



Annual Survey of Private and Semi-Government Sector Employment - 2020

**Working Hours
Earnings
Labour Cost**

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



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PREFACE

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

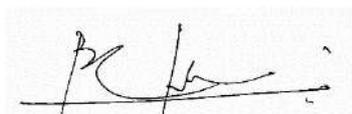
We strongly believe that the decisions, policies, and development strategies taken by the legislators should be based on an accurate data system to achieve the sustainable development of the country and the well-being of the working people.

Therefore, in order to achieve these objectives, a new survey of ‘Annual Survey of Private and Semi-Government Sector Employment’ was launched in the year 2020 by the Statistics Division of the Department of Labour. This will be carried out annually in order to collect information on employees working in private and semi-government sector establishments that contribute to the Employee's Provident Fund. The inaugural Report of 'Annual Survey of Private and Semi-Government Sector Employment - 2020' has been compiled based on this survey results. The survey report includes basic information about private-sector and semi-government sector organizations and employees, as well as information about employees' working hours, earnings, and the labour costs incurred by the organizations on behalf of their employees. In addition, the report provides several indicators of Decent Work introduced by the ILO.

I would like to thank Ms. Chandramali Premarathna, Deputy Director of the Statistics Division for initiating the survey and completing this valuable report with great enthusiasm and commitment, with the help of her staff.

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

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



B. K. Prabath Chandrakeerthi

Commissioner General of Labour

ACKNOWLEDGEMENT

The Report of 'Annual Survey of Private and Semi-Government Sector Employment - 2020' is the inaugural annual report based on the findings of the 'Survey of Working Hours and Labour Cost-2020' survey, initiated by the Statistics Division of the Department of Labour in 2020. All the employees of private and semi-government sectors that pay EPF and belongs to small, medium and large establishments and enterprises were covered in this survey.

It is a great pleasure to express my heartfelt gratitude for the commendable support and guidance provided by the Commissioner General of Labour, Mr. B. K. Prabhath Chandrakeerthi, for the successful completion of this survey and report.

I would like to extend my heartfelt thanks to the former Commissioner General of Labour Mr. R.P. A. Wimalaweera for taking the lead in initiating this survey.

I am particularly grateful to the former Deputy Director of Statistics and the staff for their exemplary work on the basic survey methodology.

I greatly appreciate Dr. Priyadarshana Dharmawardana Senior Statistician of the Department of Census and Statistics for the immense support given to me at many stages of the survey.

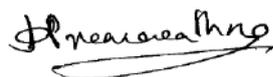
I would like to express my heartfelt thanks for the excellent work done by all the technical and non-technical staff of the Statistics Division to make the survey a success. To elaborate further, I express my special thanks to Statisticians Ms W.A.S. Malkanthi, and Ms.K.A.P. Deepani, who supervised all duties in the field and office regarding the survey efficiently following my instructions. My grateful thanks to all Statistical Officers Mr. Anuja Fernando, Mr. Saman Priyadarshana, Ms. Hasanthi Wickramasuriya, and Miss Inoshika Dissanayaka who worked very hard and completed the tasks of the survey procedures, both field and office work proficiently. My sincere gratitude for ICT assistants Mr. Indika Prabhath and Mr. Dhanushka Somasiri for the data entry work they performed very well.

I specially acknowledge the tedious work carried out by Statistical Officer, Mr..Saman Priyadarshana in the tabulations procedure that was completed successfully. Also, I would like to thank Miss. Inoshika Dissanayaka for preparing eye-catching graphical notes on key findings and Mr. Indika Prabhath for creating an attractive cover page for this report. Further, I appreciate all the officers for supporting me in the report-writing process in many ways.

Furthermore, I am very thankful to the Publicity Committee of the Department of Labour headed by Additional Commissioner General Mr. H.K.K.A Jayasundara and the Publication Committee of the Ministry of Labour headed by Senior Assistant Secretary Mr. B. Wasanthan for the immense support given to us.

I express my heartfelt respect to all private sector organizations and semi-government sector organizations for the support rendered to us by spending time and effort amid the difficult situation that existed in the country.

Finally, I wholeheartedly thank all those who have supported me in any way to make this survey a success.



Chandramali Premarathna
Deputy Director,
Statistics Division,
Department of Labour

EXECUTIVE SUMMARY

“Annual Survey of Private and Semi-Government Sector Employment” is the latest survey initiated by the Department of Labour in 2020. It’s an annual survey designed to collect data on employment, working hours and earnings of employees along with the total labour cost that were borne by the establishments annually. The survey covered all employees in the private and semi-government sectors, which contributed to EPF and belong to large, small, and medium enterprises in Sri Lanka. Micro-level establishments with less than 5 employees were not covered in this survey. The survey was designed as a postal survey with a sample of 6,000 establishments and was conducted over a 12-month period to capture monthly variations. The covid epidemic situation spread across the country during this period had a negative impact on the response rate of the survey but remained at satisfactory level at 40 percent.

In year 2020, the total workforce of the private and semi-government sector of large and SME ‘s was estimated as 2,253,359 with 2,227,564 employees (almost 99 percent), 22,494 employers and 3,302 contributing family workers. Out of the total employees, 61.3 percent were male employees and 38.7 percent were female employees. Geographically, 40 percent of employees were congregated in Colombo district and 65 percent of them distributed within the Western province.

In this survey, the respective establishments reported that 95.6 percent of their employees were full-time workers and 3.3 percent were part time workers and out of them 88 percent were permanent employees. The employee distribution in three major economic sectors; Service, Industry and Agriculture were reported as 49 percent, 38 percent and 13 percent respectively.

‘Manufacturing of wearing apparel’ activity solely consists of 13.7 percent of employees of the total workforce. Occupation wise, ‘Elementary occupations’ and ‘Plant and machine operators and assemblers’ accounted for 20 percent, 16 percent of the total work force.

Also, few males dominated economic activities were observed as ‘Transport and Storage Activity’, ‘Food Beverages Services’ ‘Construction’, ‘Art and Entertainment’ and ‘Electricity’ where almost 90 percent of work force consists of male employees.

Few female stereotype activities with approximately around 60 percent of female employees were observed in ‘Education’, ‘Health’, ‘Manufacture of wearing apparels and ‘Agriculture’ (mostly Tea and rubber plantations) also showed 54 percent of female occupancy in 2020.

According to the survey results, the average weekly working hours of an employee in the private and semi-government sectors is reported as 47.8 hours with 48.7 hours for men and 46.9 hours for women respectively. Compared to major economic sectors, the industry sector reported the highest average weekly working hours of 50 hours. By occupation, ‘Plant and machine operators and assemblers’ and

‘Managers’ and ‘Professionals’ reported the highest and lowest average weekly working hours of 53 hours, and 45 hours.

When considering the three selected working bands of (40-44) hours, (45-49) hours and (50 and over), highest number of employees, 43.9 percent males and 48.8 percent females belonged to (40-44) hour band.

In Sri Lankan context, all private sector and semi government sector employees exceeded the excessive weekly working time the ILO threshold value of 48 hours. Considering the average annual working hours per employee, both male and female employees in all economic activities and occupations surpass the ILO given threshold value of 2,080 hours and reported their average annual working hours as 2,546 and 2,442 hours respectively.

In earnings, the average nominal monthly earnings of private and semi government sector employees reported as Rs. 44,151 while male employees received Rs. 51,103 and female employees received Rs. 33,138. The monthly real wages of male and female employees reported as Rs. 37,139 and Rs. 24,083 respectively. Regarding the key economic activities, all activities reported gender disparity of earnings in 2020.

Average nominal earnings by economic activity which recorded the range of nominal monthly earnings lies between Rs, 21,367 for agriculture sector employees to Rs.107,211 for ICT employees. Occupation wise the high and low income lies between 127,287 for managers and Rs. 18,178 for skilled agriculture workers. The survey reveals that more than 50 percent of employees belonged to Rs. 20,000-49,999 wage group. The wage group of 100,00 or more mainly consist of Service sector employees by 87.3 percent. The median monthly nominal wage indicates that out of the total employees, 50 percent of them getting less than Rs. 30,197 as their monthly wage in the private and semi government sectors.

It is estimated that out of the total employees, 15.8 percent males and 22.9 percent females were suffering from Low pay rate. On average 15.5 percent of employees belonged to low pay group in 2020. The average gender wage gap of these employees was reported as 35.2 percent.

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

KEY FINDINGS

1. EMPLOYMENT

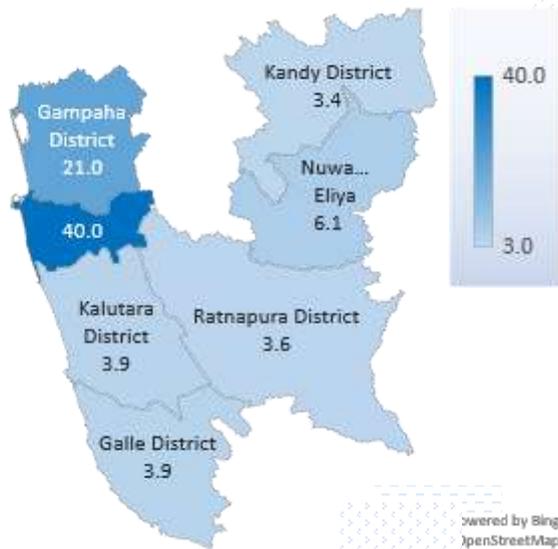


1.1: By Gender



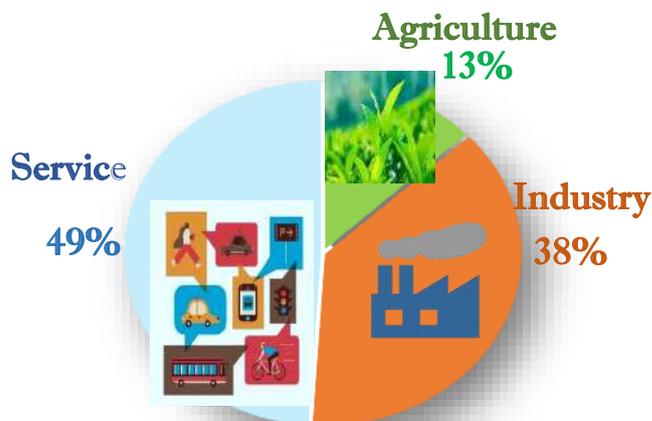
- ✚ Out of the total employees in private and semi government sector Male employees are accounted for 61.3 percent.

1.2: By Geographical Distribution



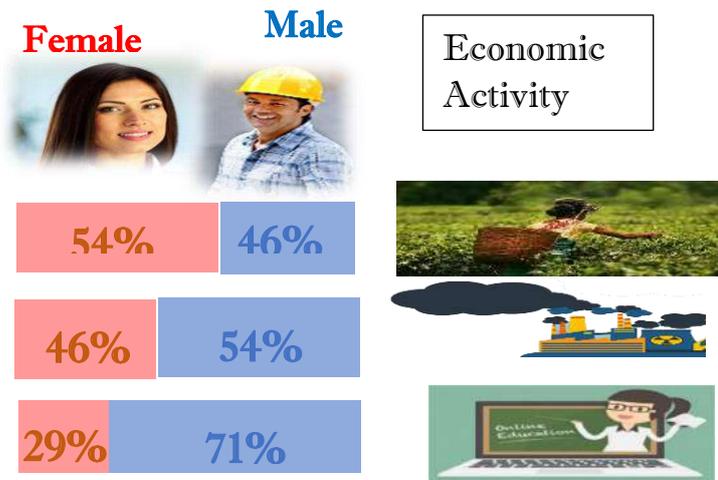
- ✚ Colombo and Gampaha districts deployed 40 percent and 21 percent of employees respectively.
- ✚ Around 80 percent out of the employees are gathered from just 7 districts, Colombo, Gampaha, Nuwara-eliya, Kalutara, Galle, Ratnapura and Kandy.

1.3 : By Major Economic Activity



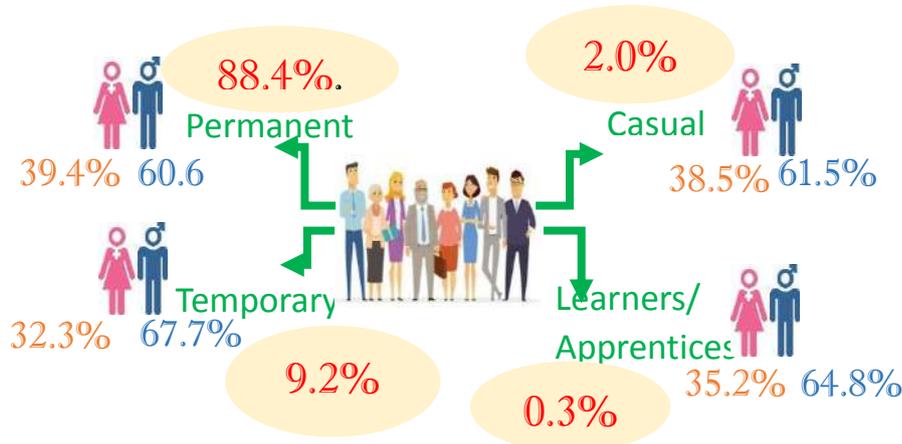
- ✚ Almost half of the total employees worked in the Service sector.
- ✚ 38 percent were employed in Industry sector

1.4 : By Sector and Gender



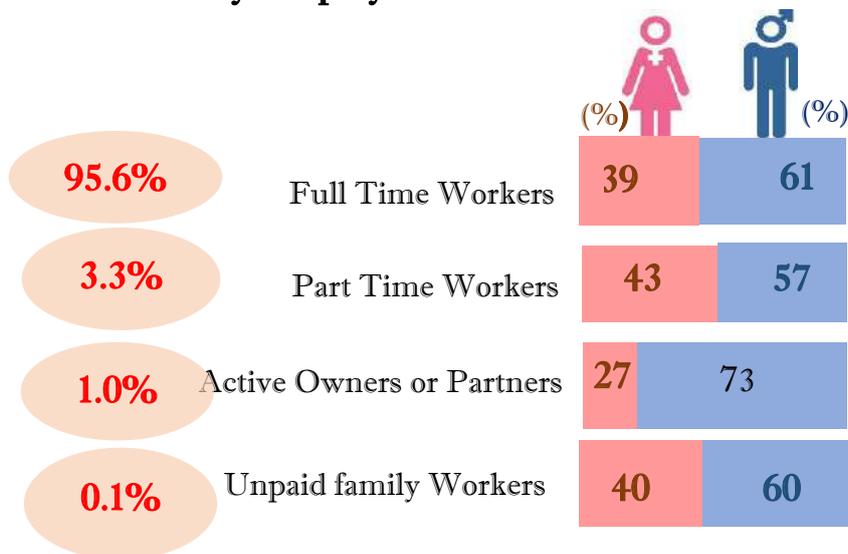
- Highest gender disparity is observed in Service sector.
- In Agriculture sector higher percentage is consist of females by 54 percent.

1.5: By Type of Employment and Gender



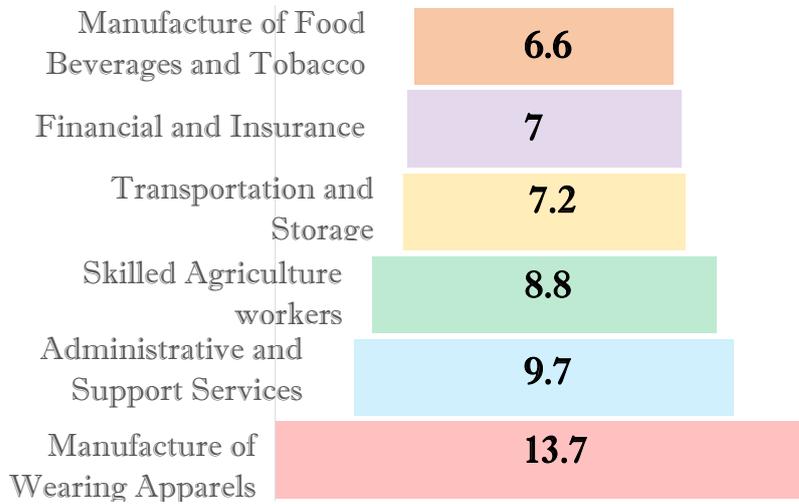
- Out of the total employees, 88.4 percent are Permanent and 9.2 percent are Temporary employees.

1.6 : By Employment Status and Gender



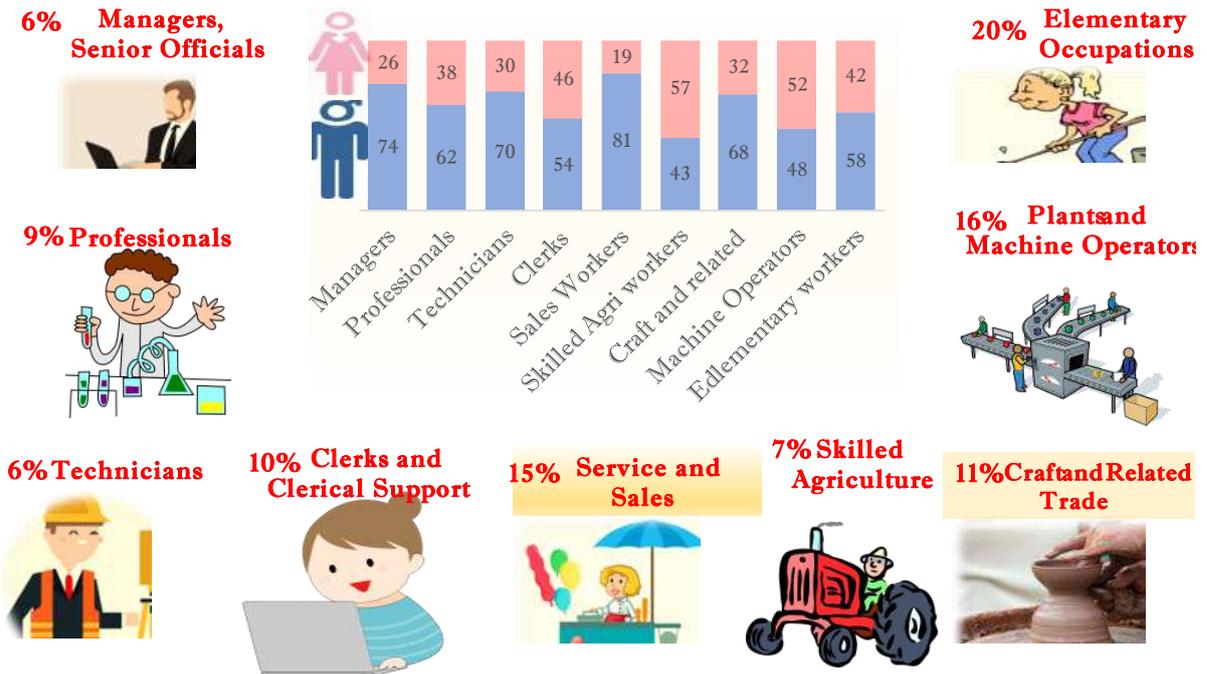
- 'Full time' workers accounted for 95.6 % of the employees while 'Active Owners and Partners' reported only for 1%.
- Out of that 1%, percent, 73 percent are males.

1.7: By Highest Employment Capacity



- More than 50 percent of employees gathered into 6 employment activities.
- 'Manufacture of Wearing Apparels' alone stands for 13.7 percent of the total employees.

1.8: By Occupation Category and Gender (%)



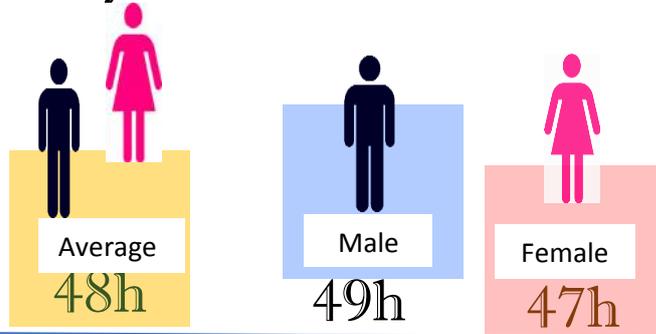
- Out of the total employment, one-fifth were elementary workers.
- The top jobs as managers/senior officials and Professionals consisted of only 15 percent of the workforce.
- 34 percent of employees belonged to the skilled worker category in agriculture and industry activities.

2. Working Hours



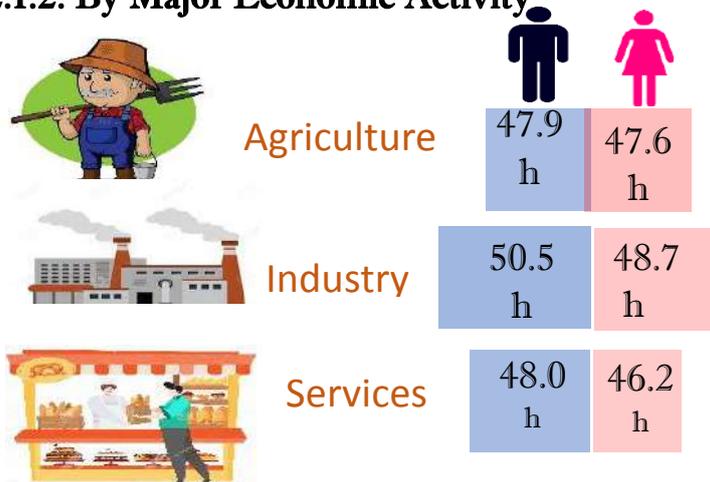
2.1. Average Weekly Working Hours of Employees

2.1.1: By Sex



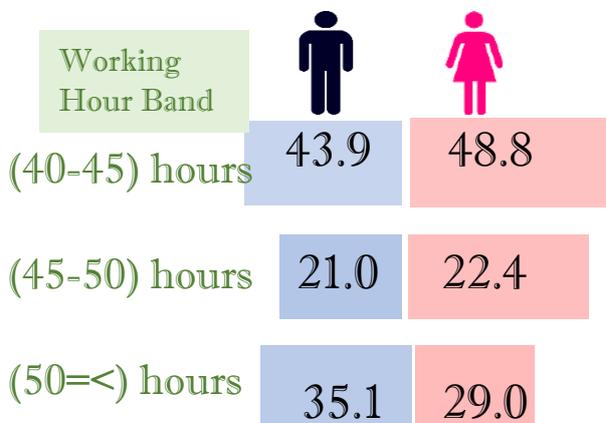
employee of private or semi government sector works for 48 hours including over time.

2.1.2: By Major Economic Activity



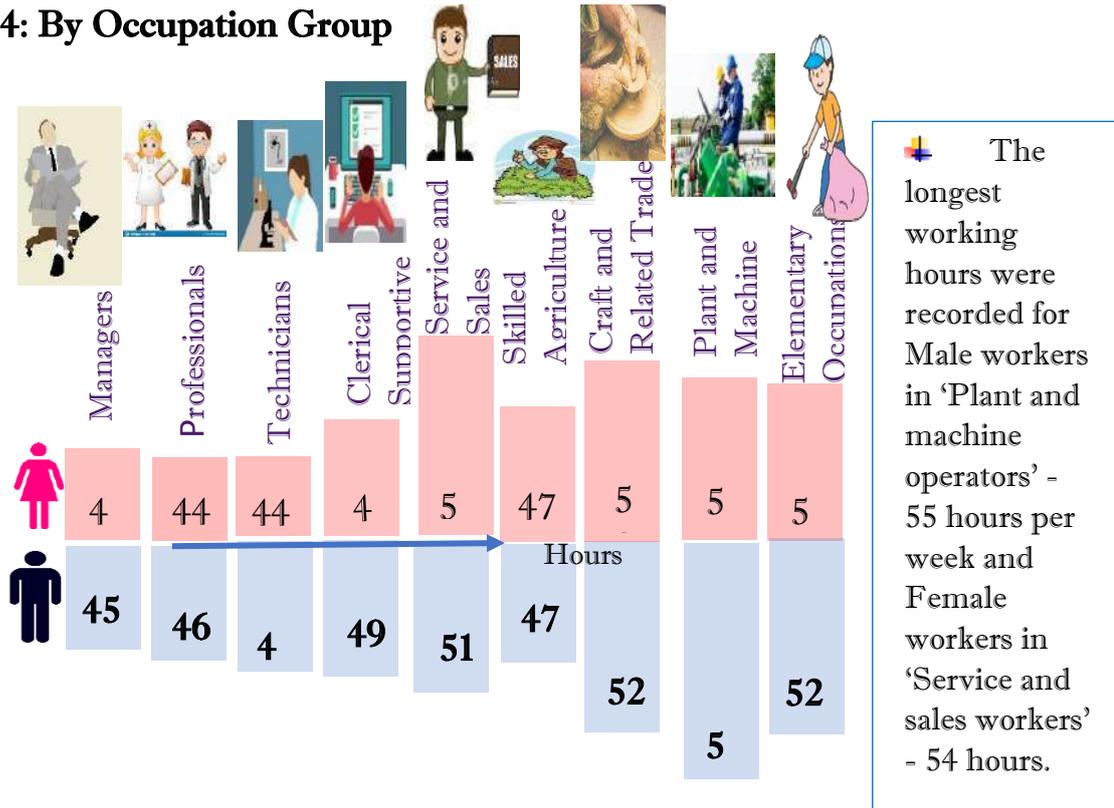
 Highest 'Average weekly working hours' were reported for Industrial economic activities,
 Male employees - 50.5 hours
 Female employees -48.7 hours including overtime

2.1.3: By Working Hour Band



 The majority of employees belonged to (40-45) hour working band.
 From male employees 35 percent and from female employees 29 percent belonged to the longest hour band of equal or more than 50-hours.

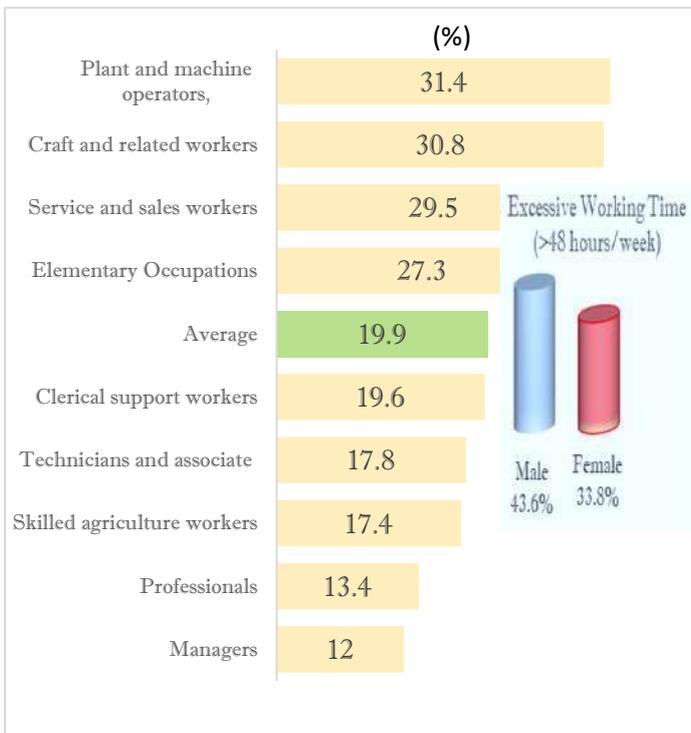
2.1.4: By Occupation Group



2.1. Average Weekly Working Hours of Employees



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



- On average a Sri Lankan private sector employee works 19.9 percent more than the Standard Benchmark value of 2,080 hours annually.
- Plant and Machine Operators group work 31.4 percent more than the 2,080 benchmark annually.
- Managers worked 12.0 percent more annually than the benchmark value of 2,080.

3. EARNINGS

RS



3.1. Mean Monthly Wage by Gender



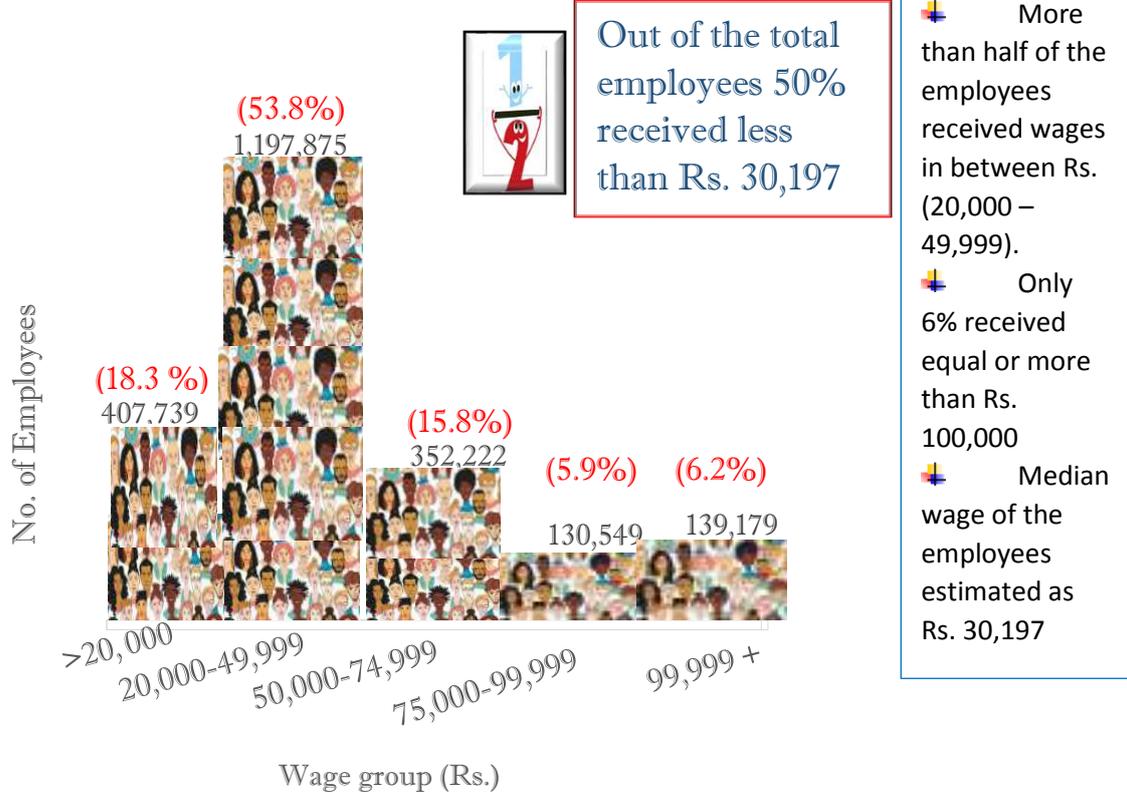
3.2. Mean Monthly Nominal and Real wages



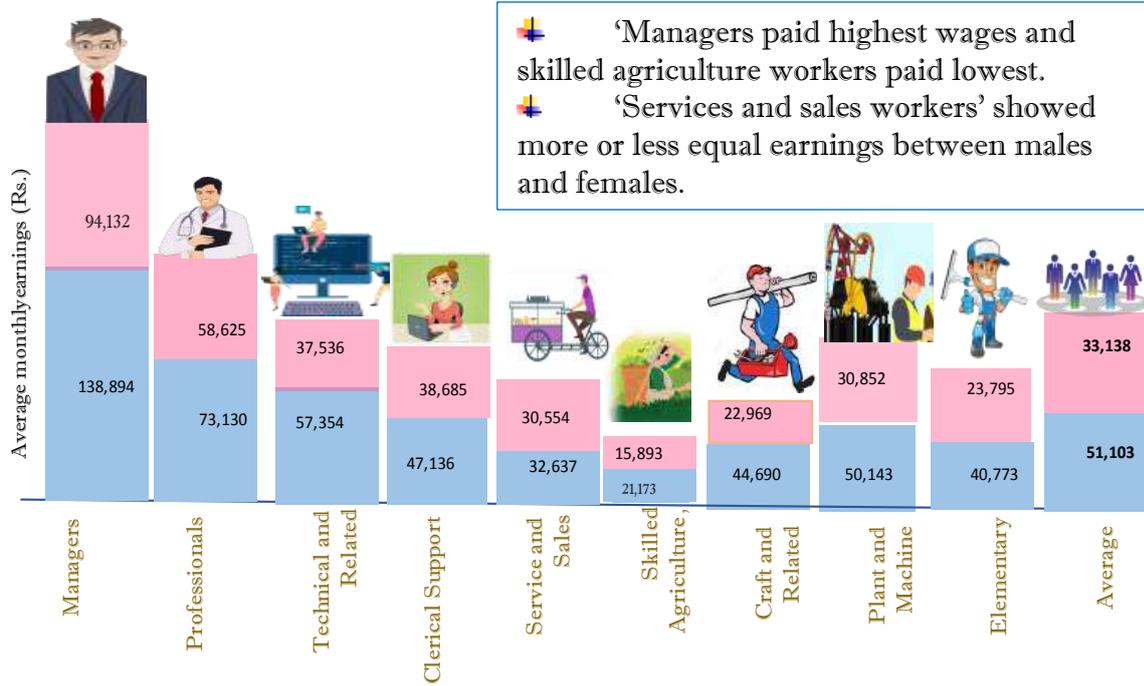
On average male employees paid Rs. 51,103 and female employees Rs. 33,138 at nominal rate.

