of Labour



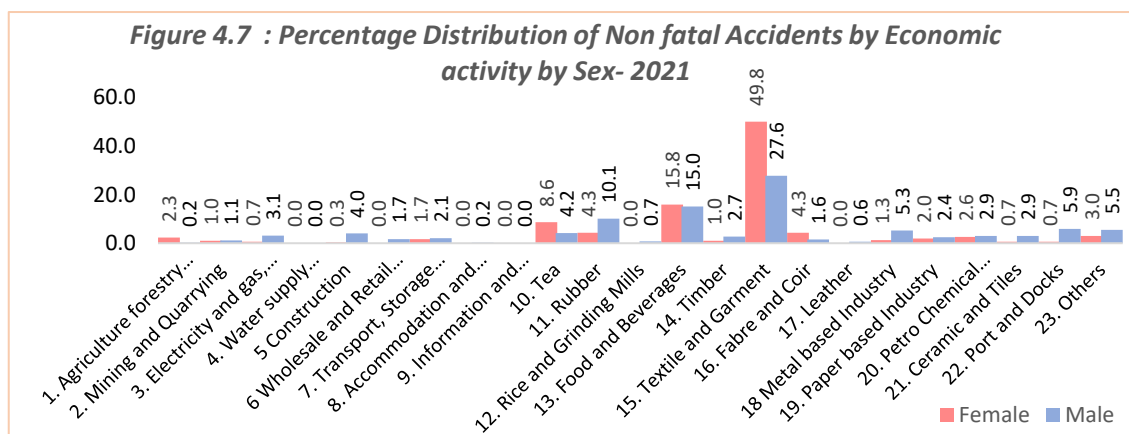
### Industrial Accidents



**Table 4.6: Number of Non-fatal Industrial Accidents reported by Economic Activity and Sex, (2019-2021)**

Category	Year					
	2019		2020		2021	
	Male	Female	Male	Female	Male	Female
1. Agriculture forestry and fishing	1	1	6	1	2	7
2. Mining and Quarrying	27	2	9	1	9	3
3. Electricity and gas, services	41	3	44	1	25	2
4. Water supply, sewage, waste management	9	0	2	0	0	0
5 Construction	50	0	34	1	33	1
6 Wholesale and Retail trade, repairs of Motor vehicles and Motor cycles	13	0	9	1	14	0
7. Transport, Storage and Communication	108	3	11	0	17	5
8. Accommodation and Food Services	2	0	22	1	2	0
9. Information and Communication	0	0	0	0	0	0
10. Tea	55	22	26	16	34	26
11. Rubber	147	1	78	18	83	13
12. Rice and Grinding Mills	4	1	3	0	6	0
13. Food and Beverages	133	72	117	48	123	48
14. Timber	25	8	26	8	22	3
15. Textile and Garment	156	166	142	117	226	151
16. Fabre and Coir	27	8	33	12	13	13
17. Leather	7	1	3	0	5	0
18 Metal based Industry	72	23	52	9	43	4
19. Paper based Industry	36	8	38	8	20	6
20. Petro Chemical Industry	38	2	35	4	24	8
21. Ceramic and Tiles	12	2	15	1	24	2
22. Port and Docks	35	5	40	0	48	2
23. Others	104	31	88	9	45	9
<b>Total</b>	<b>1102</b>	<b>359</b>	<b>833</b>	<b>256</b>	<b>818</b>	<b>303</b>

Source: Industrial Safety Division - Department of Labour



The number of Fatal and Non-Fatal Accidents from 2018-2021 is depicted in Figure 4.6. In the Table 4.6 shows the number of non-fatal accidents by economic activity by gender. It clearly shows that male: female proportion of the number of accidents reported is 73percent to 27 percent respectively. Figure 4.7 clearly depict the percentage distribution of accidents by economic activity and gender and that almost 50 percent of non-fatal accidents regarding females happened in 'Textile and Garment' industry. For male workers 27.6 percent were reported in Non-fatal Accidents in this industry. When compare the economic activities by non-fatal accidents 'Textile and

garment', 'Food and beverages', 'Rubber and 'Tea' industries recorded higher proportions for both male and female employees.

### Occupational Health and Safety Division

Occupational Health and Safety division is responsible to protect, promote and maintain the physical, mental, social and spiritual well-being of all workers to the maximum extent possible. To achieve this many educational programs, field trainings and monitoring systems are performed to minimize the occupational diseases and to reduce the adverse conditions affecting the health of workers.

**Table 4.7: The Number of Activities Conducted by the Occupational Safety and Health Division (2017-2021)**

Activities	Year				
	2017	2018	2019	2020	2021
1. No. of Audits and Inspections	271	237	292	183	150
2. Educational programs					
(a). No. of Awareness programs	60	65	62	10	67
(b). No. of Beneficiaries	1,250	1,315	1,300	250	166
3. Field Training					
(a). No. of Awareness programs	100	102	105	100	100
(b). No. of Beneficiaries	1,567	1,674	1,670	1,150	1,610
4. No. of Environmental Hazards Monitored	45	170	131	78	86
5. No. of Biological Monitoring	1,235	1,905	2,495	1,525	1,475
6. No. of Physical Hazards Monitored					
(a) Illumination Hazards	45	126	152	358	1,053
(b) Sound Hazards	45	135	248	210	619
(c) WBGT* Index	25	148	152	178	328
(d) RH	25	148	152	178	328
(e) Air Velocity	32	75	82	137	250
7. Medical Boards Conducted					
(a) No. of Medical Boards	24	24	24	10	11
(b) No. of Beneficiaries	1,440	1,455	1,468	866	1,090
8. No. of Boards Providing Expert Evidence in Compensation	10	14	15	9	10

Source: Occupational Safety and Health Division

WBGT\* - Wet bulb globe temperature

## Office of the Commissioner for Workmen's Compensation

Office of the Commissioner for Workmen's Compensation is vested with both District and Magisterial courts powers and as the main function, inquiries done about the claims made by the workmen who meet with accidents in the course of their employment and pay compensation at the settlement under the workmen's Compensation Ordinance No.19 of 1934. After passing the amendments to the above Act in 1990, employees are eligible to

claim more compensation for the damages while working at their usual workplace. Table 4.8 shows the number of accidents by place of accident reported and the fatality type of the accident. The highest number of fatal and non-fatal accidents were reported in small/medium companies and in production sector companies respectively (Table 4.8). The proportion of fatal: nonfatal accidents in the period of (2019-2021) is clearly depicted in figure 4.8.

**Table 4.8: Number of Fatal and Non - Fatal Accidents Reported by Place of Accident, (2020-2021)**

Place of Accident	2020		2021	
	Fatal (No.)	Non-Fatal (No.)	Fatal (No.)	Non-Fatal (No.)
Plantation Sector	9	48	16	45
Construction	28	13	31	13
State Institutions (Cooperation, Boards and Authorities)	19	23	21	17
Small/Medium Companies	34	51	37	41
Service Sector	24	21	29	16
Production Sector	22	48	23	48
Total	136	204	157	180