Average monthly wage of a person in private and semi government sectors reported as Rs. 44,151 with real value of Rs. 32,086.

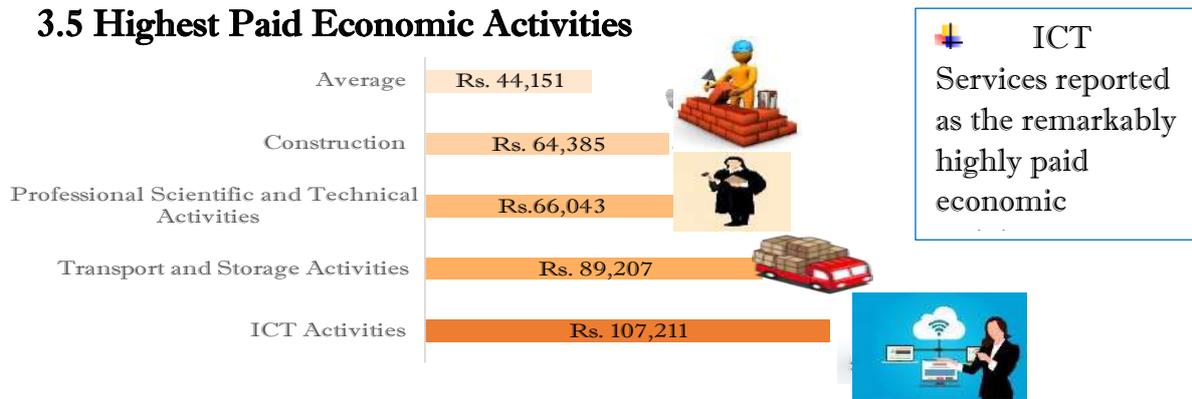
3.3. Number of Employees by Wage group



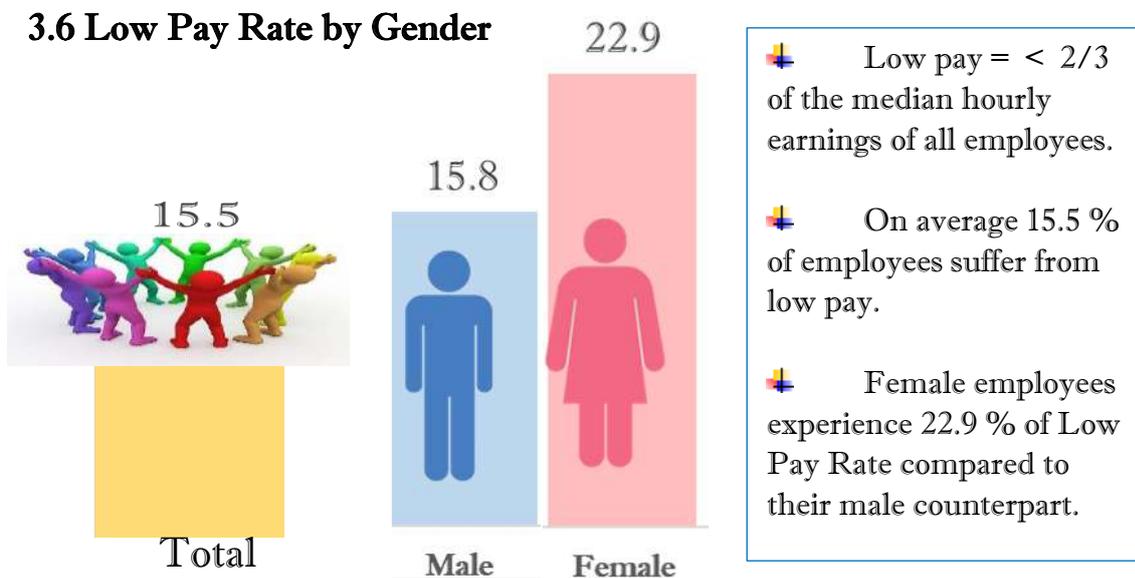
3.4 Mean Monthly Earnings by Occupation and Gender



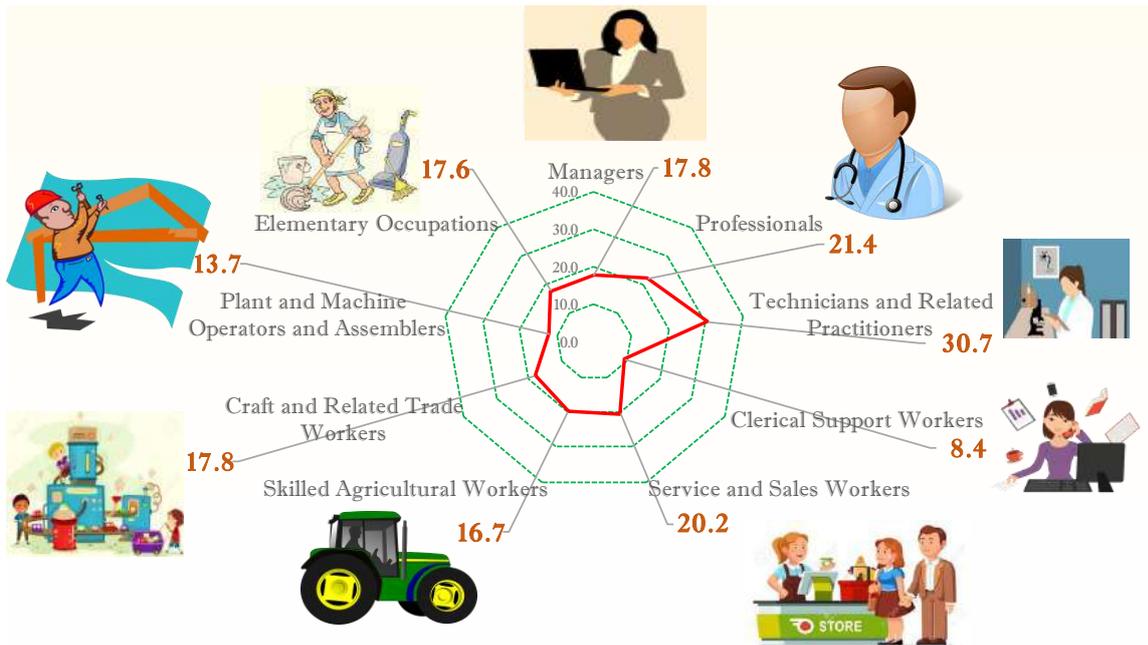
3.5 Highest Paid Economic Activities



3.6 Low Pay Rate by Gender

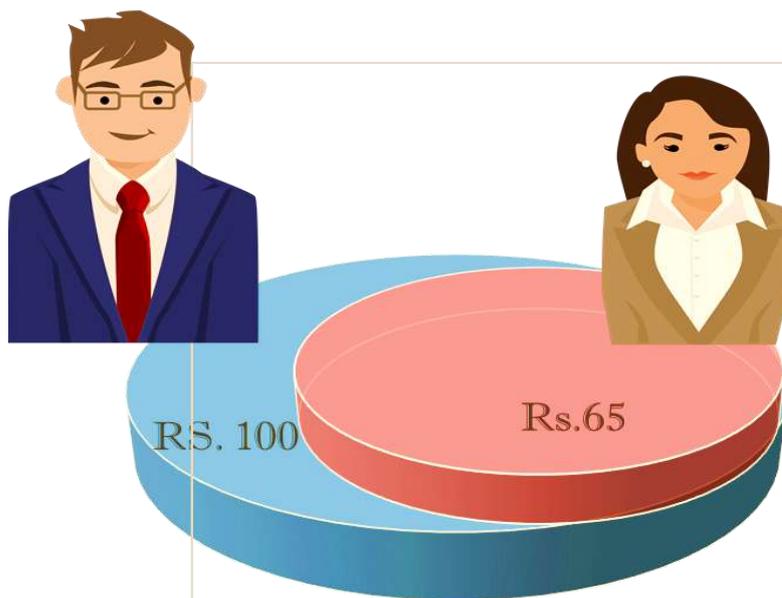


3.7 Low Pay Rate by Occupation



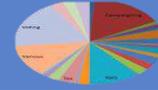
- ✚ The highest low pay rate of 30.7 % is experienced by ‘Technicians and Associate Professionals’.
- ✚ Only 8.4 % of ‘Clerical and support workers’ reported low pay rate, recorded as minimum.

3.8. Gender Wage Gap

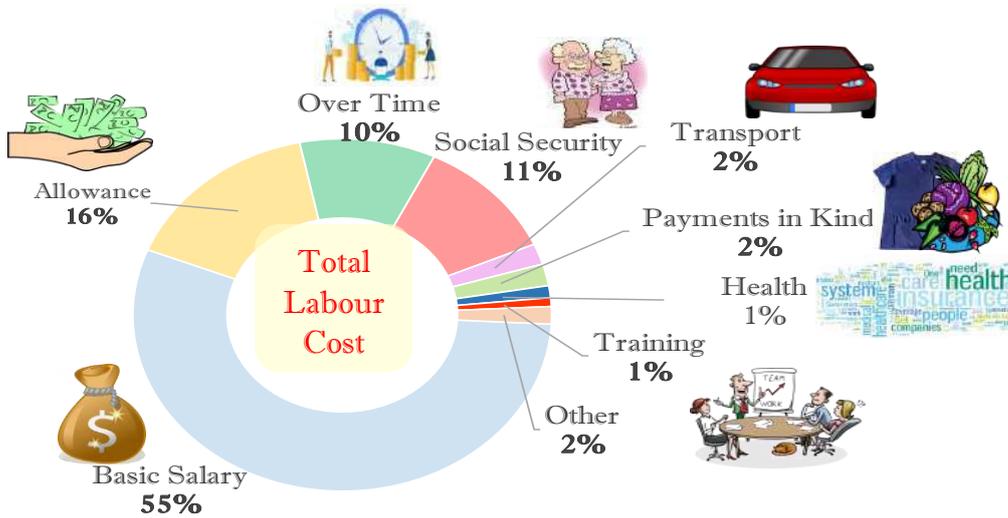


- ✚ On average Gender Wage Gap reported as 35 %.
- ✚ This indicates that female employee wages are 35 % less than male employees.

4. LABOUR COST

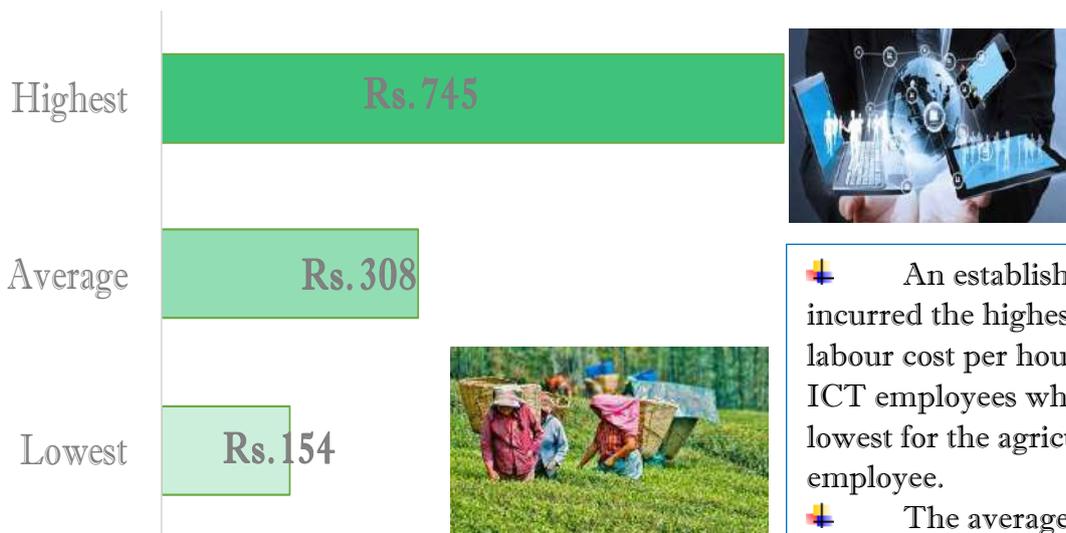


4.1. Average Share of Components of Labour Cost



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

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



✚ An establishment incurred the highest labour cost per hour for ICT employees while lowest for the agriculture employee.

✚ The average cost of an employee in the private and semi government sector is Rs. 308 per hour.

Content

Preface	i
Acknowledgement	ii
Executive Summary	iii
Key Statistics	v
List of Tables	xvi
List of Figures	xvii
List of Maps	xix
Chapter 1: Introduction	1
Chapter 2: Methodology	5
Chapter 3: Concepts and Definition.	9
Chapter 4: Overview of Establishments	15
Chapter 5: Employment	25
Chapter 6: Working Hours	37
Chapter 7: Earnings	49
Chapter 8: Labour Cost	69
References	75
Appendix 1:	77
Appendix 2:	88



LIST OF TABLES

Chapter 4: Overview of Establishments

Table 4.1	Percentage Distribution of Establishments by District – 2020	18
Table 4.2	Percentage Distribution of Establishments by Economic Activity and Size - 2020	21
Table 4.3	Percentage Distribution of Establishments by Legal Status, Size and Major Economic Activity -2020.....	23
Table 4.4	Percentage Distribution of Establishments by Major Economic Activity and Registered Institution -2020	24

Chapter 5: Employment

Table 5.1	Percentage Distribution of Employees by District and Gender- 2020	28
Table 5.2	Percentage Distribution of Total Employed persons by Employment Status, Major Economic Activity and Gender - 2020.....	29
Table 5.3	Percentage Distribution of Employees by Type of Employment and Gender – 2020	31
Table 5.4	Percentage Distribution of Employees by Type of Employment and Major Economic Activity- 2020	32
Table 5.5	Percentage Distribution of Employees by Occupation Category and Gender - 2020	32
Table 5.6	Percentage Distribution of Employees by Key Economic Activities and Gender-2020	36

Chapter 6: Working Hours

Table 6.1	Average Weekly Hours Worked per Employee by Major Economic Activity and Gender -2020	40
Table 6.2	Average Days Worked per Month and Average Weekly Hours Worked per Employee by Economic Activity and Gender - 2020	41
Table 6.3	Average Hours Worked per Week (With OT) by Occupational Category and Gender– 2020	42
Table 6.4	Percentage Distribution of Male and Female Employees Worked at Selected Hour-bands by Occupation Category- 2020	43
Table 6.5	Average Annual Hours Worked per Employee by Economic Activity and Gender-2020	46
Table 6.6	Average Annual Hours Worked (With OT) per Person by Occupation Category and Gender and Percentage Change to the Benchmark Value – 2020.	48

Chapter 7: Earnings

Table 7.1	Mean Monthly Nominal Earnings by Economic Activity and Gender - 2020.	52
Table 7.2	Mean Monthly Nominal Earnings by Occupation and Gender -2020	54
Table 7.3	Mean Monthly Real Wages by Economic Activity and Gender -2020	55
Table 7.4	Mean Hourly Normal Earnings by Economic Activity and Gender - 2020.....	58
Table 7.5	Mean Hourly Nominal Earnings by Occupations and Gender - 2020	59

Table 7.6	Percentage Distribution of Employees by Wage Group and Major Economic Activity – 2020	59
Table 7.7	Employees with Low Pay Rate by Occupation and Gender-2020	63
Table 7.8	Gender Wage Gap by Economic Activity – 2020	64
Table 7.9	Gender Wage Gap by Occupation -2020	65

Chapter 8: Labour Cost

Table 8.1	Percentage Distribution of Labour Cost Components by Economic Activities – 2020	72
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LIST OF FIGURES

Chapter 4: Overview of Establishments

Figure 4.1	Percentage Distribution of Establishment by Size – 2020	17
Figure 4.2	Percentage Distribution of Establishments by Province -2020	17
Figure 4.3	Percentage Distribution of Establishments by Major Economic Activities - 2020	20
Figure 4.4	Percentage Distribution of Establishments by Key Economic Activities -2020	20
Figure 4.5	Percentage Distribution of Establishments by Size and Economic Activity - 2020	22
Figure 4.6	Percentage Distribution of Establishments by Size and Major Economic Activity -2020	22
Figure 4.7	Percentage Distribution of Establishments by Legal Status– 2020	23
Figure 4.8	Percentage Distribution of Establishments by Registration Institution – 2020.....	24

Chapter 5: Employment

Figure 5.1	Percentage Distribution of Employees by Gender and District – 2020	28
Figure 5.2	Percentage Distribution of Employed Persons by Employment Status – 2020.....	30
Figure 5.3	Percentage Distribution of Employees by Employment Status and Gender- 2020	30
Figure 5.4	Percentage Distribution of Employees by Employment Status, Major Economic Activity and Gender- 2020	30
Figure 5.5	Percentage Distribution of Employees by Type of Employment -2020	31
Figure 5.6	Percentage Distribution of Employees by Type of Employment, Gender and Major Economic Activity - 2020	32

Figure 5.7	Percentage Distribution of Employees by Occupation Category – 2020 ...	33
Figure 5.8	Percentage Distribution of Employees by Occupation Categories and Gender - 2020	33
Figure 5.9	Percentage Distribution of Employees by Major Economic Sectors -2020 ...	34
Figure 5.10	Percentage Distribution of Employees by Major Economic Activity and Gender-2020	34
Figure 5.11	Percentage Distribution of Employees by Key Economic Activities – 2020 ...	34
Figure 5.12	Percentage Distribution of Employees by Gender and Key Economic Activities – 2020	35
Chapter 6: Working Hours		
Figure 6.1	Average Weekly Hours Worked by Gender -2020	39
Figure 6.2	Average Weekly Working Hours in Major Economic Activity- 2020	40
Figure 6.3	Average Weekly Working Hours by Occupation Category -2020	42
Figure 6.4	Weekly Average Working Hours by Sex and Occupation Category- 2020 ...	42
Figure 6.5	Gender Comparison by Hour Bands Worked – 2020	43
Figure 6.6	Percentage Distribution of Male Employees by Hour Bands Worked – 2020	44
Figure 6.7	Percentage Distribution of Females Employees by Hour Band Worked – 2020	44
Figure 6.8	Percentage Distribution of Employees Work more than 48 Hours per Week - 2020	45
Figure 6.9	Average Annual Working Hours per Employee by Sex and Economic Activity -2020	46
Figure 6.10	Percentage Change of Average Annual Working Hours to the Benchmark Value by Economic Activity- 2020	47
Figure 6.11	Percentage Change of Average Annual Working Hours to the Benchmark Value by Occupation	48
Chapter 7: Earnings		
Figure 7.1	Mean Monthly Nominal Earnings by Economic Activity – 2020	53
Figure 7.2	Mean Monthly Nominal Earning by Economic Activity and Gender -2020.	53
Figure 7.3	Mean Monthly Nominal Earnings of Employees by Occupation and Gender – 2020	54
Figure 7.4	Mean Monthly Real Wages by Gender -2020	55
Figure 7.5	Mean Monthly Real Wages by Occupation -2020	56
Figure 7.6	Mean Monthly Real Earnings by Occupations and Gender 2020	56
Figure 7.7	Percentage Deviation from the Average Monthly Real Earnings - 2020	57
Figure 7.8	Mean Hourly Nominal Earnings by Gender – 2020	57

Figure 7.9	Percentage Distribution of Employees by Wage Group -2020	60
Figure 7.10	Percentage Distribution of Employees by wage Group and Major Economic Sector - 2020	60
Figure 7.11	Percentage Distribution of Males and Female by Wage Group – 2020	60
Figure 7.12	Percentage Distribution of Employees by Occupation, Gender and Wage Group - 2020	61
Figure 7.13	Comparison of Low Pay Rate by Sex -2020	62
Figure 7.14	Percentage Distribution of Low Pay Rate by Occupation – 2020	62
Figure 7.15	Low Pay Rate by Occupation and Gender – 2020	63
Figure 7.16	Gender Wage Gap by Economic Activity - 2020	64
Figure 7.17	Gender Wage Gap by Occupation -2020	65
Figure 7.18	Comparison of Mean and Median Wages by Gender – 2020	66
Figure 7.19	Comparison of Mean and Median Wages by Occupation – 2020	67
Figure 7.20	Comparison of Mean and Median Wages of Male and Female Employees by Occupation – 2020	67
Chapter 8: Labour Cost		
Figure 8.1	Major Components of Total Labour Cost-2020	71
Figure 8.2	Percentage Distribution of Cost Components of the Total Labour Cost – 2020	71
Figure 8.3	Percentage Distribution of Major Cost Components by Economic Activity – 2020	73
Figure 8.4	Mean Nominal Hourly Labour Cost per Employee by Economic Activities - 2020	74

List of Maps

Map 1	Geographical Distribution of Establishments in the Private and Semi Government sectors – 2020	19
Map 2	Geographical Distribution of Employees in the Private and Semi Government sectors – 2020	27

CHAPTER 1

INTRODUCTION

Background

Main Objectives

Periodicity

Coverage

INTRODUCTION

1.1. Background

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

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

In the 2018-2019 period, the Department of Labour decided to start a new survey instead of these two surveys to cater the new data

requirements. Specially as the establishment classification according to the International Standard Industrial Classification was needed for international comparisons. Therefore, a new questionnaire was designed with cooperation of several relevant stakeholders. The new questionnaire included the main sections from the previous surveys and new sections to fulfil the current data needs. In the last quarter of 2019, a pilot survey was conducted.

In the year 2020 this survey was started as a postal survey which was supposed to be carried out throughout the whole year. Unfortunately, with the unforeseen effects of Covid-19 pandemic in 2020, the country underwent several lockdowns which paralyzed the survey.

Therefore, in the year 2021, the survey was completed by sending the forms to the uncompleted months in 2020. All the private sector establishments as well as the semi-government sector establishments with five and more employees that contribute to the employees' provident fund (EPF), have been covered by this survey.



1.2. Main Objectives

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

1.3. Periodicity

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

1.4. Coverage

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

The industry coverage indicates the economic activities that are covered by the survey and all the economic activities (A-U) according to the ISIC Revision 4 are covered in this survey. In worker categories, all persons engaged including paid employees, working proprietors and unpaid family workers were covered in this survey. Regarding institutional sector coverage, all the establishments in private and semi government sectors that belongs to 'Employees Provident Fund' were covered in this survey. The list of companies that paid EPF in the previous year were considered as the framework of active company list for the current year.

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

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

METHODOLOGY

Data Collection

Reference Period

Sample Design

Estimation Procedure

Limitations

METHODOLOGY

2.1. The Questionnaire

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

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

Since a new survey on labour demand for the year 2022 was conducted by the Statistics Division of the Department of Labour, the information on labour demand for 2020 was not presented herewith.

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

2.2. Data Collection

The questionnaires along with instructions for filling and a covering letter were posted to each

establishment separately. To non-responding institutions, reminders were sent twice in every other month. More-over, follow ups were carried out for nonresponsive companies through the telephone calls and field visits.

2.3. Reference Period

Reference period of the survey was one calendar year from 2020 (1st of January to 31st of December). The survey was carried out from February 2020 to January 2021 as a postal survey and the questionnaires were sent to the selected companies in every month.

2.4. Sample Design

Within the framework of private and semi-government sector establishments contributing to the Employees' Provident Fund, establishments with employees less than 5, (5-99) and 100 and above were reported as 4.5 percent, 29.5 percent, and 66.0 percent, respectively. Establishments with less than 5 employees were excluded from the survey considering the low share of output and other practical difficulties.

Size of the company (no. of employees)	Employment (%)
0-4	4.5
5-99	29.5
100 and above	66

The sample consists of two segments; small and medium scaled companies with less than 100 employees and large companies with 100 or more employees. The total sample size was 6000. Out of this total sample, 3,357 (56 percent) establishments have been drawn from small and medium establishments, using the sampling technique SRS and 2,642 (44 percent) large establishments with employees equal or more than 100 were covered through the full enumeration.

2.5. Estimation Procedure

The establishments of employees (5-99) were further grouped according to the employment, such as (5-24), (25-49), (50-74), (75-99) and the Sample technique of Simple Random Sampling (SRS) method was used to select the samples based on employment within the categories proportionate to the sample size. The estimated value of variable is given by

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

a= Number of size classes of persons engaged, where $i = 1, 2, 3, n$

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

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

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

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

2.6. Determination of Weights

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

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

2.7. Limitations

There are several limitations to mention in this survey. The survey did not cover micro-enterprises with less than 5 employees, and employees with their own accounts were not included in the survey. Also, the spread of the Covid 19 epidemic across the country and the adversely affected the conduct of the survey. Accordingly, the response rate was limited to 40 percent, which was considered a satisfactory level considering the prevailing situation in 2020

**CONCEPTS AND
DEFINITION**

Employees

Employment Status

Type of Employment

Earnings

Labour Cost

Gender Wage Gap

CONCEPTS AND DEFINITION

The concepts and definitions used in the survey of 'Annual Survey of Private and Semi – Government Sector Employment - 2020' were based on the recommendations of International Labour Organization.

3.1. Establishment Survey

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

3.2. Employed

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

3.3. Employees

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

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

3.4. Employment Status

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

3.5. Employee Type

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

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

3.6. Working Time

Four concepts of working time are associated with this survey:

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

3.7. Earnings

Earnings are comprised of four components:

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

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

3.8. Labour Cost

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

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

3.8. Gender Wage Gap

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

3.10. Low Pay Rate

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

3.11 Excessive Working Hours

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

3.12.Average Annual Working Hours

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

3.13. Mean Nominal Hourly Labour Cost

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

3.14. Mean Nominal Earnings

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



**OVERVIEW
OF
ESTABLISHMENTS**

Geographical Distribution

Economic Activity

Legal Status

Registration Institute

OVERVIEW OF ESTABLISHMENTS

The survey of “Annual Survey of Private and Semi – Government Sector Employment” is based on the data set of EPF paying establishments spread throughout the island. The Employees’ Provident Fund (EPF) was established under the EPF Act No.15 of 1958 (Act) as a mandatory defined contribution retirement scheme to ensure a pension the country’s workforce in the private and semi-government sector who do not enjoy pension benefits. The largest pension fund in Sri Lanka, the 'Employee Provident Fund' is administered by the Department of Labour with the assistance of the Central Bank of Sri Lanka for financial management. In the year 2020 around 75,000 establishments reported paying EPF and the establishments with less than 5 employees, shared

61.8 percent and establishments with employees equal or greater than 5 shared 38.2 percent. At the sample selection stage, by considering the significantly low share of output as well as the other practical difficulties the companies with less than 5 employees were excluded from the survey.

4.1. Establishments By Size

Establishments were divided into three main groups by size of the employment as employees (5 – 49), (50-99) and (100 and over). Out of the total companies with employment 5 or more, the largest proportion of approximately three fourths belonged to (5-49) group in 2020. Similarly, employment with (50-99) and (100 and over) establishments represent 11 percent and 16 percent respectively (Figure 4.1).

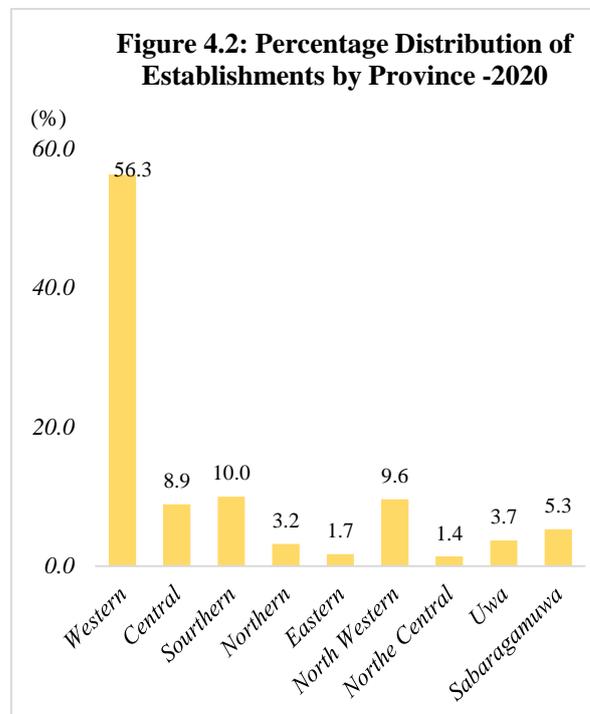
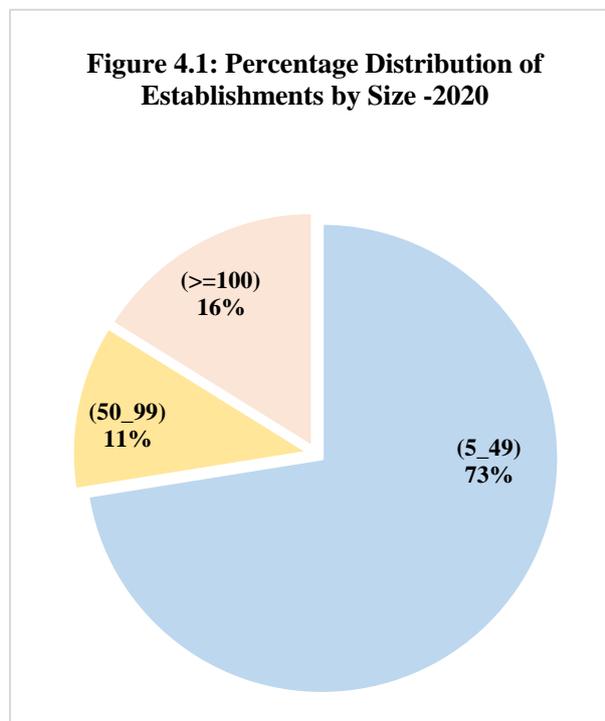


Table 4.1: Percentage Distribution of

<i>District</i>	(%)
<i>Colombo</i>	35.9
<i>Gampaha</i>	16.3
<i>Kalutara</i>	4.1
<i>Kandy</i>	5.1
<i>Matale</i>	1.2
<i>Nuwara-eliya</i>	2.6
<i>Galle</i>	4.3
<i>Matara</i>	4.7
<i>Hambantota</i>	1.0
<i>Jaffna</i>	1.1
<i>Mannar</i>	0.2
<i>Vavuniya</i>	1.2
<i>Mullaitivu</i>	0.4
<i>Kilinochchi</i>	0.5
<i>Batticaloa</i>	1.0
<i>Ampara</i>	0.4
<i>Trincomalee</i>	0.3
<i>Kurunegala</i>	6.5
<i>Puttalam</i>	3.1
<i>Anuradhapura</i>	1.2
<i>Polonnaruwa</i>	0.2
<i>Badulla</i>	2.9
<i>Monaragala</i>	0.8
<i>Ratnapura</i>	2.1
<i>Kegalle</i>	3.2
<i>Total</i>	100.0

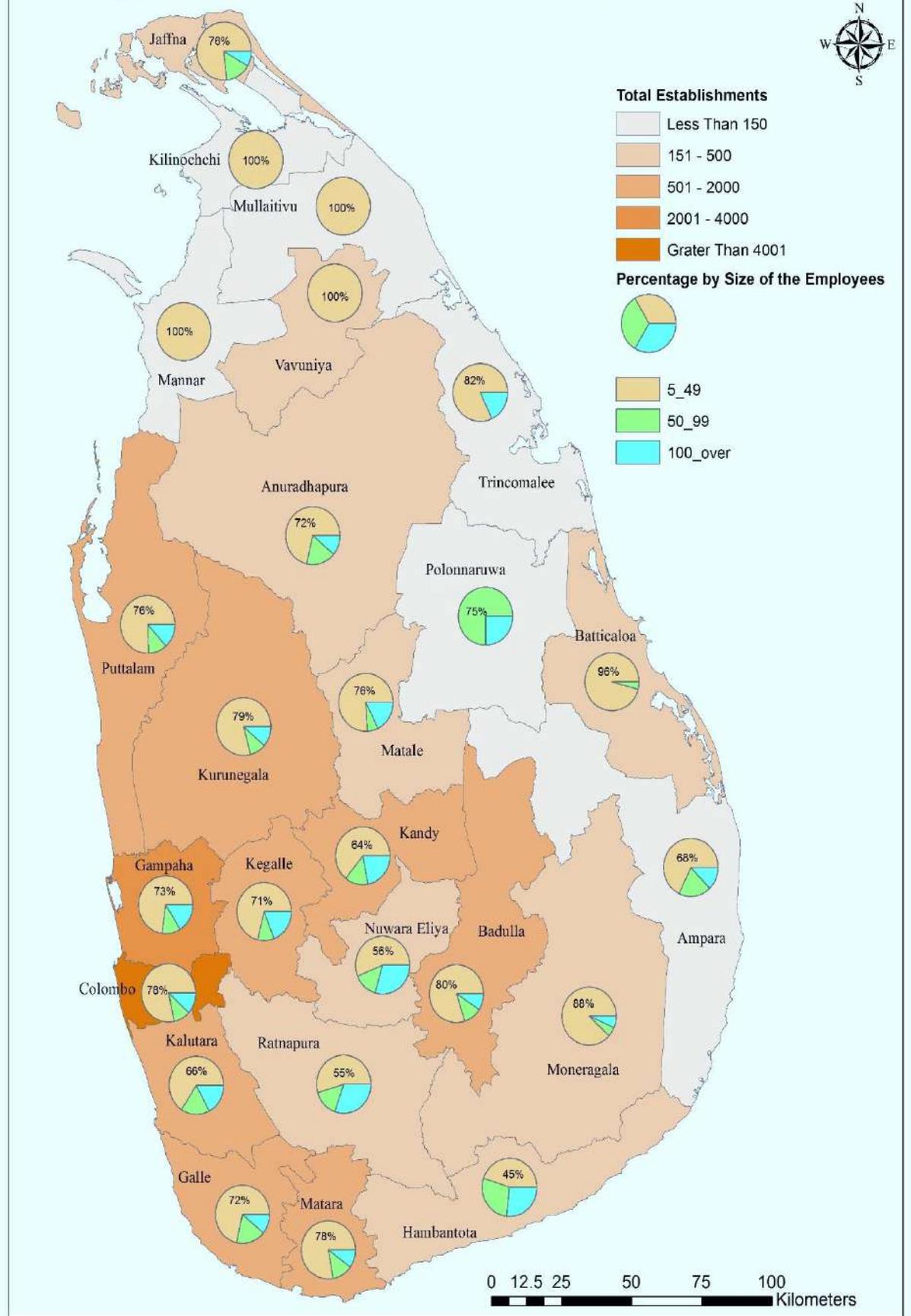
Establishments by District-2020**4.2. Establishment by Geographical Distribution**

The geographical distribution of private sector and semi-government sector establishments with more than 5 employees paying Employees' Provident Fund clearly shows that more than half of them belong to the Western Province (Figure 4.2). Also, the highest number of companies are reported for Colombo and Gampaha districts, which are reported as 36 percent and 16 percent respectively, (Table 4.1).

Map 1. Clearly depicts the establishment density throughout the country. Colombo district has the highest density of establishments more than 4000 and Gampaha district belonged to 2001-4000 density group of establishments. Eastern and North -Central provinces reported very less numbers establishments as 1.7 percent, 1.4 percent respectively. In Northern province, Mannar, Mullaitivu and Kilinochchi reported very less numbers of as 0.2 percent, 0.4 percent and 0.5 percent respectively.

Also, Map 1 clearly shows the distribution of establishments by size of employees in the private and semi-government sectors. Considering the whole country, the majority of the institutions in all districts belonged to (5-49) category except Polonnaruwa district. Secondly, most of the establishments belonged to (more than 100) employees category, especially in Nuwara-eliya, Kandy, Matale, Ratnapura, Gampaha and Hambantota districts. In Polonnaruwa district alone, the number of employees (5-99) is reported as 75 percent.

Map 1: Geographical Distribution of Establishments in the Private and Semi-Government Sectors - 2020



4.3. Establishment by Economic Activity

The figure 4.3 shows the percentage distribution of establishments by major economic activities. Service sector accounted for 60 percent of the total establishments while 32 percent was reported by Industry sector. Figure 4.4 illustrates the percentage distribution of establishments by key economic activities. The highest numbers of establishments, 23.7 percent and 21.5 percent were recorded for 'Manufacturing' and 'Wholesale and retail trade' activities respectively. Considering the total number of establishments, the agricultural sector establishments mainly consist of plantation companies, accounting for 8.4 percent, followed by 'Accommodation and Food Services' at 8.2 percent, 'Construction and Mining and Quarrying' at 6.3 percent and 'Administrative and Institutions as Support Services' 6.0 percent are reported. 'Education' and 'Health' services share 3.9 percent and 3.3 percent of establishments respectively. The establishments that carried out all other economic activities are accounted for 18.7 percent.

and 'Health' services share 3.9 percent and 3.3 percent of establishments respectively. The establishments that carried out all other economic activities are accounted for 18.7 percent.

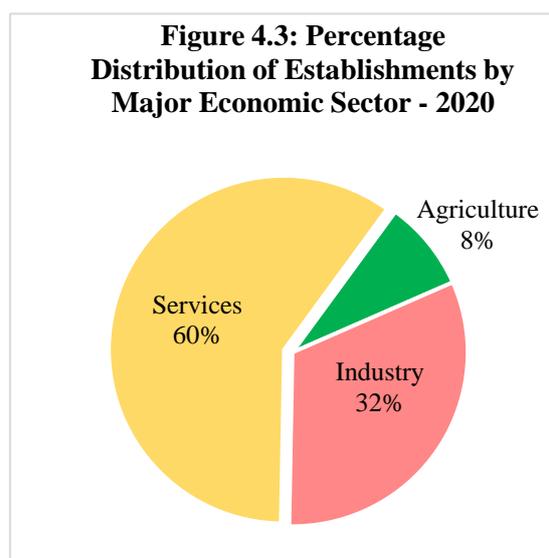


Figure 4.4: Percentage Distribution of Establishments of Key Economic Activities - 2020



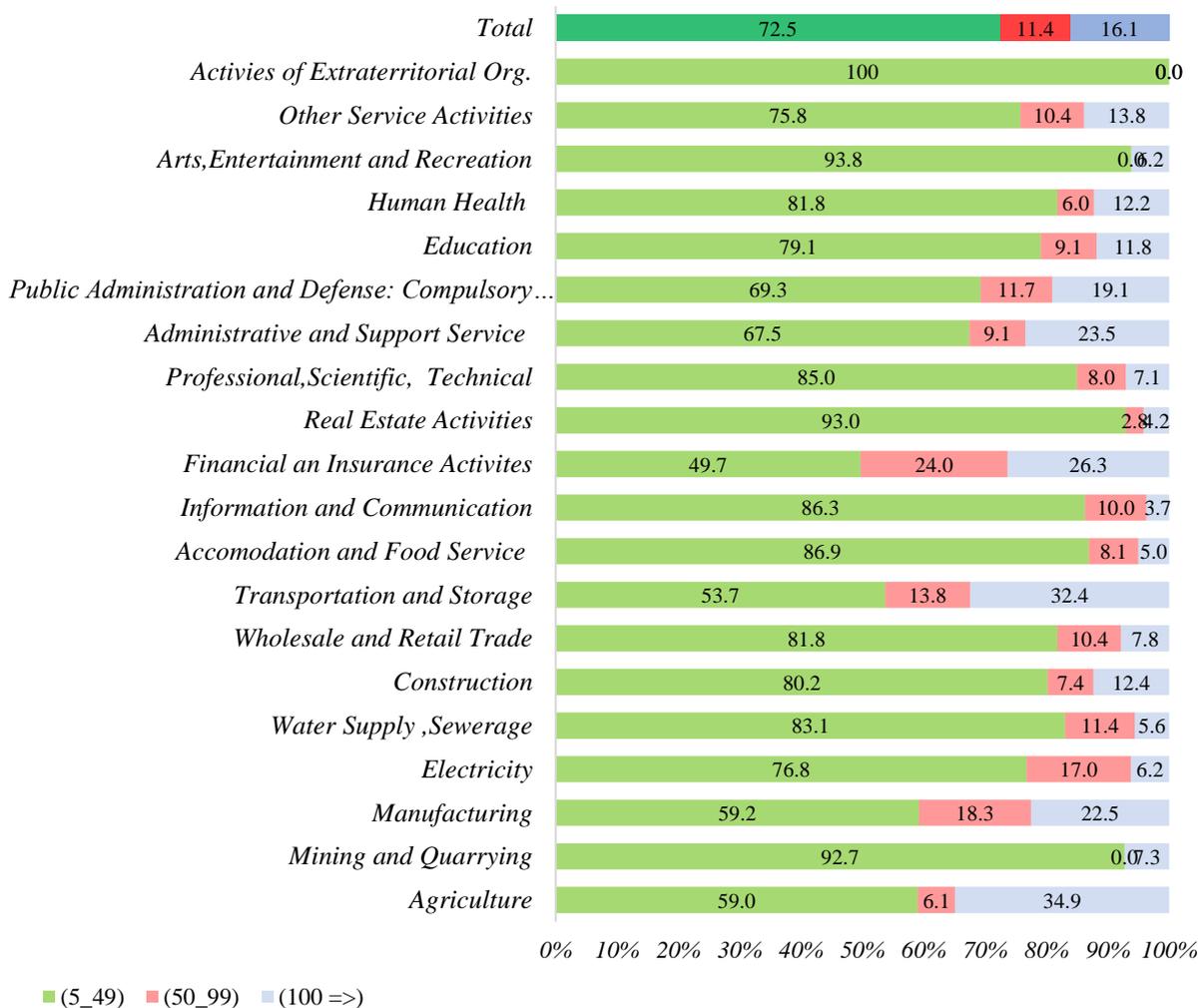
Table 4.2: Percentage Distribution of Establishments by Economic Activities and Size–2020

<i>Economic Activities</i>	No of Establishments by Economic Activities			
	(5_49)	(50_99)	(100 =>)	Total
	(%)	(%)	(%)	(%) No.
<i>Agriculture</i>	59.0	6.1	34.9	100.0 1,912
<i>Mining and Quarrying</i>	92.7	0.0	7.3	100.0 221
<i>Manufacturing</i>	59.2	18.3	22.5	100.0 5,389
<i>Electricity</i>	76.8	17.0	6.2	100.0 210
<i>Water Supply, Sewerage</i>	83.1	11.4	5.6	100.0 235
<i>Construction</i>	80.2	7.4	12.4	100.0 1,204
<i>Wholesale and Retail Trade</i>	81.8	10.4	7.8	100.0 4,895
<i>Transportation and Storage</i>	53.7	13.8	32.4	100.0 697
<i>Accommodation and Food Service</i>	86.9	8.1	5.0	100.0 1,877
<i>Information and Communication</i>	86.3	10.0	3.7	100.0 534
<i>Financial an Insurance Activities</i>	49.7	24.0	26.3	100.0 632
<i>Real Estate Activities</i>	93.0	2.8	4.2	100.0 313
<i>Professional, Scientific, Technical</i>	85.0	8.0	7.1	100.0 783
<i>Administrative and Support Service</i>	67.5	9.1	23.5	100.0 1,375
<i>Public Administration</i>	69.3	11.7	19.1	100.0 383
<i>Education</i>	79.1	9.1	11.8	100.0 885
<i>Human Health</i>	81.8	6.0	12.2	100.0 744
<i>Arts, Entertainment and Recreation</i>	93.8	0.0	6.2	100.0 154
<i>Other Service Activities</i>	75.8	10.4	13.8	100.0 258
<i>Activities of Extraterritorial Org.</i>	100	0.0	0.0	100.0 60
<i>Total</i>	72.5	11.4	16.1	100.0 22,763

The working strength in institutions reveal very interesting facts. In the year 2020, out of the total establishments, 72.5 percent of establishments belonged to the small-scale category of employee capacity (5-49), (Table 4.2). Few economic activities such as ‘Financial and Insurance’ ‘Transport and Storage’, ‘Agriculture’, and ‘Manufacturing’

reported under 60 percent in the category of small-scale businesses; the reason being, a comparatively high percentage of establishments from the aforementioned activities fall under the large-scale business category of 100 and above employees (Table 4.2). Generally, 16 percent out of the total

Figure 4.5: Percentage Distribution of Establishment by Size and the Economic Activity - 2020



establishments belonged to the large - scale category of employees 100 and above.

Figure 4.5 clearly depicts this situation. 22.5 percent of establishments in Manufacturing sector, mainly consisted of high number of export-oriented companies, especially garment factories reported higher work forces of employees above 1000.

Figure 4.6 shows the distribution of SMEs and large companies within the main sectors of the economy. The service sector contains the highest proportions of all three types of small, medium and large enterprises.

Figure 4.6: Percentage Distribution of Establishments by Size and Economic Activity -2020

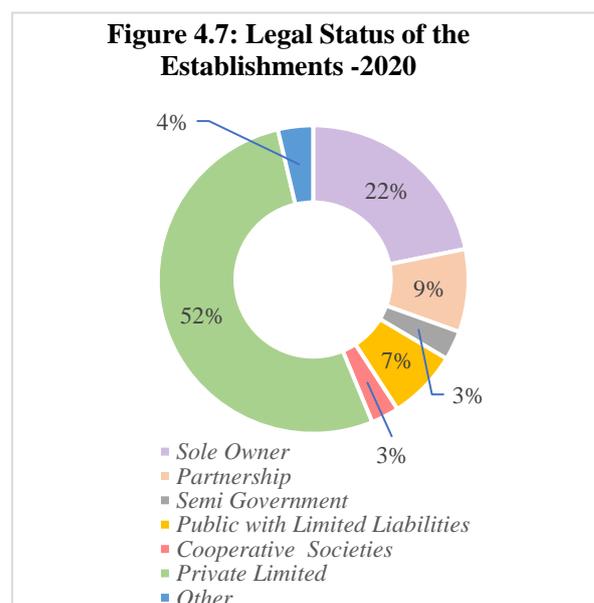


4.4. Establishment by Legal Status

Out of the total establishments, more than half were private limited companies while 22 percent were sole ownership companies. Only 7 percent belonged to public limited companies, (Figure 4.7).

According to the Table 4.3, the legal status of ownership that belonged to 'Sole owner', 'Partnership' or 'Private limited' companies, mainly consisted with work force ranging from 5-49, which is categorised as small enterprises. The legal status of 'Semi government' and 'Public limited' companies, reported 41.9 percent and 34 percent respectively, which belonged to the largest employee category of 100+.

Table 4.3 also shows the relationship between legal status and economic sector of the establishments. Out of the institutions belonging to the legal status of 'Co-operative Societies', 95.7 percent belonged to the service sector.



In 2020, 68.4 percent, 67.4 percent, and 65.3 percent respectively came under the legal statuses of 'Partnership', 'Private limited', and 'Public limited liability' which belonged to the Service sector. Also, 37.3 percent, 33.9 percent, and 26.3 percent under 'Sole owner', 'Semi-government', and 'Private limited' ownership respectively, belonged to the industry sector.

Table 4.3: Percentage Distribution of Establishments by Legal Status, Size and Economic Sector -2020

Legal Status	Size (Employment number)			Economic Sector			Total
	5_49	50_99	100 >=	Agriculture	Industries	Service	
<i>Sole Owner</i>	87.3	6.1	6.6	6.4	37.3	56.4	100
<i>Partnership</i>	80.6	8.6	10.9	9.7	21.9	68.4	100
<i>Semi Government</i>	40.2	17.9	41.9	21.9	33.9	44.2	100
<i>Public Limited Liabilities</i>	53.7	12.4	34	24.5	10.1	65.3	100
<i>Cooperative Societies</i>	46	29.5	24.6	0	4.3	95.7	100
<i>Private Limited</i>	71.2	12.3	16.5	6.3	26.3	67.4	100
<i>Other</i>	67.8	17.1	15.1	10.6	23.5	65.8	100

4.5. Establishment by Registration Institute

Figure 4.8 clearly shows the company registration preference of private sector and semi-government sector entities. Institution registration can be done in one or more institutions as per requirement and discretion.

Except BOI and Ceylon Chamber of Commerce other registration institutions reported that more than 50 percent of the registered entities belonged to the Service

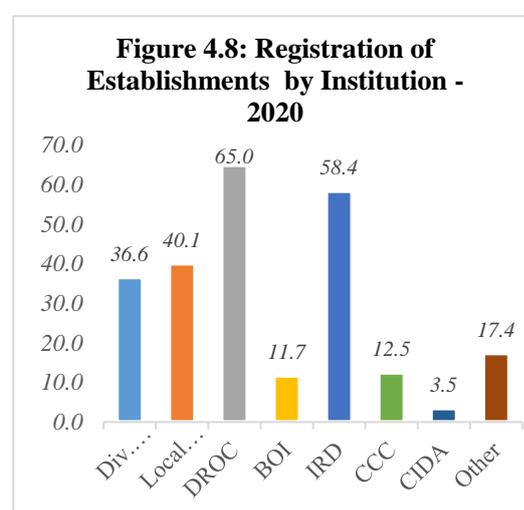


Table 4.4. Percentage Distribution of establishments by Major Economic Activity and Registration Institute -2020

<i>Institute/ Sector</i>	Divisional Secretariat	Local Government Institutions	DROC	BOI	IRD	CCC	CIDA	Other
<i>Agriculture</i>	9.8	8.4	6.7	6.9	4.5	13.5	4.2	8.1
<i>Industries</i>	30.6	37.5	26.8	48.8	30.5	51.2	25.6	26.4
<i>Service</i>	59.6	54.1	66.5	44.2	65.0	35.3	70.1	65.5
<i>Total</i>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

EMPLOYMENT

Geographical Distribution

Employment Status

Employment Category

Employment by Occupation Category (ISCO-88)

Employment by Economic Activity (ISIC - Rev 4)

EMPLOYMENT

5.1. Geographical Distribution

The survey reveals that 2.2 million persons are employed in the private and semi government sectors in 2020, and out of that 1.36 million (61.3 percent) are males and 0.86 million (38.7 percent) are females (Map 2). The geographical distribution of employees within the districts are clearly shown in Map 2. Out of the total

employees, approximately 40 percent were employed in Colombo district, the capital of Sri- Lanka while nearly 65 percent were deployed in the Western province of the country which includes three districts Colombo, Gampaha and Kalutara (Map 2 and Table 5.1).

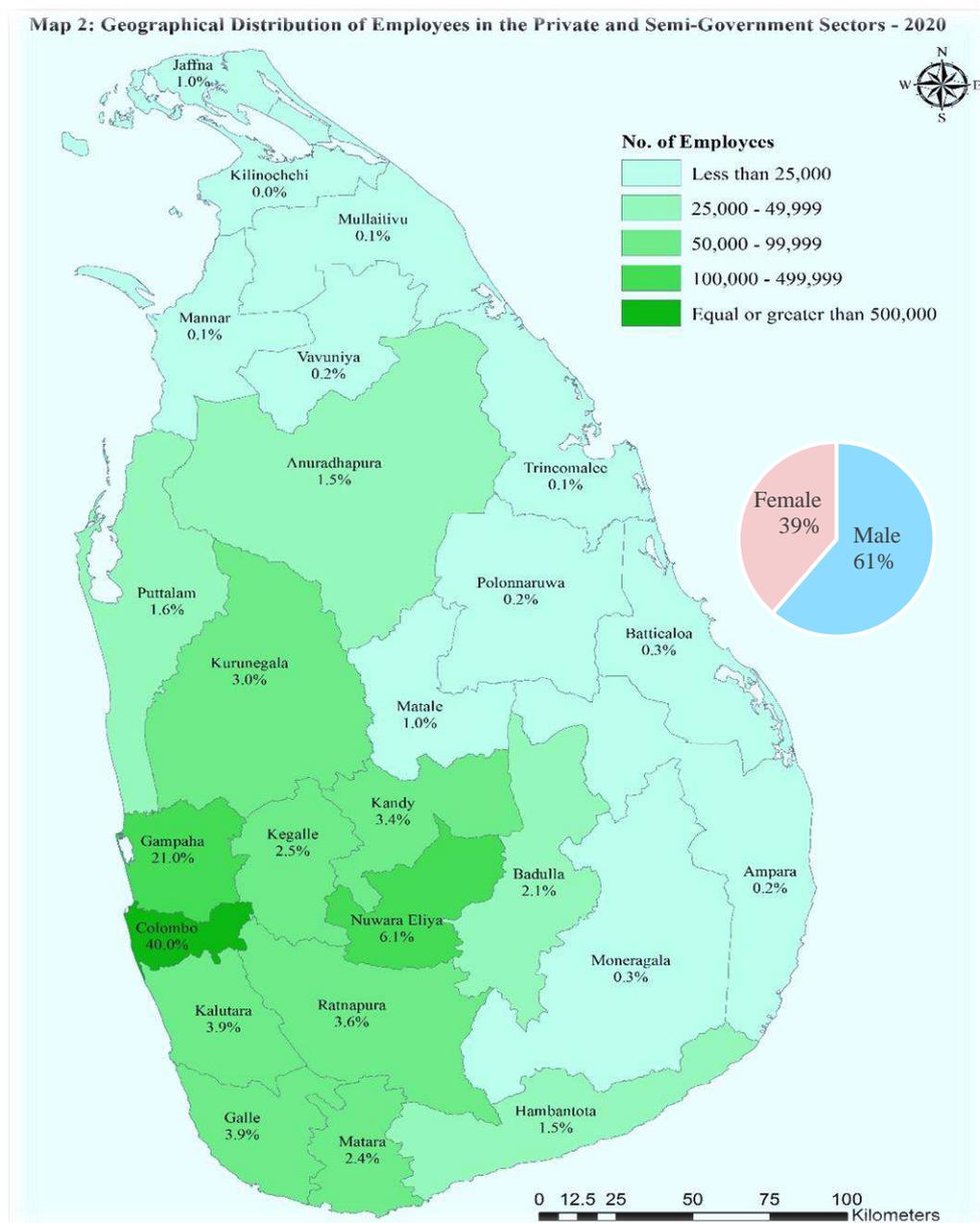
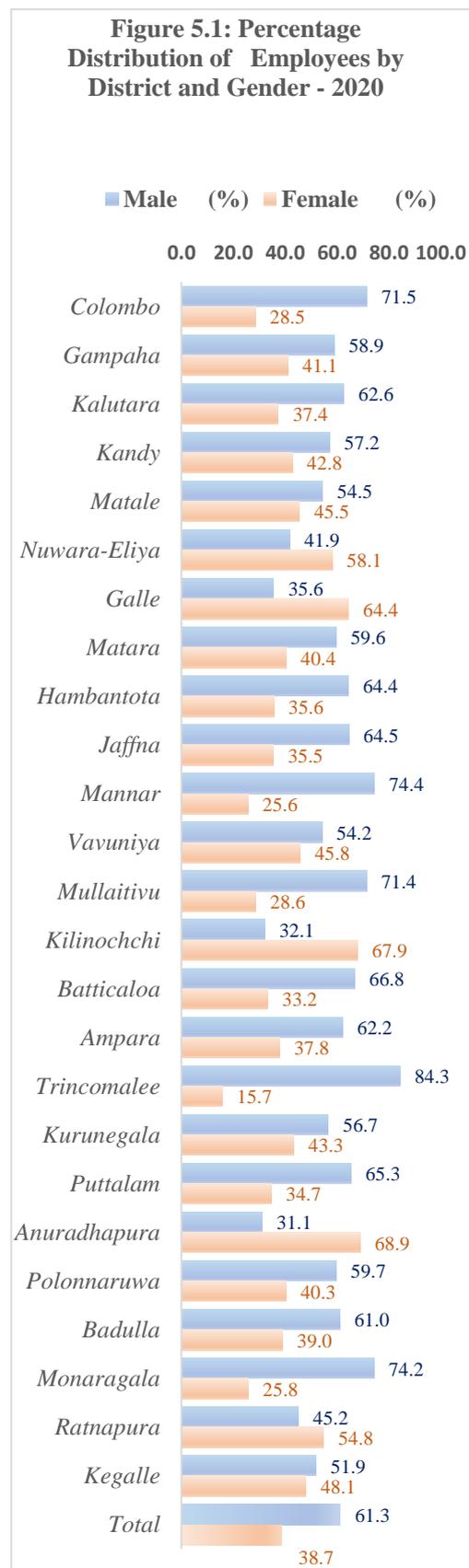


Table 5.1: Percentage Distribution of Employees by District and Gender- 2020

District	Employees			
	Total No.	Total (%)	Male (%)	Female (%)
Colombo	891,169	40.0	71.5	28.5
Gampaha	468,592	21.0	58.9	41.1
Kalutara	87,341	3.9	62.6	37.4
Kandy	74,801	3.4	57.2	42.8
Matale	21,290	1.0	54.5	45.5
Nuwara eliya	136,899	6.1	41.9	58.1
Galle	86,404	3.9	35.6	64.4
Matara	52,726	2.4	59.6	40.4
Hambantota	34,290	1.5	64.4	35.6
Jaffna	22,096	1.0	64.5	35.5
Mannar	1,332	0.1	74.4	25.6
Vavuniya	5,239	0.2	54.2	45.8
Mullaitivu	1,838	0.1	71.4	28.6
Kilinochchi	975	0.0	32.1	67.9
Batticaloa	5,660	0.3	66.8	33.2
Ampara	4,927	0.2	62.2	37.8
Trincomalee	2,033	0.1	84.3	15.7
Kurunegala	67,579	3.0	56.7	43.3
Puttalam	35,420	1.6	65.3	34.7
Anuradhapura	33,233	1.5	31.1	68.9
Polonnaruwa	4,283	0.2	59.7	40.3
Badulla	46,293	2.1	61.0	39.0
Monaragala	7,671	0.3	74.2	25.8
Rathnapura	79,631	3.6	45.2	54.8
Kegalle	55,843	2.5	51.9	48.1
Total	2,227,564	100	61.3	38.7



The male to female ratio of 61:39 reported in this survey for private and semi government sectors, shows a slight deviation from the male:female ratio of 67:33 reported in the LFS for the total workforce in year 2020. Even though the average gender proportion of employees remains at 61:39, considerable deviations were visible at the district level. The percentage distribution of male and female employees by district is given in Table 5.1 and depicted in figure 5.1. The highest deviation from average

value is reported from Trincomalee district as 84.3 percent males to 15.7 percent females. Mannar, Monaragala, Colombo and Mullaitivu districts reported high male proportion over 70 percent while Kilinochchi, Anuradhapura, Galle, Nuwara-Eliya and Ratnapura districts reported comparatively high female proportion above 50 percent. Except these five districts all other districts report comparatively higher proportion of male employees than female employees.

5.2. By Employment Status

Table 5.2: Percentage Distribution of Total Employed Persons by Employment Status Major Economic Activity and Genders - 2020

<i>Employment Status</i>	<i>Total Employed Persons</i>			<i>Major Economic Activity</i>					
	No.	Male (%)	Female (%)	Agriculture		Industries		Service	
				Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
<i>Full time workers</i>	2,153,227	100	100	9.5	17.5	33.3	46.4	57.2	36.2
<i>Part time workers</i>	74,337	100	100	21.4	36.8	35.1	25.4	43.6	37.8
<i>Active owners and partners</i>	22,494	100	100	3.3	0.3	35.8	60.0	60.8	39.7
<i>Contributing family workers</i>	3,302	100	100	6.7	0.0	34.2	59.9	59.2	40.1
<i>Total</i>	2,253,359	100	100	9.8	18.0	33.4	45.7	56.8	36.3

Out of the four employment statuses existing in the labour force, only three employment statuses were relevant to private and semi - government sector's establishments. Full-time workers and part time workers together consisted the employee category, while the active owners and partners are included in the employer's category. Contributing family

workers are the unpaid family members, who are willingly working in their own establishments. Own account workers are not accounted for this survey. Employment statuses by sex and the distribution of employees among the major economic sectors are given in Table 5.2.

Figure 5.2 depicts the distribution of employed person by employment status. Out of the total employed persons, 95.6 percent are full time workers and 3.3 percent of them are part time workers. The share of employers to the total was reported as 1.0 percent and contributing family workers was 0.1 percent.

In all these employment statuses male contribution is significantly higher than females and tentatively follow the general pattern, except ‘Active owners and partners’ where female participation is significantly low and limited to 27 percent (Figure 5.3).

Employment status by major economic sectors by sex is clearly illustrated in figure 5.4. When the male and female full-time workers in the industry sector are compared, significantly high level of females (46.4 percent) were reported compared to males (33.3 percent). In the agriculture sector, comparatively to other statuses, both full-time (17.5 percent) and part time (36.8 percent) female workers are higher than male counterparts. It is reported that 60.8 percent of male employers and 39.7 percent of female employers belong to the service sector (Figure 5.4).