Source: Office of the Commissioner for Workmen's Compensation

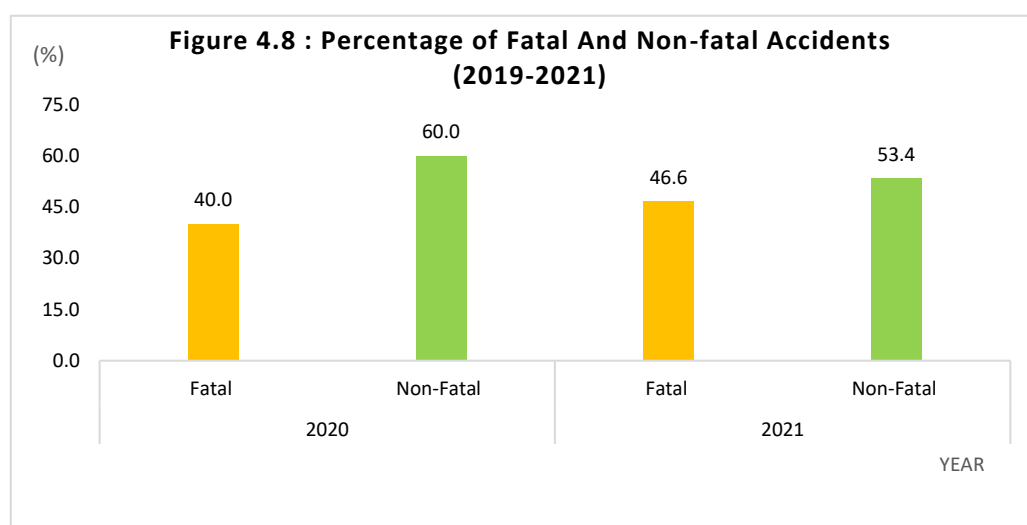
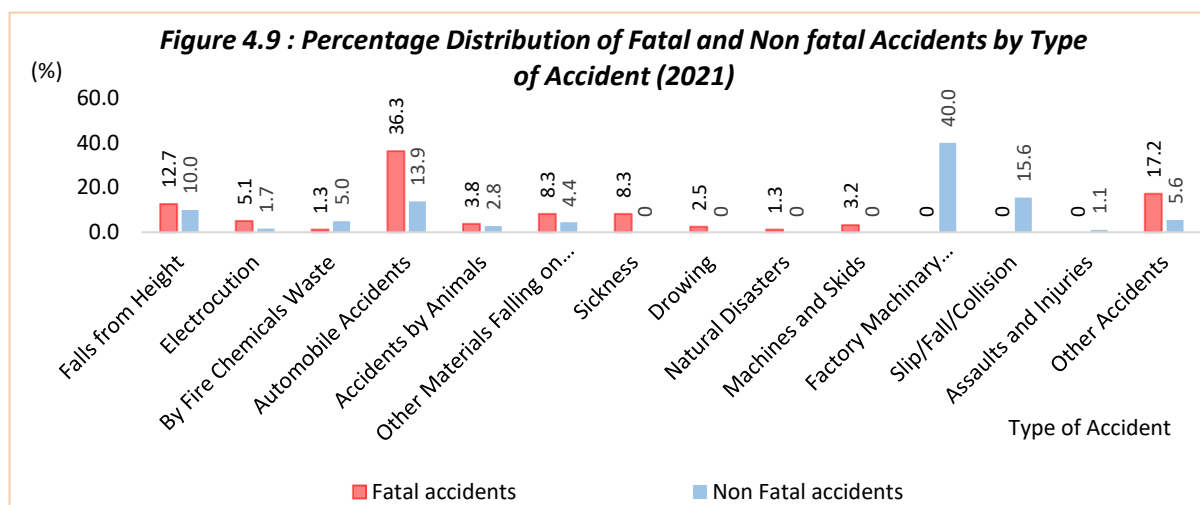




Table 4.9: Number of Accidents reported in 2021 by Type of Accident

Type of Accident	Number of Fatal Accidents		Number of Non- Fatal Accidents	
	No.	(%)	No.	(%)
Falls from Height	20	12.7	18	10.0
Electrocution	8	5.1	3	1.7
By Fire Chemicals Waste	2	1.3	9	5.0
Automobile Accidents	57	36.3	25	13.9
Accidents by Animals	6	3.8	5	2.8
Other Materials Falling on the person	13	8.3	8	4.4
Sickness	13	8.3	-	-
Drowning	4	2.5	-	-
Natural Disasters	2	1.3	-	-
Machines and Skids	5	3.2	-	-
Factory Machinery / Other Machinery Accidents	-	-	72	40.0
Slip/Fall/Collision	-	-	28	15.6
Assaults and Injuries	-	-	2	1.1
Other Accidents	27	17.2	10	5.6
Total	157	100.0	180	100.0

Source: Office of the Commissioner for Workmen's Compensation



The highest number of fatal accidents were reported from automobile accidents as 36.3 percent and falls from height (12.7percent), while factory machinery or other machinery accidents (40.0percent) and slip/fall/collision (15.6 percent) were reported as the highest in non-fatal accidents.

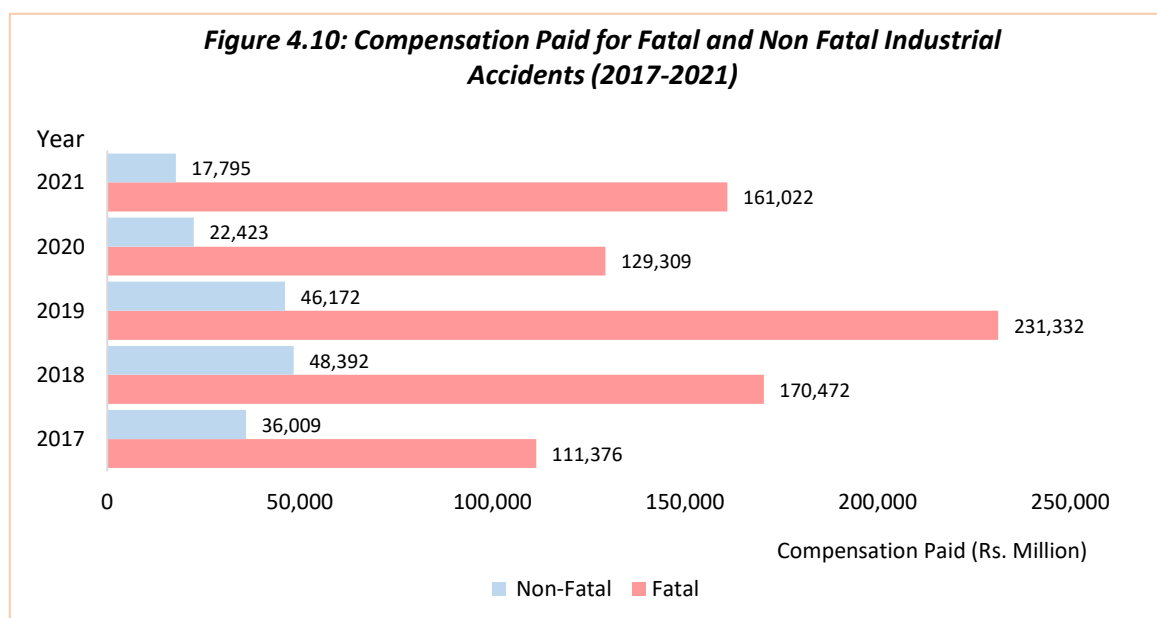
Table 4.10 showed that compared to year 2020, in 2021 both the fatal and non- fatal accidents, settled has decreased. But during 2021 the compensation paid for fatal accidents recorded a remarkable increase while compensation paid for non-fatal accidents reported decreased. It is clearly depicted in figure 4.10

**Table 4.10: Number of Industrial Accidents Settled and Compensation Paid (2018-2021)**

Year	Number of Industrial Accidents Settled			Compensation Paid (Rs. '000)		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
2017	172	254	426	111,376.40	36,009.20	147,285.60
2018	256	378	634	170,471.70	48,392.40	218,864.20
2019	195	269	464	231,331.90	46,172.20	277,504.10
2020	147	151	298	129,309.20	22,422.90	151,732.10
2021	129	148	277	161,022.20	17,795.10	178,817.30

Note: Increase of payments are due to enhanced rates of compensation under the amendment to the Workmen's Compensation Act on 15<sup>th</sup> of 1990

Source: Office of the Commissioner for Workmen's Compensation



## Industrial Relations Division

The Industrial Relations Division of the Department of Labor is responsible for maintaining industrial peace through better employer-employee relations. Therefore, to resolve any kind of industrial dispute, several mechanisms are implemented such as collective agreements, arbitration by

conciliation, arbitration, and industrial courts. Proceedings regarding payments and complaints of Gratuity, complaints on Termination of employees, Trade unions, and Strikes are also conducted under the Industrial Relations Division.