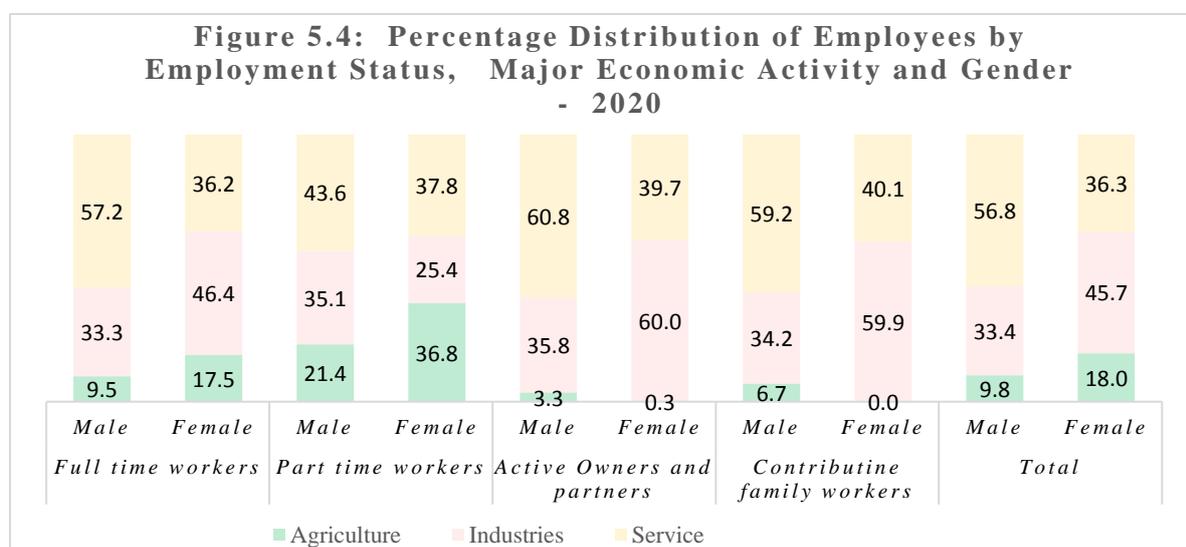
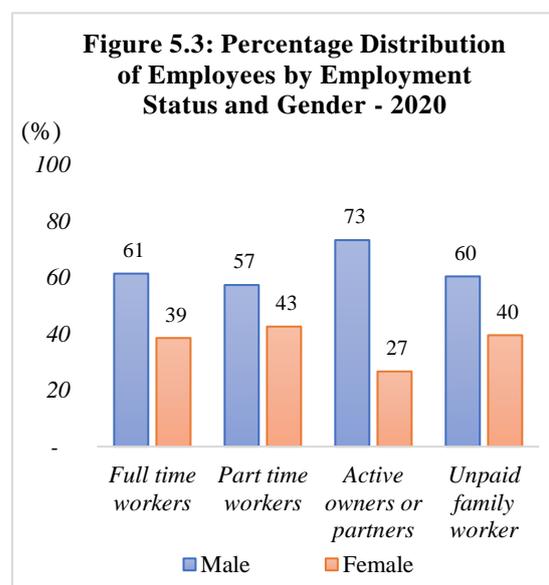
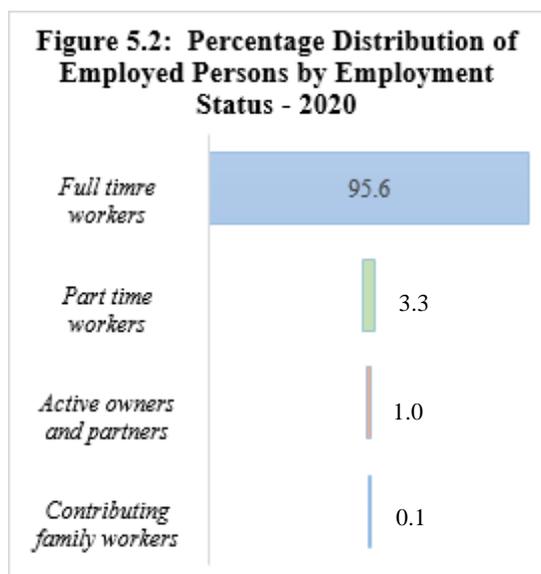
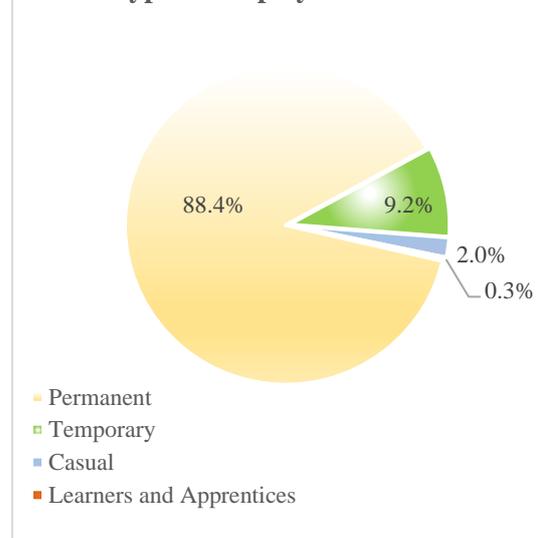


Table 5.3: Percentage Distribution of Employees by Type of Employment and Gender - 2020

<i>Employment category</i>	<i>Male (%)</i>	<i>Female (%)</i>	<i>Total No.</i>
<i>Permanent</i>	60.6	39.4	1,969,878
<i>Temporary</i>	67.7	32.3	204,931
<i>Casual</i>	61.5	38.5	45,106
<i>Learners and Apprentices</i>	64.8	35.2	7,649
<i>Total</i>	61.3	38.7	2,227,564

Distribution of employees by type of employment and gender is given in Table 5.3. Figure 5.5 clearly shows that out of the total employees, the highest number of 88.4 percent belonged to the 'permanent' while 9 percent and 2 percent belonged to the employment types of 'temporary' and casual. The employees in 'learners and apprentices' were comparatively negligible in 2020. Gender wise all the employment types more or less follows the general pattern of 61.3 :38.7 Male: Female (Table 5.3).

Employee distribution in main economic activities by type employment, is given in Table 5.4. On average, nearly half and 40 percent of the total workforces are belonged to the Service activities and the Industrial activities respectively. (Table 5.4) When consider the employment type of 'permanent' is divided between the major activities following the same

Figure 5.5 : Percentage Distribution of Employees by Type of Employment -2020

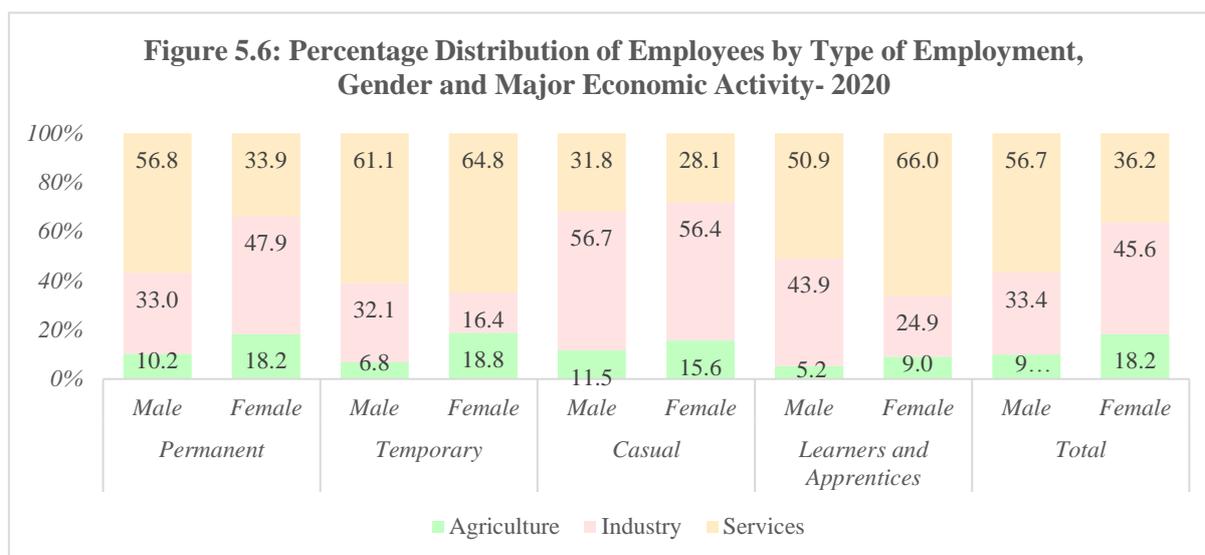
ratios as said. 62.3 percent of the temporary employees and 56.3 percent of the learners and apprentices' employees belong to the Service sector.

Figure 5.6 portrays the distribution of male and female employees within the major economic activities by type of employment. Nearly (32-61) percent of male employees in all employment types belonged to Service activities. When considering the female employees belonging to 'permanent' and 'casual' types only around (28-34) percent belonged to the Service sector activities. Mainly 45.6 percent female employees engaged in the Industry sector activities.

In the Agriculture activities all-employment types reported more female employees than male counterparts.

Table 5.4: Percentage Distribution of Employees by Type of Employment and Major Economic Activity - 2020

<i>Employment category</i>	<i>Agriculture</i>	<i>Industries</i>	<i>Services</i>	<i>Total</i>
<i>Permanent</i>	13.4	38.9	47.8	100.0
<i>Temporary</i>	10.7	27.0	62.3	100.0
<i>Casual</i>	13.1	56.6	30.3	100.0
<i>Learners and Apprentices</i>	6.5	37.2	56.3	100.0
<i>Total</i>	13.1	38.1	48.8	100.0



5.4. By Occupation (ISCO-88)

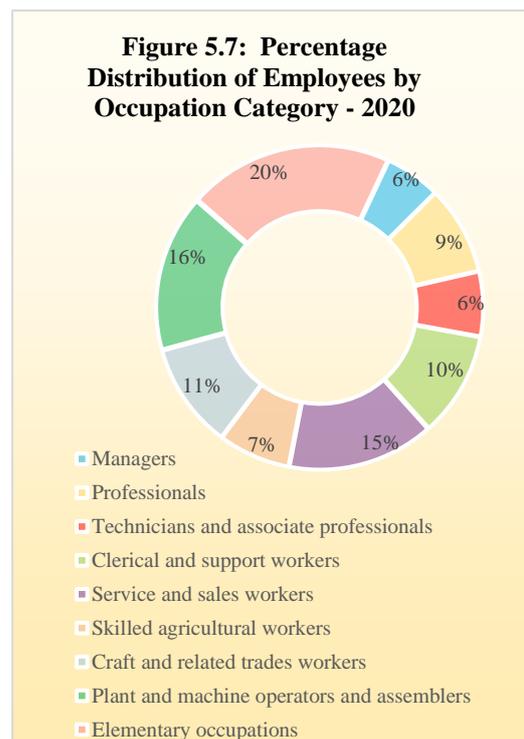
Table 5.5: Percentage Distribution of Employees by Occupation Category and Gender-2020

<i>Occupation Category (ISCO)</i>	<i>Employees</i>		
	Total	Male	Female
	No.	(%)	
<i>Senior Officials and Managers</i>	123,451	100	74.1
<i>Professionals</i>	198,548	100	61.6
<i>Technicians and associate professionals</i>	144,620	100	70.2
<i>Clerical and Support workers</i>	234,358	100	53.7
<i>Service and sales workers</i>	325,538	100	80.7
<i>Skilled agricultural workers</i>	160,216	100	43.3
<i>Craft and related Trades workers</i>	234,402	100	67.7
<i>Plant and machine operators and assemblers</i>	350,666	100	47.9
<i>Elementary Occupations</i>	455,764	100	58.4
Total	2,227,564	100	61.3

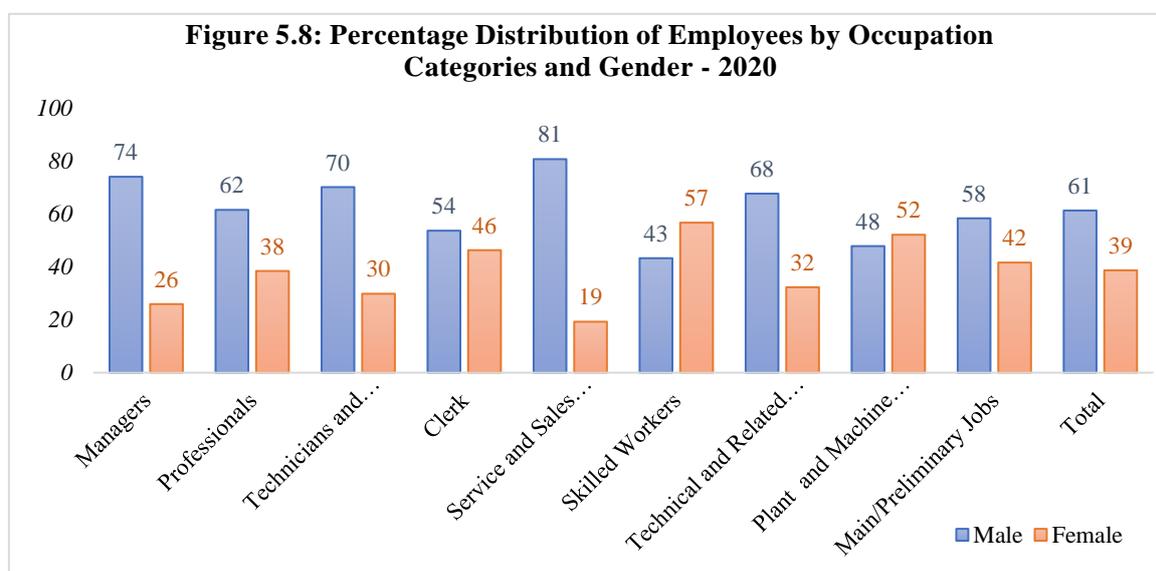
The occupations of the employees reported in the survey were collected according to the International Standards Classification of Occupation (ISCO- 88). Table 5.5 shows the employees by occupation categories.

Percentage distribution of employees were clearly depicted in Figure 5.7. According to that, highest number of employees i.e. approximately one fifth of them belonged to ‘Elementary occupations. It clearly shows that ‘Plant, machinery operators and assemblers’ and ‘Service and sales workers’ are accountable for 16 percent and 15 percent of total employees respectively. Most of the ‘Garment industry’ workers and the workers in the ‘Whole sale and retail trade’ belonged to these two categories (Figure 5.7). Skilled agricultural workers which cover the main two export agricultural activities of ‘Tea’ and ‘Rubber’ accounted for 7 percent of occupations.

Figure 5.8 clearly depicts the gender disaggregation of occupations in the private sector establishments.



The highest gender disparity was reported for ‘Service and sales workers’, i.e., 81 males :19 females. Highest female occupants of 57 percent were recorded for skilled agricultural workers. The occupation categories of ‘Plant, machine operators and assemblers’ and ‘Clerical and support workers’ also reported nearly 50 percent female participation in 2020.



5.5. By Economic Activity

The overall distribution of private sector employees within the three major economic sectors: Agriculture, Industry, and Services are depicted in Figure 5.9. The employment representation in these three sectors is reported as Agriculture at 13 percent, Industry at 38 percent, and the Service sector at 49 percent accordingly.

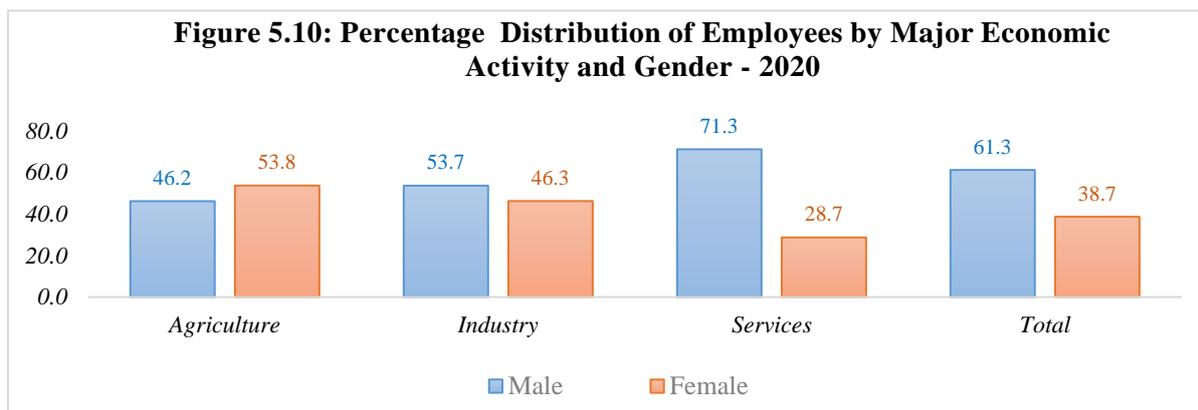
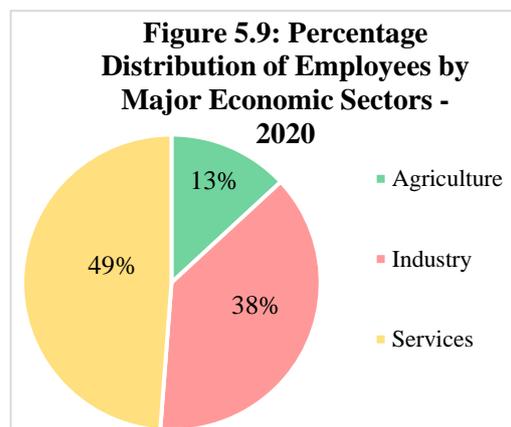
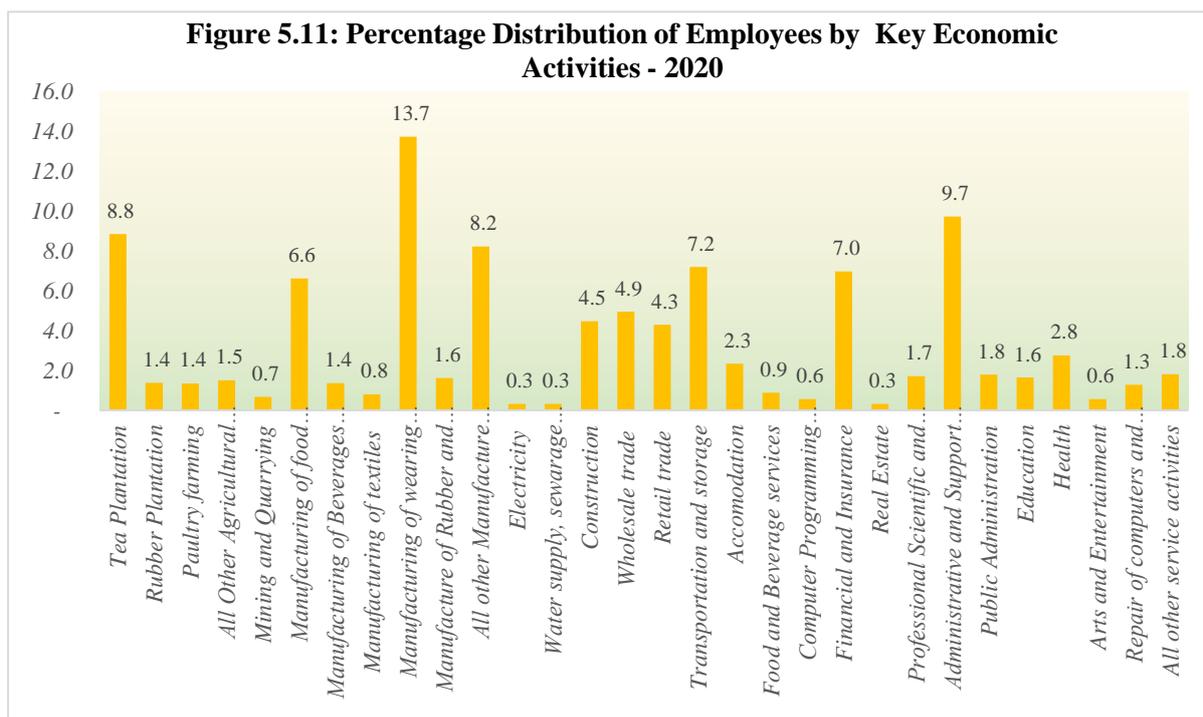
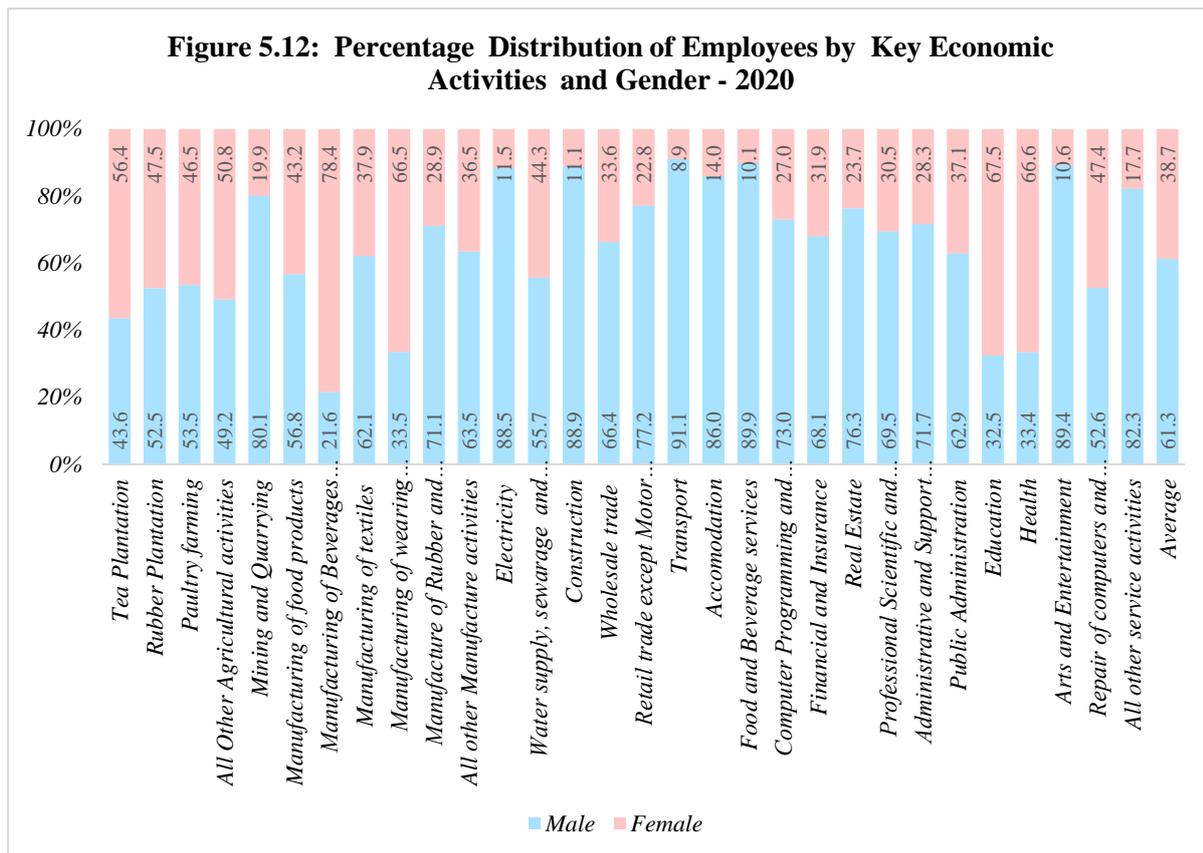


Figure 5.10 shows the percentage distribution of the number of employees by gender in these three sectors. The highest gender disparity of 71.3 percent male: 28.7 percent female, was

reported for the 'Services' sector. In 'Agricultural' sector, a slight increase of female workers (53.8 percent) was recorded over male workers (46.2 percent).





Employees distribution among important economic activities are shown in Figure 5.11. It clearly visualizes the employee density at each economic activity. The economic activity of 'Manufacturing of wearing apparels' alone has the highest employment density of 13.7 percent, followed by 'Administrative and Support Services' of 9.7 percent. In agriculture sector, 'Tea growing activity' which is mostly conducted by the tea plantations recorded as the next highest employee density of 8.8 percent.

In the industrial sector, apart from the apparel industry, the food manufacturing and construction industries have recorded 6.6 percent and 4.5 percent of employee capacities respectively.

In the trade sector, 'Wholesale' and 'Retail' trade accounted for 4.9 percent and 4.3 percent of the total workforce, respectively.

In the service sector the highest work force of 9.7 percent was accounted for 'Administration and Support services', while 'Financial and Insurance services' and 'Transportation and Storage services' accounted for 7.0 percent and 7.2 percent respectively.

The employee's distribution by sex of the key economic activities is given in Figure 5.12 and Table 5.6. The overall female: male ratio in the economy generally remains at 61:39 percent, but when looking at key economic activities separately, it appears that certain jobs are gender-biased or stereotypical for women or men. Specially in activities of 'Transportation

and storage', 'Construction', 'Electricity', 'Accommodation', 'Arts and Entertainment' 'Mining and Quarrying' reported more than 80 percent of high male contribution.

Comparatively higher proportions of female employees are reported in Manufacture of

Beverage and Tobacco products', 'Education' 'Manufacturing of Wearing apparel', 'Health' and 'Tea Plantation', activities by 78.4 percent, 67.5 percent, 66.6 percent, 66.5 percent and 56.4 percent, respectively.

Table 5.6: Percentage Distribution of Employees by Key Economic Activity and Gender-2020

<i>Economic Activity</i>	<i>Total (N0)</i>	<i>Male (%)</i>	<i>Female (%)</i>
<i>Tea Plantation</i>	196,830	43.6	56.4
<i>Rubber Plantation</i>	30,811	52.5	47.5
<i>Poultry farming</i>	30,127	53.5	46.5
<i>All other Agricultural activities</i>	33,698	49.2	50.8
<i>Mining and Quarrying</i>	14,944	80.1	19.9
<i>Manufacturing of food products</i>	147,397	56.8	43.2
<i>Manufacturing of Beverages and Tobacco</i>	30,342	21.6	78.4
<i>Manufacturing of textiles</i>	17,977	62.1	37.9
<i>Manufacturing of wearing apparels</i>	306,029	33.5	66.5
<i>Manufacture of Rubber and plastic products</i>	35,885	71.1	28.9
<i>All other Manufacture activities</i>	182,942	63.5	36.5
<i>Electricity</i>	7,024	88.5	11.5
<i>Water supply, sewerage and waste management</i>	7,148	55.7	44.3
<i>Construction</i>	99,460	88.9	11.1
<i>Wholesale trade</i>	110,158	66.4	33.6
<i>Retail trade except Motor Vehicles</i>	95,558	77.2	22.8
<i>Transportation and Storage</i>	160,191	91.1	8.9
<i>Accommodation</i>	52,235	86.0	14.0
<i>Food and Beverage services</i>	19,737	89.9	10.1
<i>ICT services</i>	12,496	73.0	27.0
<i>Financial and Insurance</i>	155,106	68.1	31.9
<i>Real Estate</i>	7,073	76.3	23.7
<i>Professional, Scientific and Technical Activities</i>	38,335	69.5	30.5
<i>Administrative and Support Activities</i>	216,584	71.7	28.3
<i>Public Administration</i>	40,005	62.9	37.1
<i>Education</i>	36,629	32.5	67.5
<i>Health</i>	61,365	33.4	66.6
<i>Arts and Entertainment and Recreation</i>	12,678	89.4	10.6
<i>Repair of computers and personal and household goods</i>	28,399	52.6	47.4
<i>All other service activities</i>	40,403	82.3	17.7
Total	2,227,564	61.3	38.7

CHAPTER 6

WORKING - HOURS

Average Weekly Working Hours

Average Annual Working Hours

WORKING HOURS

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

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

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

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

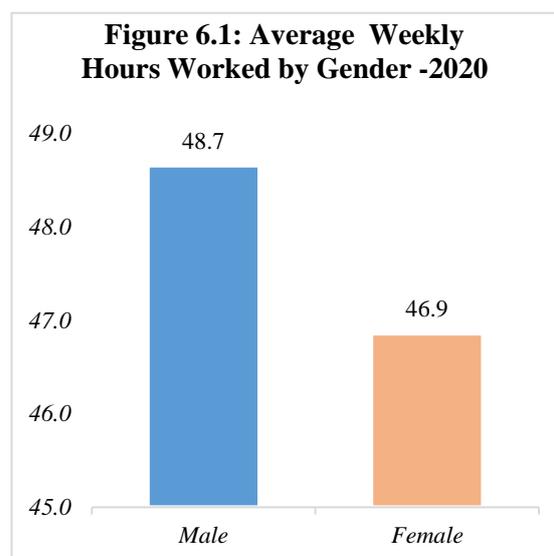
The usual working hours per week may differ basically on the economic activity, occupation and sex but typically covers eight hours a day. International Labour Organization (ILO) has

introduced five statistical indicators to measure the decent work time in different aspects. Out of those five indicators, three statistical indicators can be prepared using the establishment surveys. Those are

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

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

In this chapter, the employees by weekly hours worked, average annual time worked per



employee and excessive working time per week were discussed by disaggregated levels of gender, economic activity and occupation levels. The average weekly hours worked by

gender (Figure 6.1) shows on average, the private sector male and female employees in Sri Lanka worked for 48.7 hours and 46.9 hours respectively.

6.1 By Average Weekly Working Hours

6.11 By Economic Activity

Table 6.1: Average Weekly Hours Worked per Employee by Major Economic Activity and Gender -2020

<i>Major Economic activity</i>	<i>Male</i>	<i>Female</i>	<i>Average</i>
<i>Agriculture</i>	47.9	47.6	47.8
<i>Industry</i>	50.5	48.7	50.0
<i>Services</i>	48.0	46.2	47.0
<i>Average</i>	48.7	46.9	47.8

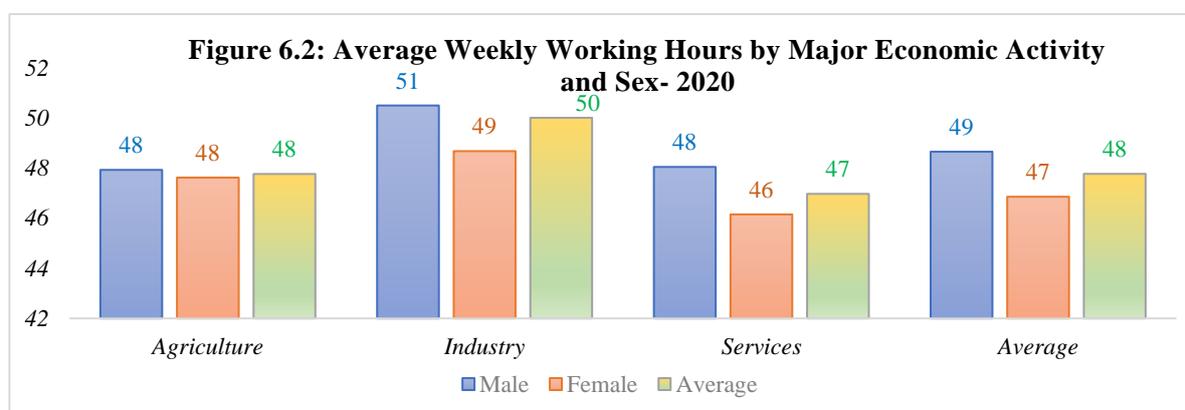


Table 6.1 shows the average working hours including OT hours in the three major economic activities by gender. The average working hours ranged from 45-50 hours depending on the number of days worked per week. In 2020 number of hours employees worked in a week was affected by Covid-19.

When looking at the major economic sectors, male employees in the industry activities have worked an average 50.5 hours per week. The female workforce in the industry activities also showed the highest number of working hours compared to the agriculture and service activities. Female employees in the service activities reported the lowest working hours of 46.2 (Figure 6.2).

Table 6.2: Average Days Worked per Month and Average Weekly Hours Worked per Employee by Economic Activity and Gender - 2020

<i>Economic Activity (ISIC)</i>	<i>Average working days per month</i>	<i>Average hours worked weekly (hours per employee)</i>		
		<i>Male</i>	<i>Female</i>	<i>Average</i>
<i>Agriculture</i>	25	48	48	48
<i>Mining and quarrying</i>	27	49	47	49
<i>Manufacturing</i>	23	51	50	51
<i>Electricity</i>	30	53	52	53
<i>Water supply, sewerage</i>	25	51	48	50
<i>Construction</i>	25	48	46	48
<i>Wholesale and retail trade</i>	24	49	49	49
<i>Transportation and storage</i>	24	54	56	54
<i>Accommodation and food service</i>	27	50	47	49
<i>Information and communication</i>	23	43	42	43
<i>Financial and insurance</i>	21	44	45	45
<i>Real estate activities</i>	22	48	45	47
<i>Professional, scientific and technical</i>	22	47	44	46
<i>Administrative and support service</i>	22	57	52	55
<i>Public administration</i>	23	49	45	48
<i>Education</i>	21	43	40	41
<i>Human health and social work</i>	25	47	48	47
<i>Arts, entertainment and recreation</i>	21	54	52	54
<i>Other service activities</i>	24	47	41	45
<i>Activities of extraterritorial organizations</i>	21	40	40	40
<i>Average</i>	24	49	47	48

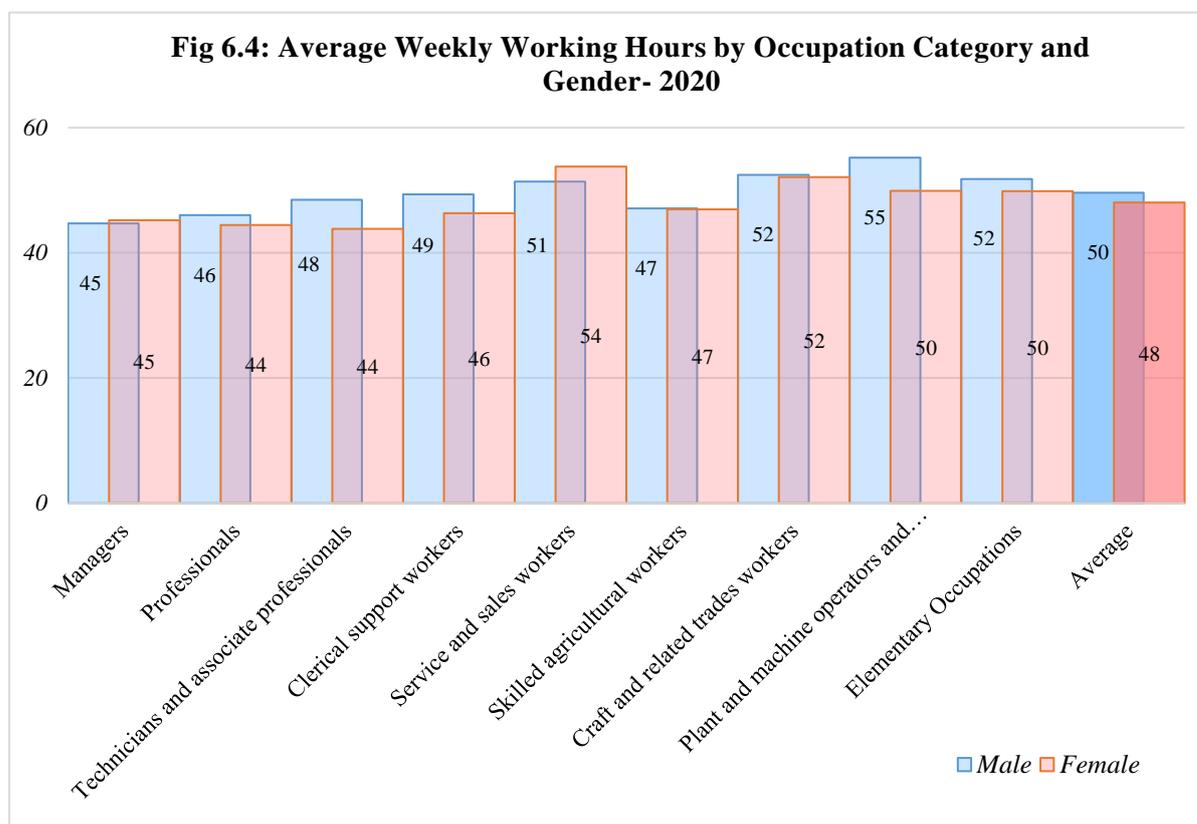
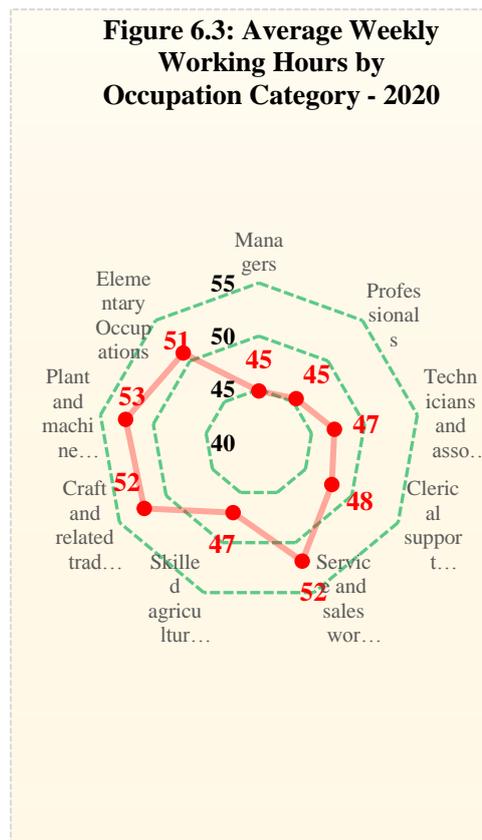
The average working time for an employee according to economic activity is shown in Table 6.2. Male and female workers in the agricultural sector reported equal weekly working hours of 48 hours. It is reported that male and female employees working in the manufacturing industries, which has a high contribution to the country's economy, work 51 hours and 50 hours respectively. Overall, men reported working 2-3 hours more per week than

women in most economic activities. The maximum difference in working hours of male and female workers was 6 hours per week reported for 'Other service activities'. In the service sector, women are reported to work 1-2 hours more per week than men in the economic activities of 'Human health and social work', 'Transport and Storage', and 'Financial and insurance'.

6.1.2. By Occupation Category

Table 6.3: Average Hours Worked per Week (with OT) by Occupational Category and Gender -2020

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



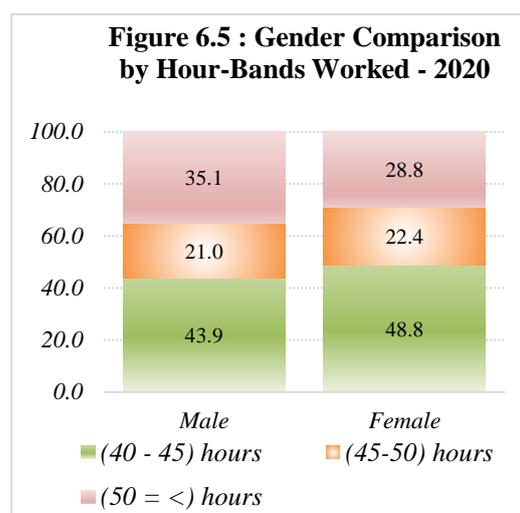
Average weekly working hours by occupation category are shown in Table 6.3. The highest average working time of 53 hours per week is reported for 'Plant and machine operators and assemblers. (Figure 6.3).

In gender wise the male and female employees of 'Plant and machine operators and assemblers' reported an average working hours of 55 and 50 hours respectively per week, (Figure 6.4).

Managers and professionals, the top two categories of the occupational classification, report an average weekly work time of 45 hours. On the other hand, compared to Industry and Service sectors, the average weekly working time of males and females of skilled agricultural workers was reported as 47 hours for the year 2020 (Figure 6.4). The

longest working hours per week for females were reported for 'Service and sales workers' as 54 hours per week.

In this survey, weekly total working hours were measured by gender and occupation. Therefore the work bands were selected as (40-45) hours, (45-50) hours, and 50=< hours. The results were given in Table 6.4.



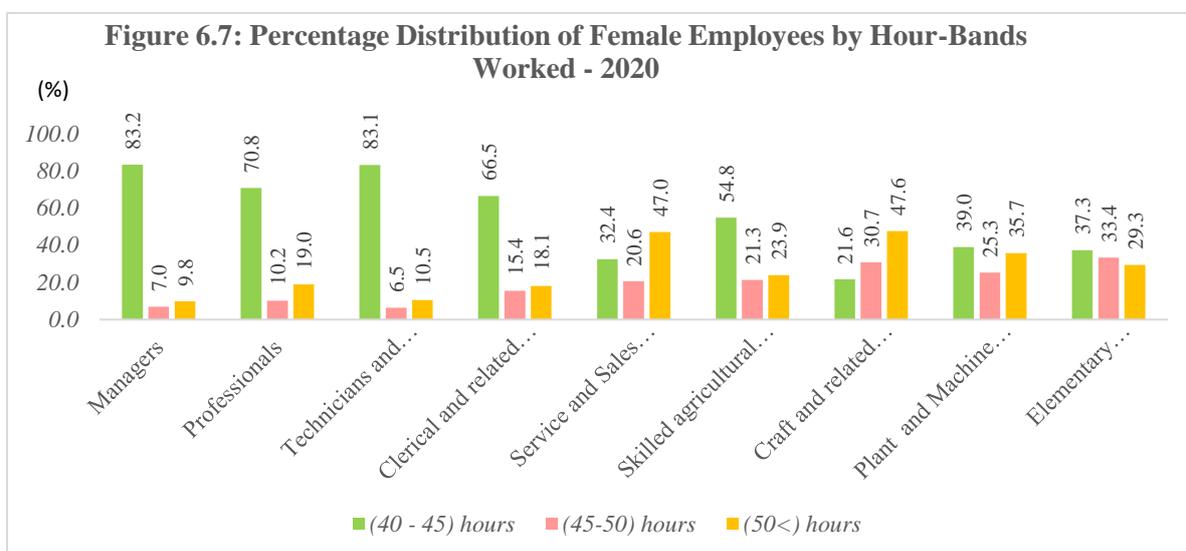
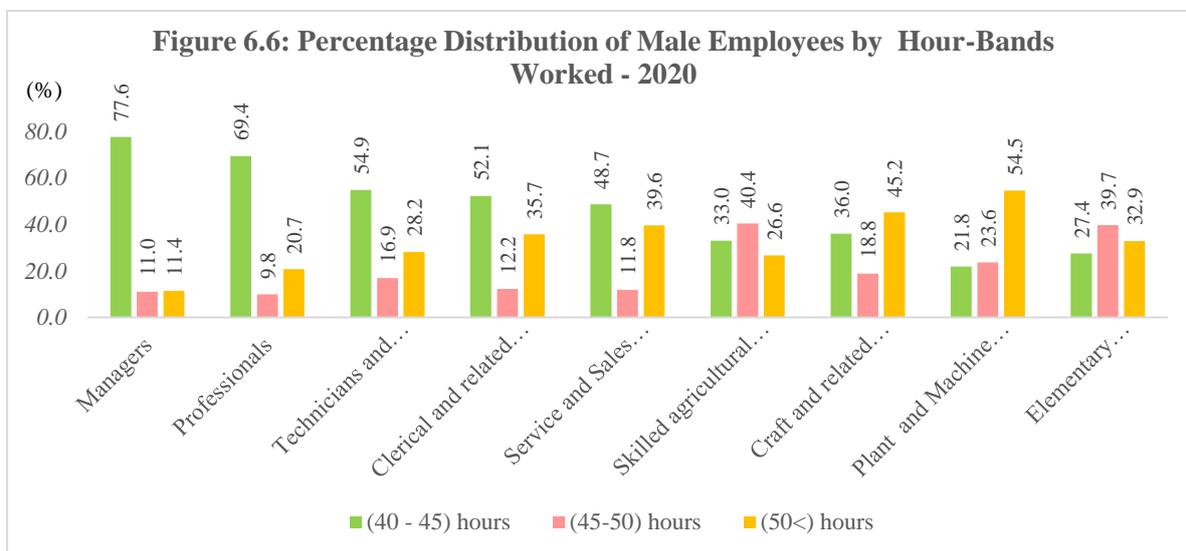
6.1.3. By Selected Working Band

Table 6.4: Percentage Distribution of Male and Female Employees Worked at Selected Hour-bands by Occupation Category - 2020

Occupation	Male (%)			Female (%)		
	(40 - 44) hours	(45-49) hours	(50=<) hours	(40 - 44) hours	(45-49) hours	(50=<) hours
Managers	77.6	11.0	11.4	83.2	7.0	9.8
Professionals	69.4	9.8	20.7	70.8	10.2	19.0
Technicians and Associate	54.9	16.9	28.2	83.1	6.5	10.5
Clerical and related	52.1	12.2	35.7	66.5	15.4	18.1
Service and Sales workers	48.7	11.8	39.6	32.4	20.6	47.0
Skilled Agriculture workers	33.0	40.4	26.6	54.8	21.3	23.9
Craft and trade workers	36.0	18.8	45.2	21.6	30.7	47.6
Plant and Machine Operators,	21.8	23.6	54.5	39.0	25.3	35.7
Elementary workers	27.4	39.7	32.9	37.3	33.4	29.3
Average	43.9	21.0	35.1	48.8	22.4	28.8

Figure 6.5 clearly shows the comparison of males and females working in these selected hour bands. Nearly 50 percent females work in the 40-45 hour band. Thirty-five percent of males have a tendency to work long hours and belonged to the hour-band of 50 hours or more. Employees working in selected working hour bands by gender and occupation are given in figures 6.6 and 6.7. These figures clearly illustrate that around 80 percent of female employees in the higher categories, from Managers to Clerks, mostly belonged to the 40-

45 hour- band. In other occupations, male employees mostly engaged in a longer hour-band than their female counterparts. Around 40 percent of both male and female employees in ‘Service and sales workers’ and ‘Craft and related workers’ worked longer hours and belong to the hour-band of 50 hours or more. Moreover, nearly 60 percent of male employees in ‘Plant and machine operators, assemblers’ also belonged to the longest hour band of 50 or more hours .



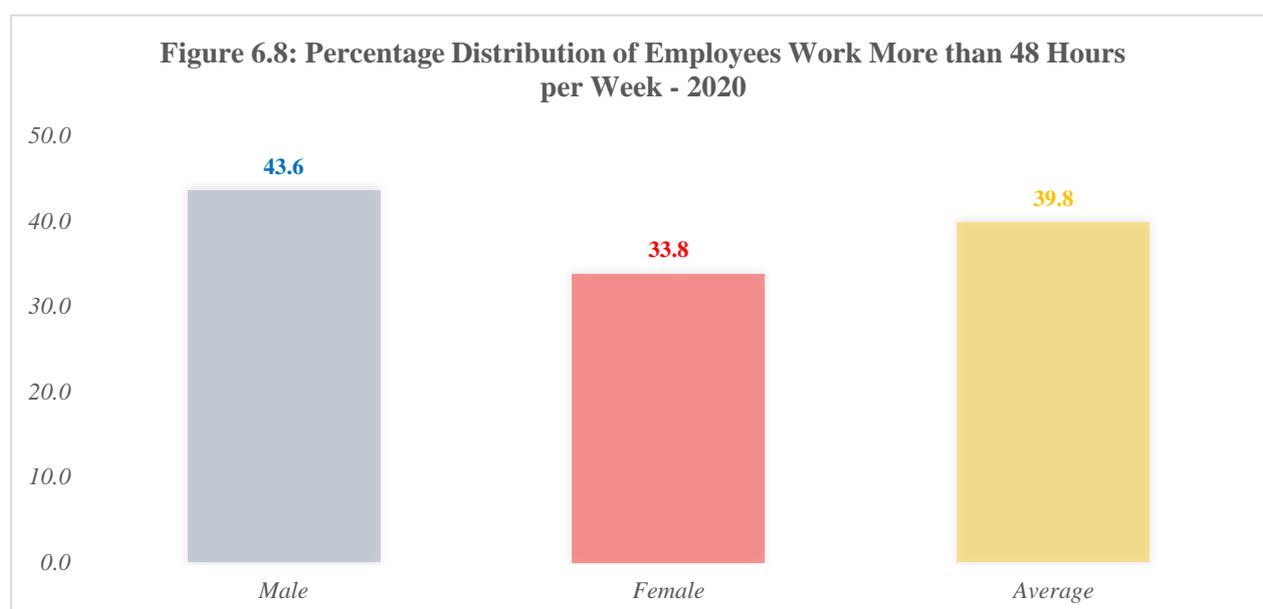
6.1.4. By Excessive Working Time

Employment in excessive working time shows the employees whose working hours exceed 48 hours per week. ILO recommended threshold value of 48 hours is used in the survey as the national threshold value which would help for international comparison purposes. It indicates the exposure to overwork which would cause negative impacts on workers both on health condition and work life balance. In 2020, employees who worked more than 48 hours in the private sector establishments is reported as 39.8 percent. Gender wise, it is reported that 33.8 percent females and 43.6 percent males have worked in excess of 48 hours. (Figure 6.8).

6.2. By Average Annual Working Hours

6.2.1. By Economic Activity

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

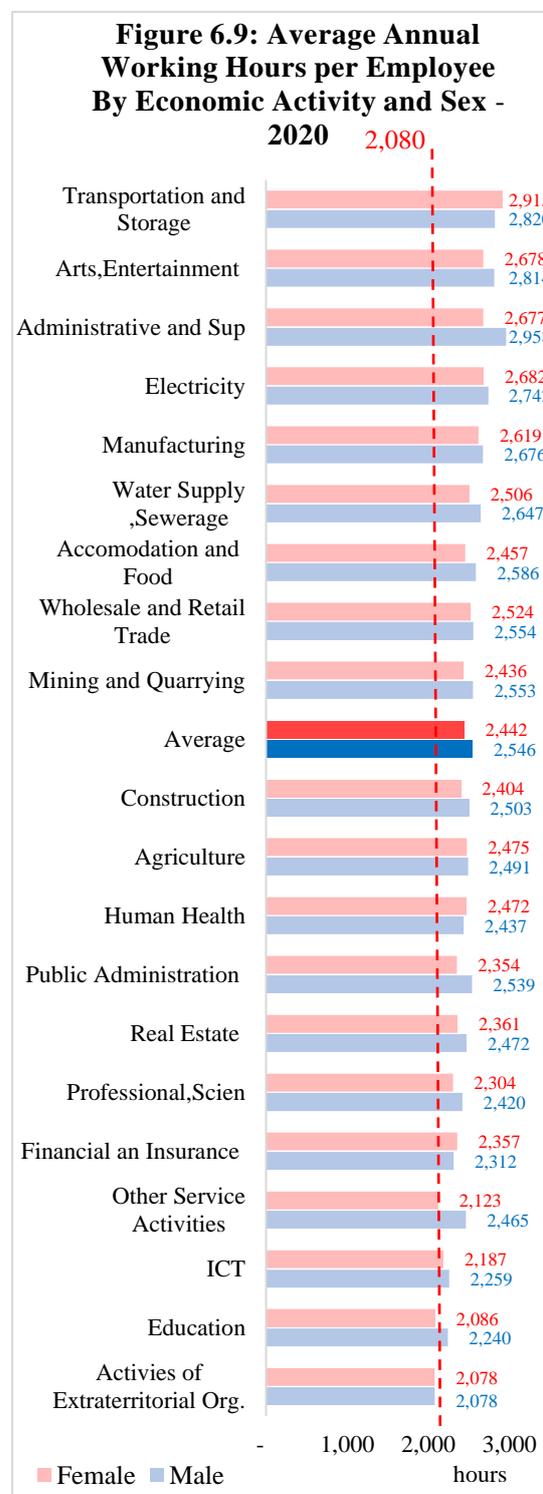


Average annual working hours per employee in 2020 was 2,494 hours. For males and females it was 2,546 hours and 2,442 hours respectively (Table 6.5). The ILO

recommended value of 2,080 hours per year as the benchmark value of average annual working time as it would help for international comparisons.

Table 6.5: Average Annual Hours Worked per Employee by Economic Activity and Gender - 2020

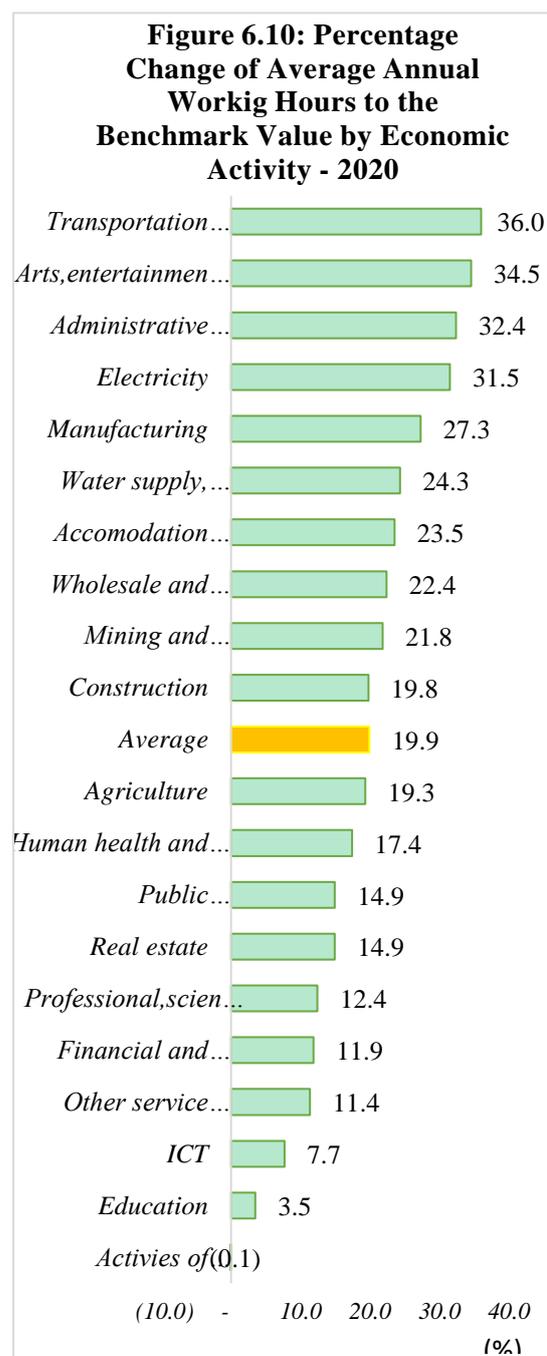
Economic Activity	Average annual hours worked per employee		
	Male	Female	Average
Agriculture	2,491	2,475	2,482
Mining, Quarr	2,553	2,436	2,534
Manufacturing	2,676	2,619	2,647
Electricity	2,742	2,682	2,735
Water supply,	2,647	2,506	2,586
Construction	2,503	2,404	2,491
Wholesale,	2,554	2,524	2,545
Transportation	2,820	2,915	2,829
Accomodation,	2,586	2,457	2,569
ICT	2,259	2,187	2,240
Financial,	2,312	2,357	2,327
Real estate	2,472	2,361	2,390
Professional,s	2,420	2,304	2,338
Administrative	2,958	2,677	2,754
Public admini	2,539	2,354	2,390
Education	2,240	2,086	2,152
Human health	2,437	2,472	2,442
Arts, entertai	2,814	2,678	2,798
Other service	2,465	2,123	2,317
Extra Territ.	2,078	2,078	2,078
Average	2,546	2,442	2,494



The Figure 6.9 clearly depicts the average annual working hours per employee by economic activity. The employees in all the economic activities except the activities carried out by extraterritorial organizations have reported working more than the benchmark value of 2,080 hours. Except a few economic activities, in all other activities average annual working hours of females are lesser than the male counterpart, showing that female employees are working less than the males annually. In Sri Lanka, females have to shoulder heavy household chores, along with cultural restrictions and social insecurity which may be the foremost reasons for this inequality reported.

The number of hours worked by employees in key economic activities that make a high contribution to GDP remains above the annual benchmark value of 2,080 hours. That indicates the male and female employees in 'Transportation and Storage', 'Manufacturing', 'Accommodation, food and beverage services' and 'Wholesale and retail trade', are working more than the average value of 2,546 hours and 2,442 hours respectively. (Figure 6.10). The average annual working hours for an employee working in 'ICT services' and 'Education' are fairly closer to the benchmark hours of 2,080.

Figure 6.10 shows the percentage change in average annual working hours per worker in each economic activity relative to the benchmark value. This clearly shows that an



average worker in any economic activity works 19.9 percent against the benchmark value of 2,080 hours. Also, employees in the 'Transport and warehousing', work approximately 3 times more than compared to the employees in 'Professional scientific, and technical services', 'Financial and insurance services', and 'Other service activities'.

6.2.2. By Occupation

Table 6.6: Average Annual Hours Worked (with OT) per Person by Occupation Category and Gender and Percentage Change to the Benchmark Value- 2020

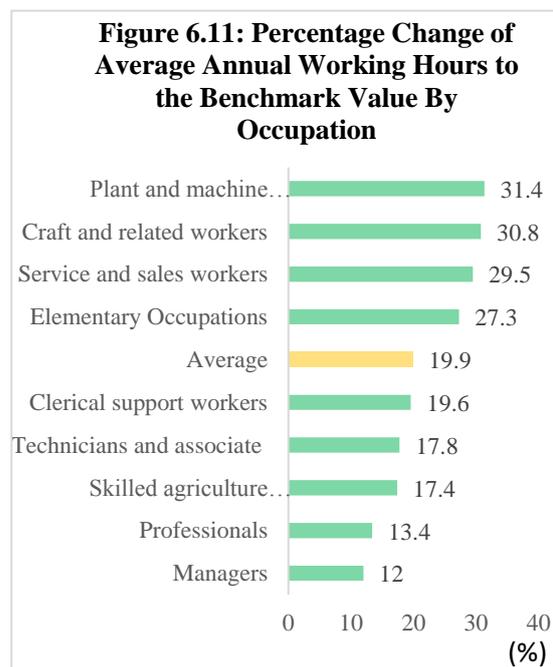
Occupation	Average annual hours worked (with OT) per person			(% change to the Benchmark* value
	Male	Female	Average	
Managers	2,323	2,350	2,330	12.0
Professionals	2,391	2,310	2,359	13.4
Technicians and associate	2,519	2,278	2,450	17.8
Clerical support workers	2,564	2,407	2,487	19.6
Service and sales workers	2,670	2,795	2,694	29.5
Skilled agriculture workers	2,447	2,440	2,443	17.4
Craft and related workers	2,727	2,707	2,720	30.8
Plant and machine operators, Elementary Occupations	2,869	2,592	2,734	31.4
Average	2,546	2,442	2,494	19.9

**Benchmark value is 2,080 hours (ILO)*

Annual working hours by occupation categories and gender in private sector establishments with the percentage change to the benchmark value (2,080 hours) are given in Table 6.6.

Figure 6.11 clearly shows the percentage changes in average annual working hours to the benchmark value of 2080 hours. Comparatively ‘Managers and Professionals work only 12 percent and 13.4 percent more than the benchmark value while ‘Plant and machinery operators and assemblers and Craft and related workers work 31.4 percent and 30.8 percent more than the benchmark value respectively.

Gender-wise, female workers in ‘Service and sales workers’ reported significantly longer annual working hours compared to their male counterparts. Moreover, the male employees of



the ‘Professionals’, ‘Plant and machine operators, and Elementary Occupation categories reported substantially higher average annual working hours compared to female employees in the same categories.

EARNINGS

Mean Monthly Nominal Earnings

Mean Monthly Real Wages

Mean Hourly Nominal Earnings

Low Pay Rate

Gender Wage Gap

EARNINGS

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

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

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

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

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

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



7.1. Mean Monthly Nominal Earnings

7.1.1. By Economic Activity

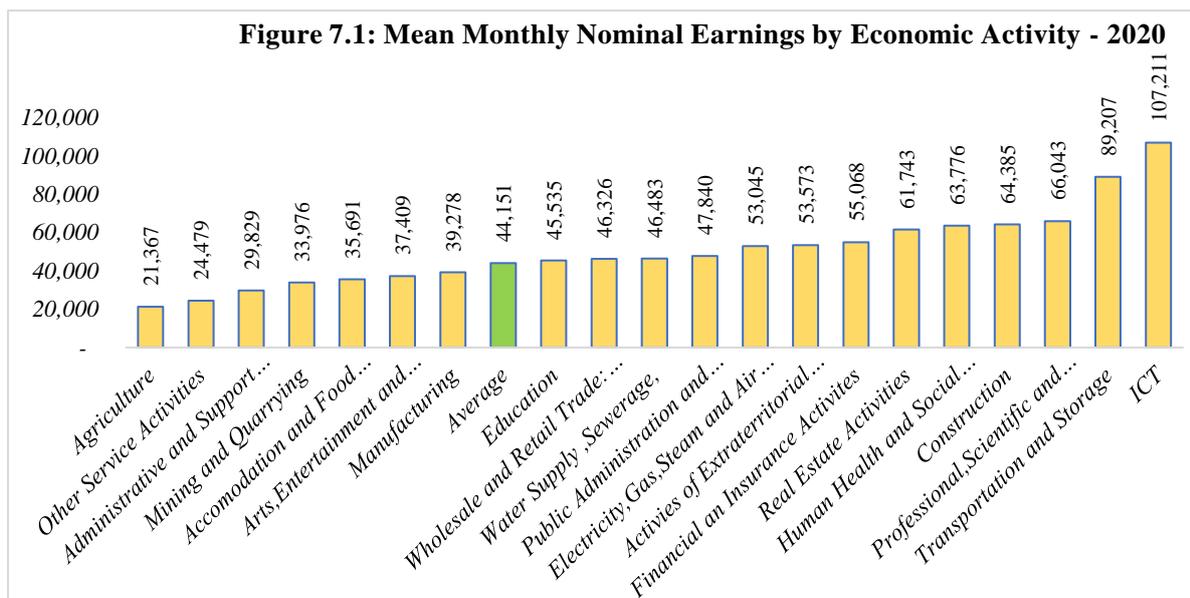
Mean monthly nominal earnings by economic activities are given in Table 7.1. Mean nominal earnings were calculated as total nominal earnings per month divided by total number of employees at each economic activity. These values were further disaggregated by gender.

The mean nominal monthly earnings of male and female were recorded as Rs. 51,103 and Rs.

33,138 respectively. The average monthly nominal wage was reported as Rs. 44,151. (Table 7.1) These results confirm that there is an unambiguous discrepancy in salaries of male and female employees. The average monthly nominal earnings of female employees are 33,138 and 35.1 percent lesser than the male counterpart.

Table 7.1: Mean Monthly Nominal Earnings by Economic Activity and Gender - 2020

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



According to the mean monthly nominal earnings, the highest paid economic activity was identified as ‘Information and Communication Technology’ with mean monthly nominal earnings of Rs. 107,211 while the least paid activity recorded as ‘Agriculture; with mean monthly nominal earnings of Rs. 21,367. Out of the twenty key economic activities, the employees of economic activities including ‘Manufacturing’, ‘Accommodation and food service activities’, ‘Education’ and

‘Whole-sale and retail trade; and which gives high contribution to the country’s GDP while being paid low monthly wages less than Rs.50,000 (Figure7.1). Figure 7.2 clearly depicts the monthly wage disparities of economic activity based on gender. According to the survey results, vast disparities in the earnings between male and female employees within the economic activities were observable. ‘ICT’ sector reports the highest inequality in wages by gender.

7.1.2. By Occupation

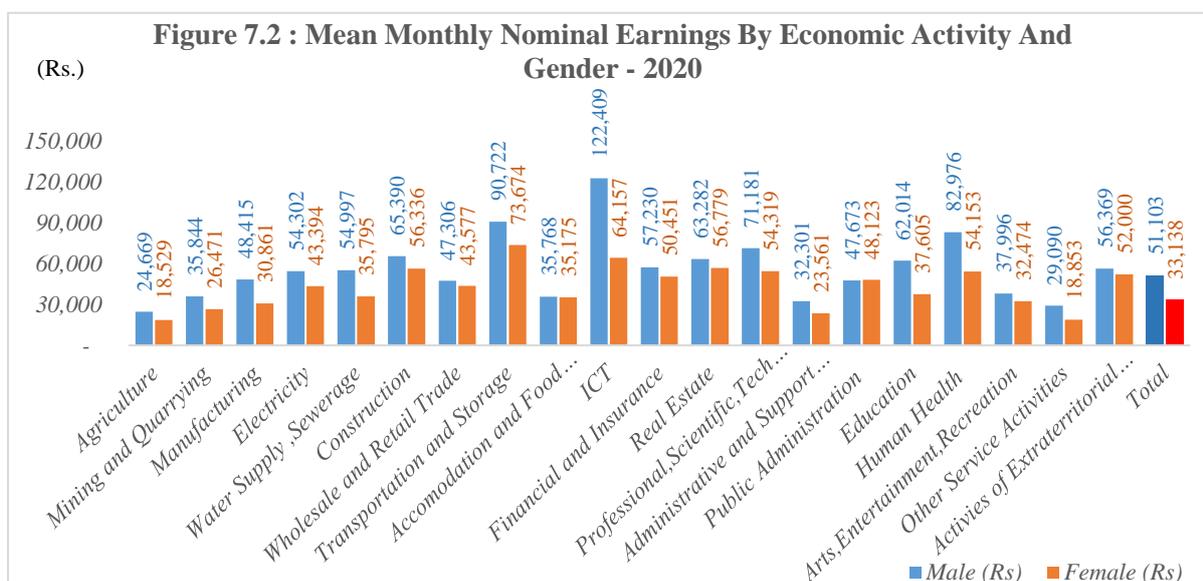
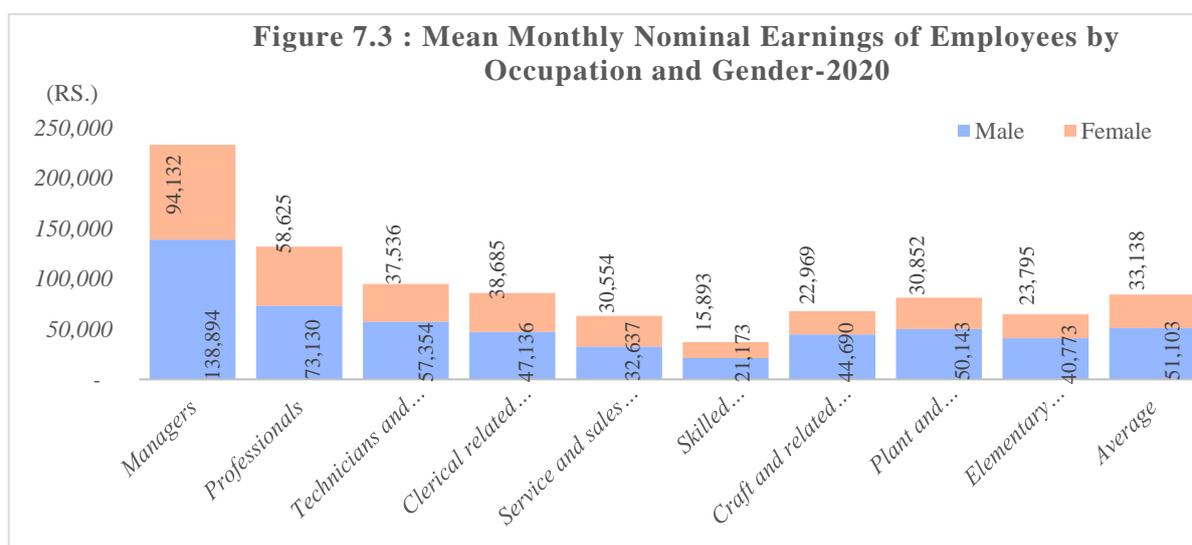


Table 7.2 shows the mean monthly nominal earnings by gender and occupation. ‘Skilled agricultural workers’ reported the lowest monthly earnings compared to the other occupation categories; which is almost 60 percent lower than the average nominal monthly earnings of Rs.44,151 the highest deviation when compared with other occupations. According to the survey results, monthly nominal earnings of employees in

Craft and related trades and Plant and machine operators and assemblers’ who works longer working hours had earned a similar amount to the monthly nominal earnings of ‘Clerical related workers’ and Service and sales workers eventhough the latter has had lower working hours. In all categories, female employees get lower wages than males and on average female monthly earnings is 1.5 times lesser than the males. It is clearly depicted in Figure 7.3.