**Table 4.11: Industrial Disputes (2017-2021)**

Year	Total no. of complaints No.	Cases Settled		Cases referred for Arbitration		Amount Recovered by Settlement (Rs. Mn)
		No	(%)	No.	(%)	
2017	1,721	1,696	98.5	42	2.5	46,735.34
2018	4,780	3,040	63.6	72	2.5	40,669.30
2019	4,422	2,835	64.1	125	4.4	18,356.37
2020	2,763	669	24.2	59	8.8	1,999.64
2021	6,625	2,981	45.0	73	2.4	5,555.53

Source: Industrial Relations Division, Department of Labour -

Total number of complaints reported in 2021 was 6,625. Out of that 2,981 has settled during the year. Number of cases settled has dropped down considerably in 2020 due to Covid 19 situation in the country and increased in 2021. Percentage of cases referred to arbitration out of the settled cases has been gradually increased within the period of 2017-2020 but reported decrease in 2021. Amount recovered has

increased drastically in 2021 reporting Rs 5,555.53 Million.

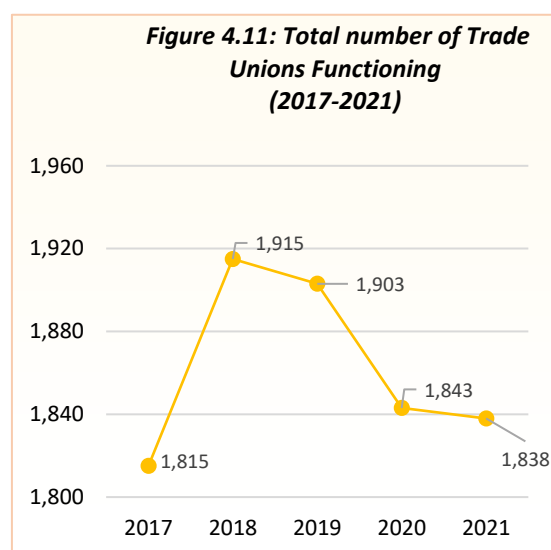
### Trade Union Activities

Table 4.12 shows the Trade Unions currently functioning in Sri Lanka. Within a year, number of new Trade Unions have been registered some are getting cancelled. Since 2019 the number of cancellations of trade unions are greater than the registrations, demonstrating a negative trend in total functioning trade unions from 2019 to 2021 period.

**Table 4.12: Number of Trade Unions  
Functioning During 2017-2021**

Year	Number of Trade Unions		
	Registered (No.)	Cancelled (No.)	Functioning (No.)
2017	115	82	1,815
2018	183	83	1,915
2019	132	144	1,903
2020	105	165	1,843
2021	127	132	1,838

Source: Industrial Relations Division, Department of Labour



## Strike Activities

**Table 4.13: Number of Strikes and Workers Involvement (2017 – 2021)**

Year	Total		Number of Strikes				Number of workers involved			
	No. of Strikes	Workers Involved	pl	Manu	Cons	Other	PI	Manu	Cons	Other
2017	34	10,912	12	14	4	4	1,885	5,669	382	2,976
2018	51	12,485	29	14	1	7	6,545	4,360	110	1,470
2019	25	7,611	9	13	1	2	1,981	5,214	100	316
2020	28	6,125	13	12	-	3	1,936	4,040	-	149
2021	21	9,254	8	13	-	-	1,182	8,072	-	-

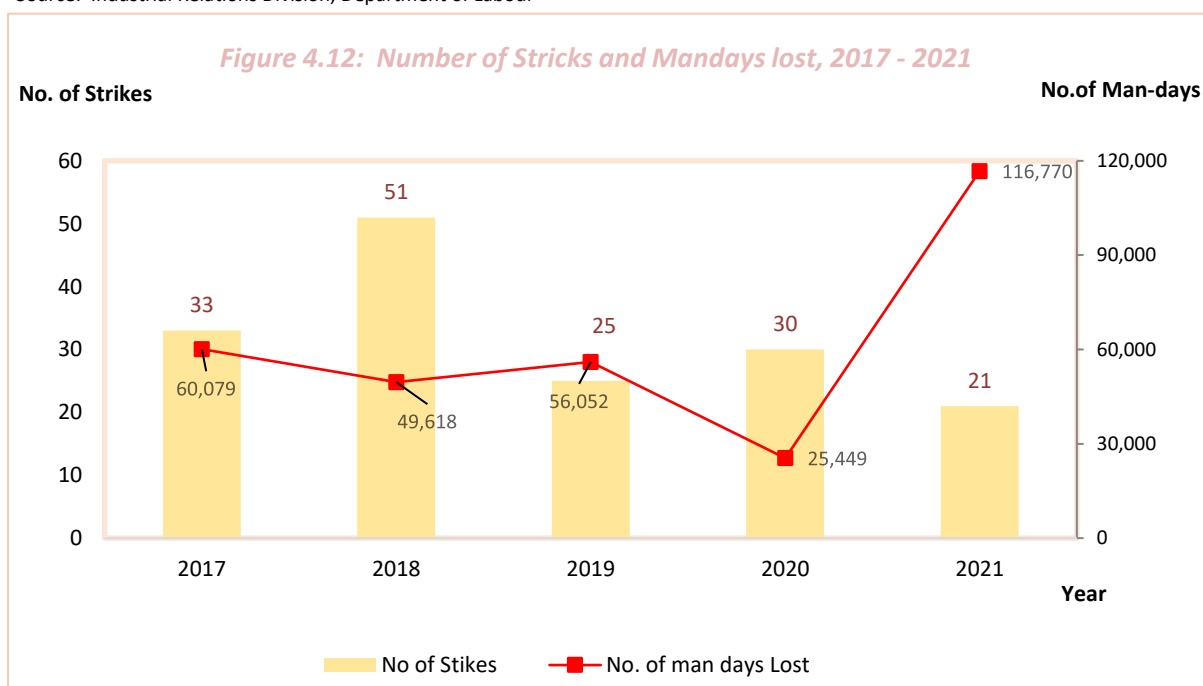
Source: Department of Labour - Industrial Relations Division  
**PI**-plantation sector, **Manu**-Manufacturing Sector, **Cons**-  
 Construction Sector

Note: If the number of workers who were involving to the strikes was less than five or it was ended before completing full working day, then those strikes information were excluded in above tabulation. However, it was included if the number of man days lost exceeds 50. It should be noted that the information on government sector was not included.

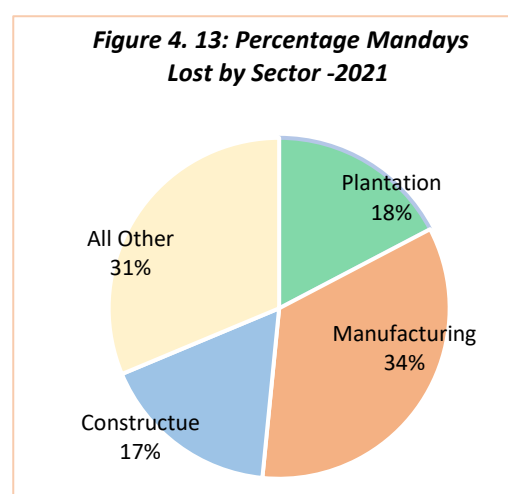
Table 4.14: Number of Man-days Lost (2017 – 2021)

Year	Man-days Lost				
	Total	Plantation	Manufacturing	Construction	Other
2017	60,079	5,643	331,25	1,067	20,244
2018	51,433	33,212	9,965	110	8,146
2019	56,052	28,363	27,173	200	316
2020	22,590	9,375	12,806	-	409
2021	116,770	7303	109,467	-	-

Source: Industrial Relations Division, Department of Labour



Worker's involvement in strikes and man-days lost by strikes during the period from 2017 to 2021 are given in the table above. The number of strikes has been fluctuating since 2017. In the year 2018, the highest number of strikes has reported as 51. In 2021 the number of man-days has increased up to 116,770.