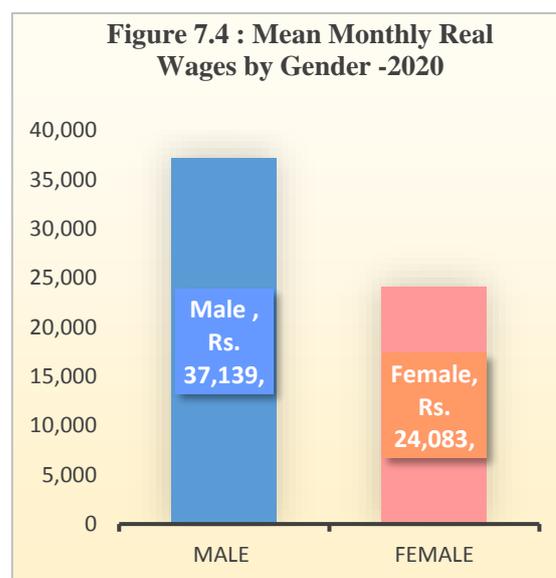
Table 7.2 : Mean Monthly Nominal Earnings by Occupation and Gender - 2020

Occupation	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



7. 2. Mean Monthly Real Wages

The real wage of an employee provides an important indicator of the living standards and also of productivity of workers. Real wages have been defined in the Resolution concerning the international comparison of real wages adopted by the Eighth ICLS (1954) as the goods and services which can be purchased with wages or are provided as wages. (Decent Work Indicators, ILO Manual 2013). Mean real wage is calculated by deflating the average nominal monthly wage by consumer price index in order to control the changes in consumer prices over time. In this study, the mean real wages are calculated by deflating average nominal wages by NCPI 2020 and discussed at disaggregated



levels of sex, economic activity and occupation category. The annual NCPI value for the 2020 was reported as 137.6. (Base year =2013)

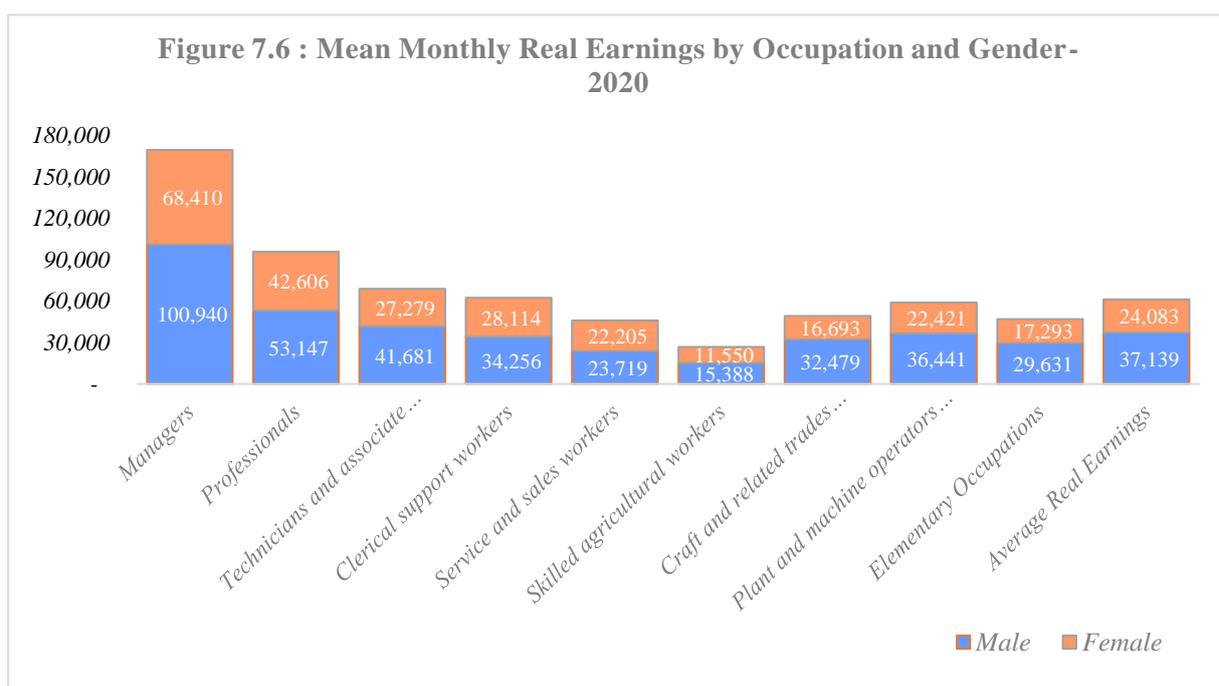
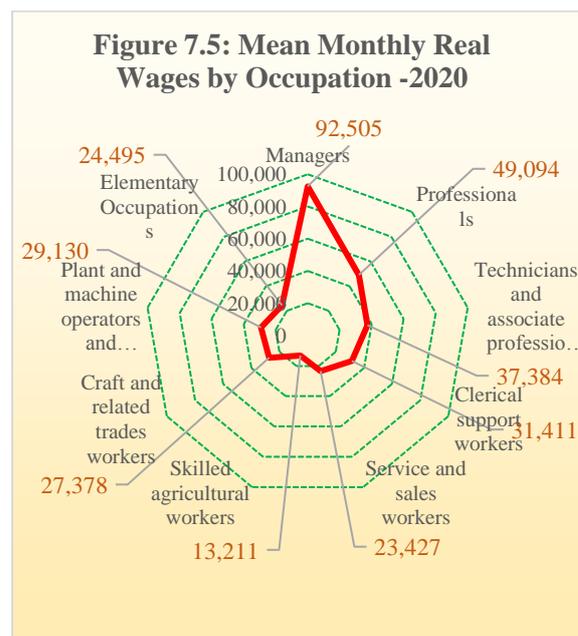
Table 7.3: Mean Monthly Real Wages by Economic Activity and Gender – 2020

<i>Economic Activity</i>	<i>Mean Real Wages (Rs.)</i>		
	Average	Male	Female
<i>Agriculture</i>	15,529	17,928	13,466
<i>Mining and Quarrying</i>	24,692	26,049	19,237
<i>Manufacturing</i>	28,545	35,185	22,428
<i>Electricity, Water Supply, Sewerage</i>	38,550	39,464	31,536
<i>Construction</i>	33,781	39,968	26,014
<i>Wholesale and Retail Trade</i>	46,792	47,522	40,942
<i>Transportation and Storage</i>	33,667	34,380	31,669
<i>Accommodation and Food Service</i>	64,831	65,931	53,542
<i>ICT</i>	25,938	25,994	25,563
<i>Financial and insurance</i>	77,915	88,960	46,626
<i>Real Estate Activities</i>	40,020	41,591	36,665
<i>Professional, Scientific Technical Activities</i>	44,871	45,990	41,264
<i>Administrative and Support Service</i>	47,996	51,731	39,476
<i>Public Administration</i>	21,678	23,474	17,123
<i>Education</i>	34,767	34,646	34,973
<i>Human Health</i>	33,092	45,068	27,329
<i>Arts, Entertainment</i>	46,349	60,302	39,356
<i>Other Service Activities</i>	27,187	27,613	23,600
<i>Activities of Extraterritorial Org.</i>	17,790	21,141	13,701
<i>Average</i>	38,934	40,966	37,791
	32,086	37,139	24,083

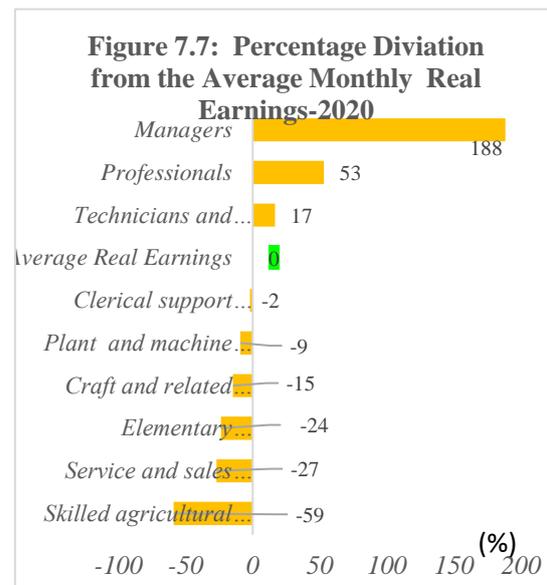
Mean monthly real wages by economic activity and gender are given in Table 7.3. It clearly shows the purchasing power of male and female employees in economic activities differ considerably. In 2020, Gender wise male employees and female employees received Rs 37,139 and Rs 24,083 as average monthly wages respectively (Figure 7.4). Economic activity wise mean monthly real wages range from Rs (17,928-88,960) for males and Rs (13,466-53,542) for females. (Table 7.3)

The average real wages by occupation groups are shown in Figure 7.5. The real wages ranged from Rs. 92,505 to Rs. 13,211 from Managers to ‘Skilled agricultural workers’. The average real wages of ‘Skilled agricultural workers’ is reported lower than the Elementary occupations. The real wages by sex in the occupation categories is depicted in Figure 7.6.

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



In Figure 7.7 shows the percentage deviation of monthly real wages in each occupation from the average monthly real wage. Only the occupations of Managers, Professional and Technicians and associate professionals showed salaries above the average and all other occupations reported the salaries below the average. The average real wages of ‘Managers’ recoded 188 percent higher than the average, while ‘Skilled agricultural workers’ reported their real wages is 59 percent lesser than the average real wage.



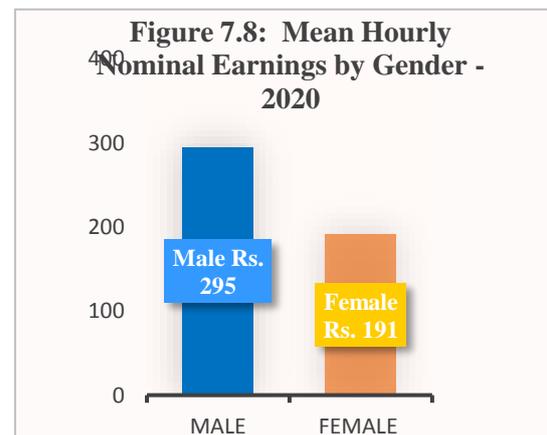
7.3. Mean Hourly Nominal Earnings

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

7.3.1. By Economic Activity

On average male employees of the private sector earn Rs.295 while female employees earn Rs 191 per hour at nominal rate (Figure 7.8). It clearly shows the disparity of wages by gender in private and semi- government sectors.

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



nominal earnings. Table 7.4 clearly shows that the mean hourly earnings of workers engaged in economic activities that contribute highly to the country's GDP such as ‘Agriculture’, ‘Mining and Quarrying’, ‘Manufacturing’, ‘Accommodation and food service activities’, ‘Other service activities’ and are lower than the overall average of Rs.255.

According to the survey results, the highest paid job was reported in ‘ICT’ activities where employees get a 2.4 times higher wages than the average hourly earning. Employees in

‘Transportation and storage’, ‘Professional, scientific and technical activities’, ‘Construction’ and ‘Real estate activities’ paid

more than or equal to 1.5 times of average mean hourly earnings of the private sector. (Table 7.4)

Table 7.4: Mean Hourly Nominal Earnings by Economic Activity and Gender -2020

<i>Economic Activity</i>	<i>Mean Nominal Earnings</i>		
	Male	Female	Average
<i>Agriculture</i>	142	107	123
<i>Mining and Quarrying</i>	207	153	196
<i>Manufacturing</i>	279	178	227
<i>Electricity,</i>	313	250	306
<i>Water Supply, Sewerage,</i>	317	207	268
<i>Construction</i>	377	325	371
<i>Wholesale and Retail Trade</i>	273	251	267
<i>Transportation and Storage</i>	523	425	515
<i>Accommodation and Food</i>	206	203	206
<i>ICT</i>	706	370	619
<i>Financial an insurance</i>	330	291	318
<i>Real Estate</i>	365	328	356
<i>Professional, Scientific, Technical</i>	411	313	381
<i>Administrative and Support Service</i>	186	136	172
<i>Public Administration</i>	275	278	276
<i>Education</i>	358	217	263
<i>Human Health</i>	479	312	368
<i>Art, Entertainment</i>	219	187	216
<i>Other Services activities</i>	168	109	141
<i>Activities of Extraterritorial Org.</i>	325	300	309
<i>Average</i>	295	191	255

7.3.2. By Occupation

Table 7.5 shows the mean hourly nominal earnings by gender and occupation. According to the results, ‘Skilled agricultural workers’ who mainly work in tea and rubber plantations in the country reported the lowest hourly earnings compared to the other occupation categories which were more than 50 percent lower than the average nominal weekly

earnings. Further, survey results show that average hourly nominal earnings of ‘Clerical and support workers’, ‘Service and sales workers’, ‘Skilled agriculture workers’, ‘Craft and related trades workers’, ‘Plant and Machine operators, assemblers’ and employees in elementary occupations are lower than the mean hourly nominal earnings.

Table 7.5: Mean Hourly Nominal Earnings by Occupations and Gender - 2020

<i>Occupation</i>	<i>Mean nominal earnings</i>		
	Male	Female	Average
<i>Managers</i>	801	543	734
<i>Professionals</i>	422	338	390
<i>Technicians and associate professionals</i>	331	217	297
<i>Clerical and support workers</i>	272	223	249
<i>Service and sales workers</i>	188	176	186
<i>Skilled agriculture workers</i>	122	92	105
<i>Craft and related trades workers</i>	258	133	217
<i>Plant and Machine operators, assemblers and related workers</i>	289	178	231
<i>Elementary occupations</i>	235	137	194
<i>Average</i>	295	191	255

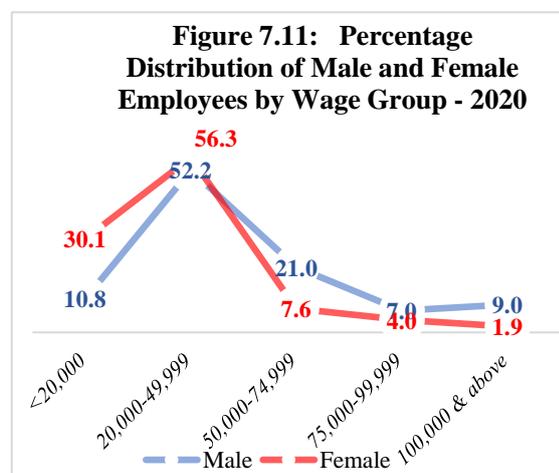
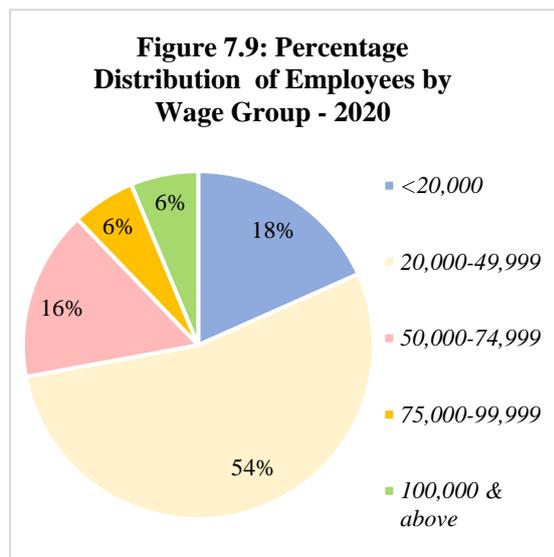
Looking at the nominal hourly earnings of male and female workers, Table 7.5 shows that, on average, female workers earn about 1.5 percent less than male workers. In the private and semi-government sectors, across all occupational categories, women report lower wages than their male counterparts in nominal average hourly earnings. Especially

skilled women agricultural workers earn a minimum hourly income of Rs. 92 compared to men in the same category who received Rs 122 in 2020. Moreover, the average hourly nominal earnings of private and semi government sector employees were reported as Rs. 295, Rs. 191, Rs. 255 for males, females and as average respectively.

7.4. By Wage Group

Table 7.6: Percentage Distribution of Employees by Wage Groups and Major Economic Activity – 2020

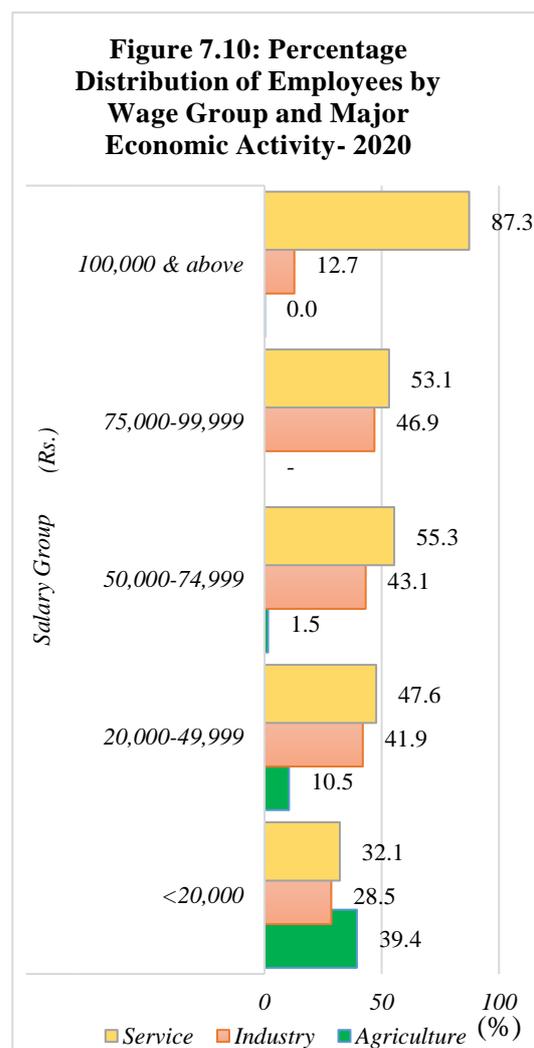
<i>Wage Groups (Rs.)</i>	<i>Major Economic Activity</i>			<i>Total</i>	
	Agriculture (%)	Industry (%)	Service (%)	(%)	(No.)
<i><20,000</i>	39.4	28.5	32.1	100.0	407,739
<i>20,000-49,999</i>	10.5	41.9	47.6	100.0	1,197,875
<i>50,000-74,999</i>	1.5	43.1	55.3	100.0	352,222
<i>75,000-99,999</i>	-	46.9	53.1	100.0	130,549
<i>100,000 and above</i>	0.0	12.7	87.3	100.0	139,179
<i>Total</i>	13.1	38.1	48.8	100.0	2,227,564



(Rs.)

Percentage distribution of employees by wage groups and major economic activities were given in Table 7.6.

In year 2020, the majority of 54 percent and 18 percent of employees were belonged to the salary groups of Rs. (20,000-49,000) and less than Rs. 20,000 respectively. The salary group of Rs. (50,000-75,000) consisted of 16 percent of the total employees. All- together 12 percent of employees belonged to 75,00 or more wage groups. (Figure 7.9). Figure 7.10 illustrates the

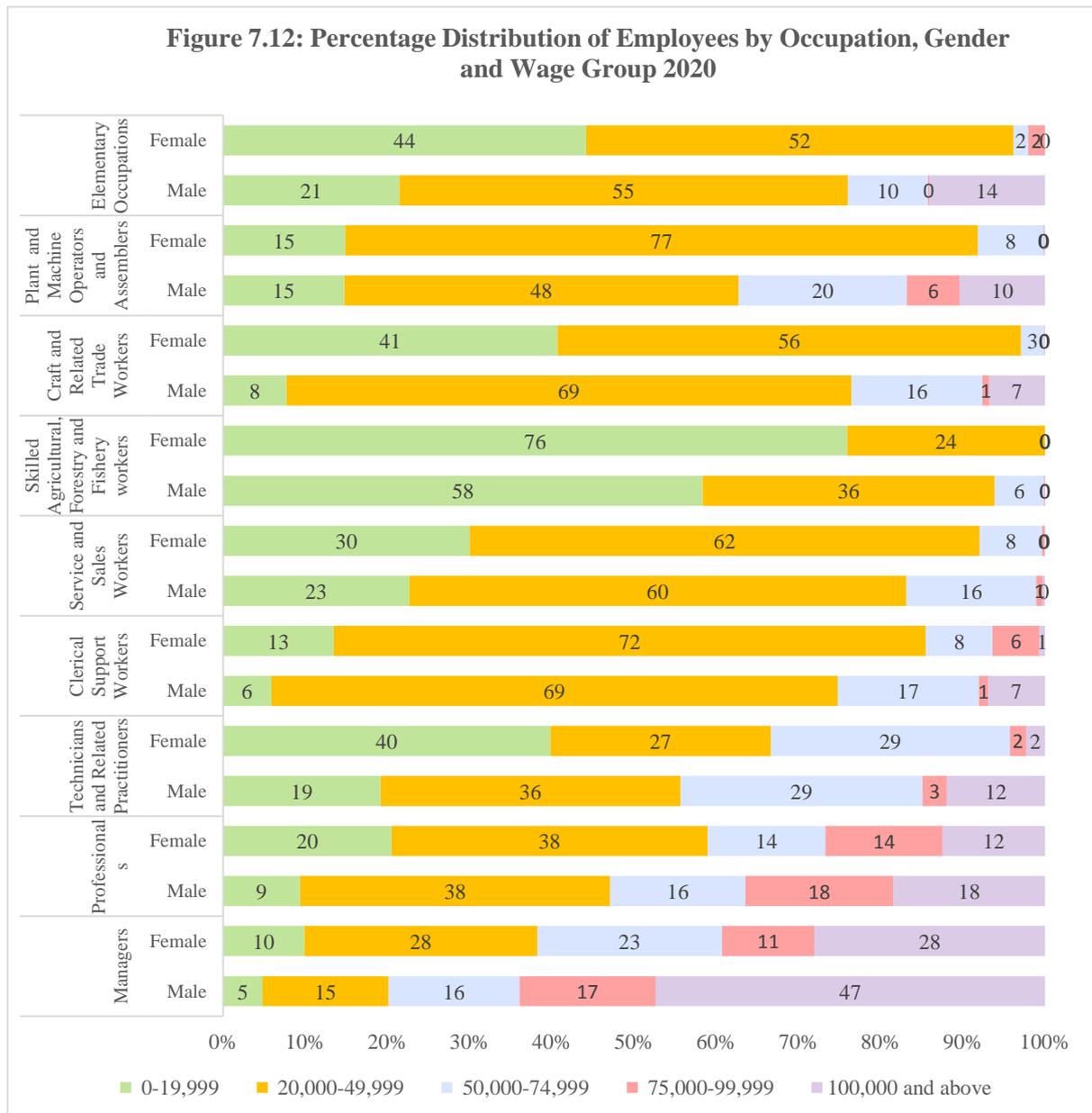


employees by salary group by major economic activity. 39 percent of employees in the Rs. (0-19,999) wage group belonged to ‘Agriculture activities. Service sector employees accounted for more or less than 50 percent in the next three salary groups and achieved 80 percent in the highest salary level of greater than 100,000 (Figure 7.10). Percentage distribution of males and females by gender is depicted in figure 7.11. It clearly shows that more than 50 percent of both men and women belong to the salary group of Rs. (20,000-49,999). It is observed in lower salary scale consisted with more females and vice versa.

7.4.1. By Occupation

Figure 7.12 clearly shows the percentage of employees' distribution among the occupation categories by gender. Almost three fourth of skilled agricultural female workers and more than 50 percent of skilled agricultural male workers belonged to the lowest wage level of (<20,000). In 'Plant and machine operators and assemblers', three fourth of female employees and nearly 50 percent of male employees belonged to wage level of Rs. (20,000 – 49,999)

This group consisted of most of the employees in manufacturing economic activities in the industry sector. In the service sector, around 70 percent of employees in Clerical support workers also belonged to the second-level wage category. At the Managers level, 28 percent of females and 47 percent of male employees belonged to the highest wage category of Rs. (>=100,000).

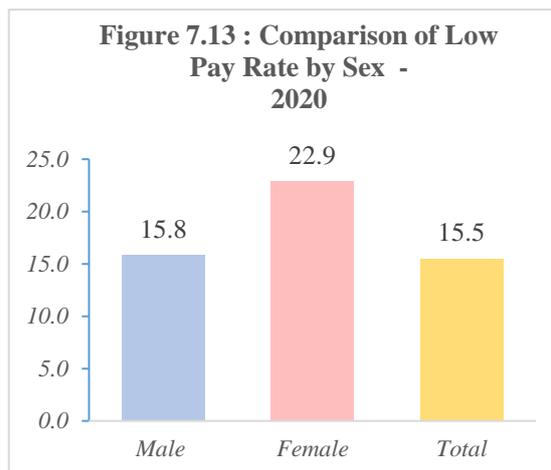


7.5. Low Pay Rate

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

Figure 7.13 clearly shows that, out of the total employees, 15.5 percent of males and females suffer from low pay rate in 2020.

In Occupation wise low pay rates differ from 8.4 percent to 30.7 percent. The lowest was



recorded for ‘Clerical Support workers’ (8.4 percent) and highest was recorded for ‘Technicians and associate professionals’ (30.7 percent). Four occupation categories of ‘Managers’, ‘Professionals’, ‘Technicians and associate professionals’ and ‘Service and Sales Workers’ reported low pay rates of 17.8 percent, 21.4 percent, 30.7 percent and 20.2 percent respectively which were lower than the average value of 15.5 percent (Figure 7.14).

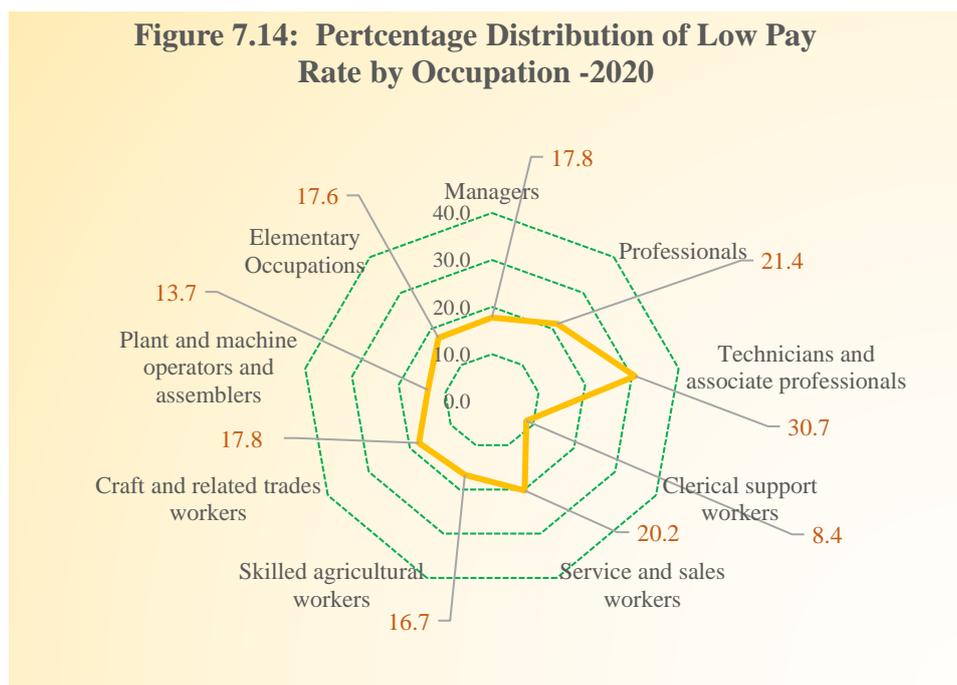


Table 7.7: Employees with Low Pay Rate by Occupation and Gender- 2020

Occupation (ISCO- 88)	Employees with Low Pay Rate		
	Male	Female	Total
Managers	15.2	27.4	17.8
Professionals	18.7	29.1	21.4
Technicians and associate professionals	24.8	44.3	30.7
Clerical Support Workers	8.6	11.1	8.4
Service and Sales Workers	22.1	12.5	20.2
Skilled Agricultural Workers	26.7	9.0	16.7
Craft and Related Trade Workers	9.1	36.0	17.8
Plant and Machine Operators and Assemblers	21.8	6.3	13.7
Elementary Occupations	17.3	18.0	17.6
Average	15.8	22.9	15.5

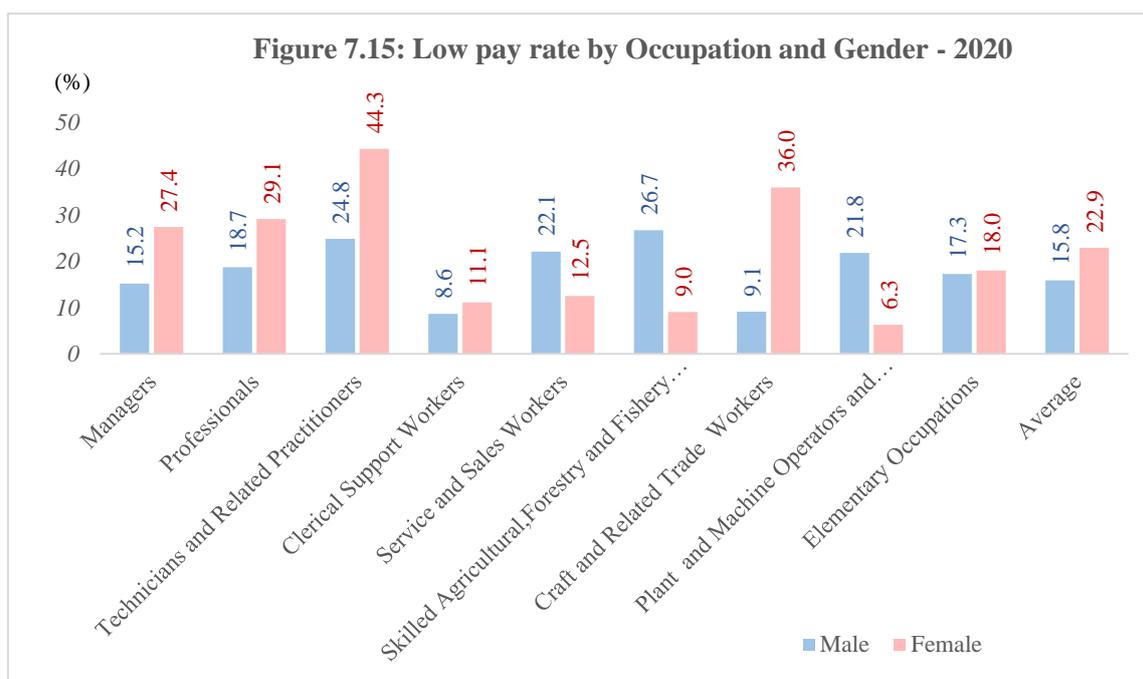


Table 7.7 shows employees with low pay rates by occupation and sex. All the employees in every occupational category suffered from low pay rates more or less, indicating that they are working for low wages compared to the international measures. This information more

precisely depicted in figure 7.15 The female employees in the 'Managers', 'Professionals', 'Technicians and associate professionals and 'Craft and related trade workers' recorded prominently high 'low pay rates' than their male counterpart.

7.6. Gender Wage Gap

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

Positive or negative values signifies the inequality of earnings. If the women's earnings fall short of those received by men, then the value will be positive and vice versa. In 2020 average gender wage gap recorded as 35.2 which means on average female's wage is 35.2 percent less than the male wage.

7.6.1. By Economic Activity

Table 7.8: Gender Wage Gap by Economic Activity - 2020

Economic Activity	Gender Wage Gap (%)
Agriculture,	24.9
Mining and Quarrying	26.2
Manufacturing	36.3
Electricity	20.1
Water Supply, Sewerage,	34.9
Construction	13.8
Wholesale and Retail Trade	7.9
Transportation and Storage	18.8
Accommodation and Food	1.7
ICT	47.6
Financial an insurance	11.8
Real Estate	10.3
Professional, Scientific	23.7
Admin. and Support	27.1
Public Administration	0.9
Education	39.4
Health	34.7
Arts, Entertainment	14.5
Other Service Activities	35.2
Extraterritorial Org.	7.8
Average	35.2

Figure 7.16: Gender Wage Gap by Economic activity - 2020

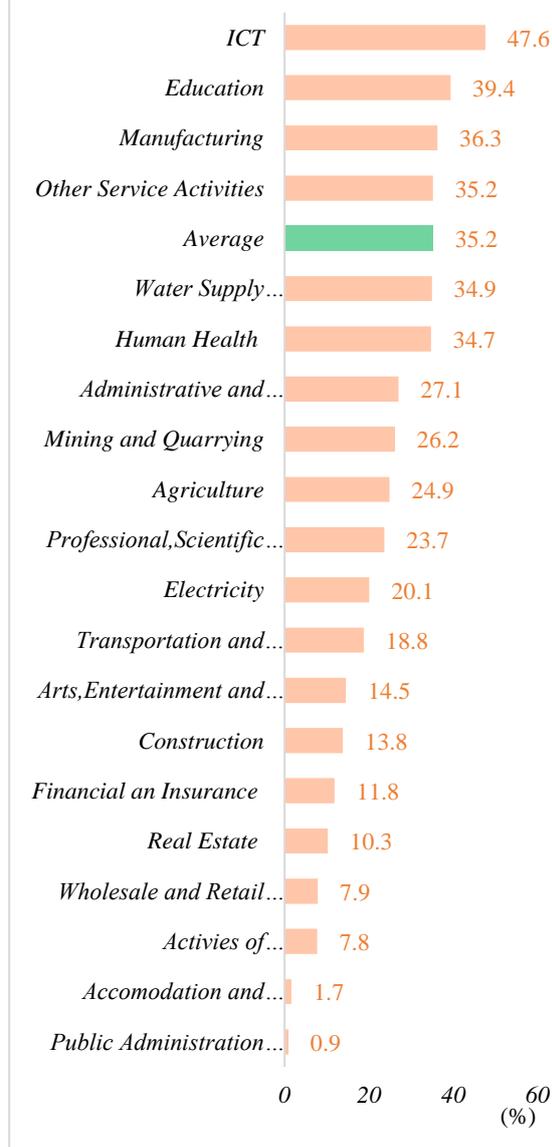


Table 7.8 shows gender wage gap by economic activities. It was ranged between 47.6 to 0.9. The ICT economic activity reported that female employees was receiving wages 47.6 percent less than their counterpart indicating the highest wage gap of 47.6 percent compared to other

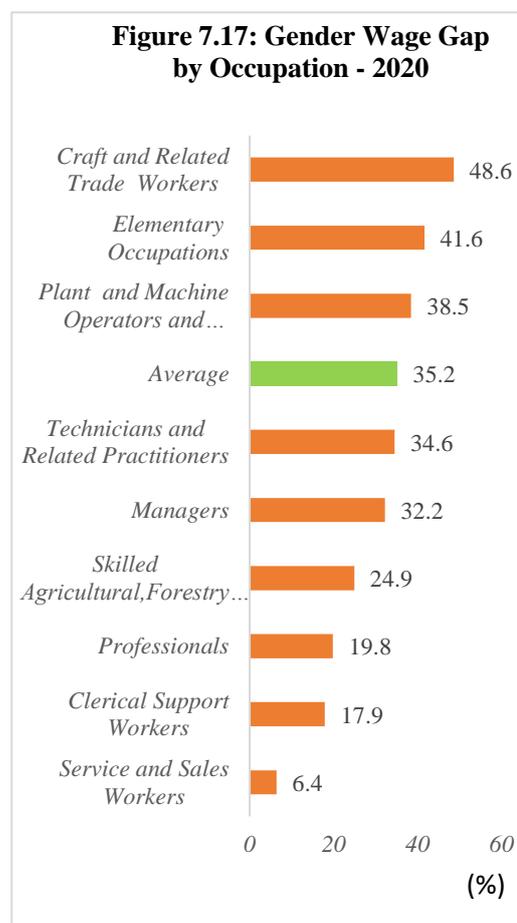
economic activities. Furthermore, the female employees in activity of ‘Wholesale and retail trade workers reported salaries 7.9 percent higher than male colleagues (Figure 7.16). The least wage gap of (0.9 percent) was reported for the employees in public administration

7.6.2. By Occupation:

Table 7.9: Gender Wage Gap by Occupation - 2020

<i>Occupation (ISCO-88)</i>	<i>Gender Wage Gap</i>
<i>Managers</i>	32.2
<i>Professionals</i>	19.8
<i>Technicians and Related Practitioners</i>	34.6
<i>Clerical Support Workers</i>	17.9
<i>Service and Sales Workers</i>	6.4
<i>Skilled Agricultural workers</i>	24.9
<i>Craft and Related Trade Workers</i>	48.6
<i>Plant and Machine Operators and Assemblers</i>	38.5
<i>Elementary Occupations</i>	41.6
<i>Average</i>	35.2

Table 7.9 shows gender Wage Gap of employees by occupation. Gender wage gap by occupation with sorted values were depicted in figure 7.17 ‘Plant and machine operators and assemblers’, ‘Elementary occupations’ and ‘Craft and related trade workers’ reported higher values as 38.5 percent, 41.6 percent,

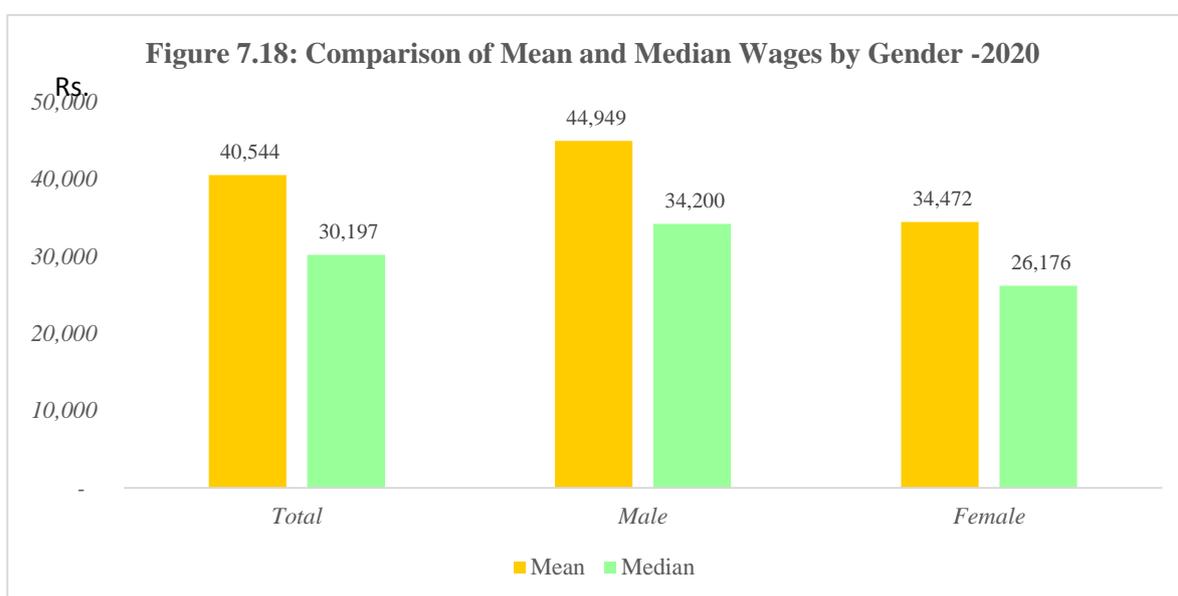


48.6 percent, respectively which are greater than the average value of 35.2. All other occupations reported lesser wage gap between male and female wages. “Services and Sales Workers” reported the least gender wage gap compared to the other occupational categories.

7.7. Mean and Median Wages

The mean and median wages of employees by gender and occupation is discussed in this section. The mean of wages gives the average value of the sum of the total wages of employees. The median of wages represents the actual wages of half of the workers. A comparison of the mean and median of the earnings of the employees by gender is given in

the figure 7.18. This figure clearly shows that although the mean monthly salary of male and female employees in private and semi-government sector organizations reported as Rs. 44,949 and Rs. 34,472 respectively, median monthly salary reports comparatively lesser amounts of Rs.34,200 and Rs. 26,176 respectively.



The average salary structure of the private and semi government sector employees by occupation categories is depicted in figure 7.19 along with the mean and median salaries of each category. The ‘Skilled agricultural workers’, who worked mainly in tea estates and rubber estates recorded their mean and median wages below Rs. 21,851 and Rs. 17,376 respectively in 2020. According to the results of the survey, ‘Skilled agricultural workers’ received the lowest salaries compared to the all-other

occupation groups. It is clearly visible that higher differences between mean and median were recorded for white collar job categories than blue collar job categories. The highest deviation of these two values was reported for ‘Managers’ by Rs. 34,000 trailed by ‘Professionals’ by 24,000. The least difference in mean and median wages of around Rs. 2000 was recorded for ‘Clerical Support Workers’ and employees in ‘Elementary Occupation.

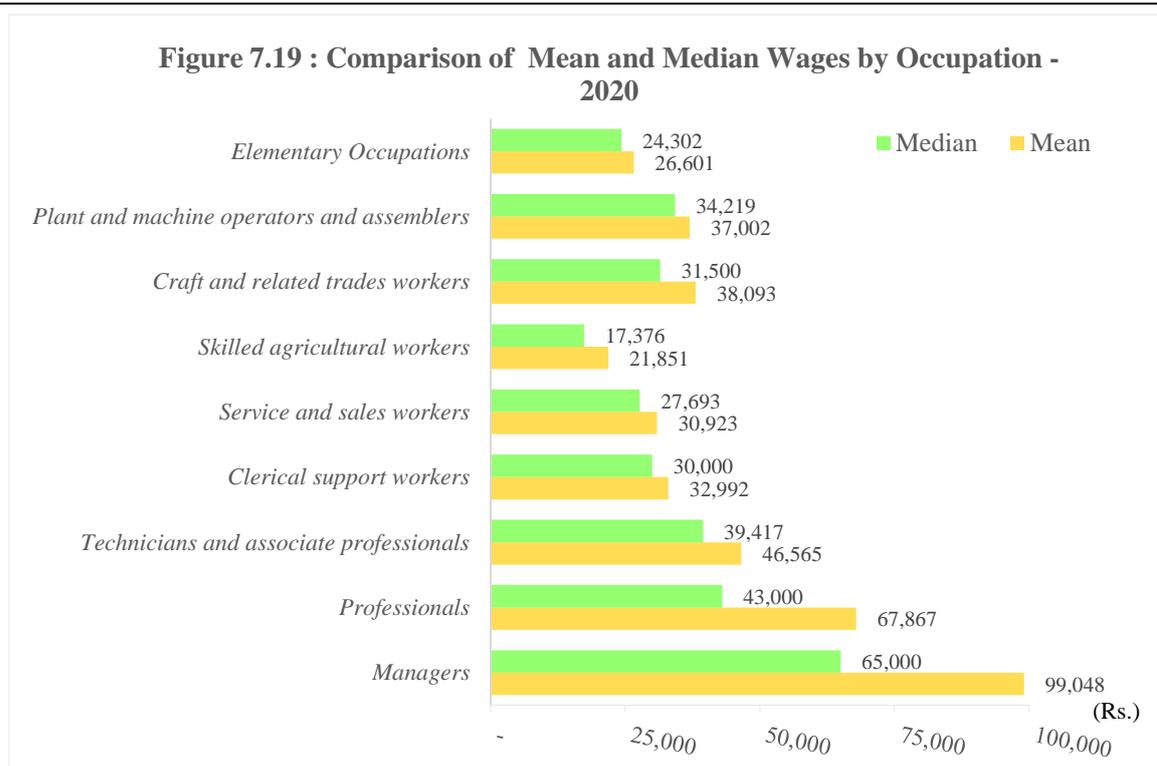
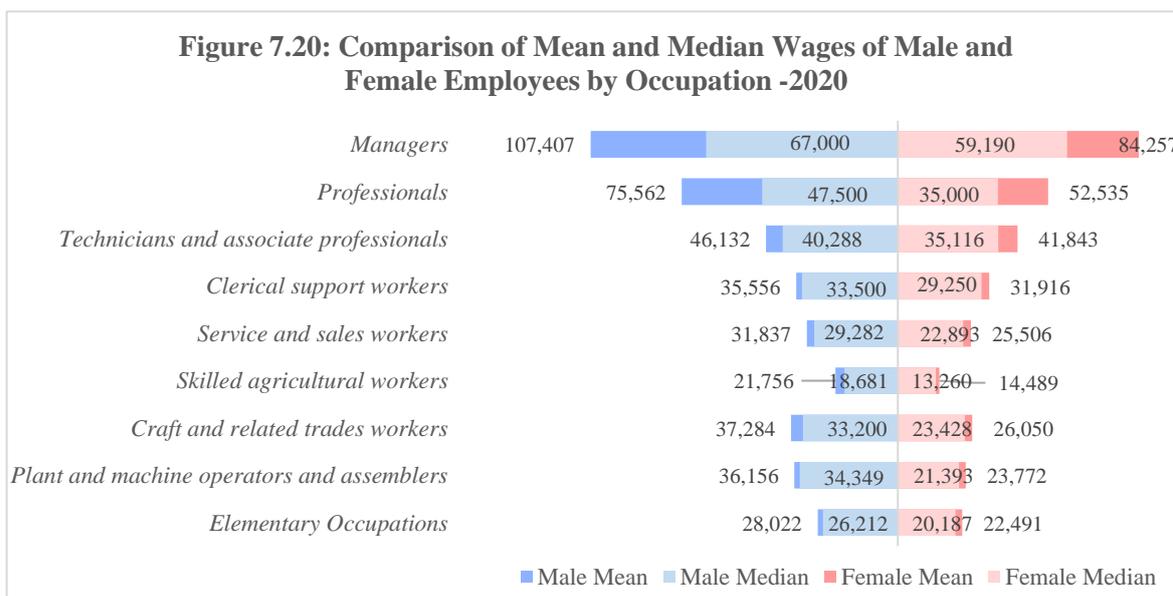


Figure 7.20 shows the comparison of male and female employees regarding the monthly mean and median salaries in 2020. Approximately 50 percent of male and female 'Managers', received wages below Rs 67,000 and Rs 59,190 respectively in 2020 although the mean salaries were around Rs.107,407 and Rs. 84,257

respectively. In all occupational categories, the mean and median wages of female workers were lower than those of male workers. When considering mean wages, high disparities were reported for male and female employees of 'Managers', Professionals 'Craft and related trade workers', and 'Plant and machine Operators and assemblers.



CHAPTER 8

LABOUR COST

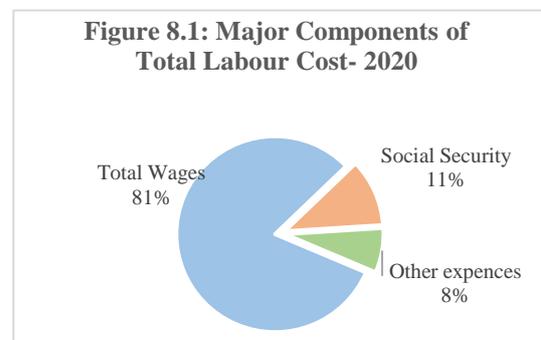
Labour Cost by Economic Activity

Mean Nominal Hourly Labour Cost

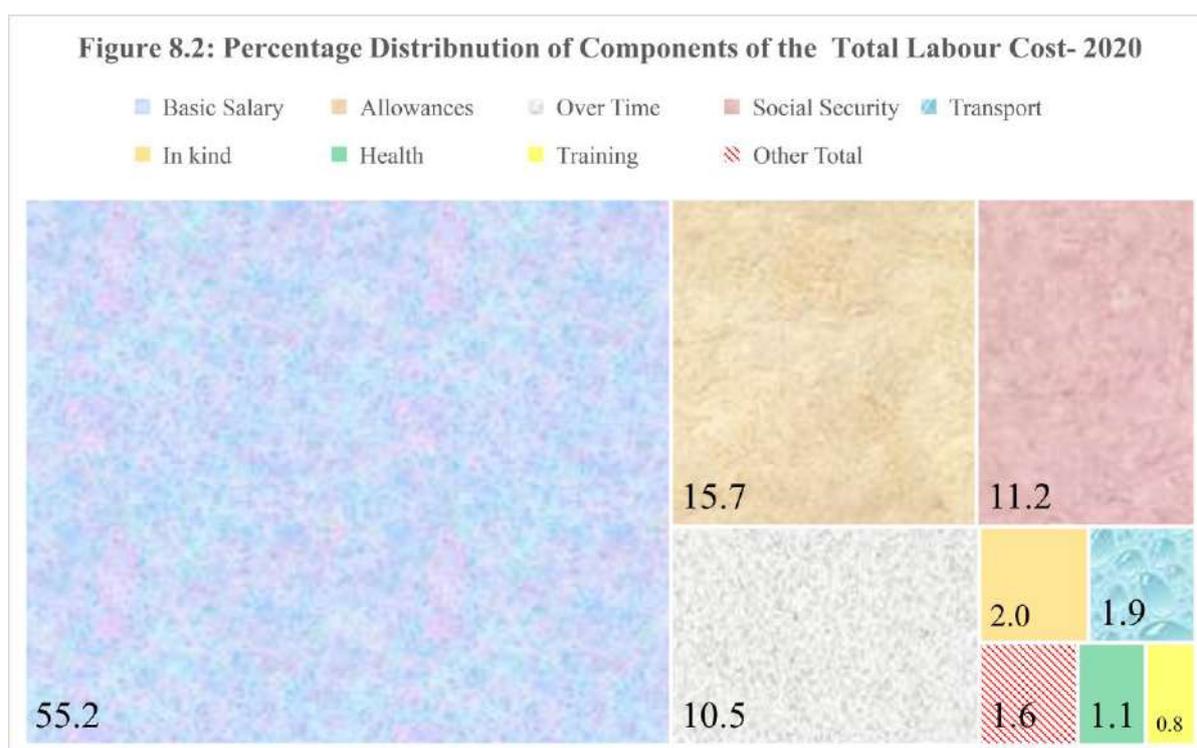
LABOUR COST

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

Total labour cost can be divided to three major components such as ‘Wages’, ‘Social security’



and ‘Other’ which depicted in figure 8.1. The percentage distribution of all components of the labour cost borne by employers, is comprehensively shown in figure 8.2. On average, eighty one percent of the total wage/remuneration cost of the entire organizations, spent 55 percent on basic salaries, 15.7 percent on other allowances and another 10.5 percent on overtime work.



8.1. By Economic Activity

Table 8.1: Percentage Distribution of Labour Cost Components by Economic Activities - 2020

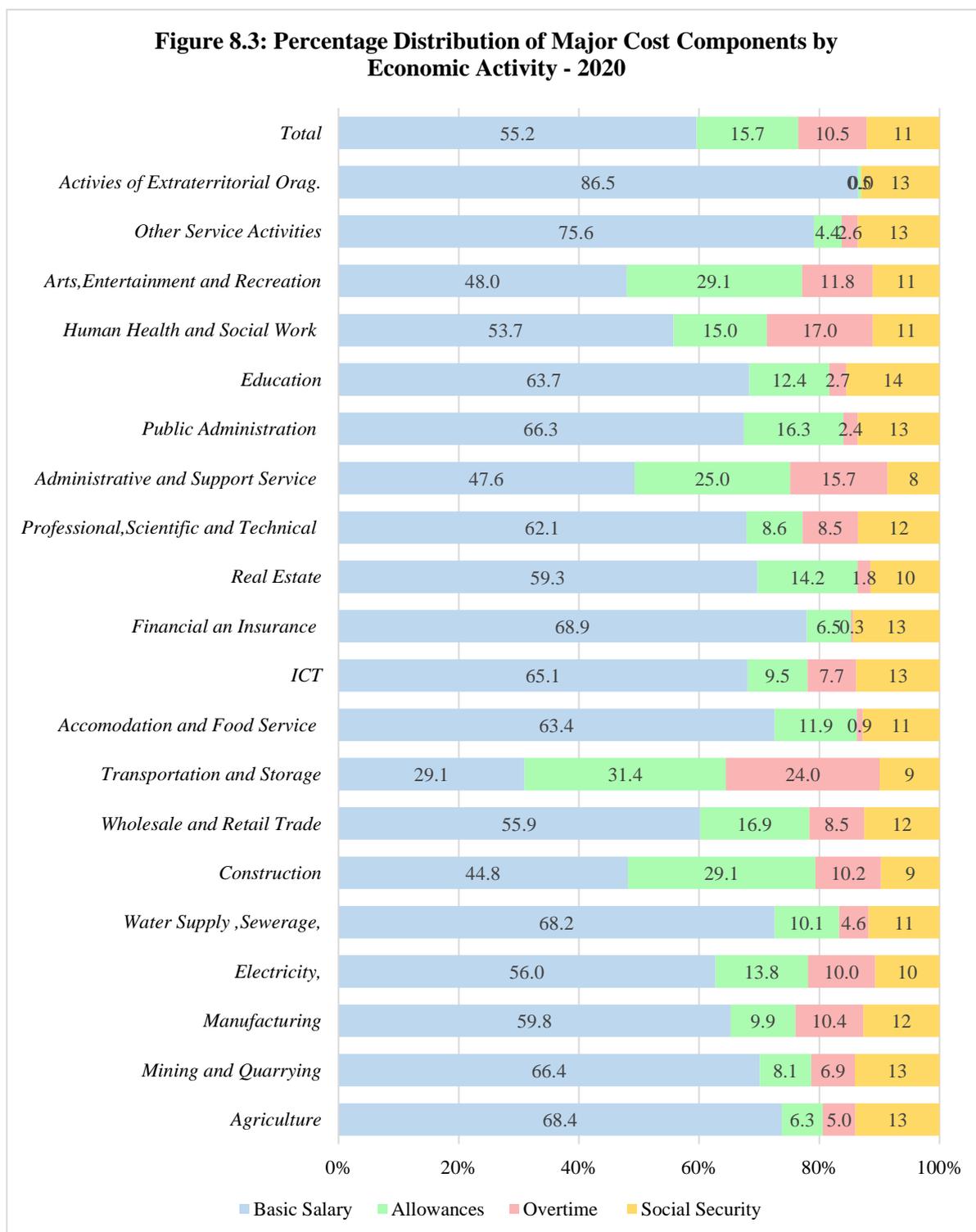
<i>Economic Activity</i>	<i>Basic Salary</i>	<i>Allo wanc es</i>	<i>Over time</i>	<i>Social Securi ty</i>	<i>Tran sport ation</i>	<i>In kind</i>	<i>Health</i>	<i>Train ing</i>	<i>Other</i>	<i>Total</i>
<i>Agriculture</i>	68.4	6.3	5.0	12.9	0.5	2.6	2.6	0.5	1.1	100
<i>Mining and quarrying</i>	66.4	8.1	6.9	13.3	1.1	2.1	0.1	0.2	1.9	100
<i>Manufacturing</i>	59.8	9.9	10.4	11.6	2.7	2.7	1.1	0.6	1.2	100
<i>Electricity,</i>	56.0	13.8	10.0	9.6	0.8	3.4	0.2	2.6	3.8	100
<i>Water supply,</i>	68.2	10.1	4.6	11.1	2.3	0.9	0.3	0.1	2.5	100
<i>Construction</i>	44.8	29.1	10.2	9.0	1.2	4.0	0.8	0.2	0.7	100
<i>Wholesale and retail Trade</i>	55.9	16.9	8.5	11.6	3.2	1.7	0.4	0.4	1.3	100
<i>Transportation and storage</i>	29.1	31.4	24.0	9.3	0.1	1.1	0.3	0.0	4.6	100
<i>Accommodation and food service</i>	63.4	11.9	0.9	11.1	1.4	7.2	2.6	0.7	0.7	100
<i>ICT</i>	65.1	9.5	7.7	13.2	2.0	0.5	0.1	0.8	1.1	100
<i>Financial and Insurance</i>	68.9	6.5	0.3	12.7	3.8	0.4	1.6	4.4	1.3	100
<i>Real estate</i>	59.3	14.2	1.8	9.8	8.3	1.6	0.7	0.3	4.0	100
<i>Professional, Scientific, Technical Admin. and support service</i>	62.1	8.6	8.5	12.4	3.5	1.8	2.0	0.2	1.1	100
<i>Public Administration</i>	47.6	25.0	15.7	8.3	0.6	1.2	0.7	0.4	0.4	100
<i>Education</i>	66.3	16.3	2.4	13.4	0.5	0.1	0.6	0.2	0.2	100
<i>Human health,</i>	63.7	12.4	2.7	14.4	2.1	0.3	1.6	1.0	1.8	100
<i>Art, entertainment</i>	53.7	15.0	17.0	10.7	0.1	0.3	2.0	0.5	0.7	100
<i>Other services</i>	48.0	29.1	11.8	11.1	0.0	0.0	0.0	0.0	0.0	100
<i>Extra territorial org.</i>	75.6	4.4	2.6	13.0	0.9	2.2	0.1	0.6	0.6	100
<i>Average</i>	86.5	0.5	0.0	13.0	0.0	0.0	0.0	0.0	0.0	100
	55.2	15.7	10.5	11.2	1.9	2.0	1.1	0.8	1.6	100

Table 8.1 shows the percentage distribution of 9 categories that comprising labour costs. Overall, the contribution of basic salary to labour cost is reported as 55.2 percent. It is clear that these components are unevenly distributed among economic activities. Basic wages in 'Extraterritorial organization activities' and 'Other service activities' cover up to 86.5

percent and 75.6 percent of the total labour costs, respectively. In 'Transportation and Storage', 'Construction', and 'Administrative and Support Services activities' basic wages covered 29.1 percent, 44.8 percent, and 47.6 percent of the respective labour costs respectively, and reported as the lowest basic wages compared to all economic activities.

The percentage distribution of expenditures of wage components and social security by

economic activities is clearly shown in figure 8.3.

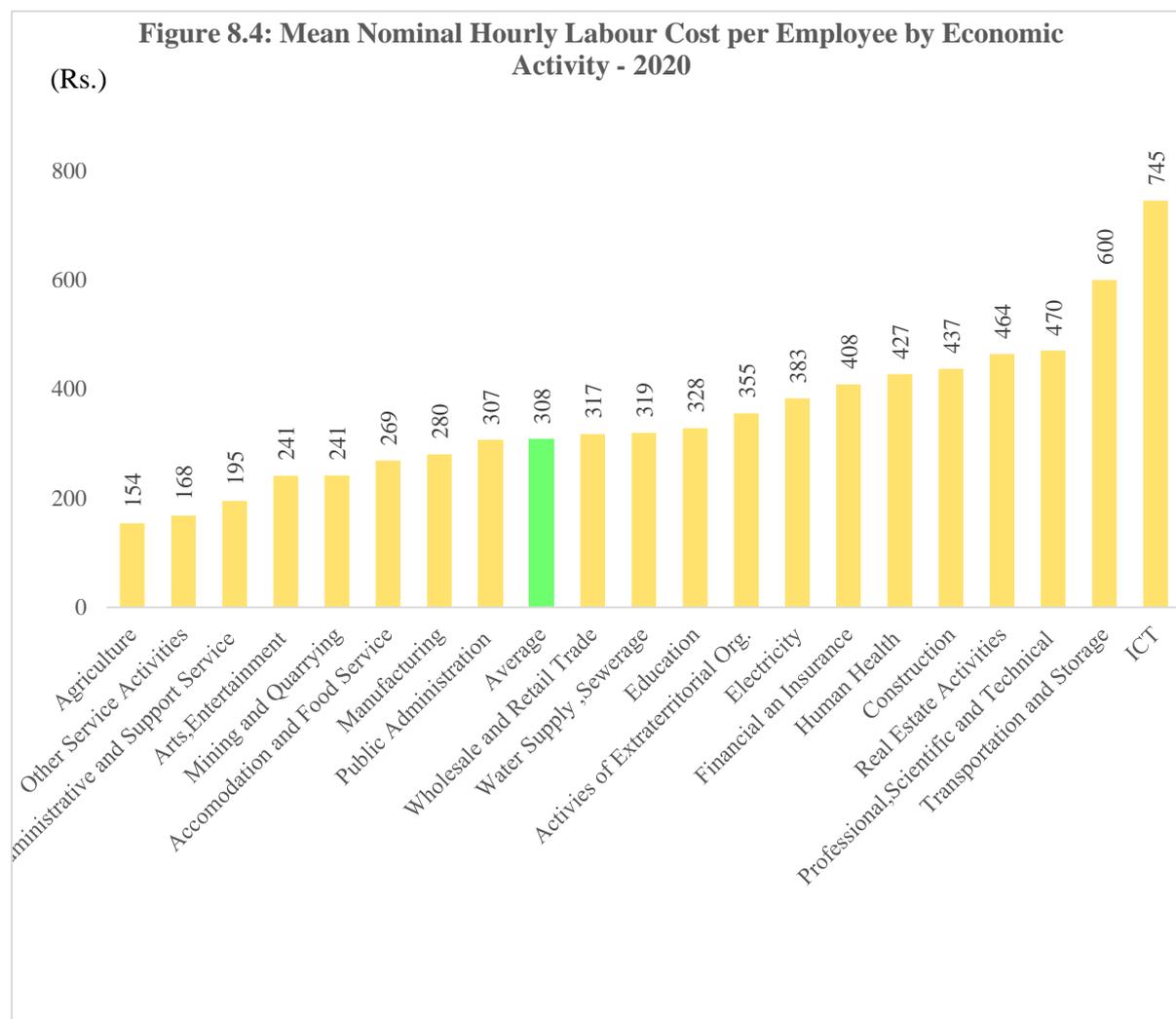


8.2. Mean Nominal Hourly Labour Cost

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

8.2.1. By Economic Activity

Mean nominal hourly labour costs per employee for each economic activity is given in figure 8.4. When considering all economic activities, the agriculture sector recorded the minimum hourly labor cost incurred for a person as Rs. 154, and the ICT service recorded the maximum hourly labor costs incurred for person as Rs. 745. On average, the nominal hourly labor cost for an employee in 2020 is recorded as Rs. 308.