## Women and Child Affairs Division

The Women and Child Affairs Division of the Department of Labour is responsible for the implementation of laws and regulations regarding the employment of women, youth, and children in Sri Lanka and to eliminate child labour from Sri Lanka.

**Table 4.15: Number of Child Labour Complaints, Identified Child Labour Cases and the Identified Children Vulnerable for Child Labour (2019-2021)**

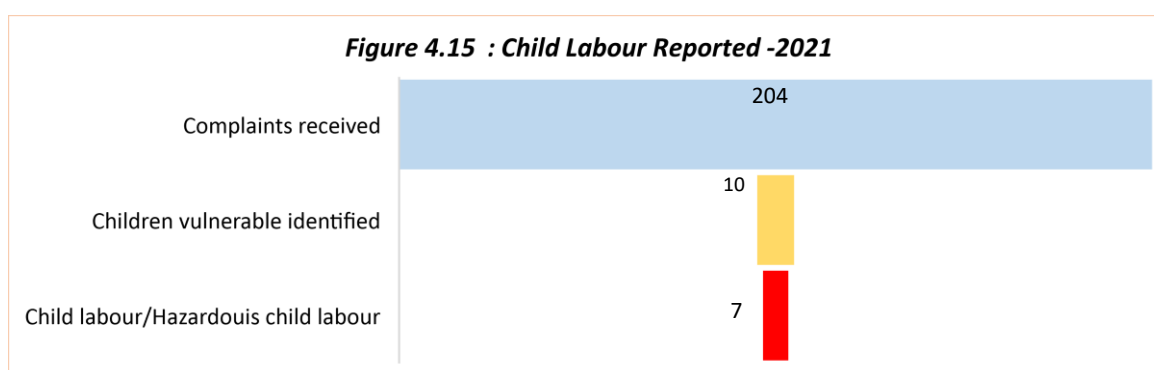
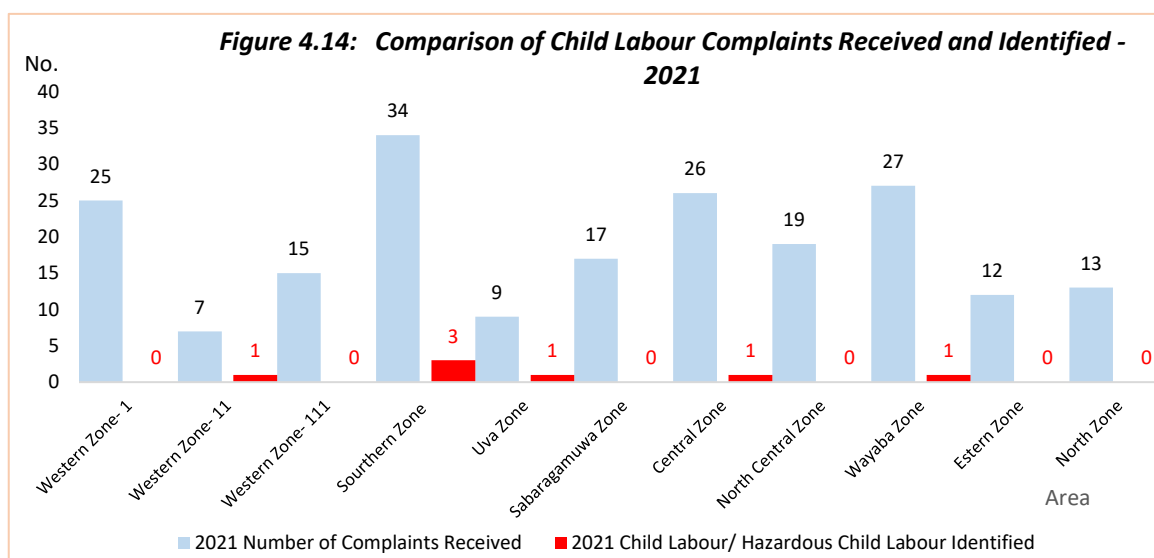
Office Area*	**District Office	2019			2020			2021		
		Number of Complaints Received	Child Labour/ Hazardous Child Labour Identified	Children Vulnerable Identified	Number of Complaints Received	Child Labour/ Hazardous Child Labour Identified	Children Vulnerable Identified	Number of Complaints Received	Child Labour/ Hazardous Child Labour Identified	Children Vulnerable Identified
Western Zone- 1	1	35	3	6	22	1	8	25	0	1
Western Zone- 11	2	19	2	6	9	0	1	7	1	2
Western Zone- 111	3	12	1	1	10	1	2	15	0	0
Southern Zone	4	29	1	6	27	2	6	34	3	2
Uva Zone	5	8	0	2	6	0	1	9	1	2
Sabaragamuwa Zone	6	18	1	2	13	1	1	17	0	3
Central Zone	7	16	0	2	11	0	1	26	1	0
North Central Zone	8	12	1	2	8	0	0	19	0	0
North Western Zone	9	27	1	7	19	0	2	27	1	0
Eastern Zone	10	5	0	1	10	0	2	12	0	0
North Zone	11	10	0	0	10	1	0	13	0	0
Total		191	10	35	145	6	24	204	7	10

Source: Women and Child affairs Division, Department of Labour

Office Area*	District Office**
1 Western Zone- 1	Colombo South, Colombo East, Colombo West, Colombo Central
2 Western Zone- 11	Maharagama, Panadura, Kalutara, Mathugama
3 Western Zone- 111	Ja-Ela, Gampaha, Negombo, Colombo North
4 Southern Zone	Galle, Matara, Hambantota, Ambalangoda, Elpitiya, Morawaka, Beliatta
5 Uva Zone	Badulla, Haputale, Monaragala, Mahiyanganaya,
6 Sabaragamuwa Zone	Kegalle, Avissawella, Ratnapura, Kahawatta/Pallmadulla, Warakapola, Yatiyantota, Embilipitiya
7 Central Zone	Kandy South, Kandy North, Matale, Nuwara- Eliya, Hatton, Gampola, Naula, Nawalapitiya
8 North Central Zone	Anuradhapura, Polonnaruwa, Medawachchiya
9 North Western Zone	Kurunegala, Maho, Kuliyaipitiya, Chilaw, Puttalam, Wennappuwa
10 Eastern Zone	Trincomalee, Ampara, Batticaloa, Kantale, Kalmune
11 North Zone	Jaffna, Vavuniya, Killinochchi, Mannar, Mullaitivu

Table 4.14 shows the number of child labour complaints received, hazardous/ child labour identified and children vulnerable identified in 2019 to 2021. When compared to the year 2020, in 2021 the total number of complaints received has increased to 204 from 145, which may be the result of awareness programs conducted island wide in 2021. Out of the 204 complaints, the most complaints (34) were reported from Southern zone. North Western, Central and Western zone 1 reported the next highest complaints. Total number of identified child labour/Hazardous child labour cases are reported as 7 and Southern Zone reported the highest number of 3. Figure 4.14 clearly

depicted the number of complaints received and a number of real cases identified as child labour/hazardous child labour in 2021. Figure 4.15 shows the proportion of three categories of complaints, Children vulnerable to child labour and children identified as child Labourers's. It clearly indicates that out of 204 complaints, only 7 were identified as child labourers and 10 were reported as vulnerable to child labour. These children who are vulnerable to child labour are being continuously followed up by the respective labour offices and child development committees at divisional secretariat divisions at the grass root level.







## Appendix

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

(Rupees)

	Trade	2017	2018	2019	2020	2021
<b>01.</b>	<b>Tea growing and Manufacturing Trade (Daily Rates)</b>					
	Male / Female Worker	545.00	545.00	545.00	545.00	900.00
<b>02.</b>	<b>Rubber Growing and Manufacturing Trade (Daily Rates)</b>					
	Male / Female Worker	545.00	545.00	545.00	545.00	900.00
<b>03.</b>	<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade (Daily Rates)</b>					
	Male / Female Worker	670.05	736.61	736.61	736.61	736.61
<b>04.</b>	<b>Coconut Growing Trade (Daily Rates)</b>					
	Male / Female Worker	415.00	600.00	600.00	600.00	600.00
<b>05.</b>	<b>Coconut Manufacturing Trade (Daily Rates)</b>					
	Kangany	440.00	506.00	506.00	506.00	506.00
	Male / Female Worker	425.00	488.00	488.00	488.00	488.00
<b>06.</b>	<b>Tea Export Trade (Monthly)</b>					
	Grade 11	9,660.00	14,000.00	14,000.00	14,000.00	14,000.00
	Intermediate Grade	10,080.00	14,616.00	14,616.00	14,616.00	14,616.00
	Grade 1	10,500.00	15,225.00	15,225.00	15,225.00	15,225.00
	Watchers	9,660.00	14,000.00	14,000.00	14,000.00	14,000.00
<b>07.</b>	<b>Rubber Export Trade (Monthly)</b>					
	Grade 11	8,970.00	13,000.00	13,000.00	13,000.00	13,000.00
	Intermediate Grade	9,360.00	13,572.00	13,572.00	13,572.00	13,572.00
	Grade 1	9,750.00	14,137.00	14,137.00	14,137.00	14,137.00
	Watchers	8,970.00	13,000.00	13,000.00	13,000.00	13,000.00

Source: Department of Labour - Labour Statistics Division

(Contd.)

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

(Rupees)

	Trade	2017	2018	2019	2020	2021
<b>08.</b>	<b>Engineering Trade (Monthly)</b>					
	Unskilled Labourer	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00
	Semi - Skilled Gr.1	12,800.00	12,800.00	12,800.00	12,800.00	12,800.00
	Skilled Labourer	13,100.00	13,100.00	13,100.00	13,100.00	13,100.00

<b>Watchers</b>	<b>12,500.00</b>	<b>12,500.00</b>	<b>12,500.00</b>	<b>12,500.00</b>	<b>12,500.00</b>
<b>Apprentices</b>					
1 <sup>st</sup> Year	7,500.00	7,500.00	7,500.00	7,500.00	7,500.00
2 <sup>nd</sup> Year	7,650.00	7,650.00	7,650.00	7,650.00	7,650.00
3 <sup>rd</sup> Year	7,800.00	7,800.00	7,800.00	7,800.00	7,800.00
4 <sup>th</sup> Year	7,950.00	7,950.00	7,950.00	7,950.00	7,950.00
<b>09. Match Manufacturing Trade (Daily)</b>					
Grade 1	380.00	380.00	540.00	540.00	540.00
Grade 11	365.00	365.00	520.00	520.00	520.00
Grade 111	350.00	350.00	500.00	500.00	500.00
Grade 1V	380.00	380.00	540.00	540.00	540.00
<b>10. Printing Trade (Monthly)</b>					
Class A	10,530.00	11,560.00		11,560.00	11,560.00
			11,560.00		
Class B	10,140.00	11,170.00		11,170.00	11,170.00
			11,170.00		
Class C	9,750.00	10,780.00		10,780.00	10,780.00
			10,780.00		
Class D	9,360.00	10,390.00		10,390.00	10,390.00
			10,390.00		
Class E	10000.00	10,000.00		10,000.00	10,000.00
			10,000.00		
Class F	10390.00	10,390.00		10,390.00	10,390.00
			10,390.00		
<b>Apprentices</b>					
<b>Class A</b>					
1 <sup>st</sup> Year	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00
2 <sup>nd</sup> Year	8,150.00	8,150.00	8,150.00		8,150.00
				8,150.00	
3 <sup>rd</sup> Year	8,300.00				8,300.00
		8,300.00	8,300.00	8,300.00	
4 <sup>th</sup> Year	8,450.00	8,450.00	8,450.00	8,450.00	8,450.00
5 <sup>th</sup> Year	8,600.00	8,600.00	8,600.00		8,600.00
				8,600.00	
<b>Class B</b>					
1 <sup>st</sup> Year	7,730.00	7,730.00	7,730.00	7,730.00	7,730.00
2 <sup>nd</sup> Year	7,855.00	7,855.00	7,855.00	7,855.00	7,855.00
3 <sup>rd</sup> Year	7,980.00	7,980.00	7,980.00	7,980.00	7,980.00

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<b>4<sup>th</sup> Year</b>	<b>8,105.00</b>	<b>8,105.00</b>	<b>8,105.00</b>	<b>8,105.00</b>	<b>8,105.00</b>
5 <sup>th</sup> Year	8,230.00	8,230.00	8,230.00	8,230.00	8,230.00

Class C

1 <sup>st</sup> Year	7,450.00	7,450.00	7,450.00	7,450.00	7,450.00
2 <sup>nd</sup> Year	7,550.00	7,550.00	7,550.00	7,550.00	7,550.00
3 <sup>rd</sup> Year	7,650.00	7,650.00	7,650.00	7,650.00	7,650.00
4 <sup>th</sup> Year	7,750.00	7,750.00	7,750.00	7,750.00	7,750.00
5 <sup>th</sup> Year	7,850.00	7,850.00	7,850.00	7,850.00	7,850.00

**11.**

Class A	10,650.00	10,650.00	12,025.00	12,025.00	12,025.00
Class B	10,275.00	10,275.00	11,650.00	11,650.00	11,650.00
Class C	9,865.00	9,865.00	11,240.00	11,240.00	11,240.00
Class D	10,650.00	10,650.00	12,025.00	12,025.00	12,025.00
Class E	9,565.00	9,565.00	10,940.00	10,940.00	10,940.00
Class F	9,565.00	9,565.00	10,940.00	10,940.00	10,940.00
Class G	9,225.00	9,225.00	10,600.00	10,600.00	10,600.00
Class H	8,965.00	8,965.00	10,340.00	10,340.00	10,340.00
Class I	9,225.00	9,225.00	10,600.00	10,600.00	10,600.00
Class J	9,565.00	9,565.00	10,940.00	10,940.00	10,940.00
Class K	8,625.00	8,625.00	10,000.00	10,000.00	10,000.00

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Source: Department of Labour - Labour Statistics Division

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

Trade	2017	2018	2019	2020	2021
<b>12. Cinema Trade (Monthly)</b>					
<b><u>Within the Municipal area</u></b>					
<b><u>A. Non clerical</u></b>					
Unskilled	8,850.00	1,2000.00	12,000.00	12,000.00	12,000.00
Semi – Skilled	9,220.00	12,447.00	12,447.00	12,447.00	12,447.00
Skilled Grade	9,740.00	13,149.00	13,149.00	13,149.00	13,149.00
Skilled Grade	10,625.00	14,344.00	14,344.00	14,344.00	14,344.00
<b><u>B.Clerical</u></b>					
Grade 111	9,220.00	12,447.00	12,447.00	12,447.00	12,447.00
Grade 11	9,710.00	13,108.00	13,108.00	13,108.00	13,108.00
Grade 1	10,325.00	13,939.00	13,939.00	13,939.00	13,939.00
<b><u>Others</u></b>					
Managers	10,990.00	14836.00	14836.00	14836.00	14836.00
Assistant Manager	9,600.00	12960.00	12960.00	12960.00	12960.00
<b><u>Out side the Municipal</u></b>					
<b><u>A. Non clerical</u></b>					
Unskilled	8,925.00	12048.00	12048.00	12048.00	12048.00
Semi – Skilled	9,295.00	12548.00	12548.00	12548.00	12548.00
Skilled Grade	9,810.00	13243.00	13243.00	13243.00	13243.00
Skilled Grade	10,695.00	14438.00	14438.00	14438.00	14438.00
<b><u>B.Clerical</u></b>					
Grade 111	9,295.00	12548.00	12548.00	12548.00	12548.00
Grade 11	9,295.00	12548.00	12548.00	12548.00	12548.00
Grade 1	10,135.00	13682.00	13682.00	13682.00	13682.00
<b><u>Others</u></b>					
Managers	10,805.00	10,805.00	10,805.00	10,805.00	10,805.00
Assistant Managers	9,375.00	9,375.00	9,375.00	9,375.00	9,375.00
<b>13. Baking Trade (Monthly)</b>					
Class A	10,530.00	10,530.00	10,530.00	10,530.00	10,530.00
Class B	9,750.00	9,750.00	9,750.00	9,750.00	9,750.00
Class C	8,970.00	8,970.00	8,970.00	8,970.00	8,970.00