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APPENDIX 01

Statistical Tables

A: Principal Indicators of Establishment

Table 1: Registration of Establishments by Legal Status – 2020

<i>Registered Institution</i>	<i>Legal Status</i>							<i>Total</i>
	<i>Sole Owner</i>	<i>Partnership</i>	<i>Public Limited Company</i>	<i>Semi Government</i>	<i>Cooperatives</i>	<i>Pvt.Ltd.Liability Company</i>	<i>Other</i>	
<i>Divisional Secretariat</i>	3,511	1,106	223	323	73	2,830	265	8,330
<i>Local Government Institution (Municipal Council, Pradeshiya Sabha)</i>	2,702	1,062	261	198	79	4,638	171	9,112
<i>Department of the Registration of Company</i>	1,485	1,083	485	219	48	11,082	384	14,786
<i>Boad of Investment</i>	335	198	131	123	-	1,853	29	2,669
<i>Department of Inland Revenue</i>	2,499	1,281	372	153	31	8,753	203	13,292
<i>Chamber of Commerce</i>	447	395	131	116	15	1,702	35	2,840
<i>Construction Industry Development Authority</i>	189	172	9	33	-	387	-	790
<i>Other</i>	597	244	184	607	567	1,364	401	3,964
<i>Total</i>	11764	5,541	1,797	1,772	813	32,608	1,489	55784

Table 2: No. of Establishments by Economic Activities and Legal Status

<i>Economic Activities</i>	<i>Legal Status</i>							<i>Total</i>
	<i>Sole Owner</i>	<i>Partner ship</i>	<i>Semi-Government</i>	<i>Public with Limited Liabilities</i>	<i>Cooperative Society</i>	<i>Private limited</i>	<i>Other</i>	
<i>Agriculture, Forestry and fishing</i>	317	191	153	407	-	755	89	1,912
<i>Mining and Quarrying</i>	104	-	7	-	-	111	-	221
<i>Manufacturing</i>	1,690	434	128	74	29	2,839	196	5,389
<i>Electricity,</i>	7	-	101	-	-	102	-	210
<i>Water Supply, Sewerage</i>	51	-	-	94	-	90	-	235
<i>Construction</i>	137	97	18	132	-	776	44	1,204
<i>Wholesale and Retail Trade</i>	1,353	660	45	90	190	2,558	-	4,895
<i>Transportation and Storage</i>	152	69	0	192	-	272	13	697
<i>Accommodation and Food Services</i>	348	246	82	9	-	1,174	18	1,877
<i>ICT</i>	-	-	-	-	-	534	-	534
<i>Financial and Insurance Activities</i>	-	-	59	95	365	96	16	632
<i>Real Estate Activities</i>	-	-	-	-	-	263	51	313
<i>Professional, Scientific and Technical activities</i>	15	43	-	45	-	628	52	783
<i>Administrative and Support Service</i>	377	152	13	10	7	818	-	1,375
<i>Public Administration</i>	9	-	41	324	-	-	9	383
<i>Education</i>	238	75	50	20	-	405	98	885
<i>Human Health and Social Work Activities</i>	171	13	-	59	7	331	163	744
<i>Arts, Entertainment and Recreation</i>	-	-	-	34	-	120	-	154
<i>Other Service Activities</i>	-	-	-	15	69	89	85	258
<i>Activities of Extra Territorial Organizations</i>	-	-	-	60	-	-	-	60
<i>Total</i>	4,967	1,979	697	1,660	666	11,961	833	22,763

B: Principal Indicators of Employment**Table 3: No. of Employed Person by Sex and Economic Sector**

<i>Economic Activity</i>	<i>No Of Employed Person</i>								<i>Total</i>	
	<i>Full Time</i>		<i>Part Time</i>		<i>Employers/Ac. Partners</i>		<i>Contri. Family Wor.</i>		<i>Male</i>	<i>Female</i>
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>		
<i>Agriculture, Forestry and fishing</i>	125,625	145,067	9,112	11,662	550	20	133	-	135,421	156,749
<i>Mining and Quarrying</i>	10,030	812	1,936	2,166	171	-	-	-	12,137	2,978
<i>Manufacturing</i>	38,919	69,991	6,614	5,047	4,782	3,271	631	782	350,946	379,091
<i>Electricity,</i>	6,214	797	-	13	27	9	-	-	6,241	819
<i>Water Supply, Sewerage</i>	3,454	2,923	524	246	90	24	-	-	4,069	3,193
<i>Construction</i>	82,533	0,468	5,886	574	837	296	51	-	89,306	11,338
<i>Wholesale and Retail Trade</i>	167,466	58,855	5,439	2,836	4,304	1,088	349	250	177,559	63,029
<i>Transportation and Storage</i>	144,772	14,181	1,185	52	233	7	68	36	146,259	14,276
<i>Accommodation and Food Services</i>	60,207	8,624	2,437	705	1,722	447	297	94	64,663	9,870
<i>ICT</i>	10,387	3,691	409	120	392	29	-	34	11,188	3,874
<i>Financial and Insurance Activities</i>	105,604	49,312	36	155	210	29	-	-	105,850	49,495
<i>Real Estate Activities</i>	5,216	1,628	183	46	497	13	-	-	5,896	1,687
<i>Professional, Scientific and Technical activities</i>	24,718	11,028	1,936	654	470	67	51	-	27,174	11,748
<i>Administrative and Support Service</i>	152,054	57,943	3,285	3,303	682	122	224	69	156,244	61,437
<i>Public Administration</i>	23,282	14,508	1,885	330	-	-	-	-	25,167	14,838
<i>Education</i>	10,920	22,732	980	1,998	863	201	132	41	12,894	24,971
<i>Human Health and Social Work Activities</i>	19,716	39,169	771	1,709	570	273	60	-	21,117	41,151
<i>Arts, Entertainment and Recreation</i>	11,332	1,278	-	68	60	51	-	-	11,392	1,397
<i>Other Service Activities</i>	19,919	16,351	36	-	31	57	-	-	19,985	16,409
<i>Activities of Extra Territorial Organizations</i>	541	962	-	-	-	-	-	-	541	962
<i>Total</i>	1,322,907	830,320	42,653	31,683	16,492	6,002	1,996	1,306	1,384,048	869,311

Table 4: No. of Employees by Employment Category and Economic Activities

<i>Economic Activity</i>	<i>No of Employees</i>									
	<i>Permanent</i>		<i>Temporary</i>		<i>Casual</i>		<i>Learners and Apprentices</i>		<i>Total</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
<i>Agriculture, Forestry and fishing</i>	21,873	141,330	9,409	12,455	3,199	2,701	256	243	134,737	156,729
<i>Mining and Quarrying</i>	10,132	812	1,178	675	656	1,492	-	-	11,966	2,978
<i>Manufacturing</i>	328,748	360,445	8,631	6,511	7,634	7,755	520	328	345,533	375,038
<i>Electricity,</i>	5,866	730	321	67	27	-	-	13	6,214	810
<i>Water Supply, Sewerage</i>	3,240	2,441	397	493	178	169	163	65	3,979	3,169
<i>Construction</i>	45,640	7,295	34,048	3,112	7,238	369	1,492	266	88,419	11,042
<i>Wholesale and Retail Trade</i>	162,584	54,290	5,704	4,339	4,027	2,684	589	378	172,905	61,691
<i>Transportation and Storage</i>	142,306	4,114	3,121	100	479	20	51		145,957	14,234
<i>Accommodation and Food Services</i>	53,973	7,850	7,495	1,271	777	129	400	79	62,644	9,328
<i>ICT</i>	9,891	3,475	548	178	98	67	260	91	10,796	3,811
<i>Financial and Insurance Activities</i>	90,243	8,983	5,296	10,390	80	71	20	22	105,639	49,467
<i>Real Estate Activities</i>	4,294	1,109	922	519	-	-	183	46	5,399	1,674
<i>Professional, Scientific and Technical activities</i>	24,155	10,529	1,703	404	137	133	658	616	26,654	11,682
<i>Administrative and Support Service</i>	7,580	2,182	25,595	8,529	2,164	535	-	-	155,339	61,245
<i>Public Administration</i>	21,439	12,603	2,972	2,152	691	82	65	-	25,167	14,838
<i>Education</i>	10,438	22,023	947	1,586	290	647	225	472	11,900	24,729
<i>Human Health and Social Work Activities</i>	18,729	38,276	1,640	2,096	78	432	39	74	20,486	40,879
<i>Arts, Entertainment and Recreation</i>	2,791	404	8,541	874	-	68	-	-	11,332	1,347
<i>Other Service Activities</i>	10,277	6,785	9,642	9,567	-	-	36	-	19,955	16,351
<i>Activities of Extra Territorial Organizations</i>	-	-	541	962	-	-	-	-	541	962
<i>Total</i>	1,194,201	775,677	138,652	66,280	27,752	17,354	4,956	2,693	1,365,560	862,003

Table 5: No. of Employees by Economic Activities and Occupation Category (Both Sexes)

<i>Economic Activity</i>	<i>Occupation Category</i>										<i>Total</i>
	<i>Administrators, Managers, Senior Officials and Legislators</i>	<i>Professionals</i>	<i>Technicians and Associate Professionals</i>	<i>Clerks and Clerical Support Workers</i>	<i>Service and Sales Workers</i>	<i>Skilled Agricultural, forestry and fishery workers</i>	<i>Craft and related trade workers</i>	<i>Plant and Machine Operators and Assemblers</i>	<i>Elementary Occupations</i>		
<i>Agriculture, Forestry and fishing</i>	5,318	1,4819	3,418	7,778	6,624	130,562	13,234	8,510	101,204	291,466	
<i>Mining and Quarrying</i>	596	798	1,058	1,120	1,288	-	1,901	1,450	6,732	14,944	
<i>Manufacturing</i>	38,248	38,215	21,190	36,697	45,001	13,055	137,339	280,310	110,516	720,571	
<i>Electricity,</i>	272	423	706	513	156	-	65	2,517	2,372	7,024	
<i>Water Supply, Sewerage</i>	1,232	209	285	938	92	-	496	486	3,410	7,148	
<i>Construction</i>	5,819	14,055	22,915	7,795	1,787	-	16,703	10,054	20,333	99,460	
<i>Wholesale and Retail Trade</i>	18,515	15,824	15,638	40,261	82,239	5,419	21,405	9,583	25,712	234,596	
<i>Transportation and Storage</i>	7,131	9,886	5,961	21,161	18,700	1,321	1,3930	30,322	51,778	160,191	
<i>Accommodation and Food Services</i>	7,945	7,583	7,194	4,549	25,778	1,969	6,781	1,191	8,984	71,973	
<i>ICT</i>	2,019	7,652	274	1,493	676	-	905	479	1,109	14,607	
<i>Financial and Insurance Activities</i>	13,230	44,480	9,353	57,282	26,670	46	210	321	3,514	155,106	
<i>Real Estate Activities</i>	964	632	1,004	1,383	2,332	-	470	52	235	7,073	
<i>Professional, Scientific and Technical activities</i>	3,717	4,984	7,030	6,526	2,338	-	5,402	308	8,030	38,335	
<i>Administrative and Support Service</i>	3,925	6,386	1,137	7,796	98,303	-	4,825	1,189	93,024	216,584	
<i>Public Administration</i>	5,122	248	3,363	20,079	1,617	-	65	1,756	7,755	40,005	
<i>Education</i>	2,748	21,397	1,432	5,037	2,691	131	249	320	2,623	36,629	
<i>Human Health and Social Work Activities</i>	3,351	9,963	13,756	10,730	8,644	7,715	754	73	6,379	61,365	
<i>Arts, Entertainment and Recreation</i>	864	-	303	60	-	-	9,595	-	1,855	12,678	
<i>Other Service Activities</i>	2,315	995	27,580	2,800	602	-	71	1,745	199	36,306	
<i>Activities of Extra Territorial Organizations</i>	120	-	1,023	361	-	-	-	-	-	1,504	
<i>Total</i>	123,451	198,548	144,620	234,358	325,538	160,216	234,402	350,666	455,764	2,227,564	

Table 5.A: No. of Employees by Economic Activities and Occupation Category (Male)

Economic Activity	Occupation Category									Total
	Administrators, Managers, Senior Officials and Legislators	Professionals	Technicians and Associate Professionals	Clerks and Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, forestry and fishery workers	Craft and related trade workers	Plant and Machine Operators and Assemblers	Elementary Occupations	
<i>Agriculture, Forestry and fishing</i>	4,313	7,859	2,859	2,999	4,967	55,787	7,100	6,724	42,129	134,737
<i>Mining and Quarrying</i>	533	770	1,058	572	1,252	-	1,901	1,437	4,443	11,966
<i>Manufacturing</i>	29,836	20,484	17,058	18,958	38,715	4,407	73,893	100,106	42,076	345,533
<i>Electricity,</i>	247	323	688	287	87	-	46	2,321	2,215	6,214
<i>Water Supply, Sewerage</i>	795	209	148	362	92	-	354	480	1,539	3,979
<i>Construction</i>	4,671	11,751	19,637	4,733	1,360	-	16,643	10,054	19,570	88,419
<i>Wholesale and Retail Trade</i>	12,952	12,388	13,852	21,556	64,375	1,982	17,864	9,300	18,636	172,905
<i>Transportation and Storage</i>	5,433	8,442	5,425	14,841	18,455	1,321	13,825	30,142	48,074	145,957
<i>Accommodation and Food Services</i>	6,616	6,699	6,585	3,208	22,597	1,865	6,641	1,191	7,243	62,644
<i>ICT</i>	1,735	5,829	274	729	413	-	746	479	591	10,796
<i>Financial and Insurance Activities</i>	9,502	31,957	6,831	31,712	21,926	46	197	321	3,147	105,639
<i>Real Estate Activities</i>	822	346	557	904	2,110	-	417	52	190	5,399
<i>Professional, Scientific and Technical activities</i>	2,563	2,838	4,777	2,725	1,768	-	5,312	308	6,363	26,654
<i>Administrative and Support Service</i>	3,046	4,333	918	5,025	79,421	-	4,478	1,139	56,980	155,339
<i>Public Administration</i>	2,512	226	2,472	10,286	1,481	-	65	1,756	6,369	25,167
<i>Education</i>	1,462	4,684	534	1,562	1,906	-	118	320	1,313	11,900
<i>Human Health and Social Work Activities</i>	2,117	2,336	2,868	3,695	1,641	3,934	264	73	3,559	20,486
<i>Arts, Entertainment and Recreation</i>	785	-	303	60	-	-	8,721	-	1,462	11,332
<i>Other Service Activities</i>	1,440	740	14,199	1,534	230	-	71	1,608	133	19,955
<i>Activities of Extra Territorial Organizations</i>	60	-	421	60	-	-	-	-	-	541
Total	91,439	122,213	101,465	125,809	262,796	69,341	158,657	167,808	266,032	1,365,562

Table 5.B: No of Employees by Economic Activities and Occupation Category (Female)

Economic Activity	Occupation Category									
	Administrators, Managers, Senior Officials and Legislators	Professionals	Technicians and Associate Professionals	Clerks and Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, forestry and fishery workers	Craft and related trade workers	Plant and Machine Operators and Assemblers	Elementary Occupations	Total
<i>Agriculture, Forestry and fishing</i>	1,005	6,960	560	4,779	1,657	74,775	6,134	1,786	59,075	156,729
<i>Mining and Quarrying</i>	64	29	-	548	36	-	-	13	2290	2,978
<i>Manufacturing</i>	8,412	17,731	4,131	17,740	6,286	8,648	63,447	180,205	68,440	375,038
<i>Electricity,</i>	24	100	18	226	69	-	20	196	157	810
<i>Water Supply, Sewerage</i>	436	-	137	576	-	-	143	7	1,871	3,169
<i>Construction</i>	1,148	2,304	3,278	3,062	427	-	60	-	763	11,042
<i>Wholesale and Retail Trade</i>	5,564	3,436	1,786	18,705	17,864	3,437	3,541	283	7,076	61,691
<i>Transportation and Storage</i>	1,698	1,444	537	6,320	246	-	105	181	3,704	14,234
<i>Accommodation and Food Services</i>	1,329	884	609	1,340	3,181	104	140	-	1,742	9,328
<i>ICT</i>	285	1,824	-	764	263	-	158	-	518	3811
<i>Financial and Insurance Activities</i>	3,727	12,523	2,522	25,571	4,744	-	13	-	367	49,467
<i>Real Estate Activities</i>	142	285	447	479	222	-	52	-	46	1,674
<i>Professional, Scientific and Technical activities</i>	1,154	2,146	2,252	3,802	570	-	90	-	1,667	11,682
<i>Administrative and Support Service</i>	879	2,052	219	2,771	18,882	-	348	51	36,044	61,245
<i>Public Administration</i>	2,611	22	891	9,792	137	-	-	-	1,385	14,838
<i>Education</i>	1,286	16,713	899	3,475	785	131	131	-	1,310	24,729
<i>Human Health and Social Work Activities</i>	1,234	7,627	10,888	7,035	7,003	3,781	490	-	2,821	40,879
<i>Arts, Entertainment and Recreation</i>	79	-	-	-	-	-	874	-	394	1347
<i>Other Service Activities</i>	875	255	13,381	1,266	372	-	-	137	65	16,351
<i>Activities of Extra Territorial Organizations</i>	60	-	602	301	-	-	-	-	-	962
Total	32,012	76,335	43,155	108,549	62,742	90,875	75,744	182,858	189,733	862,003

Table 6: No of Employees by Province and Economic Activities

Economic Activity	Province									Total
	Western	Central	Southern	Northern	Eastern	North Western	Northern Central	Uva	Sabaragamuwa	
<i>Agriculture, Forestry and fishing</i>	41,302	143,303	21,886	-	902	13,815	-	20,718	495,39	291,466
<i>Mining and Quarrying</i>	990	354	11,371	-	-	-	-	-	2,228	14,944
<i>Manufacturing</i>	475,589	40,871	75,835	1,264	-	43,040	28,297	3,588	52,086	720,571
<i>Electricity,</i>	4,769	354	758	-	-	-	-	1,143	-	7,024
<i>Water Supply, Sewerage</i>	2,768	253	-	-	-	4,127	-	-	-	7,148
<i>Construction</i>	77,348	4,530	9,304	2,791	-	3,365	615	-	1,507	99,460
<i>Wholesale and Retail Trade</i>	175,571	5,972	17,120	2,494	2,643	15,335	2,231	3,245	9,986	234,596
<i>Transportation and Storage</i>	120,657	5,056	8,535	-	-	8,848	-	10,267	6,828	160,191
<i>Accommodation and Food Services</i>	39,677	11,890	8,576	-	4,571	1,816	3,843	1,599	-	71,973
<i>ICT</i>	12,814	-	662	1,132	-	-	-	-	-	14,607
<i>Financial and Insurance Activities</i>	138,329	4,234	6,171	-	-	2,278	464	1,366	2,265	155,106
<i>Real Estate Activities</i>	6,411	-	662	-	-	-	-	-	-	7,073
<i>Professional, Scientific and Technical activities</i>	35,268	1,373	829	-	-	865	-	-	-	38,335
<i>Administrative and Support Service</i>	185,570	4,302	5,044	7,514	-	1,327	-	10,080	2,747	216,584
<i>Public Administration</i>	14,265	1,910	1,059	12,784	2,233	481	1,302	455	5,516	40,005
<i>Education</i>	21,649	5,583	-	2,176	1,025	4,499	-	842	856	36,629
<i>Human Health and Social Work Activities</i>	48,969	3,006	2,670	1,323	842	2,346	765	-	1,444	61,365
<i>Arts, Entertainment and Recreation</i>	11,244	-	1,434	-	-	-	-	-	-	12,678
<i>Other Service Activities</i>	33,911	-	-	-	405	857	-	662	472	36,306
<i>Activities of Extra Territorial Organizations</i>	-	-	1,504	-	-	-	-	-	-	1,504
Total	1,447,102	232,990	173,419	31,479	12,621	102,999	37,517	53,963	135,474	2,227,564

C: Principal Indicators of Working Hour**Table 7: Employment by Weekly Hours Worked (Hours in Selected Hour Bands)**

Economic Activity	Male				Female				Total			
	(40 - 44) hours	(45-49) hours	(49 <) hours	Total	(40 - 44) hours	(45-49) hours	(49 <) hours	Total	(40 - 44) hours	(45-49) hours	(49 <) hours	Total
1	36,125	59,535	39,077	134,737	42,309	79,801	34,620	156,729	78,434	139,335	73,697	291,466
2	1,040	8,467	2,459	11,966		2,978		2,978	1040	11,445	2,459	14,944
3	41,816	129,972	173,745	345,533	63,658	147,444	163,936	375,038	105,474	277,416	337,681	720,571
4	472	2,669	3,072	6,214		143	667	810	472	2,812	3,739	7,024
5	1,214	1,044	1,720	3,979	966	819	1,384	3,169	2,180	1,864	3,104	7,148
6	5,534	57,471	25,414	88,419	4,649	4,386	2,007	11,042	10,183	61,856	27,421	99,460
7	35,522	43,075	94,308	172,905	13,905	30,616	17,170	61,691	49,427	73,691	111,478	234,596
8	12,010	19,827	114,120	145,957	3,575	1,170	9,489	14,234	15,585	20,996	123,609	160,191
9	15,522	30,003	17,119	62,644	2,585	4,401	2,343	9,328	18,107	34,405	19,461	71,973
10	7,805	642	2,349	10,796	2,715	798	299	3,811	10,520	1,439	2,648	14,607
11	61,230	9,358	35,051	105,639	20,500	12,776	16,191	49,467	81,730	22,135	51,242	155,106
12	614	3,024	1,762	5,399	582	721	370	1,674	1,196	3,745	2,132	7,073
13	6,672	14,287	5,694	26,654	5,468	4,069	2,145	11,682	12,140	18,356	7,839	38,335
14	9,731	65,244	80,363	155,339	5,860	33,973	21,412	61,245	15,591	99,218	101,775	216,584
15	13,598	4,142	7,427	25,167	7,094	5,692	2,052	14,838	20,692	9,834	9,479	40,005
16	8,490	2,634	775	11,900	20,413	3,995	321	24,729	28,903	6,629	1,096	36,629
17	10,409	2,171	7,906	20,486	19,157	6,283	15,438	40,879	29,567	8,454	23,344	61,365
18	946	1,161	9,225	11,332	180	273	893	1347	1,126	1,434	10,118	12,678
19	1,578	16,294	2,082	19,955	15,436	759	157	16,351	17,014	17,053	2,239	36,306
21	541	-	-	541	962	-	-	962	1,504	-	-	1,504
Total	270,872	471,020	623,668	1,365,560	230,014	341,096	290,893	862,003	500,886	812,116	914,561	2,227,564

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

1. Agriculture, Forestry and fishing(A)

2. Mining and Quarrying (B)

3. Manufacturing (C)

4. Electricity, Gas, Steam and Air Conditioning supply(D)

5. Water Supply, Sewerage, Waste Management and Remediation Activities(E)

6. Construction (F)

7. Wholesale and Retail trade, Repair of Motor Vehicles and Motor Cycles(G)

8. Transportation and Storage (H)

9. Accommodation and Food Services Activity (I)

10. Information and Communication (J)

11. Financial and Insurance Activities (K)

12. Real Estate Activities (L)

13. Professional and Scientific and Technical activities (M)

14. Administrative and Support Service Activities(N)

15. Public Administration and Defense Compulsory Social Security (O)

16. Education (P)

17. Human Health and Social Work Activities (Q)

18. Arts, Entertainment and Recreation (R)

19. Other Service Activities(S)

21. Activities of Extra Territorial Organizations and Bodies (U)

D: Principal Indicators of Earning**Table 8: No of Employees in Economic Activities by Wage Groups**

Economic Activity	Male					Female					Total				
	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total
1	58,887	70,391	5,458	-	34,737	101,855	54,868	7	-	156,729	160,742	125,259	5,465	-	291,466
2	990	9,582	1,394	-	11,966	-	2,932	46	-	2,978	990	12,514	1,440	-	14,944
3	20,882	199,304	115,553	9,793	345,533	90,921	263,307	18,304	2,507	375,038	111,804	462,611	133,857	12,299	720,571
4	-	5,153	588	472	6,214	-	596	169	45	810	-	5,749	758	517	7,024
5	253	2,102	1,371	253	3,979	1,179	739	1,251	-	3,169	1,432	2,841	2,622	253	7,148
6	1,184	13,814	69,327	4,094	88,419	636	4,761	5,164	481	11,042	1,819	18,575	74,491	4,575	99,460
7	13,659	102,296	51,934	5,016	172,905	9,776	41,330	2,686	7,900	61,691	23,435	143,626	54,619	12,916	234,596
8	2,626	47,566	14,702	81,064	145,957	968	2,284	10,608	374	14,234	3,594	49,850	25,309	81,438	160,191
9	9,924	39,174	13,546	-	62,644	3,696	4,326	1,136	169	9,328	13,620	43,501	14,682	169	71,973
10	499	1,758	2,706	5,834	10,796	134	1,432	1,548	698	3,811	633	3,190	4,253	6,532	14,607
11	2,110	48,943	52,840	1,747	105,639	4,205	27,764	15,409	2,089	49,467	6,315	76,707	68,249	3,836	155,106
12	2,343	1,925	1,131	-	5,399	-	337	1,337	-	1,674	2,343	2,261	2,468	-	7,073
13	1,281	3,458	19,412	2,502	26,654	1,706	4,425	4,616	935	11,682	2,986	7,883	24,028	3,437	38,335
14	19,534	106,708	28,696	401	155,339	19,013	41,128	1,105	-	61,245	8,546	147,836	29,801	401	216,584
15	-	17,776	6,364	1,027	25,167	-	9,279	5,140	419	14,838	-	27,055	11,505	1,445	40,005
16	1,135	5,702	3,148	1,915	11,900	6,080	12,047	5,722	879	24,729	7,215	17,749	8,870	2,794	36,629
17	299	3,072	10,412	6,704	20,486	5,896	10,092	24,891	-	40,879	6,195	13,164	5,302	6,704	61,365
18	541	10,790	-	-	11,332	-	1,347	-	-	1,347	541	2,137	-	-	2,678
19	14,149	3,603	1,666	536	19,955	13,721	2,493	-	137	16,351	27,870	6,096	1,666	674	36,306
21	-	--	541	-	541	-	-	962	-	962	-	-	1,504	-	1,504
Total	150,296	693,117	400,790	121,358	1,365,560	259,785	485,486	100,100	16,633	362,003	410,081	1,178,603	500,889	137,990	2,227,564

Note: These Industry groups are based on ISIC – Rev.4 and it is same as in Table 6

Table 9: No of Employees in Occupation by Wage Groups

Occupation Category	Male					Female					Total				
	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total
1	4,377	14,006	29,747	43,309	91,439	3,161	9,072	10,807	8,972	32,012	7,538	23,078	40,554	52,281	123,451
2	11,453	46,099	42,107	22,554	122,213	15,646	29,357	21,818	9,514	76,335	27,100	75,455	63,925	32,068	198,548
3	19,427	37,025	32,908	12,105	101,465	17,178	11,580	13,407	991	43,155	36,604	48,606	46,314	13,096	144,620
4	7,372	86,690	23,010	8,737	125,809	14,613	78,206	14,995	736	108,549	21,984	164,895	38,005	9,473	234,358
5	59,521	158,894	43,658	723	262,796	18,823	38,922	4,985	13	62,742	78,344	197,816	48,642	736	325,538
6	40,472	24,622	4,247	-	69,341	69,006	21,869	-	-	90,875	109,478	46,491	4,247	-	160,216
7	12,212	109,036	26,654	10,754	158,657	30,813	42,729	2,157	45	75,744	43,025	151,765	28,811	10,800	234,402
8	24,732	80,530	45,130	17,417	167,808	27,171	140,747	14,548	392	182,858	51,902	221,277	59,677	17,809	350,666
9	57,080	145,105	26,369	37,478	266,032	83,812	98,674	7,246	-	189,733	140,892	243,779	33,616	37,478	455,764
Total	236,646	702,007	273,830	153,078	1,365,560	280,222	471,156	89,962	20,663	862,003	516,868	1,173,163	363,793	173,741	2,227,564

Note: These Occupation Category are based on ISCO – Rev.88

- 01. Managers
- 02. Professionals
- 03. Technicians and Related Practitioners
- 04. Clerical Support Workers
- 05. Service and Sales Workers

- 06. Skilled Agricultural, Forestry and Fishery workers
- 07. Craft and Related Trade Workers
- 08. Plant and Machine Operators and Assemblers
- 09. Elementary Occupations

Appendix 02

International Classification

International Standard of Industrial Classification (Revision 4)

A. Agriculture; forestry and fishing

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

B. Mining and quarrying

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

C. Manufacturing

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

D. Electricity; gas, steam and air conditioning supply

35. Electricity, gas, steam and air conditioning supply

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

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

F. Construction

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

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

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

H. Transportation and storage

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

I. Accommodation and food service activities

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

J. Information and communication

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

K. Financial and insurance activities

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

L. Real estate activities

- 68. Real estate activities

M. Professional, scientific and technical activities

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

N. Administrative and support service activities

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

O. Public administration and defense; compulsory social security

- 84. Public administration and defense; compulsory social security

P. Education

- 85. Education

Q. Human health and social work activities

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

R. Arts, entertainment and recreation

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

S. Other service activities

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

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

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

U. Activities of extraterritorial organizations and bodies

- 99. Activities of extraterritorial organizations and bodies

International Standard Classification of Occupations (Revision 88)
Major Group

1.Managers

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

2.Professionals

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

3.Technicians and Associate Professionals

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

4.Clerical Support Workers

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

5.Service and Sales Workers

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

6.Skilled Agricultural Forestry and Fishery Workers

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

7.Craft and Related Trades Workers

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

8.Plant and Machine Operators and Assemblers

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

9.Elementary Occupations

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

Questionnaire



Labor Department
Survey on working hours and labor cost -202

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For office use only

Information provided by you is kept confidential and shall not be used for taxation purposes or requirements of the EPF Act

01. Name of Institution: _____

02. Address: _____

03. Telephone No:

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 Fax No:

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E-mail address: _____

04. Administrative District: _____
Divisional Secretariat division: _____

05. Are there any branch institutions located elsewhere which are managed under this institution?
Yes 1 No 2
If any, Number of branches

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06. Nature of the Business maintained by the Institution _____

(Briefly explain the main product with highest No of workers/labors/performance or business)

07. Legal status of the Institution (circle the relevant status)
Single Ownership 1 Partnership Enterprises 2 Semi Government 3
Public with limited liabilities 4 Cooperative Societies 5 Private Limited 6
Other(Specify) 7 _____

08. a) Is this Institution registered under E.P.F? Yes 1

--

No 2 E.P.F No

b) Is this Institution registered under any one of the following?
(Circle all the relevant responses)

Divisional Secretariat	1
Municipal councils/Urban councils/Pradeshya Sabha	2
Company registrar office.....	3
Investment Board.....	4
Inland Revenue Department.....	5
Commerce and Industries Board.....	6
Institute of Construction Training and Development.....	7
Other.....	8

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Office use only

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

10. Employment

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

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

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

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

Yes 1 — Average no of working hours per week spent by one person

No 2 — Go to Question No 13

13. Does your Institution have vacancies for workers? Yes 1 — Go to Question No 14
 No 2 — Go to Question No 15

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

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

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

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

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

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

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

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

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

Name _____ Signature _____
 Official Stamps _____ Date _____
 Designation _____

For office use

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

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