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

Trade	2017	2018	2019	(Rupees)	
				2020	2021
<b>14. Brick and Tile Manufacturing Trade (Daily)</b>					
Skilled Grade 1	412.00	412.00	532.00	532.00	532.00
Skilled Grade 11	390.00	390.00	503.00	503.00	503.00
Semi - Skilled	367.50	367.50	474.50	474.50	474.50
Unskilled	345.00	345.00	445.00	445.00	445.00
<b>15. Coir Mattress and Bristle Fiber Export Trade (Monthly)</b>					
Grade 11	9,315.00	9,315.00	9,315.00	9,315.00	9,315.00
Intermediate Grade	9,720.00	9,720.00	9,720.00	9,720.00	9,720.00
Grade 1	10,530.00	10,530.00	10,530.00	10,530.00	10,530.00
Press Operator	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00
<b>16. Ice &amp; Aerated Waters, Fruit Juices and Jam Manufacturing Trade (Monthly)</b>					
Grade 1	10,125.00	14,125.00	14,125.00	14,125.00	14,125.00
Grade 11	9,720.00	13,560.00	13,560.00	13,560.00	13,560.00
Grade 111	9,315.00	13,000.00	13,000.00	13,000.00	13,000.00
<b>17. Garment Manufacturing Trade (Monthly)</b>					
Grade 1A	10,530.00	14,650.00	14,650.00	14,650.00	14,650.00
Grade 1B	10,140.00	14,100.00	14,100.00	14,100.00	14,100.00
Grade 11	9,125.00	12,700.00	12,700.00	12,700.00	12,700.00
Grade 111	9,075.00	12,600.00	12,600.00	12,600.00	12,600.00
Grade 1V	8,625.00	12,000.00	12,000.00	12,000.00	12,000.00
Grade V	5,700.00	7,500.00	7,500.00	7,500.00	7,500.00

(Contd.)

Source : Department of Labour - Labour Statistics Division

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

Trade	(Rupees)				
	2017	2018	2019	2020	2021
<b>18. Hosiery Manufacturing Trade (Monthly)</b>					
Grade 1	9,750.00	9,750.00	13,035.00	13,035.00	13,035.00
Grade 11	9,360.00	9,360.00	12,514.00	12,514.00	12,514.00
Grade 111	8,970.00	8,970.00	12,000.00	12,000.00	12,000.00
Grade 1V	5,635.00	5,635.00	7,500.00	7,500.00	7,500.00
<b>19. Nursing Home Trade (Monthly)</b>					
Grade 1	11,175.00	14,975.00	14,975.00	14,975.00	14,975.00
Grade 11	10,935.00	14,652.00	14,652.00	14,652.00	14,652.00
Grade 111 (A)	10,530.00	14,110.00	14,110.00	14,110.00	14,110.00
Grade 111 (B)	6,620.00	8,870.00	8,870.00	8,870.00	8,870.00
Grade 1V	10,205.00	13,674.00	13,674.00	13,674.00	13,674.00
Grade V	9,880.00	13,239.00	13,239.00	13,239.00	13,239.00
Grade V1	9,560.00	12,810.00	12,810.00	12,810.00	12,810.00
Grade V11	9,315.00	12,500.00	12,500.00	12,500.00	12,500.00
<b>20. Paddy Hulling Trade (Daily)</b>					
Male / Female Worker	750.00	750.00	750.00	750.00	750.00
<b>21. Textile Manufacturing Trade (Monthly)</b>					
Unskilled	9,660.00	10,000.00	10,000.00	10,000.00	10,000.00
Semi - Skilled	10,080.00	10,425.00	10,425.00	10,425.00	10,425.00
Grade 11	10,500.00	10,840.00	10,840.00	10,840.00	10,840.00
Grade 1	10,920.00	11,260.00	11,260.00	11,260.00	11,260.00

(Contd)

Source : Department of Labour - Labour Statistics Division

**Table 1: Annual Average of Minimum Rates Of Wages, 2017 – 2021**

(Rupees)

Trade	2017	2018	2019	2020	2021
<b>22. Tyre &amp; Tube Manufacturing Trade (Monthly)</b>					
Unskilled	9,315.00	10,000.00	10,000.00	10,000.00	10,000.00
Semi - Skilled	9,720.00	10,405.00	10,405.00	10,405.00	10,405.00
Skilled	10,125.00	10,810.00	10,810.00	10,810.00	10,810.00
Apprentices	5,520.00	7,000.00	7,000.00	7,000.00	7,000.00
<b>23. Hotel and Catering Trade (Monthly)</b>					
Grade 1	9,660.00	10,000.00	10,000.00	10,000.00	10,000.00
Grade 11	10,080.00	10,420.00	10,420.00	10,420.00	10,420.00
Grade 111	10,500.00	10,840.00	10,840.00	10,840.00	10,840.00
Grade 1V	10,920.00	11,260.00	11,260.00	11,260.00	11,260.00
Grade V	11,340.00	11,680.00	11,680.00	11,680.00	11,680.00
<b>24. Security Services Trade (Monthly)</b>					
Operational Personnel	8,820.00	10,000.00	10,000.00	10,000.00	10,000.00
Supervisory Personnel	9,440.00	10,620.00	10,620.00	10,620.00	10,620.00
<b>25. Biscuits &amp; Confectionary Manufacturing Trade (Including Chocolate Manufacturing) - Monthly</b>					
<u>Class 'A'</u>					
Biscuits	10,962.00	10,962.00	10,962.00	10,962.00	10,962.00
Confectionary	10,500.00	10,500.00	10,500.00	10,500.00	10,500.00
<u>Class 'B'</u>					
Biscuits	10,542.00	10,542.00	10,542.00	10,542.00	10,542.00
Confectionary	10,080.00	10,080.00	10,080.00	10,080.00	10,080.00
<u>Class 'C'</u>					
Biscuits	10,122.00	10,122.00	10,122.00	10,122.00	10,122.00
Confectionary	9,660.00	9,660.00	9,660.00	9,660.00	9,660.00

(Contd.)

Source : Department of Labour - Labour Statistics Division

**Table 1 : Annual Average of Minimum Rates of Wages, 2017 – 2021**

Trade	2017	2018	2019	2020	2021
<b>26. Batik Trade (Daily)</b>					
Artist	525.00	525.00	525.00	525.00	525.00
Boilers	450.00	450.00	450.00	450.00	450.00
Ironers	412.00	412.00	412.00	412.00	412.00
<b>27. Building Trade (Daily)</b>					
Skilled	532.00	532.00	532.00	532.00	532.00
Unskilled	455.00	455.00	455.00	455.00	455.00
<b>28. Journalists Trade (Monthly)</b>					
Special Grade	19,580.00	19,580.00	19,580.00	19,580.00	19,580.00
Grade 1	16,070.00	16,070.00	16,070.00	16,070.00	16,070.00
Grade 11	15,055.00	15,055.00	15,055.00	15,055.00	15,055.00
Grade 111	14,235.00	14,235.00	14,235.00	14,235.00	14,235.00
<b>29. Retail &amp; Wholesale Trade (Monthly)</b>					
Grade 1	10,610.00	13,580.00	13,580.00	13,580.00	13,580.00
Grade 11	10,060.00	12,876.00	12,876.00	12,876.00	12,876.00
Grade 111	9,515.00	12,179.00	12,179.00	12,179.00	12,179.00
Grade 1V	8,970.00	11,500.00	11,500.00	11,500.00	11,500.00
<b>30. Janitorial Service Trade (Daily)</b>					
Operational Personnel	380.00	600.00	600.00	600.00	600.00
Supervisory Personnel	445.00	700.00	700.00	700.00	700.00

(Contd.)

Source : Department of Labour - Labour Statistics Division



**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

(Rupees)

Trade	2017	2018	2019	2020	2021
<b>31. Foot Wear &amp; Leather Goods Manufacturing Trade (Monthly)</b>					
<u>Tanning of Leather</u>					
Grade 1	10,500.00	10,500.00	10,500.00	10,500.00	10,500.00
Grade 11	10,080.00	10,080.00	10,080.00	10,080.00	10,080.00
Grade 111	9,660.00	9,660.00	9,660.00	9,660.00	9,660.00
<u>Manufacturing and Repair of Foot Wear</u>					
Grade 1	10,500.00	10,500.00	10,500.00	10,500.00	10,500.00
Grade 11	10,080.00	10,080.00	10,080.00	10,080.00	10,080.00
Grade 111	9,660.00	9,660.00	9,660.00	9,660.00	9,660.00
<u>Manufacture of Leather Goods</u>					
Grade 1	10,500.00	10,500.00	10,500.00	10,500.00	10,500.00
Grade 11	10,080.00	10,080.00	10,080.00	10,080.00	10,080.00
Grade 111	9,660.00	9,660.00	9,660.00	9,660.00	9,660.00
<b>32. Pre School Service Trade (Monthly)</b>					
<u>Within Municipal Council Limits</u>					
(a) Teachers	9,750.00	9,750.00	13,500.00	13,500.00	13,500.00
(b) Assistants	7,500.00	7,500.00	11,500.00	11,500.00	11,500.00
<u>Within Urban Council Limits</u>					
(a) Teachers	8,740.00	8,740.00	12,750.00	12,750.00	12,750.00
(b) Assistants	6,975.00	6,975.00	11,000.00	11,000.00	11,000.00
<u>Within Pradeshiya Sabha Limits</u>					
(a) Teachers	7,050.00	7,050.00	11,250.00	11,250.00	11,250.00
(b) Assistants	5,740.00	5,740.00	10,000.00	10,000.00	10,000.00

Source : Department of Labour - Labour Statistics Division

(Contd.)

**Table 1: Annual Average of Minimum Rates of Wages, 2017 - 2021**

Trade	(Rupees)				
	2017	2018	2019	2020	2021
<b>33. Ceramics Products Manufacturing Trade (Monthly)</b>					
Skilled	10,300.00	12627.00	12627.00	12627.00	12627.00
Semi - Skilled	9,600.00	11769.00	11769.00	11769.00	11769.00
Unskilled	8,970.00	11000.00	11000.00	11000.00	11000.00
Apprentices	5,460.00	6693.00	6693.00	6693.00	6693.00
<b>34. Glassware Manufacturing Trade(Daily)</b>					
Class A	510.00	510.00	675.00	675.00	675.00
Class B	450.00	450.00	600.00	600.00	600.00
Class C	427.00	427.00	570.00	570.00	570.00
Class D	412.00	412.00	550.00	550.00	550.00
Class E	397.00	397.00	530.00	530.00	530.00
Class F	375.00	375.00	500.00	500.00	500.00
<b>35. Prawn Culture &amp; Export Trade (Monthly)</b>					
Skilled	10,400.00	10,400.00	14,340.00	14,340.00	14,340.00
Semi- skilled	9,920.00	9,920.00	13,920.00	13,920.00	13,920.00
Un-skilled	9,500.00	9,500.00	13,500.00	13,500.00	13,500.00
<b>36. Metal Quarry &amp; Metal Crushing Trade (Monthly)</b>					
Skilled	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00
Semi-skilled	11,750.00	11,750.00	11,750.00	11,750.00	11,750.00
Un-skilled	11,000.00	11,000.00	11,000.00	11,000.00	11,000.00

Source : Department of Labour - Labour Statistics  
Division

(Contd.)

**Table 1: Annual Average of Minimum Rates of Wages, 2017 – 2021**

(Rupees)

Trade	2017	2018	2019	2020	2021
<b>37 Cigar Manufacturing Trade (Daily)</b>					
Cigar rolling (Per 1000 Cigars)	595.00	595.00	595.00	595.00	595.00
<b>38. Cinnamon Trade (Daily) Male Female Workers</b>					
Pruning, draining , terracing, weeding and cleaning	420.00	420.00	420.00	420.00	420.00
Cinnamon Peeled	450.00	450.00	450.00	450.00	450.00
<b>39. Tobacco Trade (Daily) Male/ Female Workers</b>	500.00	500.00	500.00	500.00	500.00
<b>40. Plumbago Trade (Underground Workers)</b>					
Drillers (hand and machine)	882.00	882.00	882.00	882.00	882.00
Blasters	882.00	882.00	882.00	882.00	882.00
Shaft Drivers	882.00	882.00	882.00	882.00	882.00
Timber men	N/A	N/A	N/A	N/A	N/A
Stoppers (excavators)	882.00	882.00	882.00	882.00	882.00
Mockers	688.80	688.80	688.80	688.80	688.80
Troll men	688.80	688.80	688.80	688.80	688.80
Shifts bosses	915.60	915.60	915.60	915.60	915.60
Overseers and Kanganies	974.40	974.40	974.40	974.40	974.40
Basses	1,176.00	1,176.00	1,176.00	1,176.00	1,176.00
Loaders	974.40	974.40	974.40	974.40	974.40
Unskilled Labourers	688.80	688.80	688.80	688.80	688.80
Onsetters or donakatarayas	974.40	974.40	974.40	974.40	974.40
<b>Underground and Surface Workers:</b>					
Mechanics, Fitters and Electricians					
Assistant (Mechanics, Fitters and Electricians)	1,075.20	1,075.20	1,075.20	1,075.20	1,075.20
Winch men and Hoist men	688.80	688.80	688.80	688.80	688.80
Windlass men (dabare workers)	1,075.20	1,075.20	1,075.20	1,075.20	1,075.20
Checkers	688.80	688.80	688.80	688.80	688.80
Pump men	974.40	974.40	974.40	974.40	974.40
Engine men	1,075.20	1,075.20	1,075.20	1,075.20	1,075.20
<b>Surface Workers:</b>					
Unskilled labourers	537.60	537.60	537.60	537.60	537.60
Blacksmiths	882.00	882.00	882.00	882.00	882.00
Drill Sharpners	882.00	882.00	882.00	882.00	882.00
Smith boys	588.00	588.00	588.00	588.00	588.00
Boilers Men	882.00	882.00	882.00	882.00	882.00
Carpenters	1075.00	1075.00	1075.00	1075.00	1075.00

Masons	1075.00	1075.00	1075.00	1075.00	1075.00
Carters	688.80	688.80	688.80	688.80	688.80
Watches	688.80	688.80	688.80	688.80	688.80
Overseers	974.40	974.40	974.40	974.40	974.40
Firewood carriers and splitters	722.40	722.40	722.40	722.40	722.40
Cooks	588.00	588.00	588.00	588.00	588.00
Bakkikarayas or Banks men	879.20	879.20	879.20	879.20	879.20
<b>Workers employed in the following tasks connected with curing the dressing:</b>					
(a) Packing, sorting, chipping, crushing, screening, sifting, washing, polishing, grading, transporting plumbago, making and stitching bags, loading and unloading bags.	588.00	588.00	588.00	588.00	588.00
(b) As overseas and Kanganies	882.00	882.00	882.00	882.00	882.00

Source: Department of Labour - Labour Statistics Division

**Table 1: Annual Average Of Minimum Rates Of Wages, 2017 - 2021**

Trade	(Rupees)				
	2017	2018	2019	2020	2021
<b>41. Liquor and Vinegar Trade</b>				90.00	
In Nuwara-Eliya or Kandy District for each gallon of toddy delivered by worker	90.00	90.00	90.00		90.00
In Matara, Jaffna or Matale District for each gallon of toddy delivered by worker	81.00	81.00	81.00	81.00	81.00
In Puttalam, Anuradhapura, Kurunegala or Hambantota District for each gallon of toddy delivered by worker	86.00	86.00	86.00	86.00	86.00
In Badulla or Ratnapura District for each gallon of toddy delivered by worker	90.00	90.00	90.00	90.00	90.00
In Batticaloa or Mannar District for each gallon of toddy delivered by worker	90.00	90.00	90.00	90.00	90.00
In Kegalle District for each gallon of toddy delivered by worker.	60.00	60.00	60.00	60.00	60.00
In Trincomalee or Mullative District for each gallon of toddy delivered by worker.	78.00	78.00	78.00	78.00	78.00

Trade	2017	2018	2019	2020	2021
Tapping Coconut, Kithul or Palmyrah palms for supplying toddy to Distilleries or for the manufacture of vinegar	18.50	18.50	18.50	18.50	18.50
Tapping spathes for supplying toddy to distilleries or for the manufacture of Vinegar for not exceeding 100 coconut, Kithul or Palmyrah palms	2,400.00	2,400.00	2,400.00	2,400.0	2,400.0
For every palm in excess of such 100 palms	25.25	25.25	25.25	25.25	25.25
Tapping spathes for supplying toddy to tavern '25-40 Coconut, Kithul or Palmyrah palms.	2,290.00	2,290.00	2,290.00	2,290.00	2,290.00
The work to tope Kangany	11,420.00	11,420.00	11,420.00	11,420.00	11,420.00
The work of toddy tavern watcher	9,720.00	9,720.00	9,720.00	9,720.00	9,720.00
The work of arrack tavern watcher	9,720.00	9,720.00	9,720.00	9,720.00	9,720.00
The work of tope watcher	9,315.00	9,315.00	9,315.00	9,315.00	9,315.00
The work of collecting station manager	10,450.00	10,450.00	10,450.00	10,450.00	10,450.00
The work of selling toddy at tavern	10,285.00	10,285.00	10,285.00	10,285.00	10,285.00
The work of selling arrack at tavern	10,285.00	10,285.00	10,285.00	10,285.00	10,285.00

Collecting toddy from Coconut, Kithul or palmyrah palms (including the operations of transporting, loading and unloading toddy barrels and washing barrels, toddy vats, utensils and other vessels) in the toddy section of the trade	18.50	10,450.00	10,450.00	10,450.00	10,450.00
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Source : Department of Labour - Labour Statistics Division

**Table 1: Annual Average Of Minimum Rates of Wages, 2017 - 2021**

Trade	2017	2018	2019	(Rupees)	
				2020	2021
Collecting toddy from Coconut, Kithul or palmyrah palms (including the operations of transporting), in the Vinegar section of the trade	9,400.00	9,400.00	9,400.00	9,400.00	9,400.00
Distrilling toddy at distillery	9,770.00	9,770.00	9,770.00	9,770.00	9,770.00
Bottling, corking and labelling arrack bottles	9,315.00	9,315.00	9,315.00	9,315.00	9,315.00
Chopping and splitting firewood, cleaning and washing barrels, vats and other vessels at distilleries, transporting, loading and unloading arrack, measuring arrack, bottling and corking toddy bottles, making Vinegar, bottling, corking and labelling vinegar bottles and transporting Vinegar for distribution.	9,315.00	9,315.00	9,315.00	9,315.00	9,315.00
For not more than 80 palms	9,640.00	9,640.00	9,640.00	9,640.00	9,640.00

For not less than 81 and not more than	9,775.00	9,775.00	9,775.00	9,775.00	9,775.00
For not less than 91 and not more than 100 palms	9,910.00	9,910.00	9,910.00	9,910.00	9,910.00
For not less than 101 and not more than 110 palms	10,045.00	10,045.00	10,045.00	10,045.00	10,045.00
For not less than 111 and not more than 120 palms	10,180.00	10,180.00	10,180.00	10,180.00	10,180.00
For not less than 121 and not more than 130 palms	9,646.25	10,315.00	10,315.00	10,315.00	10,315.00
For not less than 131 palms	10,450.00	10,450.00	10,450.00	10,450.00	10,450.00

Source : Department of Labour - Labour Statistics Division

**Table 1: Annual Average of Minimum Rates of Wages, 2017- 2021**

Trade	2017	2018	(Rupees)		
			2019	2020	2021
<b>42. Beedi Manufacturing Trade</b>					
The minimum rates of wages for piece work for Beedi Rolling (inclusive of the preparation of wrappers for rolling, cutting, wrapping leaves, filling wrappers with "Beedi Tobacco", Beedi Rolling and tying rolled Beedies)					
(a) for Beedies not more than 2 inches long per 1000 Beedies	310.00	310.00	400.00	400.00	400.00
(b) for Beedies more than 2 inches long but less than 3 inches per 1000 Beedies	350.00	350.00	450.00	450.00	450.00
(c) for Beedies not less than 3 inches long per 1000 Beedies	385.00	385.00	490.00	490.00	490.00
The minimum rates of wages for piece work for Beedi Rolling (inclusive of filling wrappers with "Beedi Tobacco" Beedi Rolling and tying rolled Beedies but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves) shall be:-					
(a) for Beedies not more than 2 inches long per 1000 Beedies	235.00	235.00	300.00	300.00	300.00
(b) for Beedies more than 2 inches long but less than 3 inches per 1000 Beedies	263.00	263.00	340.00	340.00	340.00
(c) for Beedies not less than 3 inches long per 1000 Beedies	290.00	290.00	345.00	345.00	345.00

**The minimum rates of wages for piece work for cutting, wrapping leaves (inclusive of the preparation of wrappers for rolling)**

(a) for Beedies not more than 2 inches long per 1000 Beedies	156.00	156.00	200.00	200.00	200.00
(b) for Beedies more than 2 inches long but less than 3 inches per 1000 Beedies	168.00	168.00	220.00	220.00	220.00
(c) for Beedies not less than 3 inches long - per 1000 Beedies	182.00	182.00	230.00	230.00	230.00
The minimum rates of wages for piece work for fixing ring labels round rolled Beedies per 1000 Beedies.	40.00	40.00	50.00	50.00	50.00

Source : Department of Labour - Labour Statistics Division

**Table 1: Annual Average of Minimum Rates of Wages, 2021**

Category	Unskilled	Semi-Skilled	Skilled Grade III	Skilled Grade II	Skilled Grade I	(Rupees) Charge Hand
<b>43. Dock, Harbour and Port Transport Trade</b>						
Welder	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,200.00
Certification	-	-	-	16,350.00	18,750.00	22,250.00
Steel Fabricator	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Marker	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Loftman	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Line Heater	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Gas Cater	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Fitter	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Pipe Fitter	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Pipe Fabricator	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Pipe Welder (Welding Certificate)	-	-	-	16,350.00	18,750.00	22,250.00
Engine Fitter	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Marine Fetter	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Fireman	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Rigger	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Crane Operator	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Pump Room Operator	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Dock Worker	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Painter and Blaster	10,000.00	11,250.00	12,500.00	13,750.00	16,350.00	20,000.00
Machine Operator	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Aluminium Fitter	-	-	-	16,350.00	18,750.00	22,250.00
Aluminium Welder	-	-	-	16,350.00	18,750.00	22,250.00
Electrician	10,000.00	11,250.00	12,500.00	14,200.00	17,350.00	21,850.00
Electronic Technician	-	-	-	16,350.00	18,750.00	22,250.00
Automation Technician	-	-	-	16,350.00	18,750.00	22,250.00
Storekeeper	10,000.00	-	-	16,350.00	18,750.00	22,250.00
Tool Issue Man	10,000.00	11,250.00	13,750.00	14,200.00	17,350.00	21,850.00



**Table 1: Annual Average of Minimum Rates of Wages, 2021**

(Rupees)

Category	Unskilled	Semi-Skilled	Skilled
<b>44</b> Flowers, Ornamental Plants, Vegetables & Fruit Growing and Export Trade (Per day)	400.00	460.00	500.00

Source: Extraordinary Gazette 2008, 2012, 2013 and 2014, 2016 04/03 Act



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